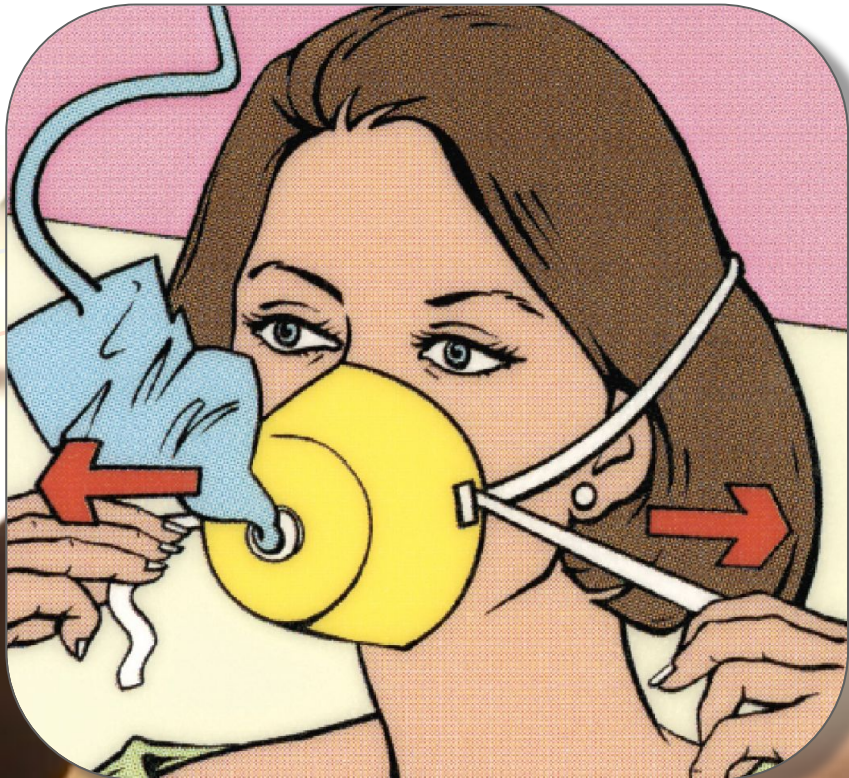


Secure Your Own Oxygen Mask First!

