

# Value of Purpose, Leadership in time of Transformation

Kaiun Club, August 24, 2022  
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**APM TERMINALS**  
Lifting Global Trade

# Time of Transformation

- ✓ *Automation*
- ✓ *Digitalization*
- ✓ *Decarbonization*
- ✓ *Diversity*



# The Role of Leadership is Changing

## THE PAST



Hierarchical, command and control relationships  
Span of control focused on employees' work lives  
Deliver returns for the business  
Collaboration with leadership peers  
Impenetrable and strong

## THE FUTURE

**Fluid, multi-dimensional, matrixed relationships**  
**Span of control must consider employees' whole lives**  
**Make an impact on the world**  
**Interdependence among leadership teams**  
**Vulnerable and human**

\* Sourced from Gallup

Collaboration is the key



Interdependence



Human lives



The Environment



The values



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