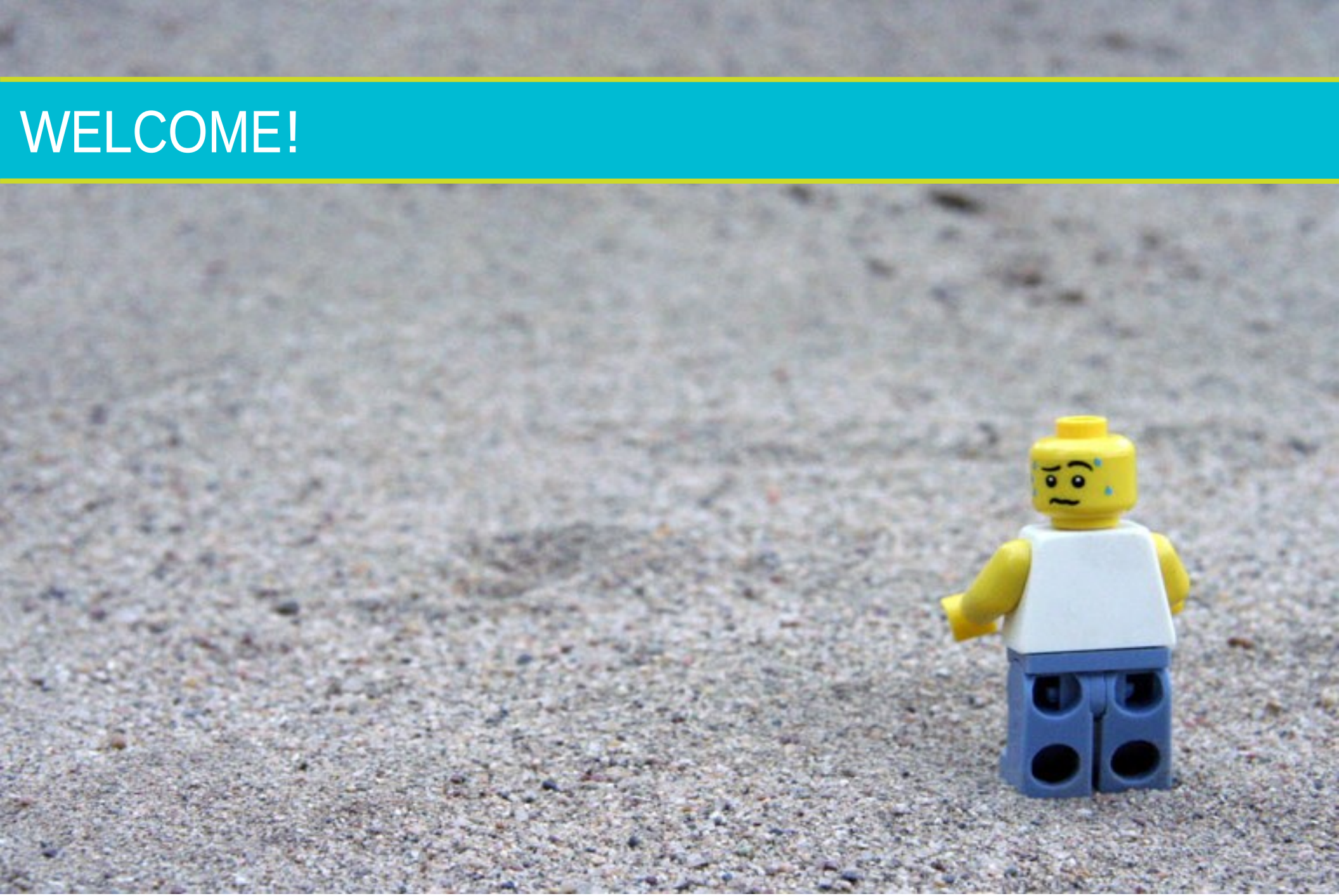
Leading Change in an Agile World

SIM Arizona Chapter Meeting 2.20.2019

WELCOME!



