

SIMONDOWLING

Leadership

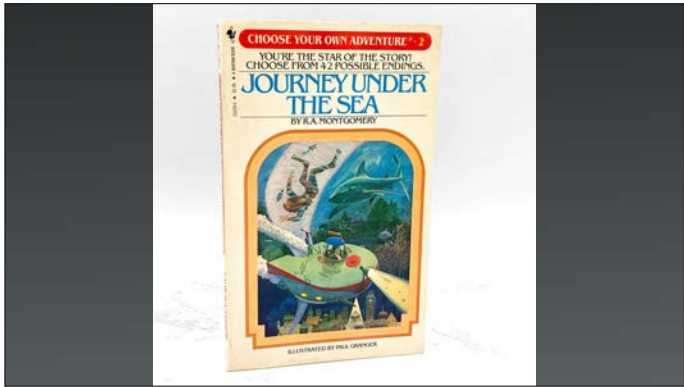
Less Doing.
More Designing.

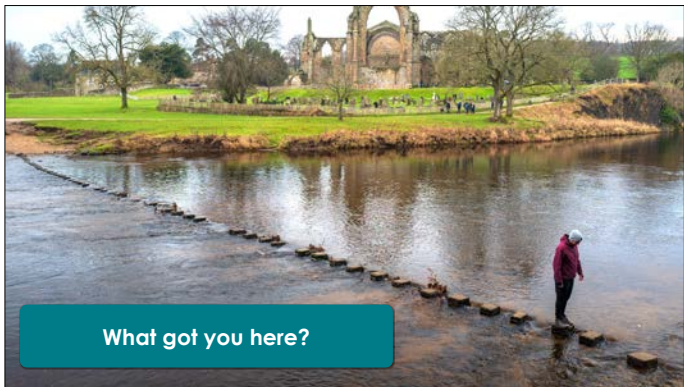


"You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make."

Jane Goodall



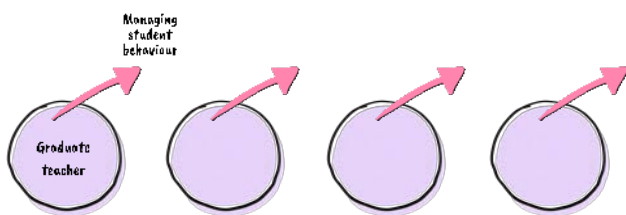




What got you here?



What got you here?



What did you get really good at doing in that role?

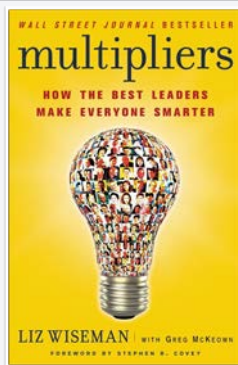
What story does your picture tell?

- What did you get really good at **doing** in each of your roles?
- How do those **superpowers** serve you today?
- How might they become your **kryptonite**?

Most senior leaders came to their role by being exceptional doers



The problem with being so good at
'doing' is we become a **drug of
dependency**



*"Be the genius maker,
not the genius"*
- Liz Wiseman

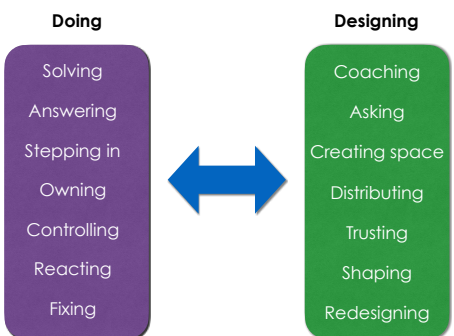
Meanwhile... the game is changing
on us. Fast.





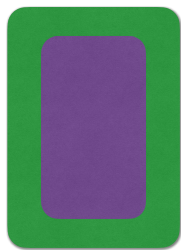








Wrap the purple in the green...



Design happens from inside each day

(not on a retreat in the mountains)

Is the way we are doing today's work
making **tomorrow's** work easier?



Jump into your time machine...



What are you "Future Proud" of?

- * What is **less dependent** on the principal?
- * What are **others** now doing, deciding or leading?
- * What is **easier because you changed** how the work gets done?

