

# Understanding the new leadership paradigm for a psychologically healthy workplace

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## **INTRODUCTION**

The last 10 years have seen a sharp increase of interest for Psychology well-being at the workplace. Although awareness is essential, an obvious lack of method, especially among managers and leaders are making progress very slow. Changing our leadership method require changing the way we conceptualize our work environment in the first place. Understand why we are doing things the way we do and where it first came from allow us to place things into perspective and adopt a new leadership paradigm essential to employ new generations in the new normal with an ever-growing gig economy.

### **AIM:**

This talk is for leaders, managers and HR Directors that wish to make the shift into the new leadership and workplace paradigm in order to land safely in the gig economy and employ new generation of talents.

### **MATERIALS AND METHODS:**

This talk will be supported by visual presentation, shared live on screen, that will bring statistic and analysis from a variety of institution around the world.

### **VISION:**

The wish is to challenge and rethink our way of thinking the workplace.

As an organizational psychologist, my vision has always been to bring humanity into the workplace, especially to guide leaders and inspire those with short-sighted vision. But I am fearing that many have lost their ability to inspire as they are lost themselves. In times like this, we tend to retreat to our basic instinct: survival and personal gain as opposed to reaching out to help others in need, as it's the quickest way to help ourselves.

It seems the world has never been so divided, with two distinct and almost opposite tendencies. On the one hand, we have those who push for change in almost every aspect of our civilization —

a total rethink. And on the other hand, there are those with a frenetic urge to re-establish order — obviously, an order that serves their interest best — and claim to have the keys to our secured future.

**CONCLUSIONS:** At the corporate level, as it is at the institutional level, there is a need for a new vision, a world where everyone matters as opposed to a world of constant struggle where, in order to matter, you need to fight for your chair from birth. Bringing a new vision requires a few skills and a change in paradigm and vision.

**KEYWORDS:** 1. New Leadership Paradigm 2. Change Management 3. Workplace Well-being

## **BIOGRAPHY:**

Patrick Bensen is both an Organizational Psychologist (Coaching businesses, implementing change, advocating for best practice and for a psychologically healthy workplace) and a Clinical Psychologist (helping people to deal with life problems and stress, anxiety, burnout, and relationship issues).

Member of the Forbes Business Council, he publishes articles on Forbes Magazine monthly and translated worldwide. As a member of the International Association for Counseling (IAC), he has consultation right to the United Nations. Patrick is also an entrepreneur where he has developed business competencies together with a fair understanding of good business practice. As an Organizational Psychologist, he is also well aware of employees' concerns and preoccupations.

Member of the steering committee for the American Psychological Association's PHWA (Psychologically healthy workplace Award), he advocates for a psychologically healthy workplace standard. Patrick is a keynote speaker and he is registered as an expert in Organizational Change at the EU Commission.