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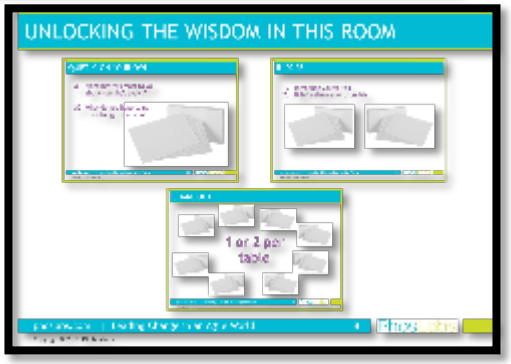
SHARE AND PLAY!

How many of you...

Forecast



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UNLOCKING THE WISDOM IN THIS ROOM

QUIETLY, ON YOUR OWN:

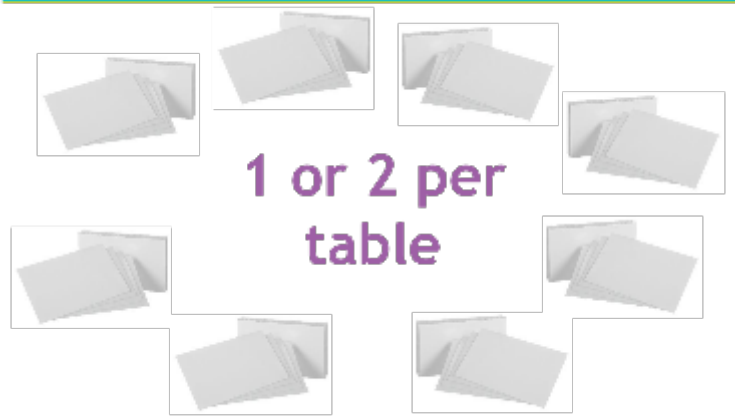
Q1: What matters most to you about tonight's topics?

Q2: What do you hope to get from tonight's session?

IN PAIRS

1. Introduce yourselves
2. Briefly share your thoughts

SHARE OUT



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Leading Change in an Agile World

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Change is Changing

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What we* are seeing and thinking

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Seeing and thinking

Continuous change

- Platforms over programs
- Experiments over rollouts
- Forums over announcements

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Seeing and thinking

Change IS the product

Change IS the work

People who do the work own the change

If your change was an app, how would you get people to download it?

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Implications for leaders

Product Manager > sponsor
Convener > director
Enrollment > compliance
Explorer > problem solver

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Let's get a headstart

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Leading Change in an Agile World

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EQUIPPING OUR HEROES

Toolsets	Skillsets	Mindsets
-SCARF-	*Reflection	#thriving

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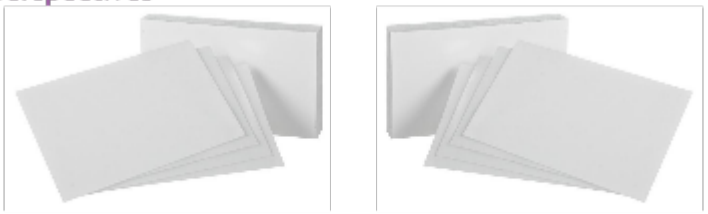
QUIETLY, ON YOUR OWN:

