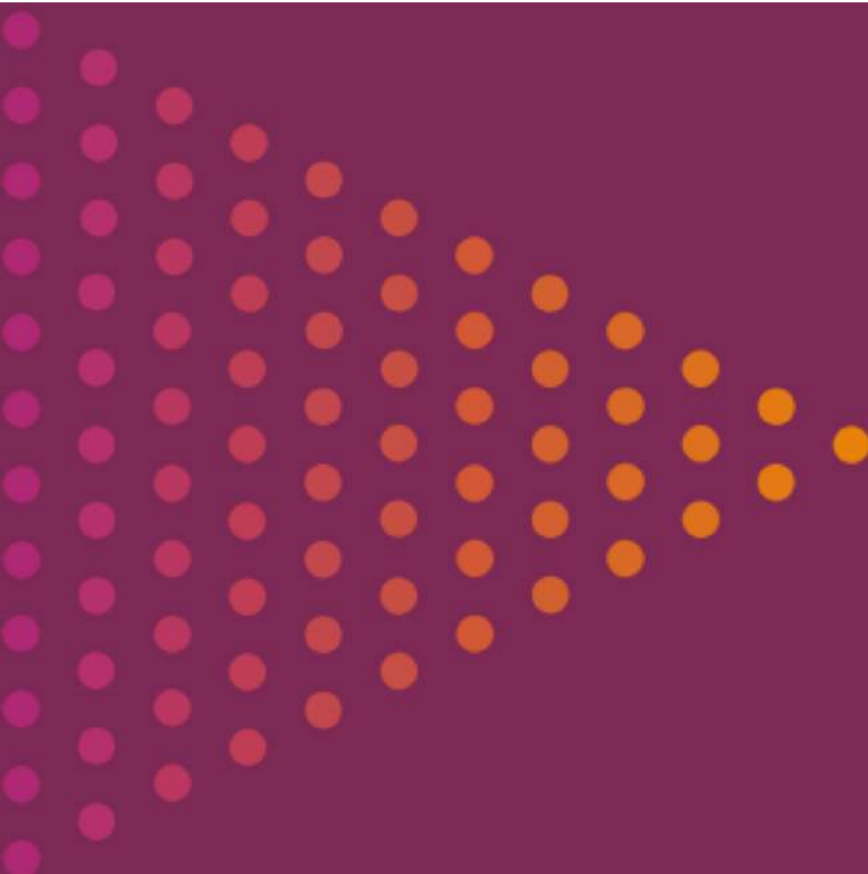


# New Leaders 2018-19



Being a Change Maker  
(Parts I and II)

# A Little Bit About Us...



...Andy Hall

Leadership Roles

Leadership Development

# A Little Bit About Us...

## ...Simon Phillips

@thechangeman

[www.TheChangeMakerGroup.com](http://www.TheChangeMakerGroup.com)



# Agenda

Welcome & Introductions

How the New Leaders programme works

Our Agreements

What type of Change Maker are you?

# Objectives

- To understand how the programme works – the roles and responsibilities, principles and behaviours.
- To discuss how we will work together.
- To identify what type of Change Maker you are.

# Getting to know you

It is the things in common that make relationships enjoyable, but it is the little differences that make them interesting.

