



Leadership in a New Normal

Stephanie Mehta

Editor-in-Chief of Fast Company



Leadership is constantly changing, but typically not overnight. When the COVID-19 pandemic hit, companies were forced to quickly change the way they do business. At the time of this talk's filming, leaders are trying to sort through how business is changing for the short-term versus the long-term. In her talk at Leadercast 2020—Ripple Effect, Stephanie Mehta uses her expert observations as editor-in-chief of Fast Company to share what leaders should keep in mind as they venture into a new normal.

Key Takeaways

Remember who you lead. As much as leadership can seem to be about the business and pleasing its stakeholders, leaders have to remember who it is they lead. “You lead your employees, you lead your teams, you lead people,” shares Stephanie. This means leaders need to treat their employees with “integrity, respect, dignity and equality because, frankly, that’s what they expect from leadership in exchange for giving you their very best work.”

Stay curious. “Curiosity leads to all kinds of innovation—new processes, new products, new ways of thinking, new ways of doing things, and it will help you and your companies get ahead,” she explains. When leaders are curious, they set an example for those around them to create and find new ways of doing things.

Be flexible. Stephanie uses Netflix as an example of the value of flexibility: First, it disrupted Blockbuster, then it brought forth video streaming and now it is making waves in Hollywood with the production of its own content. Leaders should strive for antifragility over resilience as they enter a new normal, she says. Antifragility allows you to take what you learned through a crisis and build things better than what was there before.

“Your purpose as a leader may actually change with the times, so you need to have flexibility in your purpose.”