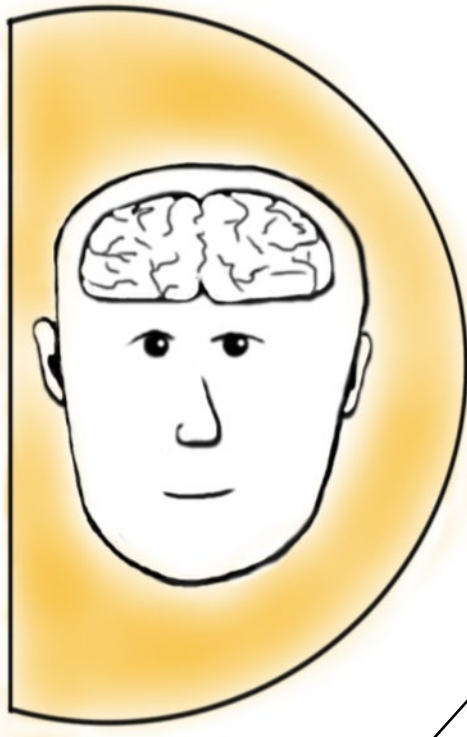


Why is it someone is not doing what you expect? (T-SAW)

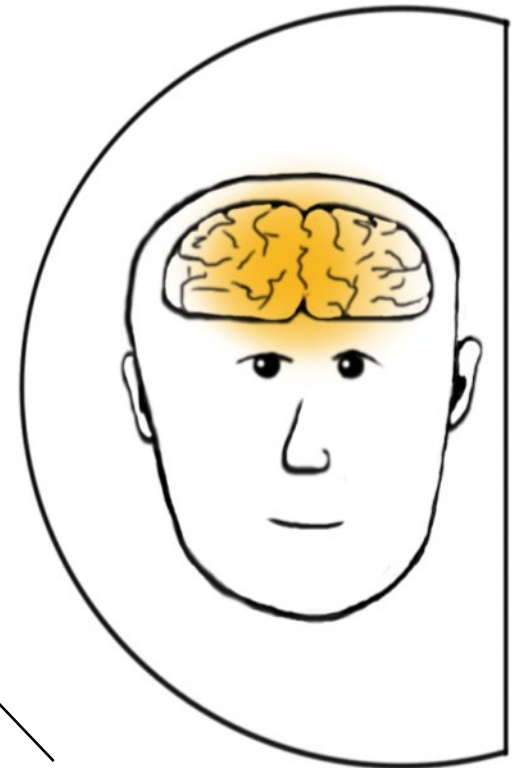
WILL

AWARENESS



SKILL

Our default is to often assume it is about Will. Check the others!



TIME

Levels of Perspective (Daniel Kim)