Todd Ruthman

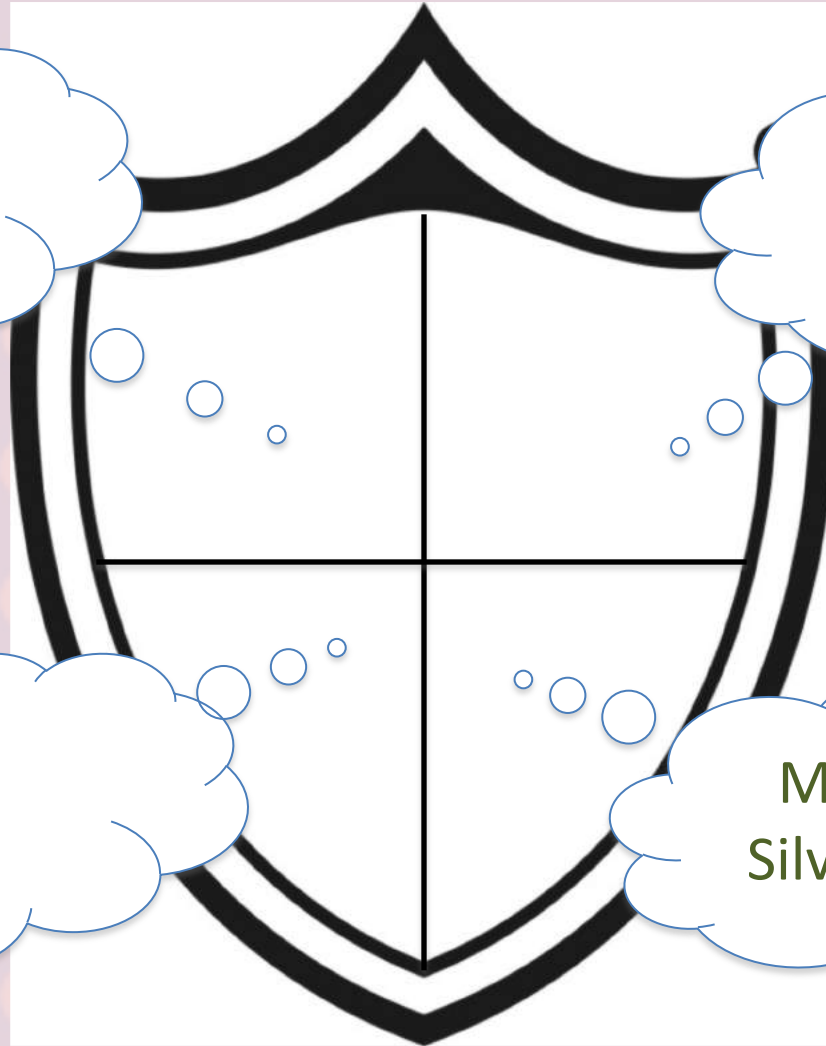
# Introductions

Me as a Child

Me in Work

Me as a  
Leader

Me on the  
Silver Screen





# Me On The Silver Screen





# The New Leaders programme



# How the Programme Works

## IDEA - The Sustainable Learning Cycle ©



# Our Agreements



# Our Agreements

## GROUP AGREEMENTS

Listening to each other

Non-judgemental

Trust in confidence

Not interrupting if someone's speaking

Respect of others

Safe environment

Non-aggressive

Encourage & support

Be a Critical friend

Coffee, tea & Cake!!

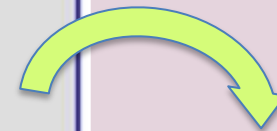
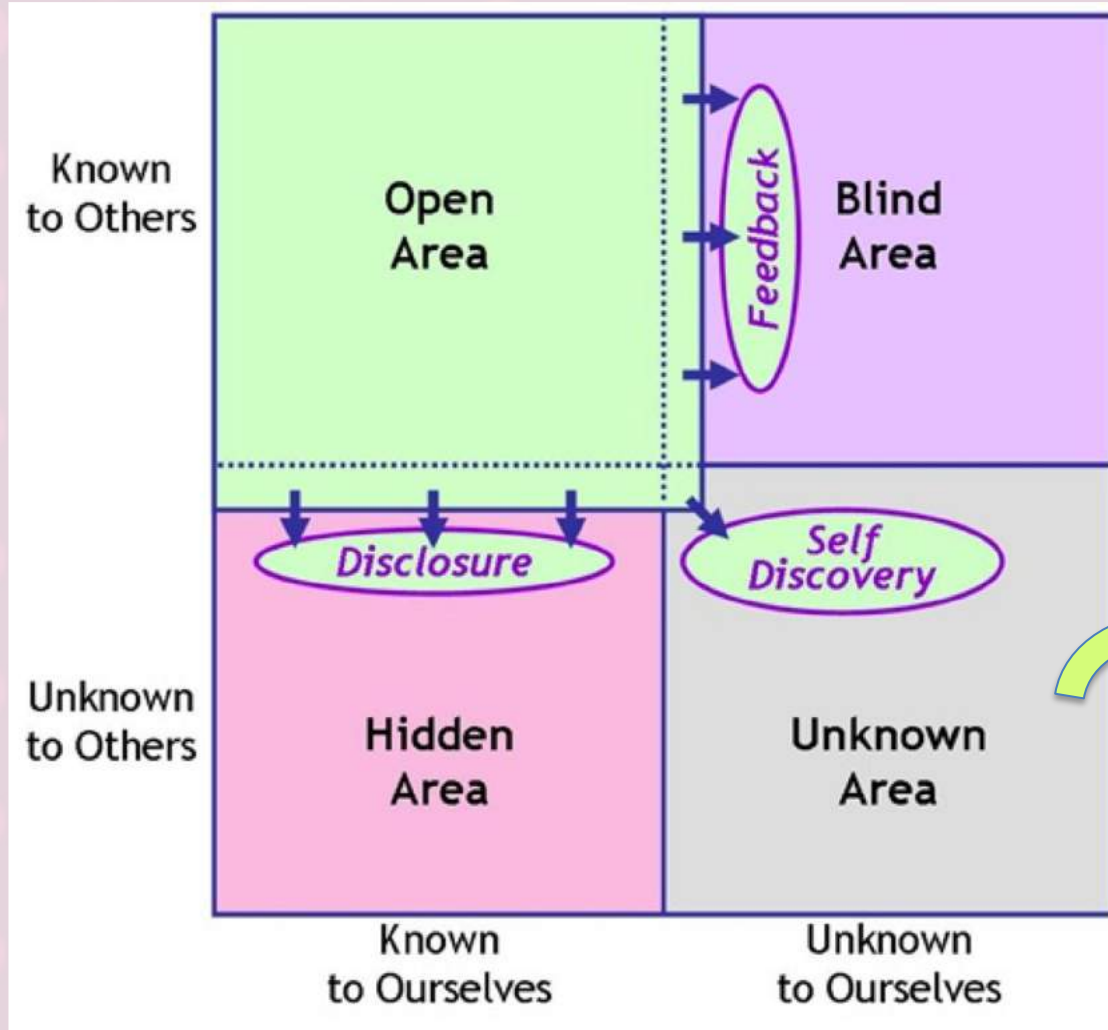
Time keeping