Toolsets | Skillsets | Mindsets

IN PAIRS

Toolsets | Skillsets | Mindsets

In pairs, compare notes, ask questions, and share perspectives



FULL TABLE

Toolsets | Skillsets | Mindsets

1. Choose ONE you feel strongly about
2. Roundtable share
3. Listen for commonalities and differences

SHARE OUT

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EQUIPPING OUR HEROES

Toolsets

-VERBs-

-SCARF-

-60s of Love-

-Letter from self-

-Action Learning-

-LEGO-

-Improv-

-PEARLs-

-Appreciative Inquiry-

Skillsets

*Focus

*Self awareness

*Feedback

*Coaching

*Reflection

*Sensemaking

*Self leadership

Mindsets

#growth

#resilience

#thriving

#being > doing

#human-centered

#self-efficacy

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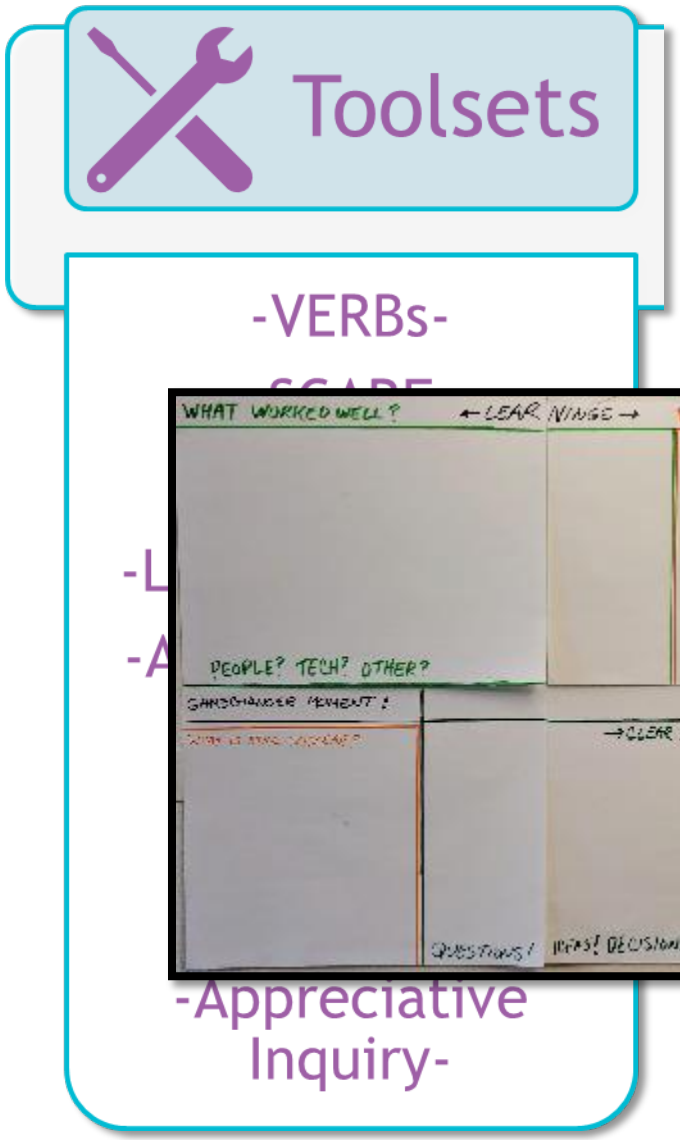
CREATE YOUR OWN TOOLS



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LEGO TO CONNECT

Toolsets

-VERBs-

-SCARF-

-60s of Love-

-Letter from self-

-Action Learning-

-LEGO-

-Improv-

-PEARLs-

-Appreciative Inquiry-

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Now what?