3 practices of 'green' leadership



RESPONSIVE

When the world comes at you

What are the micro habits that stop me defaulting to purple when the world comes at me?



PROACTIVE

How you go to the world

What are the deliberate investments I make each week to shape the way others think and act?



COLLECTIVE

When the team comes together

What are the habits that allow us to step into green together?

9 examples from the field...

Small things,
disproportionate
impact



RESPONSIVE

Choose your
channel

Apply the
"Next Time" test

Need?
Recommend?
Try?



PROACTIVE

Ask "who?" not
"how?"

"TWITA"

Create talking walls



COLLECTIVE

Use questions, not
topics

Start with the future

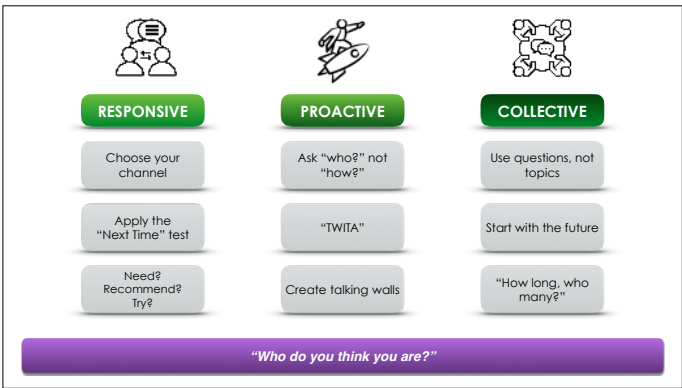
"How long, who
many?"

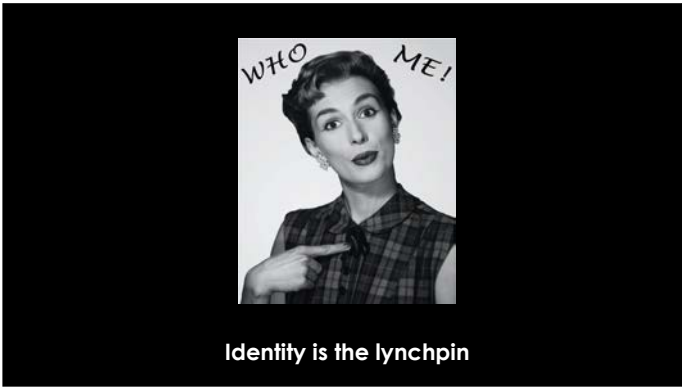
At your tables...

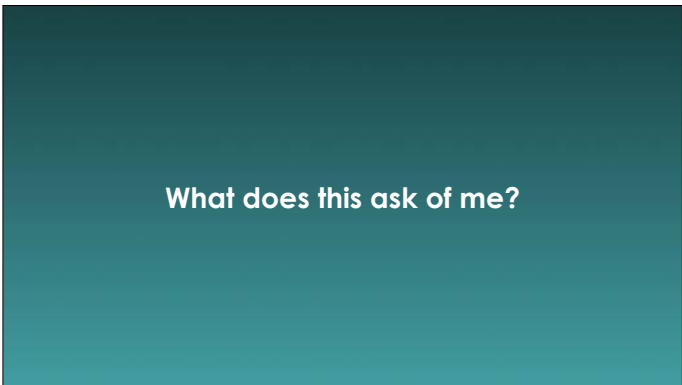
For each of the 3 practices...

- Share your favourite actions and habits that help you shift to 'green' amidst the 'purple'
- Capture them on a sheet of paper
- Make sure you write down **concrete actions or language** (i.e. avoid vague principles)









Get a hold of your *but*s...

- I love the work
- It's where I feel strong
- People need me – and I like being needed
- People are struggling – I want to help
- There's so much to do... I'm doing my fair share
- I'm paid more, so I need to earn my keep
- If I don't do it, who else will?
- It's just quicker if I do it myself

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Jane Goodall



Is the way we are doing today's work making *tomorrow's* work easier?

Let's get experimental





RESPONSIVE

Choose your channel

Apply the "Next Time" test

Need? Recommend? Try?



PROACTIVE

Ask "who?" not "how?"

"TWITA"

Create talking walls



COLLECTIVE

Use questions, not topics

Start with the future

"How long, who many?"

Who do you think you are?

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Thank you



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