
Journey to the corner of the office.

[We believe that all business, functional and departmental heads in organisations are potentially the next CxOs and hence we will call them 'nexters' in this article.]

One small step for the organisation and a giant leap for the nexter. That's what the corner office proposition is.

Think about it. From starting a professional career, as an individual contributor, the nexter journeys through many role changes to reach this all-important level of becoming the mover and shaker at an organisational level. The next destination for every aspiring nexter is the corner office and here the landscape of the journey rapidly changes. It is a big leap.

Why is it a Big Leap?

The occupants of the corner office have demands and requirements on their skills that are dramatically different than that of the nexters. This simple reality makes it a big leap. Everything changes here, the perspective and the view is holistic. Decisions are broad based and not functional. Strategies and plans are not merely for functional success but cross-functional. Concerns about the future are as consuming as the present. Results have to be sustainable and success metrics on scorecards depend on many more uncertainties and complexities than the functional ones.

The climate in the corner office represents a challenging dichotomy. Bold visionary thinking by gazing into the future, has to be matched by meticulous communication and delegation that engage the gears of daily motion. Drive what is best for the organisation, while dealing with diverse and strong personalities, who can be obsessed with their functional deliverables. Keep the morale of the organisation high, while external stakeholders have to be engaged with and kept happy.

Preparing for the leap.

Back to the life of the nexter. It's not about incremental progress - doing more of the same in a better way, anymore. No longer can the nexter be concerned solely with the function or department. This is a discontinuous leap from a silo to a boundless world. This is ownership mindset at its best. The real challenge for a nexter here is that while there is so much to be learnt, it can appear that there is very little time, given the operational demands of the role.

Exemplary organisations proactively prepare nexters, for challenges not faced hitherto. Nexters need to gain this wisdom shift and take personal responsibility of their multi-dimensional learning- and all this while not dropping the ball on their current deliverables.

Nexters must consciously take time out to pause, reflect, get trained, mentored and coached, all leading up to a momentous run up to take the giant leap and land gloriously in the corner office.