

The Leadership Alliance as a Gateway to Productive Ecosystems



Business ecosystems cannot be forced or controlled; they can only be orchestrated. The prerequisite for this is the greatest possible openness and flexibility on the part of the companies involved, especially the C-Suite. Entrepreneurial networks can only flourish through constructive cooperation.

Digital transformation breaks down the boundaries between companies, sectors and industries. One consequence of this development are business ecosystems. Within these networks, several different, sometimes competing, companies work together to provide a service that none could offer alone. Along the entire value chain and in almost every industry, this creates promising opportunities to positively influence customer relationships, business processes and business models. Well-known examples of such corporate networks include Amazon, Apple, Facebook, Uber and Airbnb.

The problem of corporate culture

For such an ecosystem to thrive, however, the traditional form of cooperation must change. According to a 2017 Accenture study on innovation ecosystems, it is precisely this process that is blocked in many companies by the hierarchical business model and current corporate culture. Their sobering conclusion: a "cooperation-oriented corporate culture" is absent. In order to achieve this, managers are required to lead by example. To the same extent that digitalization requires a transformation of technologies and business models, collaboration within the C-Suite must change.

Teams leading teams

The increased complexity of ecosystems requires a new mindset, a new form of cooperation, even a new culture. The focus here is on horizontal leadership cooperation, which we explicitly promote through our Leadership Alliance coaching programs. They enable an efficient leadership alliance in which different personalities with different roles and abilities work together productively. In line with our motto "Teams leading Teams", strategic initiatives can be initiated and implemented with the necessary agility. In this way, the actual nucleus of the ecosystem is created.

The constructive cooperation of all executives is based on sustainable and trusting relationships and networks that overcome silo-mentality and hierarchies. Instead of individual specialist competencies, the Leadership Alliance focuses on the necessary expertise and actively involves the relevant stakeholders. The more transparent the communication and the more authentic the work of the executives, the more successfully this participative leadership style can be transferred to all other levels within the company.

This not only creates a more agile organization, but also a new culture. It is characterized by openness, trust and innovative spirit and turns rigid companies into adaptable, agile organizations.

More success through Leadership Alliance

Our coaching method is suitable for both individuals and entire management teams. In addition to authentic and meaningful leadership, it aims in particular to develop a Leadership Alliance, i.e. uniform and cooperative thinking and action at management level. This is the basis for all further development of successful managers, a positive change in corporate culture and a successful digital transformation.

About Nicole Heimann & Partners AG

Nicole Heimann & Partners AG specializes exclusively in the professional coaching of senior executives and executive teams with the aim of establishing authentic leadership alliances in companies. Heimann is the official biographer of the documentary planned for this year about the life's work of Marshall Goldsmith, the world's leading leadership coach. In her book "How to develop the Authentic Leader in you" Nicole Heimann shows the value of authentic leadership in our economy. The proceeds of the book go to the Bullens Heimann & Friends Foundation.

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