Fun & light - making it enjoyable

Limiting distractions

Involving everyone

# Johari Window



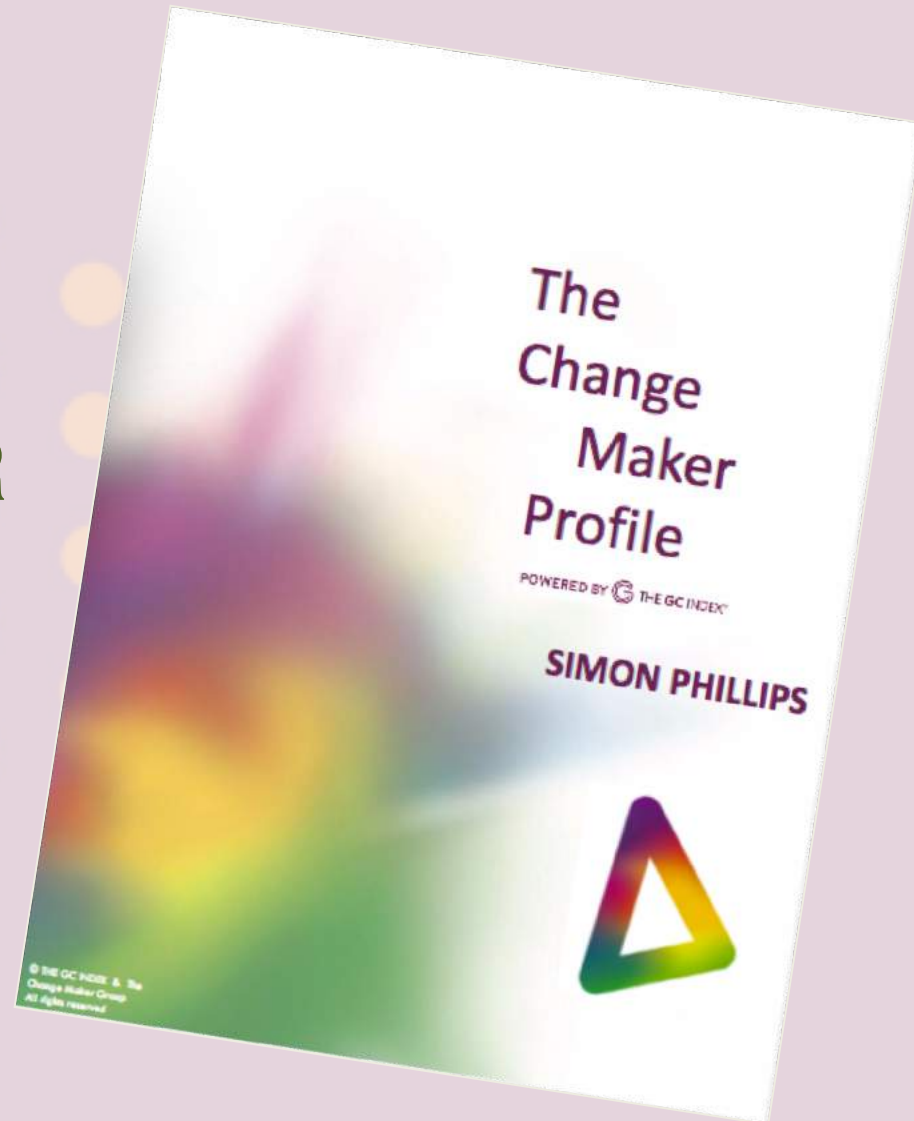
Hidden  
Potential

# The Rules of Feedback

1. Be specific versus general.
2. Describe versus evaluate.
3. Focus on the behaviour versus the person.
4. Maintain the relationship versus indulge in self-serving behaviour.



