



# Creating Meaningful Change

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# Leadership Defined

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How would you define leadership?



# Creating Meaningful Change

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What constitutes meaningful change?



# Three Types of “Change” Leaders

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1. Status Quo is OK.
2. Status Quo is Boring (so let's change).
3. Continual Improvement is the Goal.

# The Role of the Leader:

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# Working on Self

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Self-Awareness

Interaction with Others

Playing to Strengths



# Management Time:

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Keep things  
going right

Fix things that are  
going wrong



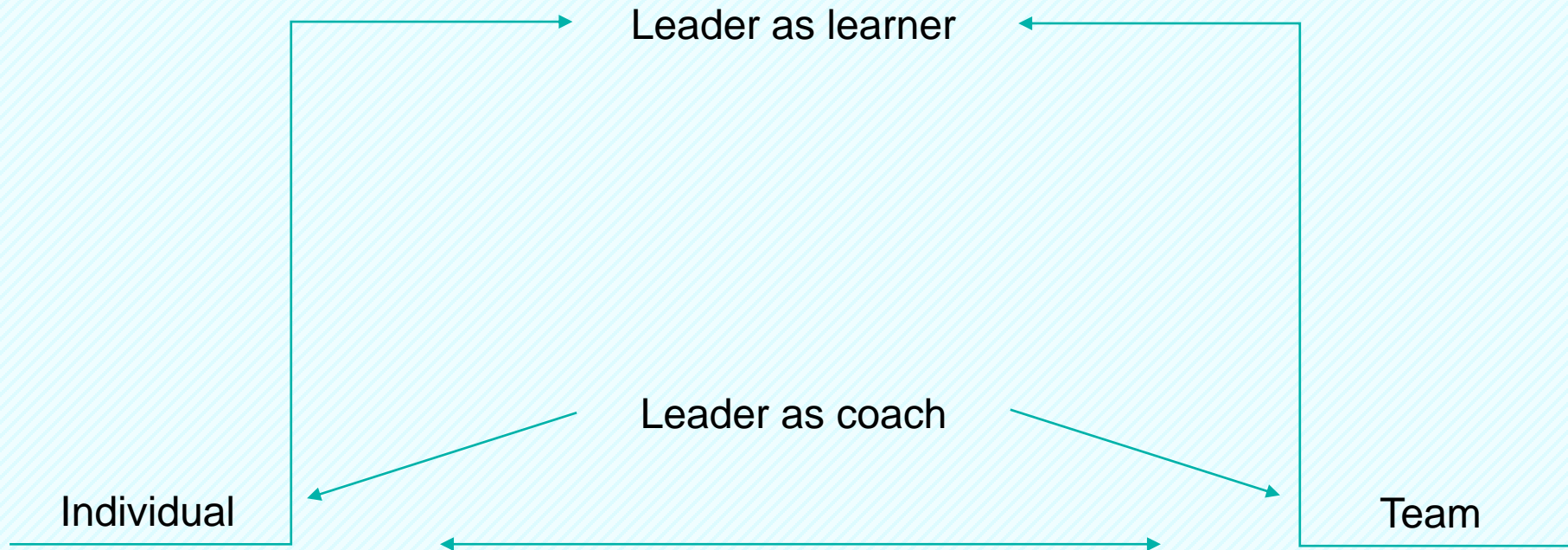
# A Leadership Paradox



- Leaders must be confident and humble.
- What are the best ways to balance these?

# The Leader's Role:

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Source: Coaching the Team at Work by David Clutterbuck

# Framework for Meaningful Change

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Describe a Clear Vision – Build Momentum – Inspire Action



# Describe a Clear Vision

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A vision is simply an ideal image of the future which positively impacts that greater good.

What do you want people to think about when they envision the future?

# Describe a Clear Vision

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1. Imagine what can be that is better than today.
2. Enlist your constituents.
3. Repeat your message again and again.

# Build Momentum:

Understanding	H	Benefit lost through poor execution	Rapid and effective execution
	L	Confusion	Rapid execution of the wrong things
		Commitment	H

Source: Coaching the Team at Work by David Clutterbuck

# Common Reasons Why People Don't Do Things

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1. I don't know what to do. (An issue of \_\_\_\_\_.)
2. I don't know how to do it. (An issue of \_\_\_\_\_.)
3. The credit union makes it hard for me to do. (An issue of \_\_\_\_\_.)
4. I'm able to do it, just not yet. (An issue of \_\_\_\_\_.)
5. I'm not able to do it. (An issue of \_\_\_\_\_.)
6. I don't want to do it. (An issue of \_\_\_\_\_.)

# Inspire Action:

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## Google's Project Aristotle's Keys to a Successful Team

1. Psychological Safety
2. Dependability
3. Structure and Clarity
4. Meaningful Work
5. Impact of the Work



# Inspire Action:

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1. I am free to openly express my thoughts and ideas.
2. I can count on my colleagues to do their work.
3. I know my role and what is expected of me.
4. My work is fulfilling.
5. I spend the majority of every day doing the things I'm good at and enjoy.
6. My work makes a positive difference.

# THANK YOU

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