Transforming without breaking yourself, your people, or your organisation

Leadership Conference



YOUR BIGGEST CHALLENGE

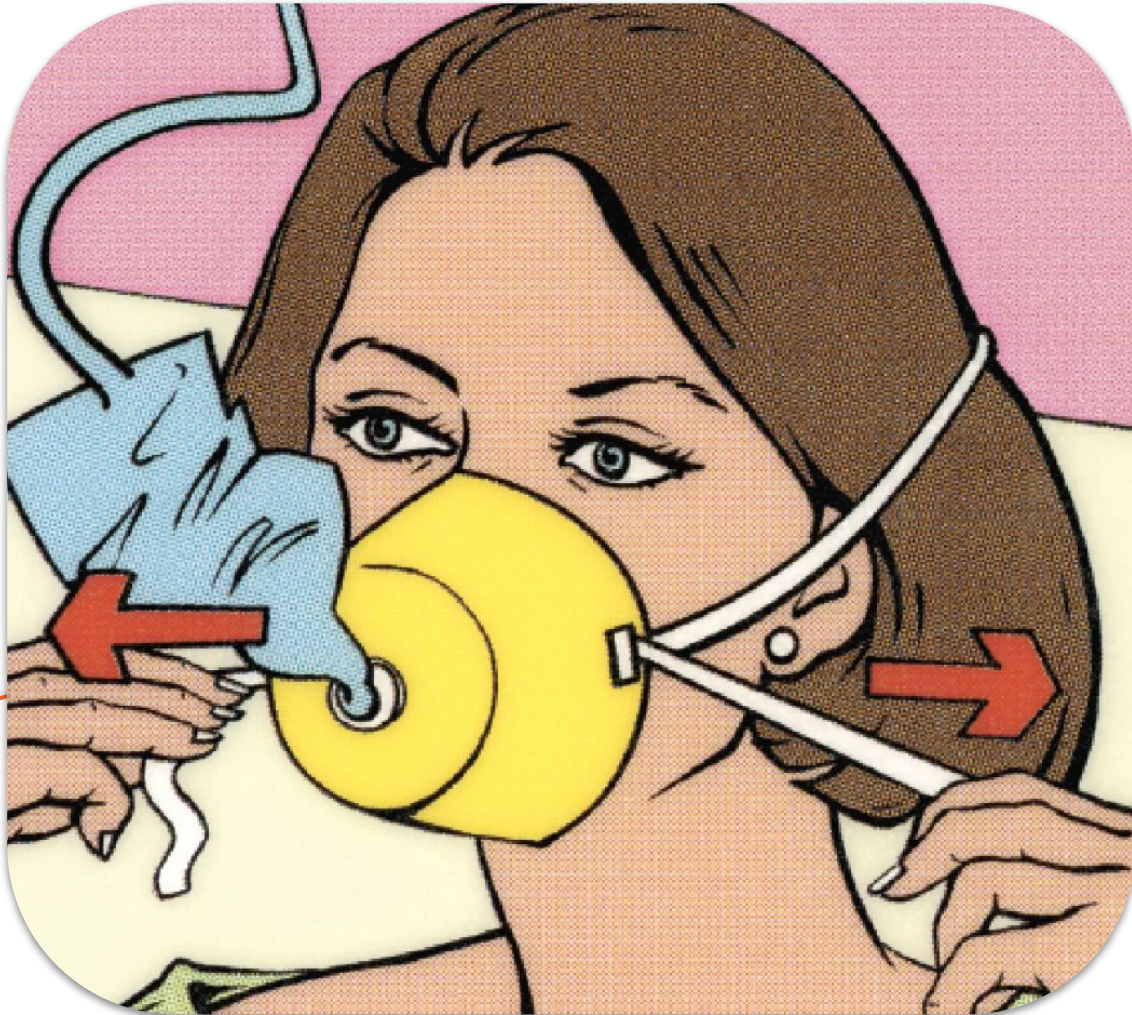
Massive Change / Reform



Overloaded, Exhausted
People

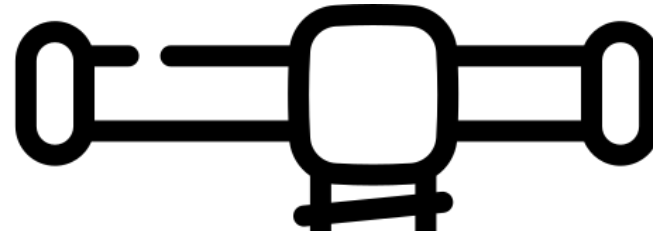


SELF CARE IS NOT SELFISH



“ In the event of an emergency, put your oxygen mask on first before helping others ”

PRESSURE DOES NOT HAVE TO EQUAL STRESS



REFLECTION

Reviewing (past)

Planning (future)

