



# Leadership 2030: A Recipe for the leader (person) you're becoming

## RECIPE

**Dish name:** Leadership 2030

**Cuisine:** Human-centric leadership with AI seasoning

**Skill level:** Curious beginners → seasoned leaders

1. **Preheat the Mind** - the 5 skill areas for 2030
2. **Taste Yourself** - Self-assess your soft skill
3. **Choose Your Ingredient** - Select ONE skill
4. **Cook in the Kitchen** - Practice the skill in TM
5. **Let It Simmer** - Use the Leadership Diary
6. **Add AI Seasoning** - Use AI to assess and improve
7. **Plate the Dish** - Commit to one action in 7 days



# Why Leadership Must Change

## From Authority

Command, control,  
predictability

## To Adaptability

Trust, learning,  
and judgment

## New Reality

Lead humans, AI, and uncertainty — simultaneously

# Step 1: The 5 Skill Areas



## THINK

Make sense of complexity



## AUGMENT

Work effectively with AI



## CONNECT

Communicate  
and build trust



## LEAD

Influence and mobilise others



## ADAPT

Learn, unlearn, and adjust

# **THINK**

## What belief of yours might be **wrong today?**

Critical Thinking in an Age of Overload



- **Critical Thinking**  
Challenge assumptions relentlessly
- **Problem Solving**  
Break down complexity into clarity
- **Decision Making**  
Act confidently under uncertainty
- **Curiosity & Judgement**  
Seek new perspectives, separate signal from noise



# THINK: Make Sense of Complexity

Leaders who think clearly don't have fewer problems — they see them more accurately.

## Key Behaviours

### Analyse Before Acting

Break down complex situations into manageable parts before reacting.

### See the System

Identify patterns, root causes, and potential second-order effects of decisions.

### Decide with Incomplete Data

Make sound judgments and move forward even when certainty is unavailable.

**Toastmasters Connection:** Practice these skills by serving as an *Evaluator* or *General Evaluator* to analyze a speech, identify patterns, and give structured feedback.

### AI Prompt Tip:

"Give me a complex leadership scenario and ask me to think through it step by step before deciding."

# ♥CONNECT

## When did someone last feel truly heard by you?

Human Connection in a Digital World



### Empathy

Understand emotions beneath words



### Active Listening

Listen to understand, not to reply



### Communication Clarity

Make ideas simple and impactful



### Trust Building

Create safety and credibility



### Influence

Inspire action without authority

# CONNECT: Communicate and Build Trust

The most powerful leadership tool is not authority — it is the ability to make others feel heard.

## Key Behaviours

### Listen to Understand

Not just to respond; hold space for others' perspectives and truly grasp their meaning.

### Communicate with Clarity

Adapt your message to your audience and context, ensuring it is easily understood and actionable.

### Build Trust Over Time

Consistency, honesty, and follow-through are the foundations of strong, credible relationships.

**Toastmasters Connection:** Practice these skills as a **Toastmaster of the Evening**, through **speech storytelling**, or in **VPPR communication roles**.



### AI Prompt Tip:

"Review my last message to a team member and suggest how I could make it more empathetic and clear."





# What change are you **resisting** right now?

Thriving in Constant Change

## **Adaptability**

Adjust quickly to shifting conditions

## **Resilience**

Recover, reflect, and grow stronger

## **Learning Agility**

Learn, unlearn, and relearn fast

## **Openness**

Embrace uncertainty with curiosity

## **Stress Management**

Stay focused under pressure



# ADAPT: Learn, Unlearn, and Adjust

The leaders who thrive in 2030 will not be the most knowledgeable — they will be the most adaptable.

## Key Behaviours

### Embrace Uncertainty

Stay calm and functional when the path is unclear, navigating ambiguity with confidence.

### Unlearn Actively

Consciously let go of outdated assumptions and habits that no longer serve current realities.

### Iterate Quickly

Test hypotheses, learn from small failures, and adjust direction rapidly based on new insights.

