

WHY LEADERS NEED A NEW WAY TO DEAL WITH CHANGE

↓ with the *TRADITIONAL* way of solving big problems via senior leadership ↓

<i>our</i>	<i>our</i>	<i>from</i>	<i>from</i>	<i>from</i>	<i>from</i>	<i>from</i>
GUIDING PRINCIPLES	THOUGHTFUL RESEARCH	TOO MANY MEETINGS	SENIOR LEADERS ONLY	AGENDA LACKING FOCUS	MONTHS LATER (OR NEVER)	“HIGH”+NO FOLLOW THROUGH
<p>whole system change in 2-4 days with 90 days follow up vs. 2+year processes</p> <p>integrated emotional and social intelligence + technical intelligence x full potential</p> <p>the big question, right people, space, and action in session + guidance afterwards to shut out real world noise</p> <p>complex storytelling as a mechanism for understanding and better interpersonal communication</p> <p>shared values systems and vulnerable communication</p> <p>the human approach to leadership - walk in curious, walk out changed</p>	<p>CLOETE IEQ9 23% increase in leadership effectiveness/up to 28% boost in employee engagement</p> <p>OPEN SPACE neuroscience and psychological safety of open communication and trust shows that people protect things they create together</p> <p>KEGAN IMMUNITY TO CHANGE 30% resist change, 50% are neutral to change, only 20% are supportive of change</p> <p>BARRETT VALUES Identification of individual + shared values = common language</p> <p>ANDERSON LEADERSHIP CIRCLE Moving from Reactive > Creative > Integral - Unitive = up to an increase from 10% - 90% leadership effectiveness</p> <p>FELTMAN TRUST Learning to Stand In Each Other's Shoes vs. confronting conflict traditionally</p>	<p>65% senior mgrs / mtgs prevent from completing work</p> <p>78% of people believe they have too many meetings</p>	<p>Senior leaders are rarely the ones who execute the work that needs to be completed</p> <p>Skeptical about attending due to lack of lasting impact</p>	<p>55% of employees working to reduce quantity of business trips for more quality time at home</p>	<p>People lose 70% of information (only 30% retention) within 24 hours, so the less action in real time, the more that is lost.</p>	<p>Surge of new ideas, new commitments, fresh energy, is met loss of momentum, missed opportunities, failure to apply strategies and return to old habits if there is no structured follow up.</p>
		<i>to</i>	<i>to</i>	<i>to</i>	<i>to</i>	<i>to</i>
		BIG QUESTION	RIGHT PEOPLE	SPACE & FREEDOM	TAKING IMMEDIATE ACTION	SUPPORT AFTERWARDS
		<p>“What is the big question we should be asking?” and guided support helping to name and surface the right questions.</p> <p>The “Big Question” releases curiosity, creativity, energy, and initiates alignment and contribution to the “YES...and”.</p>	<p>A mix of technicians, middle management and senior leaders can solve the problem more effectively with a scalable real time approach,</p> <p>Ensuring good use of travel time equity, and time away from the office because output is put into action immediately.</p>	<p>Everyone wants to be seen, heard and valued - and to make a difference. This model makes space for that and guarantees results to follow via guided action.</p> <p>When pre-work around behavioral types is done and with guidance, conversation is structured / effective work is done, even with minimal structure.</p>	<p>The work of creating action in the room, so that momentum is felt, action teams can gel and behavioral assessment can be used to support organizational structure of the teams for long term support.</p> <p>The more people in the room who are active advocates - the fewer people who have to be convinced back at work.</p>	<p>Up to 90 days of structured, scheduled, supported coaching and guidance gives a model that helps participants resist the noise and distractions of the outside world and the temptation to give up the progress.</p> <p>Work can be completed in a total of 90 days (after 2-4 day LABYRINTH) compared with up to 2+ years or much more.</p>

a new approach from Courtney Feider and David Firth

↑ with the *LABYRINTH* as an structured system and foundation for change ↑