Vision



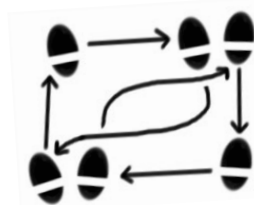
Mental models



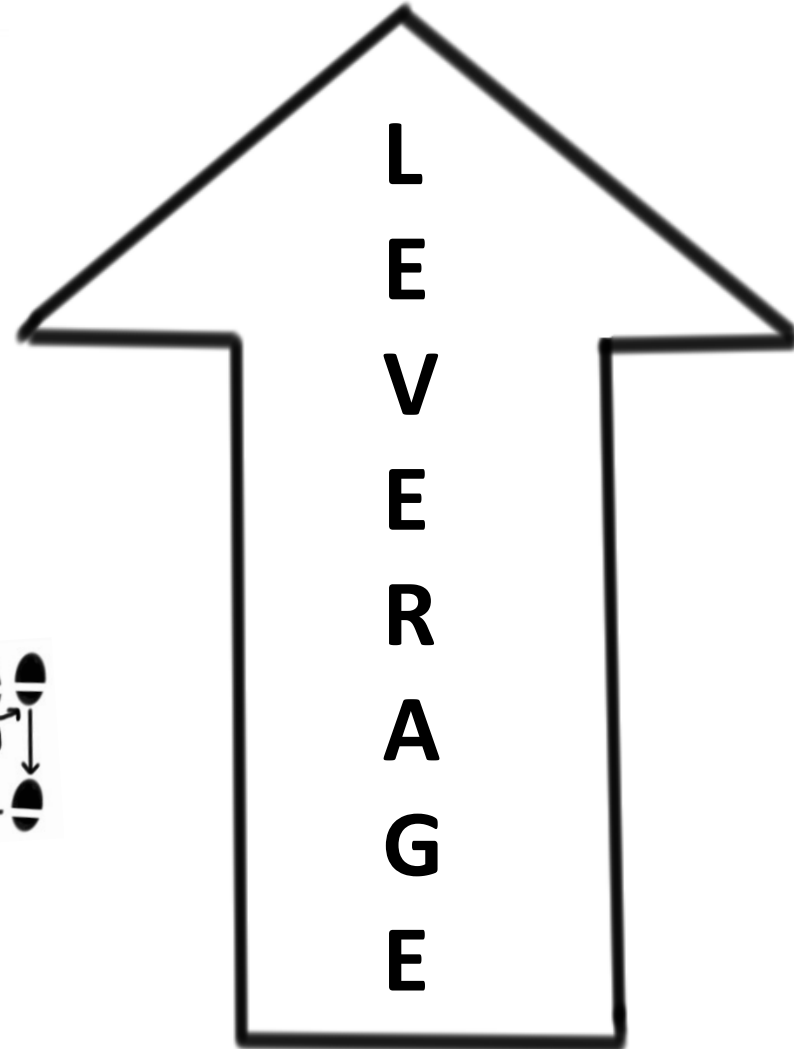
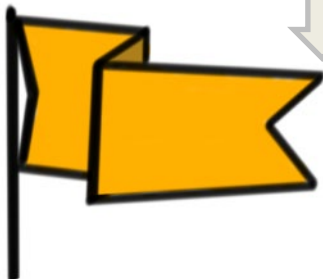
Systemic structure



Patterns of behaviour



Events



TEAM EQUATION

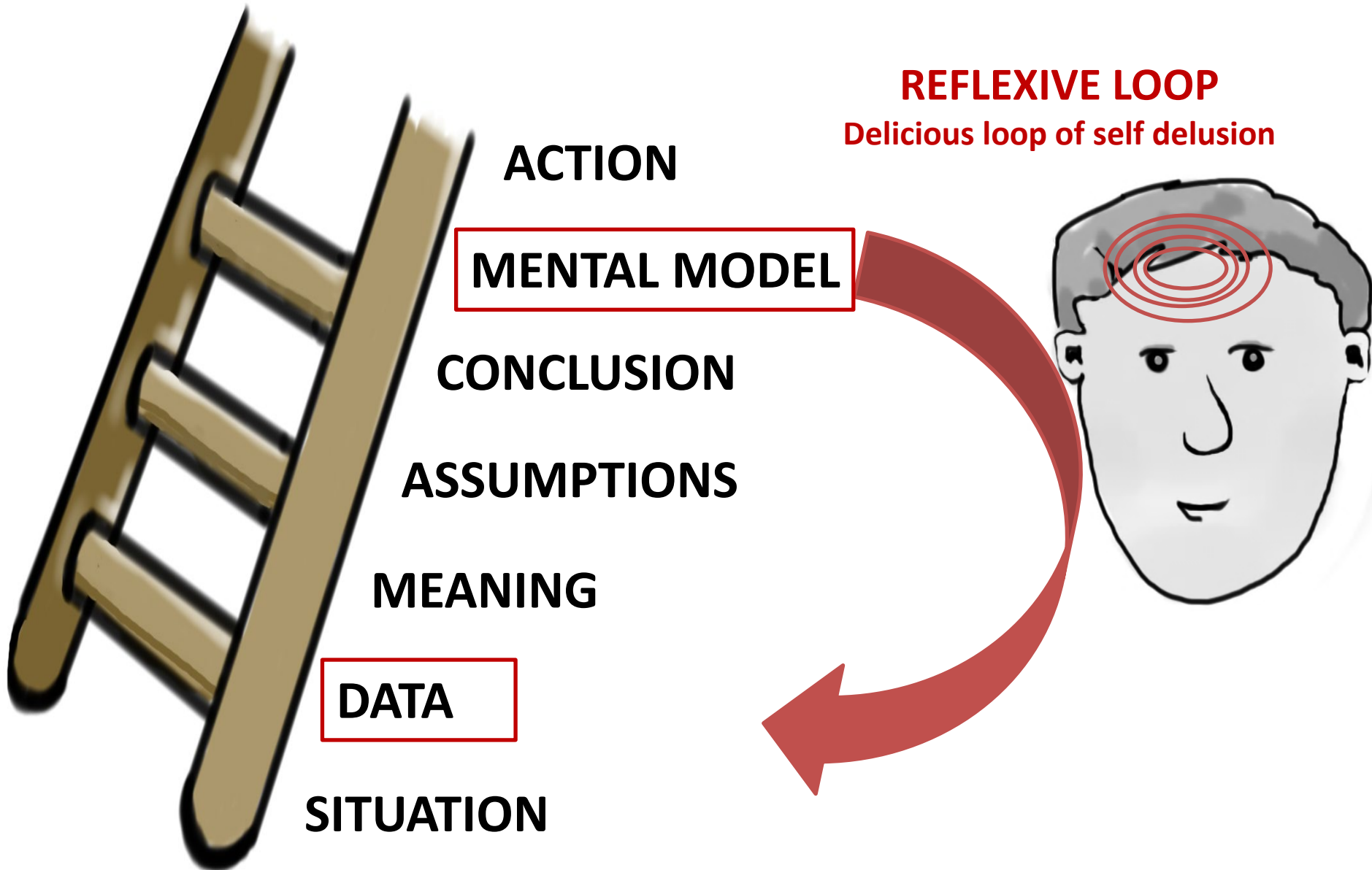
$$\begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} + \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} + \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} + \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} = 40$$