+ Positive

- Negative

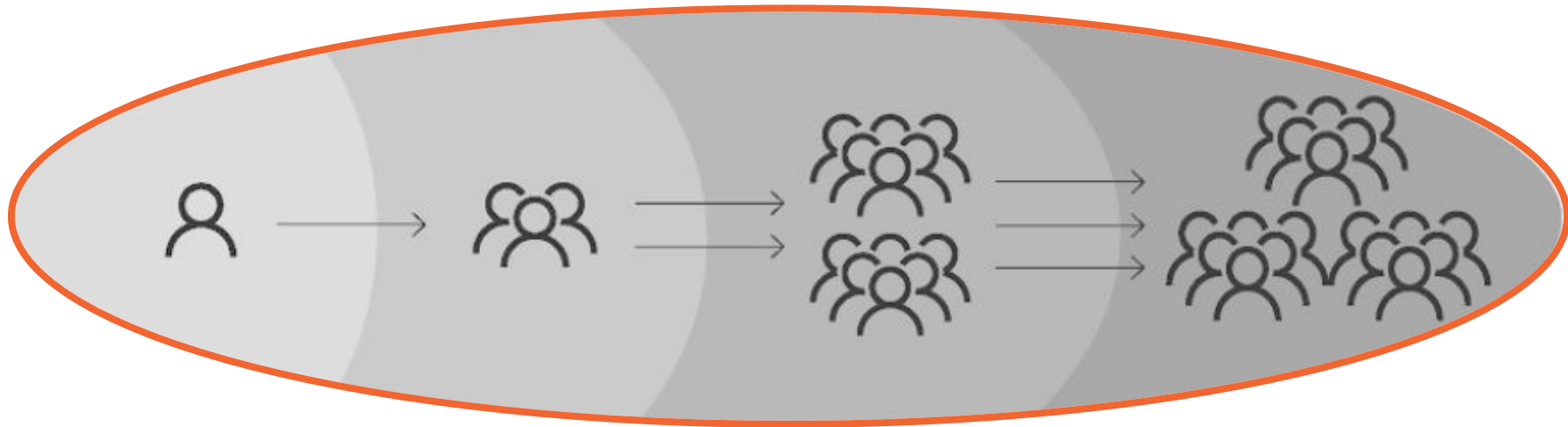
Regrets (past)

Anxieties (future)

RUMINATION

EMBRACING RESILIENCE IN CHANGING TIMES

- 1** **LEAD**
Authentically
- 2** **WAYS OF WORKING**
Self and Others
- 3** **HOW YOU LEAD CHANGE**
Keep things simple



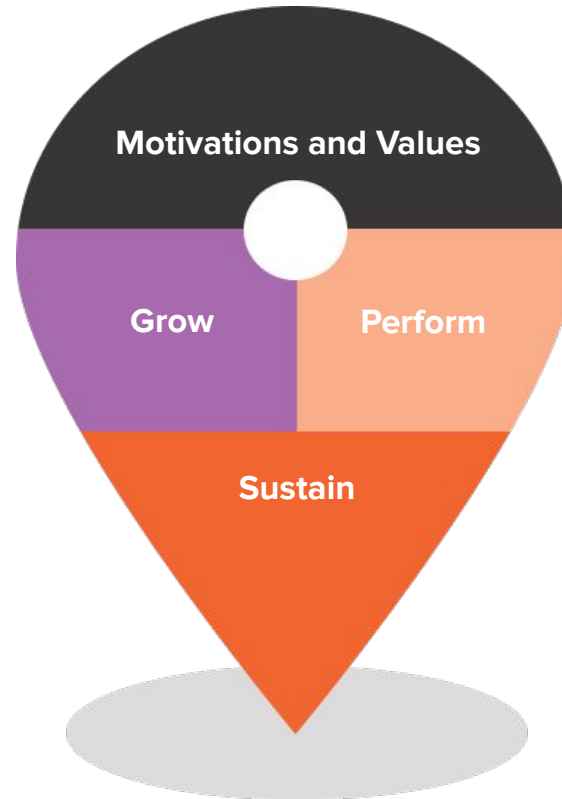
1 WHAT IS MY PERSONAL RESILIENCE?

My GPS for Work The “Why” of your Work

Intrinsic Motivation
How much your work naturally fuels you

Growth / Performance Balance
Deliver now vs Grow for future

The “What” of your work



Values Alignment
How work fits your important values

Burnout Risk
Sustainability of your way of working

The “How” of your work

2 HOW CAN OUR WAYS OF WORKING IMPROVE?

Sustainable Performance Experiments

	Most people	What will you experiment with?	Most people
Reflection on the best / worst ways to work	Work on auto-pilot	✗	Have done deep reflection and have clear rules
Attitude to 'to do list'	Feel anxious if they can't get through everything	✗	Made peace with not getting everything done
Transition to home life	Have no ritual to switch from work to home mode	✗	Have a ritual to switch from work to personal mode
Work/home boundaries	Very blurry boundaries between work and home. Not really thought about topic.	✗	Have thought about and created clear work and home boundaries
Opposite world and outside interests	No 'opposite world' as work is the focus	✗	Many interests, identities and activities outside of work
Phone strategy	No strategy. Click their phone throughout the night. Look at emails.	✗	On arriving home, put phone in different room and don't check it
Who am I?	Identity is closely tied to work and career	✗	Is a multidimensional person. Wears many hats and plays different life roles