# INTRODUCING THE CHANGE MAKER PROFILE



# The Change Maker Roles



# How does it work?



# The Roles – Communication Styles

“WHY ARE WE DOING THIS? WHAT’S THE PURPOSE ?”

“HOW DOES THIS FIT WITH OUR STRATEGY?”

**THE STRATEGIST**  
MAPS THE FUTURE

**THE GAME CHANGER**  
TRANSFORMS THE FUTURE

“I CAN SEE A DIFFERENT WAY OF DOING THIS?”

“LET’S JUST DO IT A NEW WAY”

**THE PLAY MAKER**  
ORCHESTRATES THE FUTURE

“WHAT’S THE OUTCOME?”

“WHAT DO WE NEED TO ACHIEVE AND BY WHEN?”

**THE IMPLEMENTER**  
BUILDS THE FUTURE

**THE POLISHER**  
CREATES A FUTURE TO BE PROUD OF

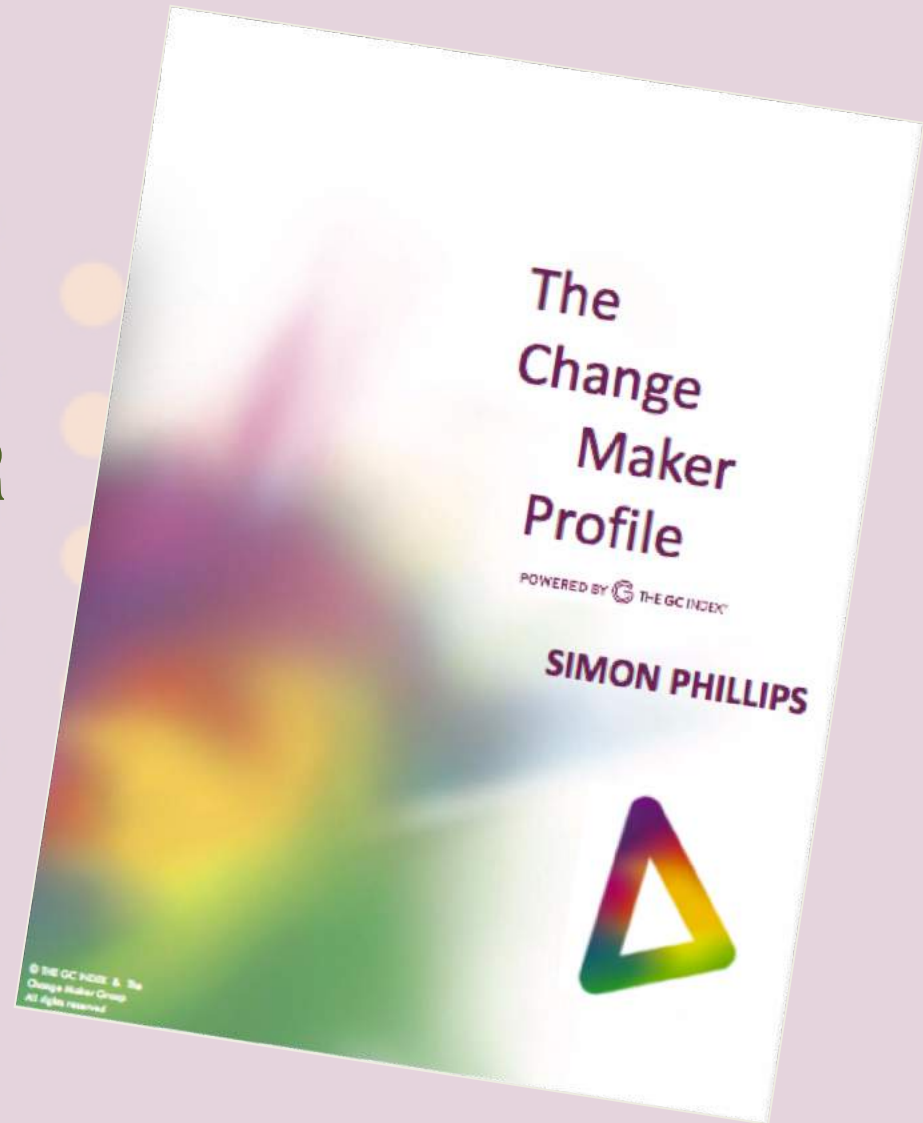
“I THINK THAT WE CAN IMPROVE ON THIS”

