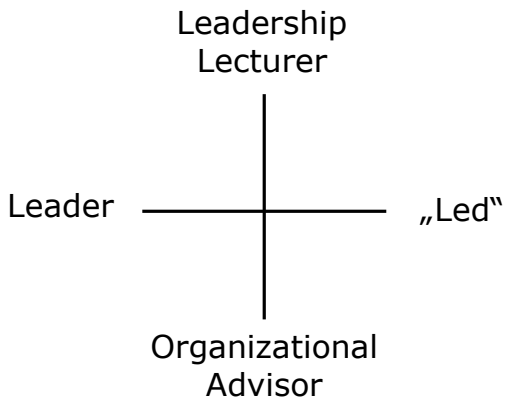




Change Leadership

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Change
Management
is easy







Right?



Why is that so?







Tocky, <http://www.nandahome.com/>

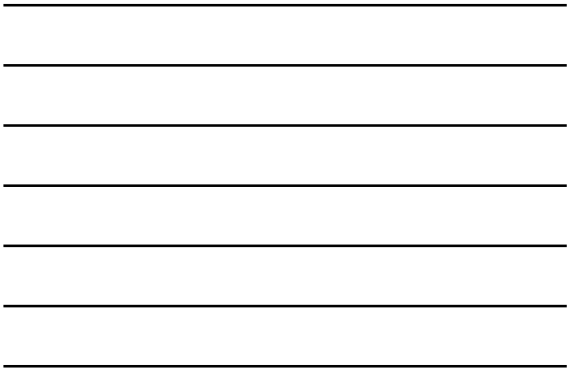
Need for Change *Leadership*

“Only three things happen naturally in organisations: Friction, confusion, and underperformance; Everything else requires leadership.”

Peter Drucker

Leadership: Getting something from vision to reality with focus on the people involved

@larssudmann





Envision

“A leader is someone
who ~~knows the way~~,
goes the way and
shows the way”



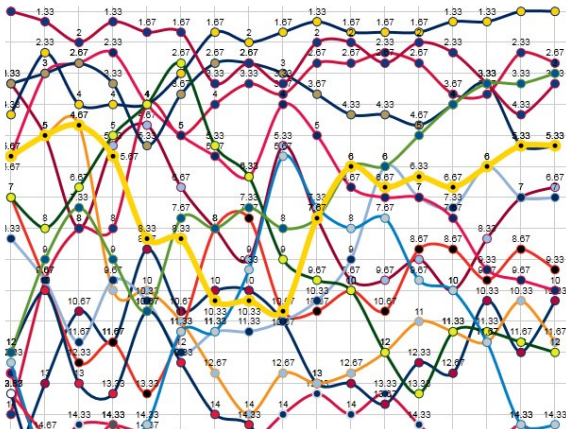
"I have a
nightmare"

Paint a positive
vision of the future

"Seeing the positive in a
negative situation isn't
naïve...
...it's leadership!"

Anonymous

“I have a plan”



#Tool

Commander's
Intent

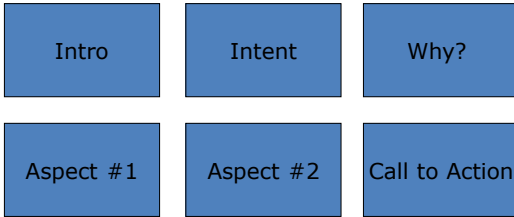
The single, most-important thing that we must focus on is _____.