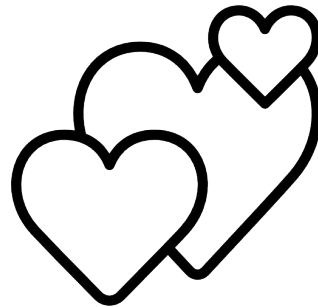
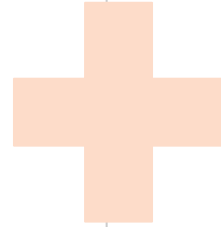
3 WHAT MAKES LEADING CHANGE SIMPLE?

“People *embrace* change they create themselves”



Engaging the *Head* through facts and evidence.

EVIDENCE



Engaging the *Heart* through storytelling.

STORY TELLING



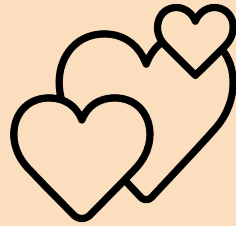
Empower teams, *the Hands* to focus on

- Early wins
- Co-creating the big rocks

CO-CREATION

SKILLS TO LEAD CHANGE THROUGH OTHERS

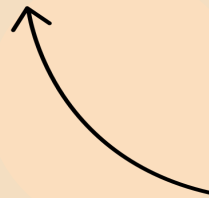
COMMUNICATE TO INSPIRE ACTION



EMPOWER WITH GUIDANCE



LISTEN + ACTION FEEDBACK



ENGAGE IN CO-CREATION



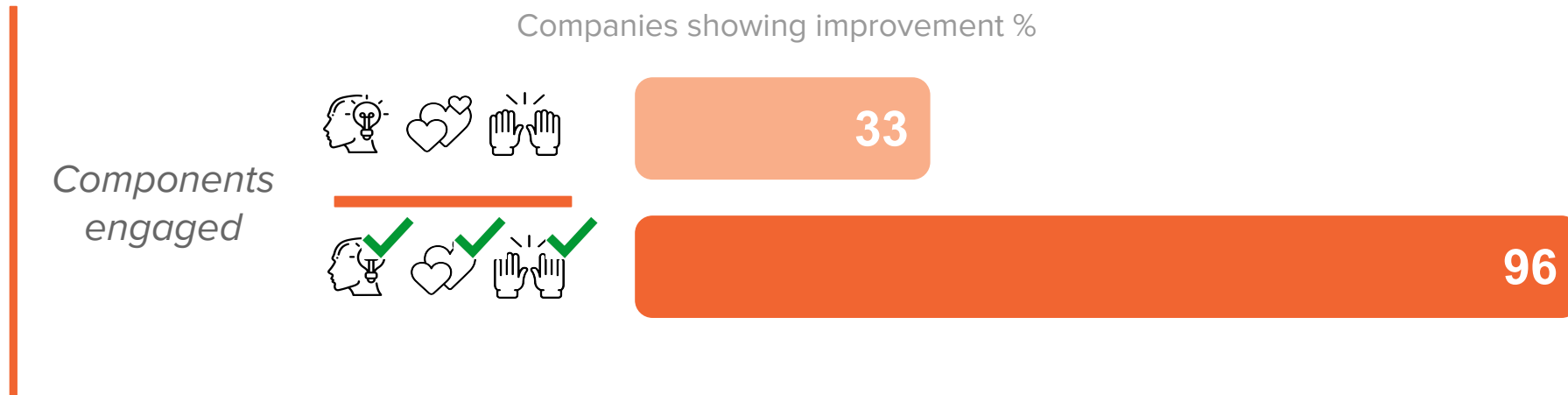
INNER CAPACITY
BEING



*Based on MIT Leading System Change and IDEO, human centred change

THE FACTS

Head, Heart and Hands Together Make a Big Difference



Source: BCG Anaysis

'Improvement is defined as "breakthrough" or "strong" performance improvement as self-reported in survey.

