



# Human-Centered Digital Leadership: A Practical Guide

Incorporating Romantic Agility and  
The Flower of Organic Business

# Introduction to Human-Centered Digital Leadership



- Overview of Human-Centered Leadership in Digital Transformation.
- What is Romantic Agility?
- Why integrating human values is key for long-term digital success.



# Introduction to Human-Centered Digital Leadership

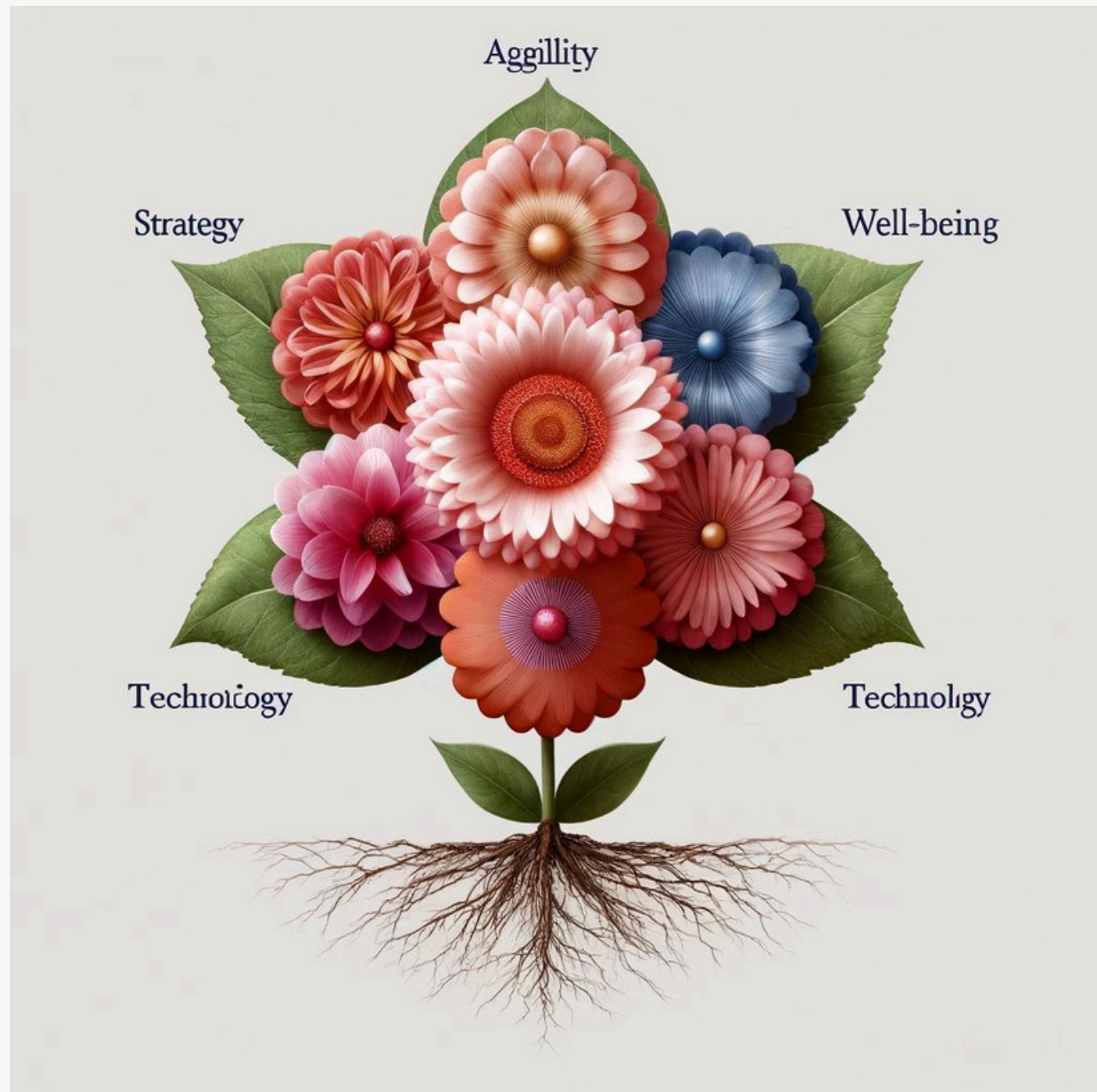


This section introduces the foundational principles of Human-Centered Leadership in digital transformation.

- The core idea is to focus on the human experience during the implementation of technological changes, ensuring that digital tools are designed to enhance employee engagement, well-being, and productivity.
- Romantic Agility emphasizes a leadership style that puts the human factor at the center of technological decisions, aligning them with both strategic goals and long-term cultural shifts.