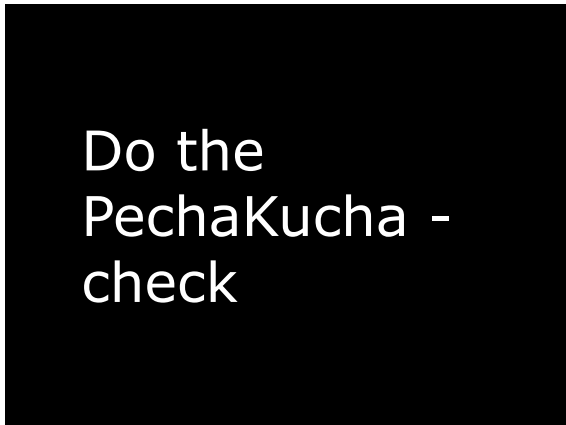


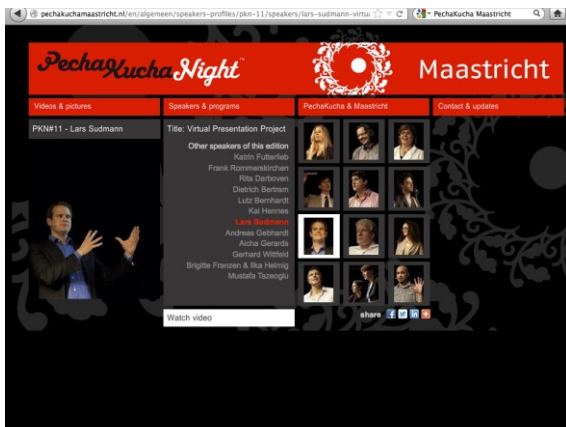
Why a “Why”?

“The person who has
a *Why* can bear
almost any *How*”

Storyboard
your vision



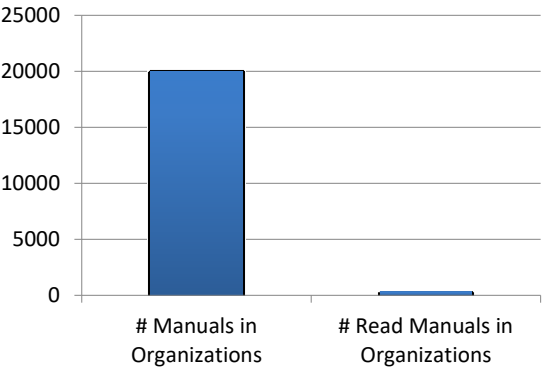
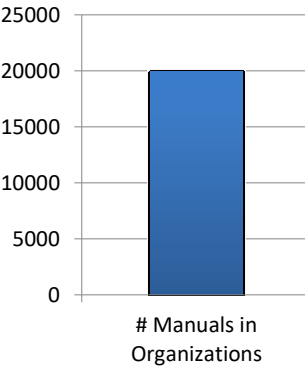




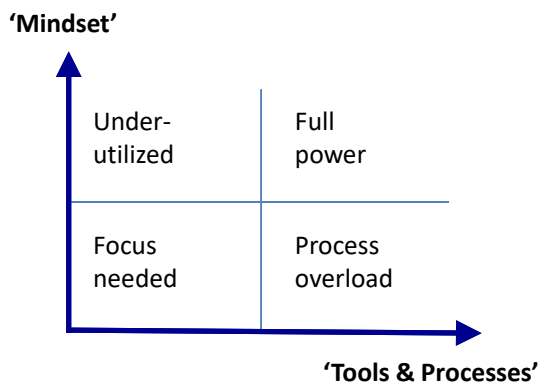
Explore

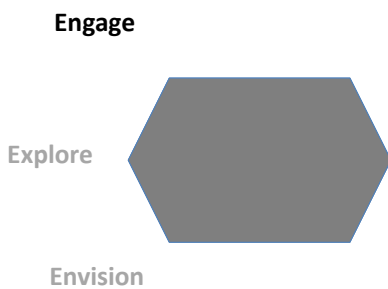


Envision



Don't only
focus on tools





Bill Bratton



Get them in the small car

Let people feel the process
& experience the outcome

#Tool

Show what is
possible
(with stories)