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GETTING AND STAYING FOCUSED

Toolset

Skillset

Mindset

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THIS IS YOUR BRAIN

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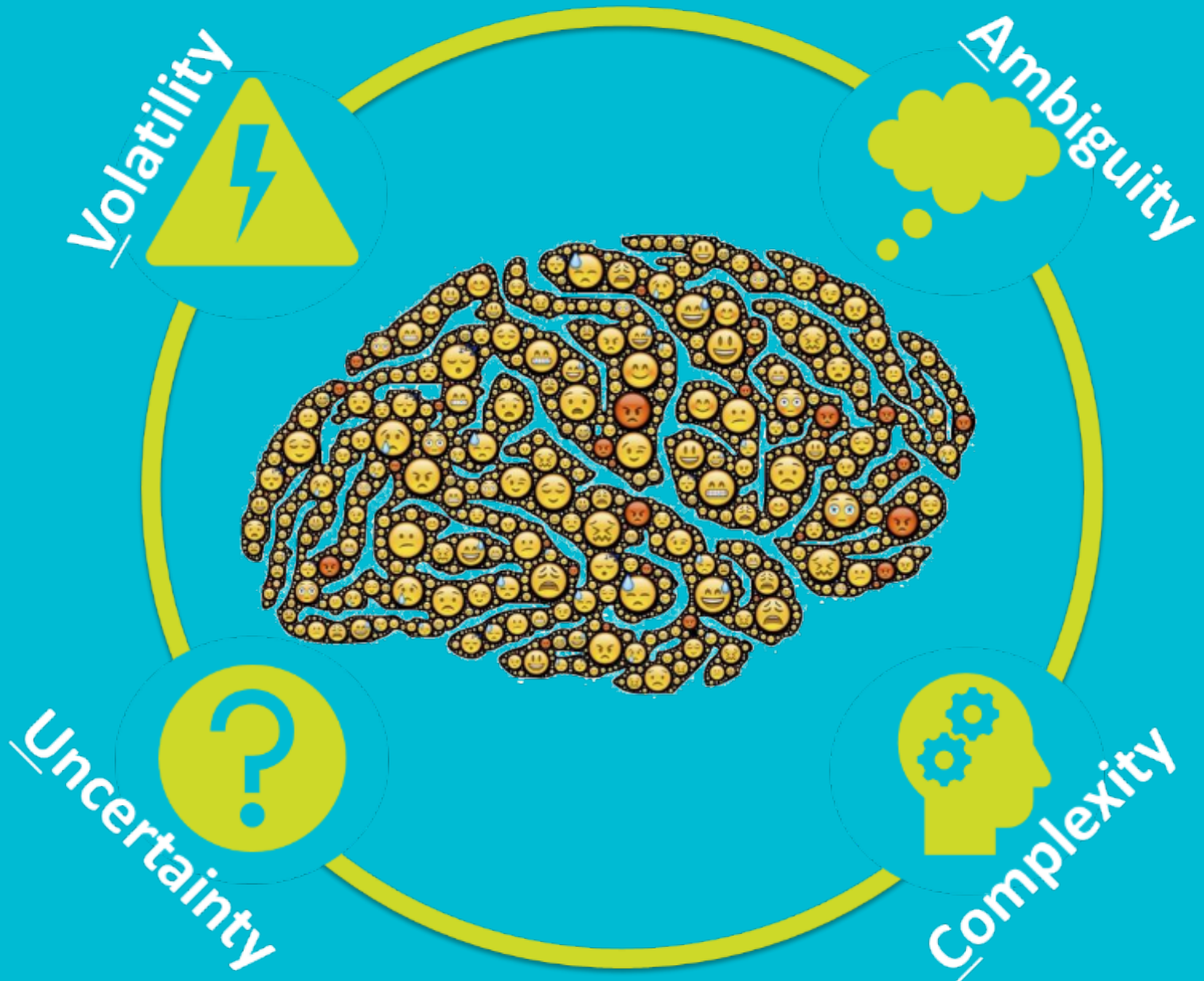

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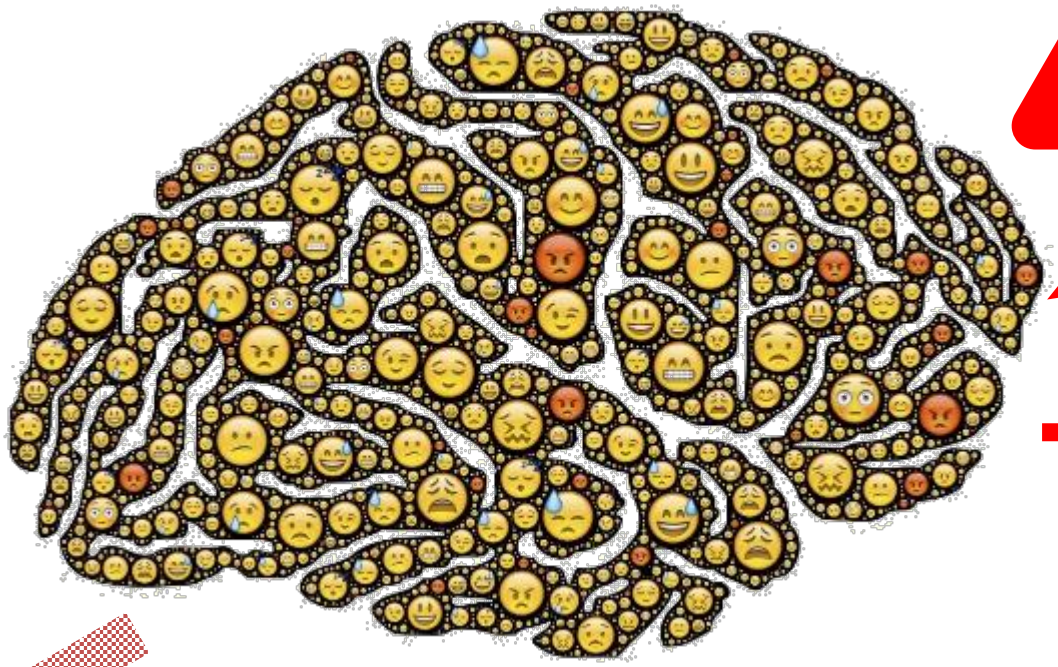