**Toastmasters Connection:** Practice through **Table Topics** (impromptu speaking), contest participation, or stepping in for last-minute role replacements.



### AI Prompt Tip:

"I'm facing this unexpected change at work. Help me reframe it as a learning opportunity and identify my next adaptive step."

# **LEAD**

## Who are you **developing**, not just managing?

### Driving Outcomes Through Others

#### **Vision Setting**

Define a compelling direction

#### **Delegation**

Empower with clear accountability

#### **Coaching**

Grow others beyond their limits

#### **Accountability**

Own results, model standards

#### **Collaboration**

Work effectively across boundaries



# LEAD: Influence and Mobilise Others

Leadership is not a position. It is a choice to take responsibility for the growth of others.

## Key Behaviours

### Inspire with Purpose

Connect people to a meaningful 'why' beyond tasks and targets.

### Develop Others

Mentor, coach, and create space for others to grow and lead.

### Navigate Conflict

Address tension constructively and turn disagreement into progress.

**Toastmasters Connection:** Practice as a **Club Officer**, through **project leadership**, mentoring newer members, or taking on Area/District roles.



### AI Prompt Tip:






"Help me prepare a 2-minute motivational message for my team that connects our daily work to a bigger purpose."



# **AUGMENT**

## What are you doing manually that **AI could amplify?**

### Leading with AI, Not Against It

-  **AI Literacy**  
Understand tools, capabilities, and limits
-  **Prompting**  
Communicate with AI effectively and precisely
-  **Human–AI Collaboration**  
Combine human judgement with machine speed
-  **Ethical Awareness**  
Use AI responsibly and with integrity
-  **Digital Adaptability**  
Stay current as tools rapidly evolve



# AUGMENT: Work Effectively with AI

AI will not replace leaders. But leaders who use AI will replace those who don't.

## Key Behaviours

### Prompt with Intention

Ask AI precise, contextual questions to get useful, actionable output.

### Reflect with AI

Use AI as a thinking partner to deepen self-awareness and challenge assumptions.


### Stay Human

Know when to override AI, trust your instincts, and lead with empathy.