**In doing so, organizations foster a culture where technology supports rather than hinders human potential.**

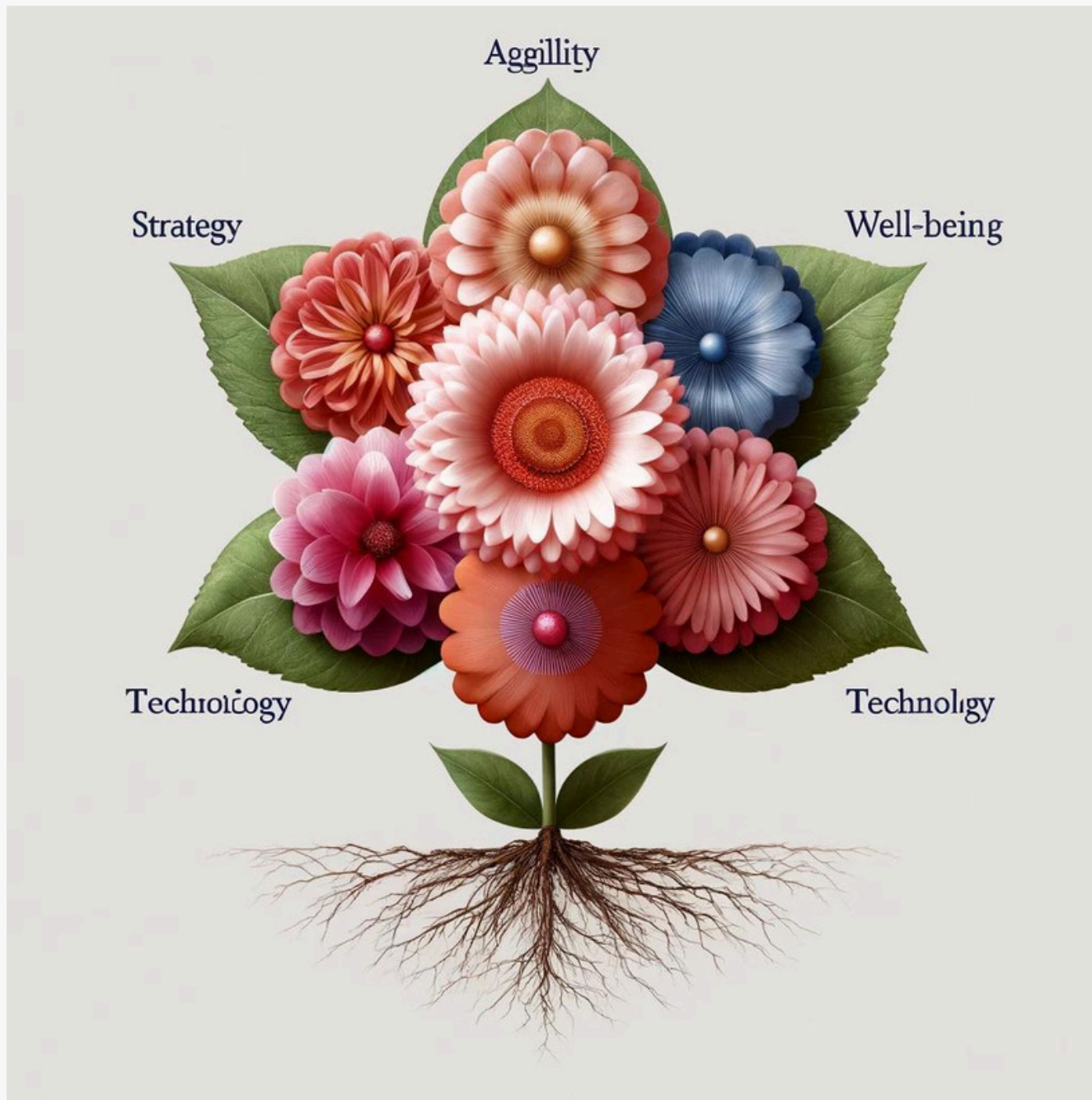
# The Flower of Organic Business and Leadership



- The 'Flower of Organic Business' as a model for balancing strategy and human values.
- How aligning human-centered leadership with organizational goals drives success.
- Key elements: Strategic intent, human well-being, and agility.



# The Flower of Organic Business and Leadership



This focuses on the Flower of Organic Business model, which serves as a metaphor for balancing human values and strategic intent within an organization.