Threats

Rewards

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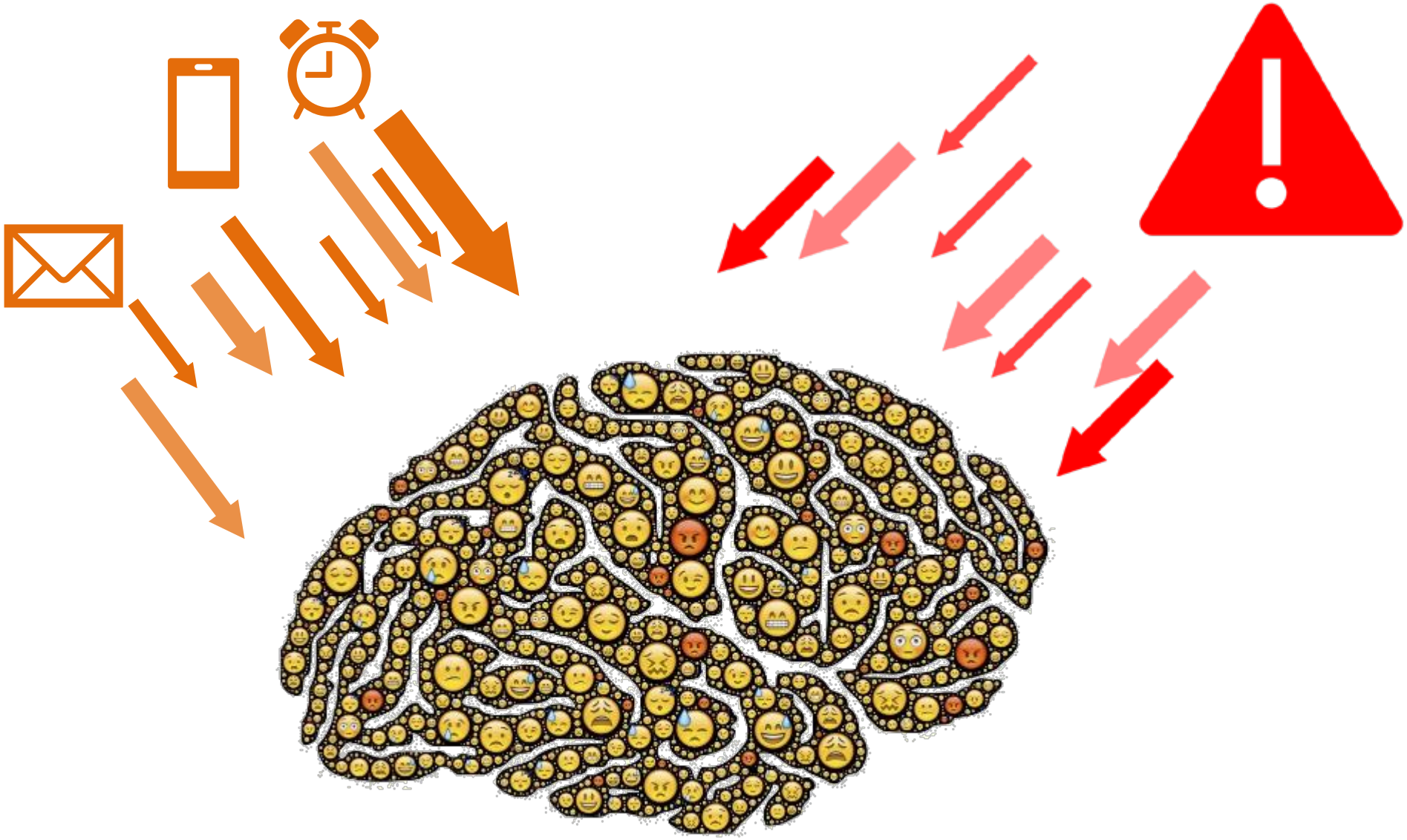