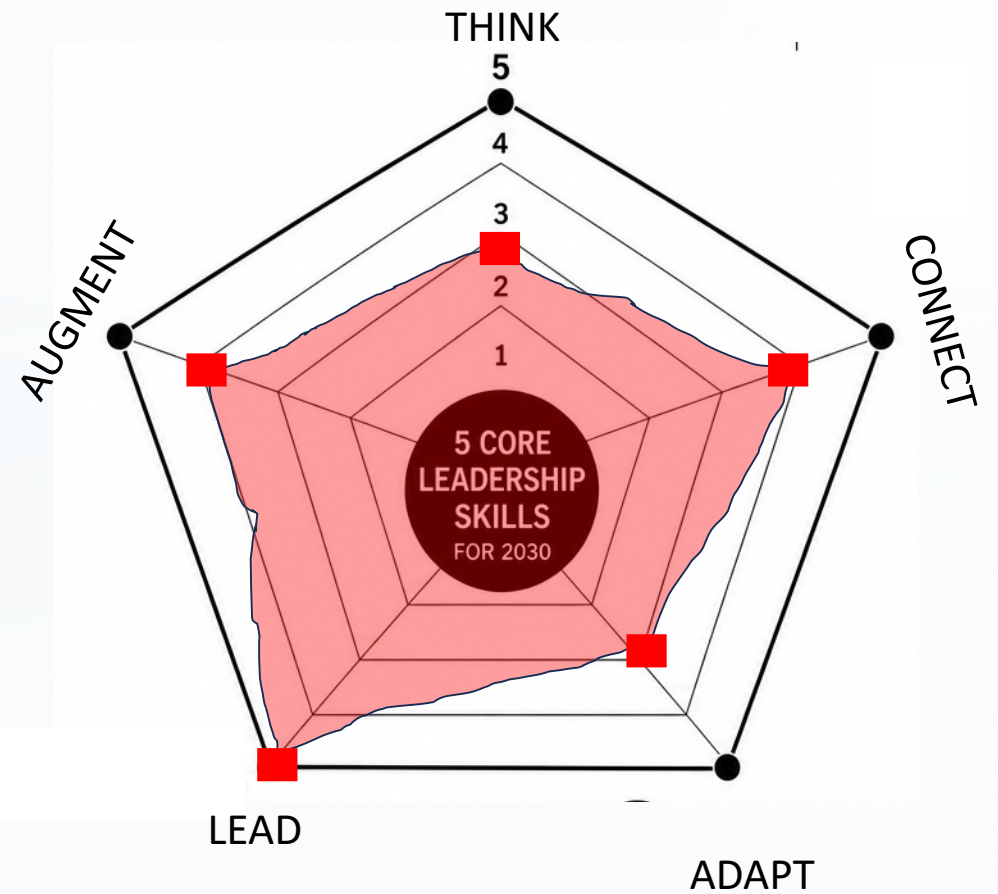
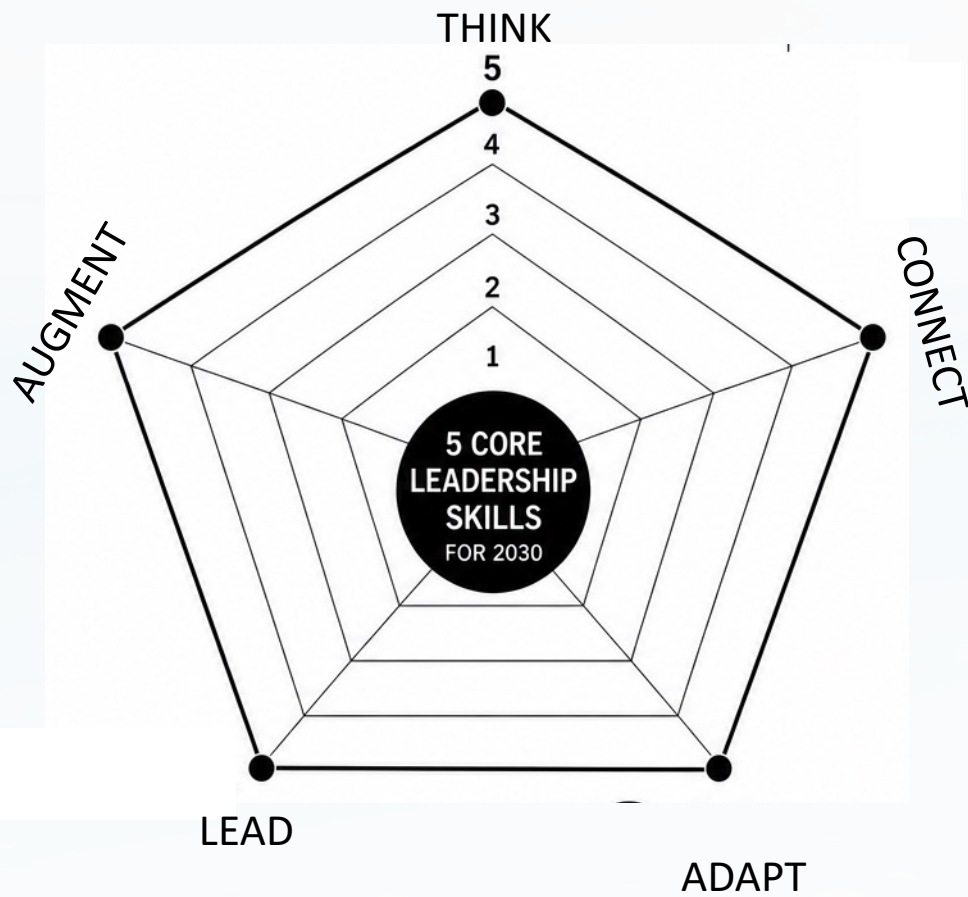
**Toastmasters Connection:** Use AI to prepare speeches, rehearse evaluations, simulate Table Topics, and reflect on your leadership diary entries.