$$\begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} + \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} - \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} - \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} = 0$$

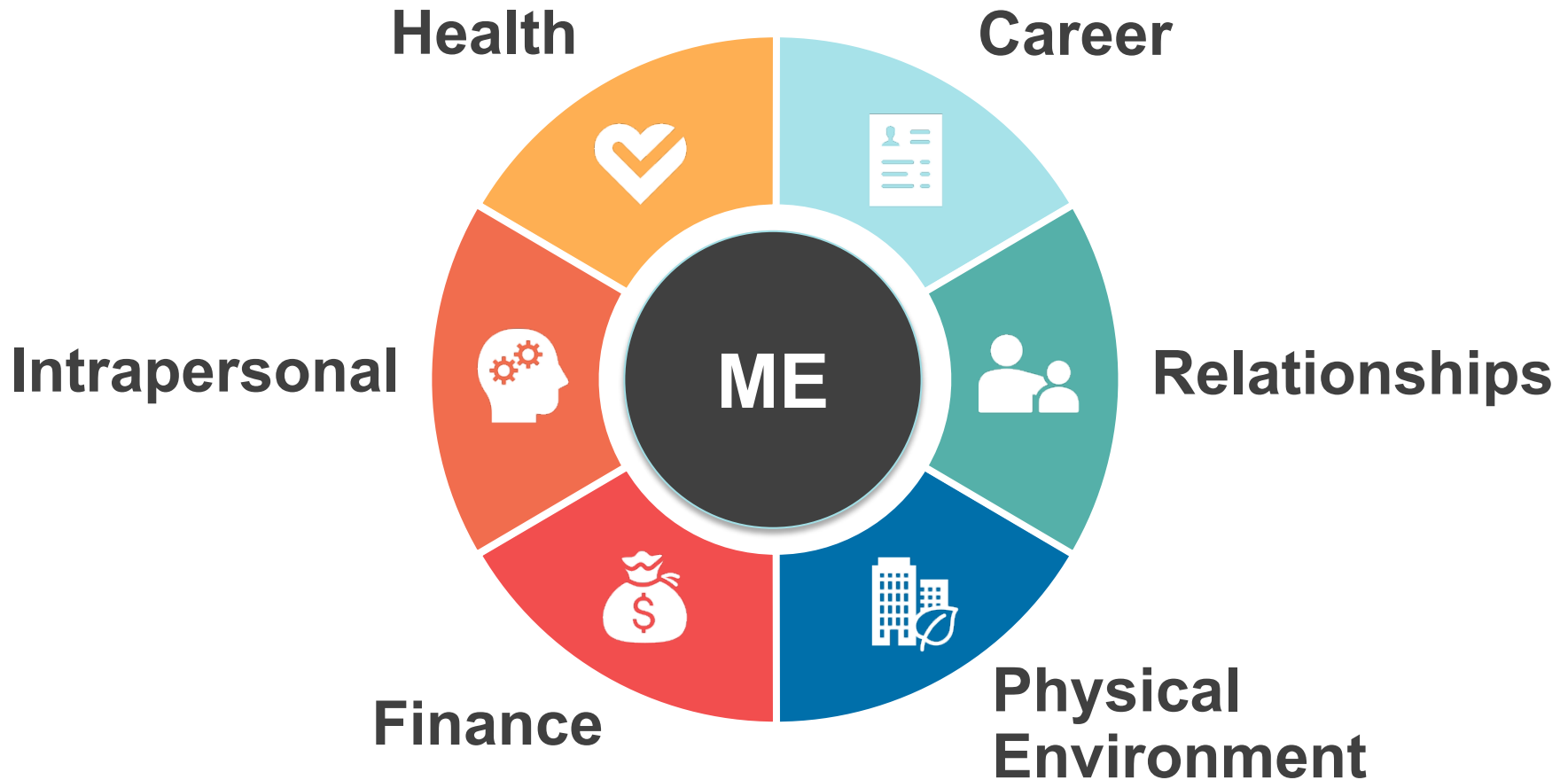
$$\begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} \times \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} \times \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} \times \begin{matrix} \text{10} \\ \text{10} \\ \text{10} \\ \text{10} \end{matrix} = 10,000$$