Pixar Model

Once upon a time _____

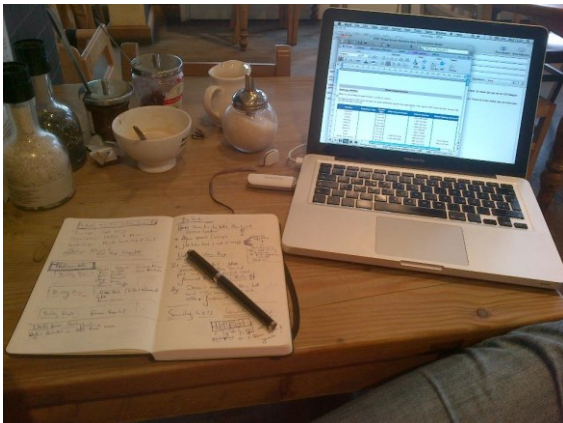
Every day _____

One day _____

Because of that _____

Because of that _____

Until finally _____



Engage

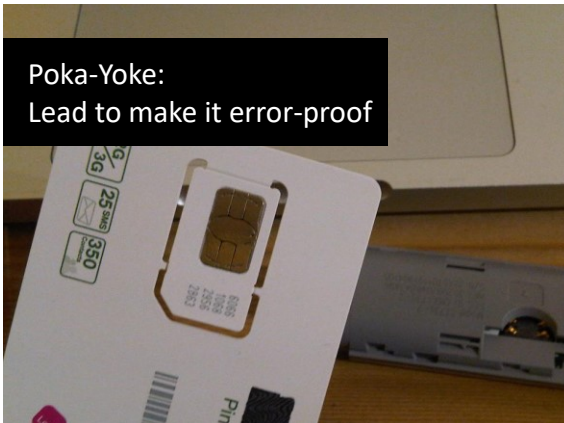
Enable

Explore

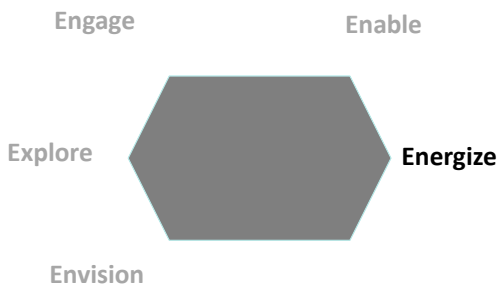
Envision





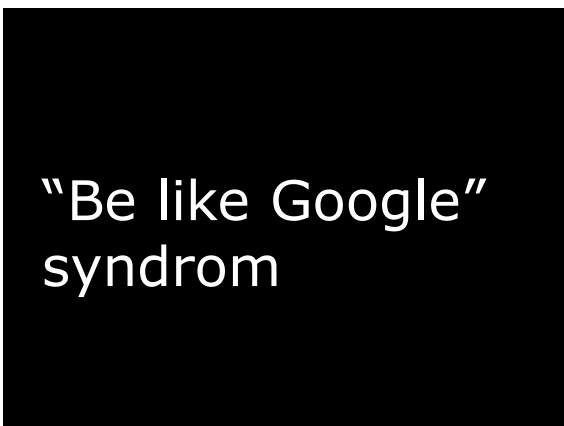


Poka-Yoke:
Lead to make it error-proof









Avoid the “Be like Google-syndrom”...

...and focus on gradual transition instead!

New Culture

In 12 Weeks!

Old Culture

@larssudmann

New Culture

Old Culture

www.lars-sudmann.com



www.flickr.com/SeanMacEntee

“On days you have not been fired...

...you can think of yourself as having been praised.”