### AI Prompt Tip:

"Act as my leadership coach. Based on this reflection from today's meeting, what is one blind spot I should explore?"

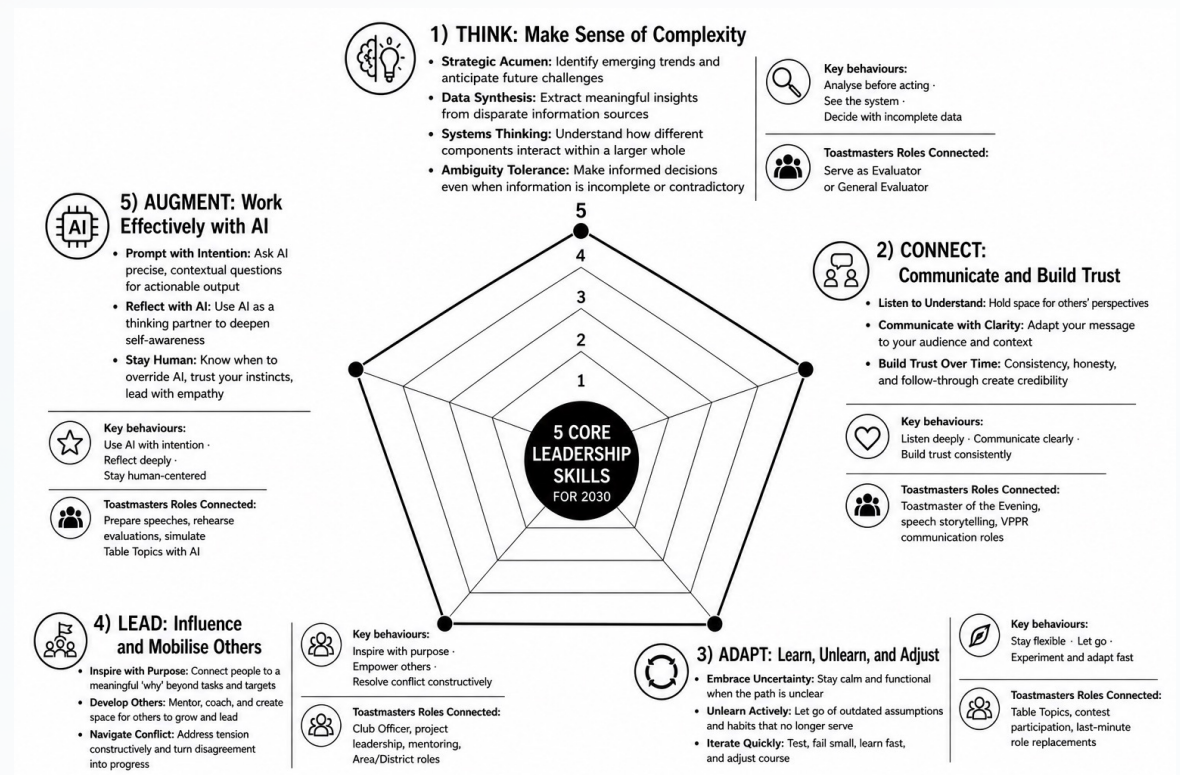
 AI accelerates reflection — but cannot replace courage, empathy, or real human practice.

# Step 2: Assess Yourself



# Step 2: Assess Yourself

1. Assess yourself on the five areas
2. Once done raise your hand



## Step 3: Focus on One Skill

"Leadership growth fails when we try to improve everything at once."

Choose **one** skill. Go deep, not wide.



TOASTMASTERS · LEADERSHIP 2030

# Discover your next leadership growth area

Answer a short self-reflection interview. You will receive a profile across five future leadership areas and AI-supported suggestions for Toastmasters practice.



