



## **The importance of young leaders in adapting to ‘the new normal’.**

Looking to the future, it is increasingly clear that the impact of the Coronavirus pandemic will permanently change the world. The way we work has fundamentally changed, and we will need to adapt both in terms of how our workplaces operate and the kind of skills ourselves and our colleagues will require. In this situation, young people entering the workforce may be uniquely placed to succeed, bringing new ideas and without being tied to traditional working practices.

## **Challenges for new starters**

However, it is also clear that young people will be among the most impacted by the economic downturn caused by the Coronavirus. With many businesses implementing hiring freezes and a market saturated with job seekers, young people will be facing a significant challenge at getting onto the first rung of the career ladder.



During the pandemic, we have seen inspiring examples of young people showing true leadership. From school children making PPE with their 3D printers to groups setting up initiatives to help their local community, these were all acts of leadership, demonstrating innovation and collaboration, with a great sense of purpose. These skills and behaviours will be vital to businesses to help rebuild our economy and bring innovations that will enable us to move forward in an increasingly globalised world.

## **A programme to help young people develop the soft skills they need to succeed in a changing workforce.**

Entering the workforce in the wake of huge changes to the way businesses operate will require young professionals who are adaptable and able to see solutions and opportunities. ILM is committed to fostering leadership skills among young people, offering qualifications like the ILM Level 2 Award for Young Leaders to help them develop the skills to succeed and thrive in their careers.



This programme supports young people in developing independence and confidence, providing them with the skills to set their own goals and take on leadership roles among their peers. The qualification is often undertaken as part of the cadet service, supplementing the skills young people can learn with as part of their experience in the cadets.



Perhaps most crucially, this type of qualification can help young people develop the interpersonal and teamworking skills vital to the modern workforce. While conventional academic qualifications are clearly valuable, experience and training in how to lead others, manage conflict and delegate among a team are hugely valuable skills that are indispensable across a wide range of roles.



**“As workplaces** move away from traditional hierarchies and towards more matrixed structures, our understanding of what ‘leadership’ means is changing. Increasingly, employers, educators and learners are coming to recognise the importance of leadership among individuals throughout an organisation; not just in managerial roles.

With this shift in attitudes in mind, honing and nurturing leadership skills in young people has never been more important. Regardless of industry and sector, the ability to inspire, encourage and guide collaboration is becoming central to thriving at work and securing a sustainable and fulfilling career.”

**Nick Cutland, Executive Director of Quality at ILM**

## Get involved

ILM’s Level 2 Award for Young Leaders can play a critical role in equipping people entering the workforce with the skills and confidence to succeed in this challenging environment and to help those around them adapt as well.

Click on the button to find more info.



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