Entrepreneur

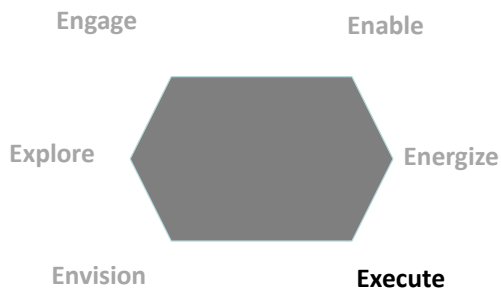
5 : 1

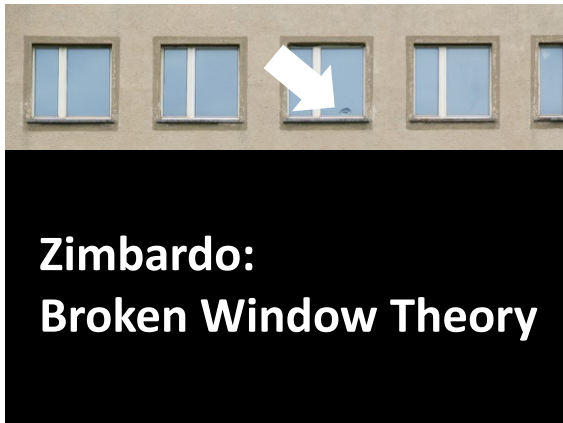
hbr.org/2013/03/the-ideal-praise-to-criticism/

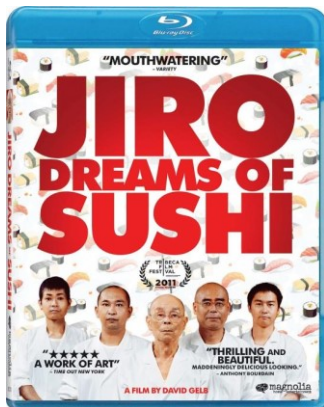
Catch people doing
something right

#Tool

Praise 2 : Criticism 1



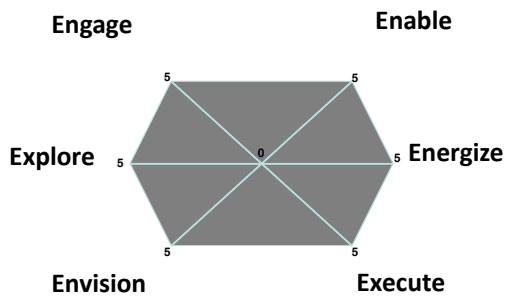


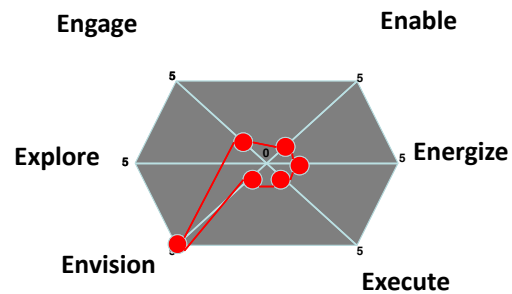




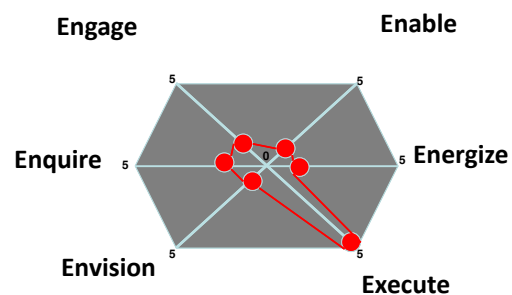
#Tool

1% improvement



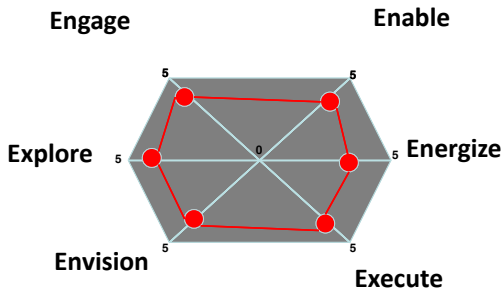


“The Visionary”



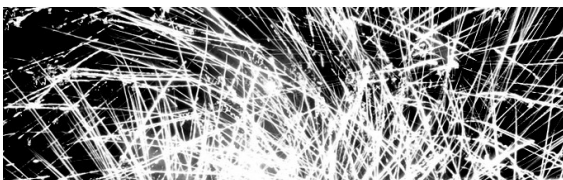
“The Executer”





"It is not what you say
you believe that is
important, but what you
model, encourage,
reward, and let happen."

Patricia Fripp, author



Change Leadership

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