$$\begin{matrix} \text{8} \\ \text{8} \\ \text{8} \\ \text{8} \end{matrix} \times \begin{matrix} \text{8} \\ \text{8} \\ \text{8} \\ \text{8} \end{matrix} \times \begin{matrix} \text{8} \\ \text{8} \\ \text{8} \\ \text{8} \end{matrix} \times \begin{matrix} \text{8} \\ \text{8} \\ \text{8} \\ \text{8} \end{matrix} = 2,401$$
$$= 4,096$$

Ladder of Inference (Chris Argyris)



PERSONAL AND STRATEGIC IMPERATIVES TO LEAD YOUR LIFE



BIG TICKET ITEMS TO FOCUS ON FOR YOU TO LEAD AT WORK



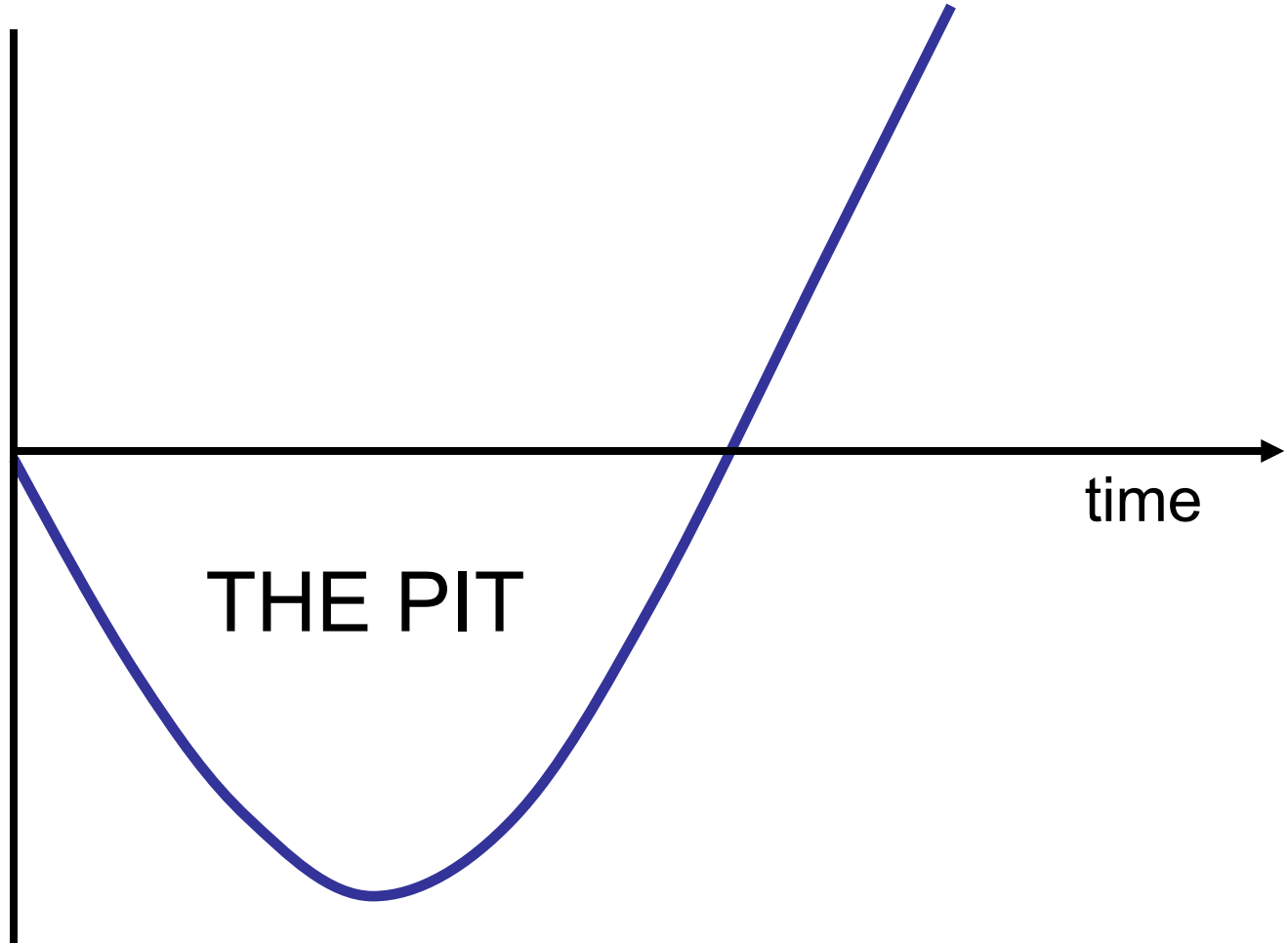
Transformational

LEARNING