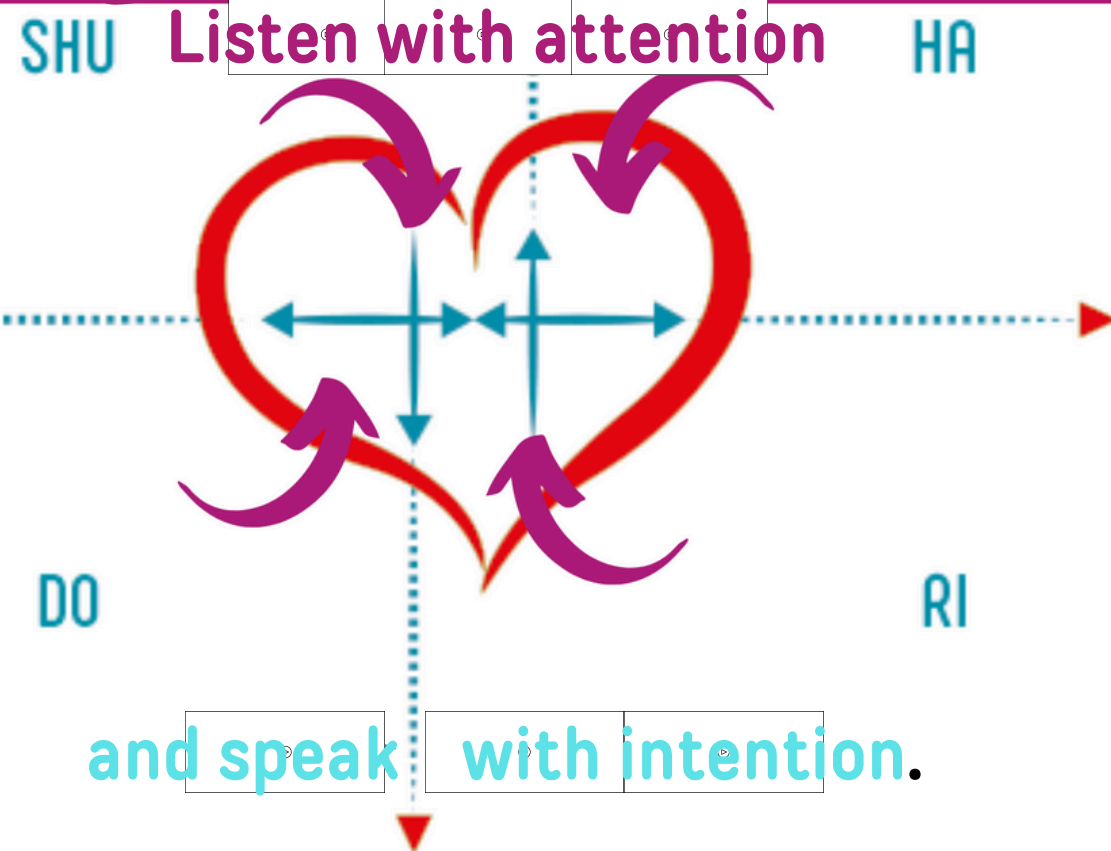
- Each petal of the flower represents different organizational priorities—strategy, agility, well-being—and highlights the importance of ensuring that technological advancements serve to support human development.

By aligning leadership with human-centered values, **organizations can create a balanced ecosystem where technology and humanity thrive together, leading to sustainable success.**

# The Flower of Organic Business and Leadership

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## The IMPACT ACTION



Employee engagement is at the heart of successful digital transformation.

Romantic Agility encourages leaders to center their technology decisions around the needs and expectations of their teams. Examples such as the digital initiatives at Enedis and SNCF demonstrate how the right tools can enhance daily workflows and improve job satisfaction.

**Leaders who engage their employees through empathy and active participation in digital change foster an environment of innovation and collaboration.**



AVANCER



extract of Manager autrement, by D.POPIOLEK  
ed. ENI



# Aligning Technology and Humanity



- Strategies for C-suite to ensure digital transformation aligns with human needs.
- How 'The Flower of Organic Business' complements technological advancement.
- Measuring success: Employee engagement and client experience alongside KPIs.