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Toolset

SCARF

Source: Neuroleadership Institute; David Rock

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Source: Neuroleadership Institute; David Rock

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Status

Certainty

Autonomy

Relatedness

Fairness

Source: Neuroleadership Institute; David Rock

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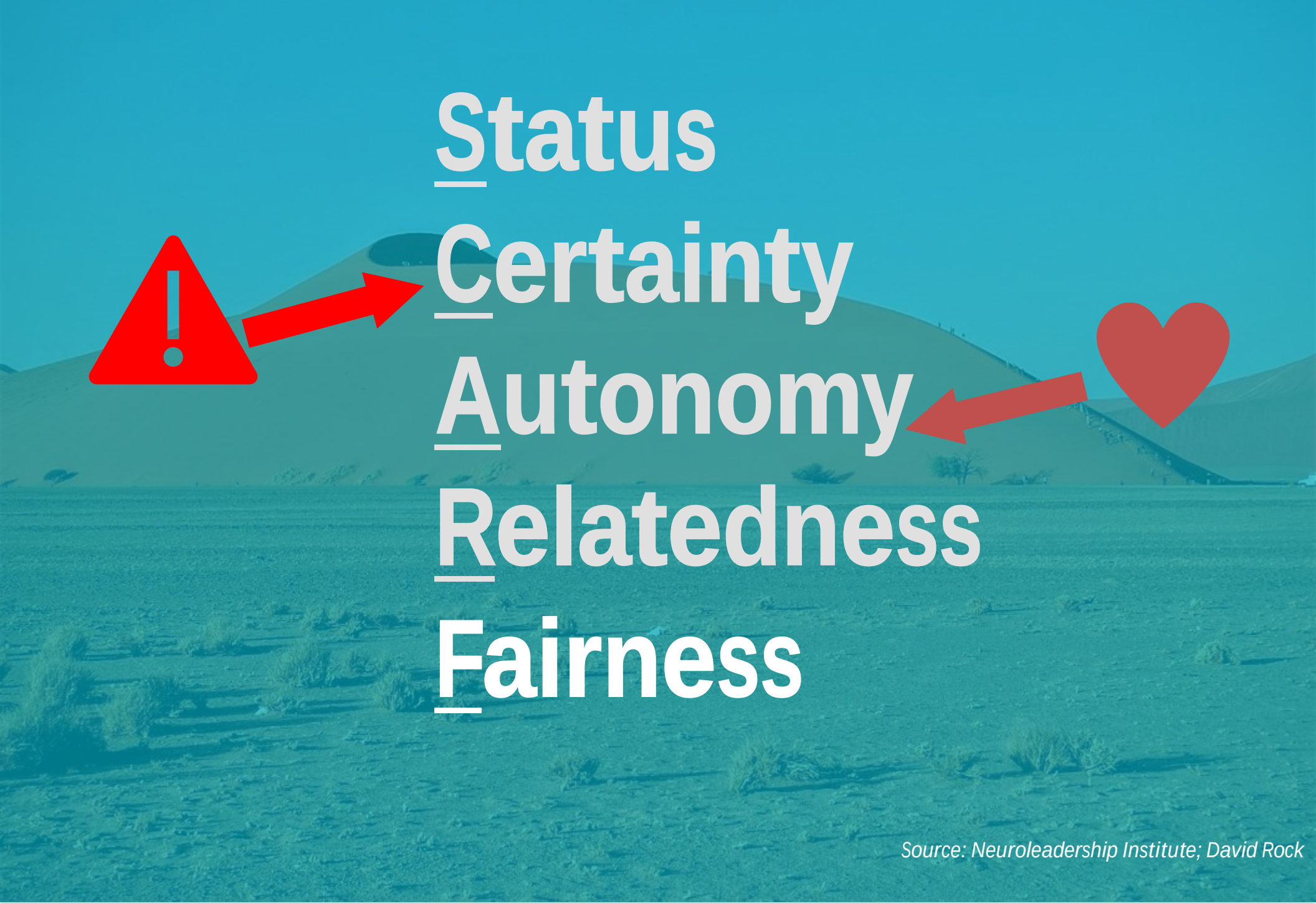

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Reflection

Essential part of learning cycle

Reduce your threat response

Unlocks wisdom you've forgotten

See connections you're missing

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Questions to reflect upon

Who do you want to be for the people you work with?