## Before you start

This interview does not ask for your name, email address, or other direct personal identification data. Your answers are used to calculate your leadership profile. Parts of the final report are generated by AI, so use them as practical reflection prompts rather than as definitive assessment or professional advice.

**THINK**



## Make Sense of Complexity

Analyse before acting · See the system · Decide with incomplete data

1 = very low · 3 = medium · 5 = excellent

[Generate my AI-assisted development plan](#)



## Make Sense of Complexity

Analyse before acting · See the system · Decide with incomplete data

I identify emerging trends and anticipate future challenges.

1

2

3

4

5

I extract meaningful insights from different information sources.

1

2

3

4

5

I understand how different components interact within a larger system.

1

2

3

4

5

I make informed decisions even when information is incomplete or contradictory.

1

2

3

4

5



### CONNECT

## Communicate and Build Trust

Listen deeply · Communicate clearly · Build trust consistently

1 = very low · 3 = medium · 5 = excellent

[Generate my AI-assisted development plan](#)

# Your development profile

Start again

This is a self-reflection snapshot. Use it as a practical compass for your next Toastmasters roles.

## Privacy and AI notice

This interview does not collect your name, email address, or other direct personal identification data. Your answers are used to calculate this result. Parts of the development report below are generated by AI and should be treated as reflective guidance, not as a scientific, psychological, or professional diagnosis.

## Your scores



### THINK

Make Sense of Complexity

3/5



### CONNECT

Communicate and Build Trust

3.75/5



### ADAPT

Learn, Unlearn, and Adjust

4.5/5



### LEAD

Influence and Mobilise Others

4/5



### ALIGNMENT

---

AI-assisted development suggestions

---

## 1. Leadership Snapshot

Your self-assessment reveals a well-rounded leadership profile with notable strengths and clear areas for growth. You consistently adapt to change, embrace augmentation tools, and demonstrate strong leadership presence. At the same time, your thinking dimension, which involves strategic insight and cognitive agility, shows room for deeper focus and development. This balance of capabilities positions you favorably for continuous growth and agility in a fast-evolving leadership landscape.

---

## 2. Strength to Leverage

**Adaptability (4.5/5)** stands out as your strongest leadership area. You have a keen ability to pivot, embrace uncertainty, and respond dynamically to new information or environments. This agility enhances your resilience and fosters innovation in your teams. Lean into this strength by leading initiatives that require creative problem-solving and navigating ambiguity. Your adaptable mindset can serve as a beacon for colleagues facing disruption, guiding them to remain open and proactive.

---

## 3. Development Priority

**Thinking (3/5)**

---

## 4. Toastmasters Roles to Practise

- **Evaluator:** Practice critical analysis and insightful feedback to hone your thinking and strategic insight. This role encourages clear articulation of improvement points.
- **Table Topics Master:** Develop quick, agile thinking to respond on the spot, improving mental flexibility under pressure.

## 5. Micro-Challenges for the Next Meeting

- Before speaking, pause for 3 seconds to scan your key points mentally—practice intentional thinking.
  - Deliver a speech or evaluation that connects a personal story to a broader leadership concept, encouraging strategic reflection.
  - In Table Topics, challenge yourself to link responses to a future-oriented idea or solution, stretching your cognitive breadth.
- 

## 6. How to Use AI as a Coach

Leverage AI tools to simulate complex decision-making scenarios and receive alternative viewpoints to expand strategic thinking. Use AI for drafting and refining leadership communications, helping clarify your messages. Additionally, explore AI-generated prompts for reflective journaling or brainstorming to stimulate creative thinking paths and uncover unconscious biases or assumptions.

