

rieser. As if that were not enough, there is the added anxiety of what is coming next and what the right thing to do is. As a result leaders and employees are left unsettled and anxious about consequences.

An outcome of this uncertainty is that emotional engagement to one's work and related motivation is in serious decline on the job. Thus leaders must address this critical issue by providing secure anchors and bases to counteract the negative consequences of ongoing change and uncertainty. The leader as a lighthouse becomes the anchor to handle the big and small storms to help keep followers aligned regardless of the turmoil surrounding them.

The workshop was highly appreciated by the community of VIPs. They recognized the importance of having such leadership workshops in events like Telecom in order to contribute on increasing the leader's capacity and knowledge.