How do I know when I'm at my best?

How is my alignment? How am I walking my talk?

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#thriving

Fully present

Being > doing

Keep a 10% reserve

Focused on what's within my control

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Leading Change in an Agile World

a Busy World

a Lean World

a VUCA World

a Design Thinking World

a Zombie Apocalyse

YOUR WORLD

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Leading Change in an Agile World

Leading Change

Leading Projects

Leading Leaders

Leading

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It’s about the Leading, not the change

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PARTING WISDOM

WHAT I SHALL DO ON MONDAY

W
I
S
D
O
M

LET'S CHAT!

Raoul Encinas
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623.337.6228
www.phoslabs.com

[breathe]

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Land of VERBs

Source: What Happy People Know by Stauth and Baker

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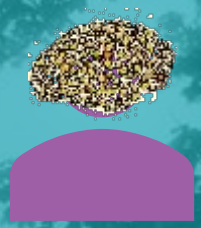
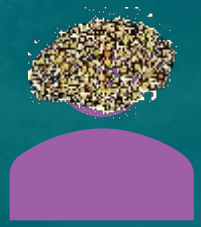


"I'm SO busy"

"Why do we have to do that?"

"It's not my fault…"

"Where's my project?"



"Just tell me what to do"

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VERBs

Victim
Entitlement
Rescue Me
Blame

Source: What Happy People Know by Stauth and Baker

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FURTHER READING

Learning that Lasts Through AGES
http://www.davidrock.net/files/AGES.pdf

Kolb's Experiential Learning Model
http://academic.regis.edu/ed205/kolb.pdf

Learning Agility
http://www.successfactors.com/static/docs/LearningAgility.pdf

SCARF: Social Neuroscience of Collaborating with Others
http://www.davidrock.net/files/09_SCARF_in_2012_US.pdf

The Brain's Braking System
http://www.scn.ucla.edu/pdf/Lieberman(2009)Neuroleadership.pdf

Managing with the Brain in Mind
http://www.strategy-business.com/article/09306?gko=5df7f

Neuroscience of Leadership
http://www.strategy-business.com/article/06207

Fear and the Brain
http://www.brainfacts.org/sensing-thinking-behaving/mood/articles/2015/fear-and-the-brain-an-introduction/

The Science of Practice
http://lifehacker.com/the-science-of-practice-what-happens-when-you-learn-a-510255025

Novelty and the Brain
https://blog.bufferapp.com/novelty-and-the-brain-how-to-learn-more-and-improve-your-memory

Empathy and Analytic Thought
http://www.sciencedaily.com/releases/2012/10/121030161416.htm

Learning by Thinking: How Reflection Improves Performance
http://hbswk.hbs.edu/item/learning-by-thinking-how-reflection-improves-performance

Learning Styles: Going, Going, Almost Gone
https://www.td.org/Publications/Magazines/TD/TD-Archive/2014/01/Learning-Styles-Going-Going-Almost-Gone

Need help getting unstuck, then focused and aligned? Want to unlock wisdom with yourself, your teams, and your organization? We can help

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LEADING CHANGE?

Consider adding some of these to your leadership portfolio

Toolsets

-VERBs

-SCARF

-60s of Love

-Letter from self

-Action Learning

-LEGO

-Improv

-PEARLs: storytelling (Picture, Efforts & Actions, Results, Learning)

-Appreciative Inquiry

Skillsets

Focus

Self awareness

Feedback

Coaching

Reflection

Sensemaking

Leadership of Self

Mindsets

#growth

#resilience

#thriving

#being > doing

#human-centered

#self-efficacy

Want more? Happy to share!

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