---

## 7. Leadership Diary Prompts

- Reflect on a recent decision: What assumptions did you rely on? Could you have explored other perspectives?
  - Describe a situation where adaptability helped you succeed. What habits supported your flexibility?
  - How do you prioritize thinking time in your daily routine? What distractions limit your strategic reflection?
  - What new technology or mental model could you adopt to augment your leadership effectiveness?
  - How are you modelling adaptive leadership to peers or team members?
- 

## 8. 30-Day Development Sprint

1. **Days 1-7:** Schedule daily 10-minute reflection sessions focused on unpacking one leadership challenge or decision each day. Use journaling prompts to deepen your thinking.
2. **Days 8-14:** Take on the Evaluator role at two meetings, deliberately focusing on analyzing content strategically and articulating thoughtful feedback.
3. **Days 15-21:** Practice delivering Table Topics responses that incorporate foresight and systemic perspectives. Prepare a quick mental checklist of points before speaking.

# Step 4: Toastmasters as Your Leadership Gym

Toastmasters is not only a speaking club.  
It is a safe leadership laboratory.

<b>THINK</b>	Evaluator, General Evaluator, debate-style Table Topics
<b>CONNECT</b>	Toastmaster of the Evening, speech storytelling, VPPR communication
<b>ADAPT</b>	Table Topics, contest participation, last-minute role replacement
<b>LEAD</b>	Club officer, project leadership, mentoring, Area/District role
<b>AUGMENT</b>	Use AI to prepare, rehearse, reflect, and improve speeches

# Build a Practice Plan



## Example in Action

- ☐ **Skill:** CONNECT  
**Role:** Evaluator  
**Behaviour:** Active listening  
**Feedback:** Did the speaker feel understood?

Use AI to generate a 4-week Toastmasters practice plan for your chosen skill.

# Step 5: The Leadership Diary

"Experience alone does not create growth. Reflected experience does."

## Before

What skill am I practising today?

## During

What did I notice in the moment?

## After

What worked? What didn't?

## Feedback

What did others observe?

## Next Loop

What will I try differently?

Leadership Diary 2030 — Reflection Page

1 Situation / Challenge Definition

Describe a leadership situation or challenge you are facing.

Three horizontal lines for writing.

2 Problem Framing & Underlying Dynamics

Technical  Adaptive - What assumptions or values are being questioned?

Two horizontal lines for writing.

3 Decision / Action Taken & Rationale

Describe your decision or action, and the rationale behind it.

Four horizontal lines for writing.

4 Reflection — What Did I Learn?.

Three horizontal lines for writing.

🕒 Immediate Review

Discuss with your mentor within a week - Feedback summary:

Three horizontal lines for writing.

Next Steps / Experiment:

Two horizontal lines for writing.

🕒 3-Month Review - Revisit this case

What changed? What did I learn about my leadership style? Which skills improved?

Three horizontal lines for writing.