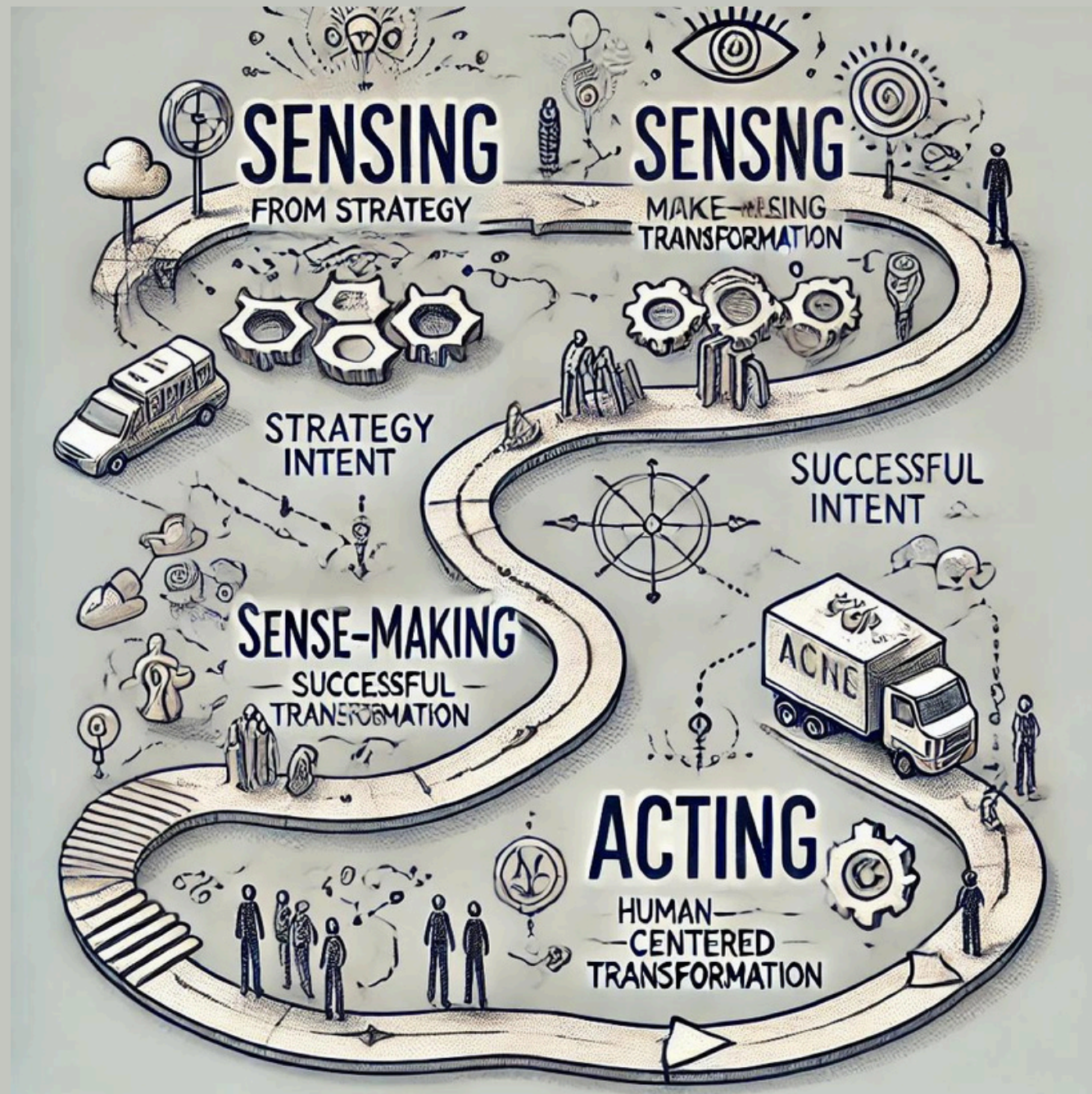
# Aligning Technology and Humanity



- This slide delves into strategies for C-suite leaders to ensure that digital transformation aligns with human needs.
- Technology should enhance employee and client experiences while also meeting business objectives. The Flower of Organic Business model supports the idea that technology should not be imposed but organically integrated into the business structure, enabling growth while maintaining human connection.
- A key measure of success here is employee engagement, which should be evaluated alongside traditional KPIs to gauge the full impact of the transformation.



# Actionable Steps for Implementation



- Step-by-step approach for integrating human-centered leadership into digital transformation.
- Frameworks like sensing, sense-making, and acting to drive transformation.
- Checklist for C-suite to monitor progress and adapt to cultural shifts.

# Actionable Steps for Implementation

By monitoring progress and remaining adaptable to cultural shifts, C-suite executives can ensure that their digital initiatives are not only successful but also resilient and human-centered.

- This section provides a practical roadmap for integrating human-centered leadership into digital transformation efforts.
- Sensing, sense-making, and acting frameworks allow leaders to adapt to challenges and guide their organizations through change.

## 1.Sensing:

Data collection on employee engagement

- Monitoring behavioral with OKR
- Feedback from teams about digital tools

## 2-Sense-making:

- Analyzing results in collaborative workshops
- Synthesizing root causes
- Mapping out the challenges encountered

## 3-Acting:

- Deploying new tailored solutions
- Training teams
- Monitoring and adjusting initiatives as needed



# Key Takeaways

- Human-centered leadership and Romantic Agility drive long-term success in digital transformation.
- The Flower of Organic Business aligns technology, strategy, and human values.
- C-suite leaders must focus on employee engagement and well-being alongside traditional metrics.