L +

clear
understood
flows



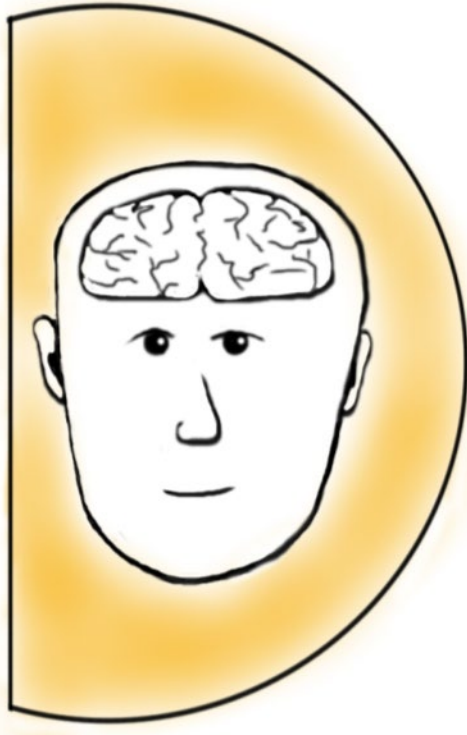
confusion
frustration
angst

L ++

How do we make decisions?

OUTSIDE SELF

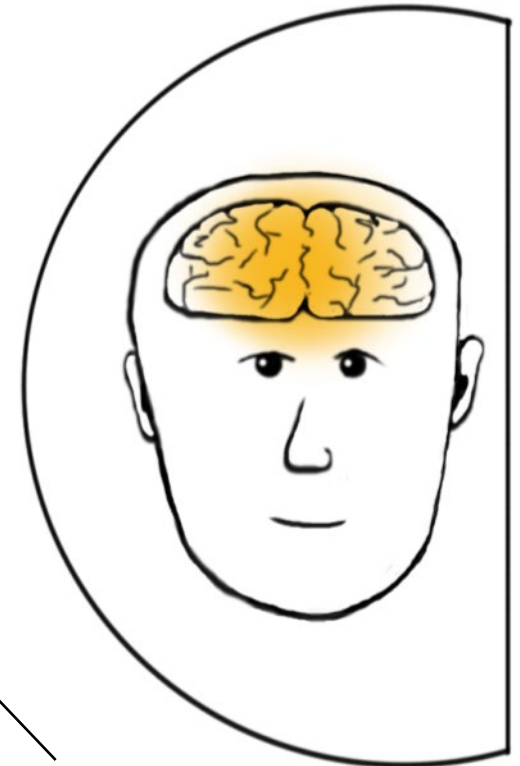
Published research
& data



Current practice

INSIDE SELF

Personal practical
knowledge



Mental models

Reflection
Generation
Action

Scaffolding is essential for deep, rich, continuous and authentic Feedback.....

- What is going really well?
- What is something I need to give more attention to?
- What should I start/stop/continue/develop?
- Note to self 😊