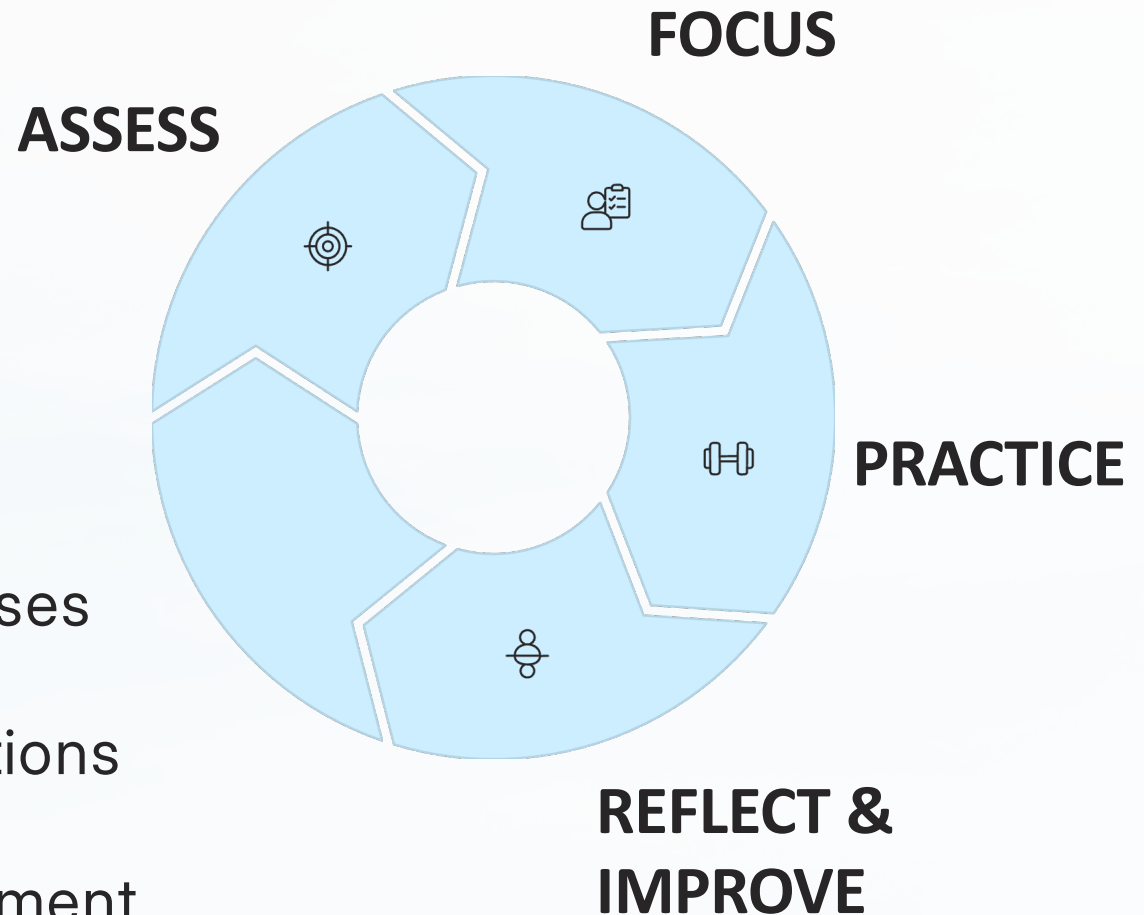
💡 Skills Engaged / Needed

- Adaptability  Foresight  Tech Literacy  Empathy  Collaboration  Ethics  Resilience  Creativity  Cultural Intelligence

Skills list with checkboxes: Strategic Acumen, Data Synthesis, Systems Thinking, Ambiguity Tolerance, Listen to Understand, Communicate with Clarity, Build Trust Over Time, Embrace Uncertainty, Unlearn Actively, Iterate Quickly, Inspire with Purpose, Develop Others, Navigate Conflict, Prompt with Intention, Reflect with AI, Stay Human. Includes a 'Notes' section with a horizontal line.

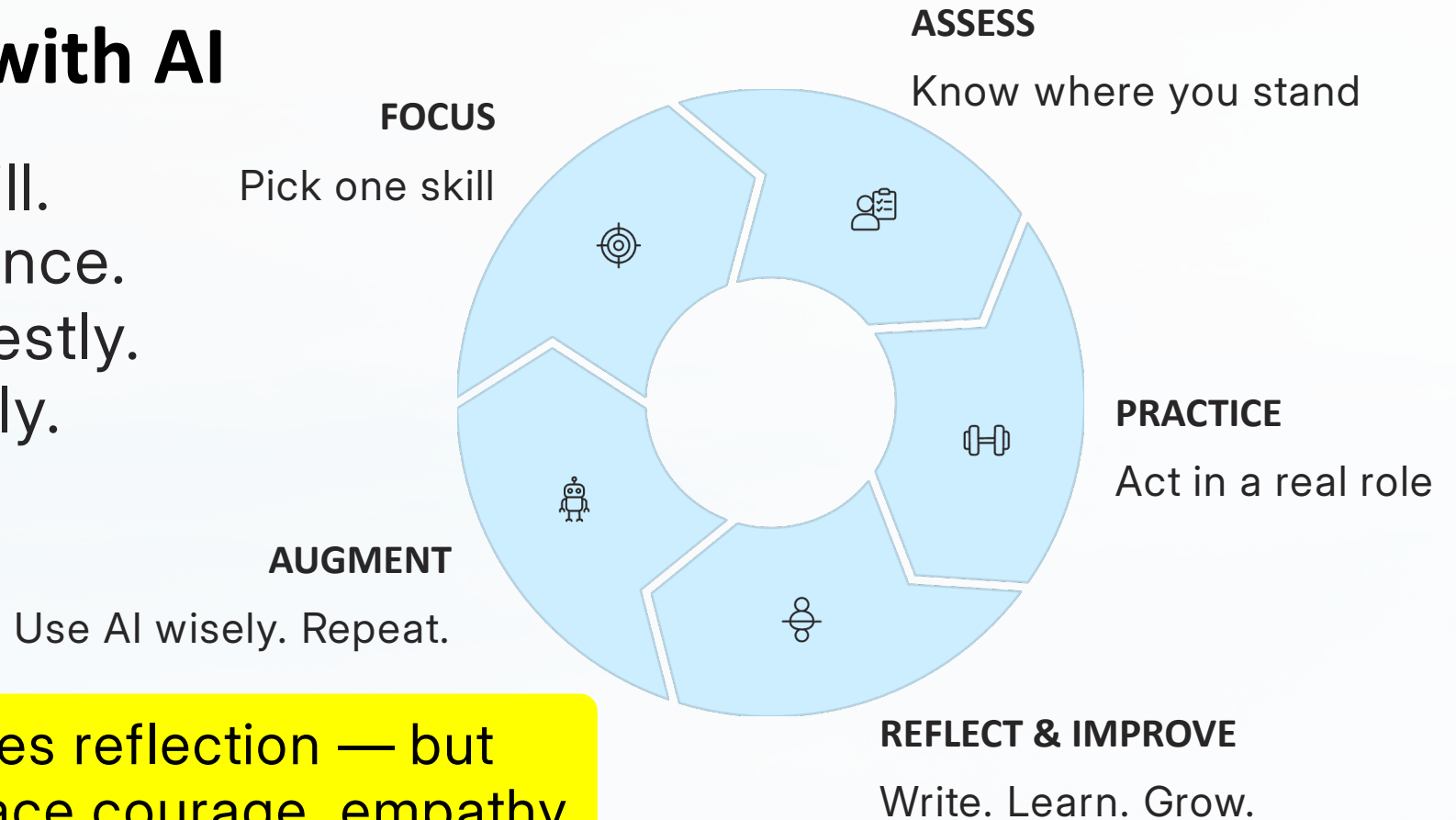
# The Leadership 2030 Loop

- **Assess**  
Interpret your skill scores
- **Focus**  
Choose your priority skill
- **Practice**  
Design role-based exercises
- **Reflect**  
Ask deep coaching questions
- **Improve**  
Suggest your next experiment



# Step 6: The Leadership 2030 Loop with AI

Pick one skill.  
Practice it once.  
Reflect honestly.  
Use AI wisely.  
Repeat.



**⚠️ AI accelerates reflection — but cannot replace courage, empathy, or real human practice.**

## Step 7: Your X Day Commitment

- ☑ In the next 7 days, I will develop \_\_\_\_\_  
by doing \_\_\_\_\_ in Toastmasters,  
and I will reflect on it using \_\_\_\_\_.

**One loop. One skill. One week.  
That is how leadership is built.**



Leadership 2030

## Step 7: Your X Day Commitment

- 👉 In the next 7 days, I will develop \_\_\_\_\_ by doing \_\_\_\_\_ in Toastmasters, and I will reflect on it using \_\_\_\_\_.

**One loop. One skill. One week.  
That is how leadership is built.**