“WE’RE LETTING OURSELVES DOWN”

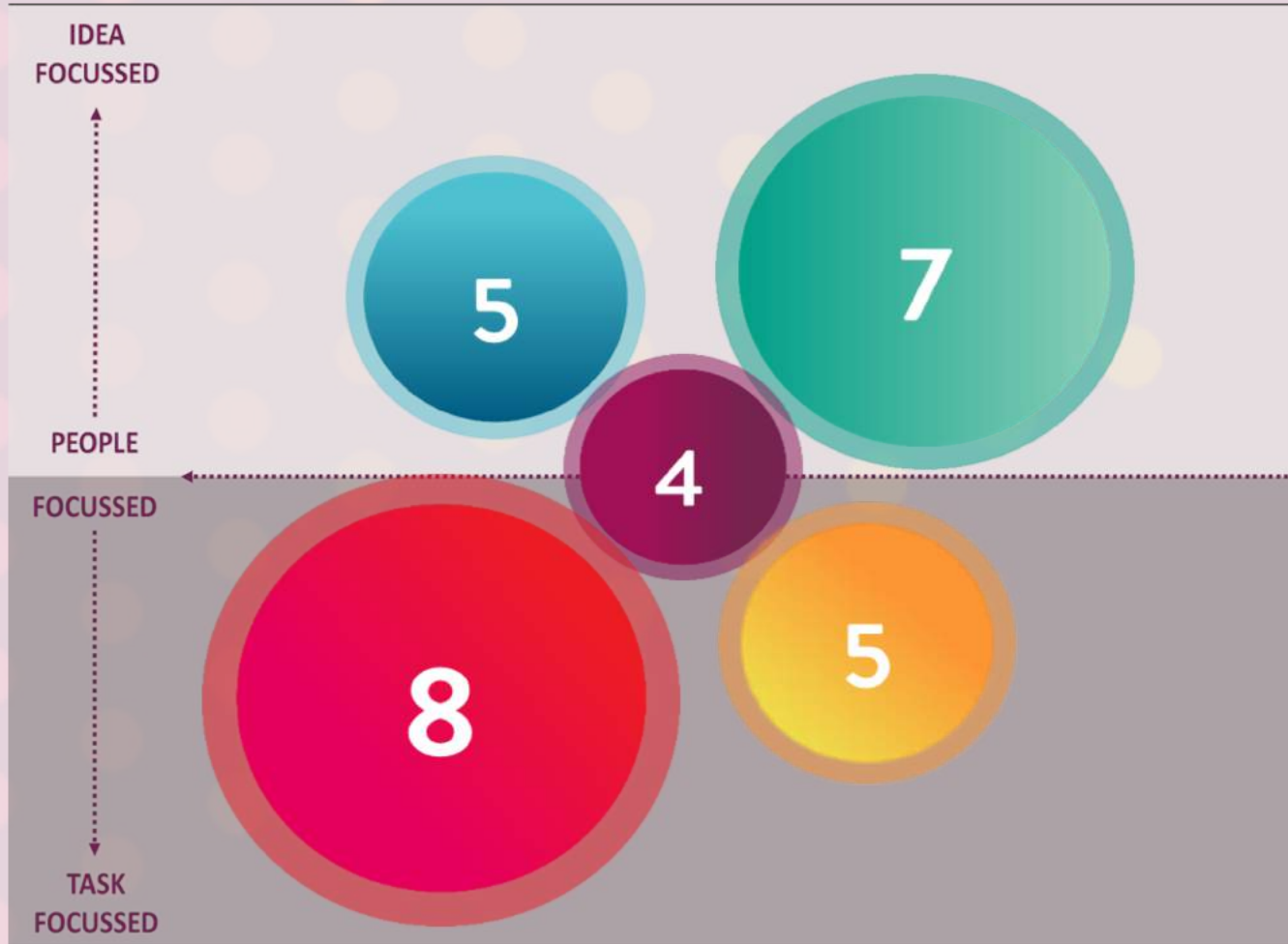
“WHO’S DOING WHAT?”

“IS EVERYONE CLEAR ABOUT THEIR ROLE?”

# INTERPRETING THE CHANGE MAKER PROFILE



# PROFILE 1 – DESCRIBE THIS INDIVIDUAL





# Making sense of The Change Maker Profile

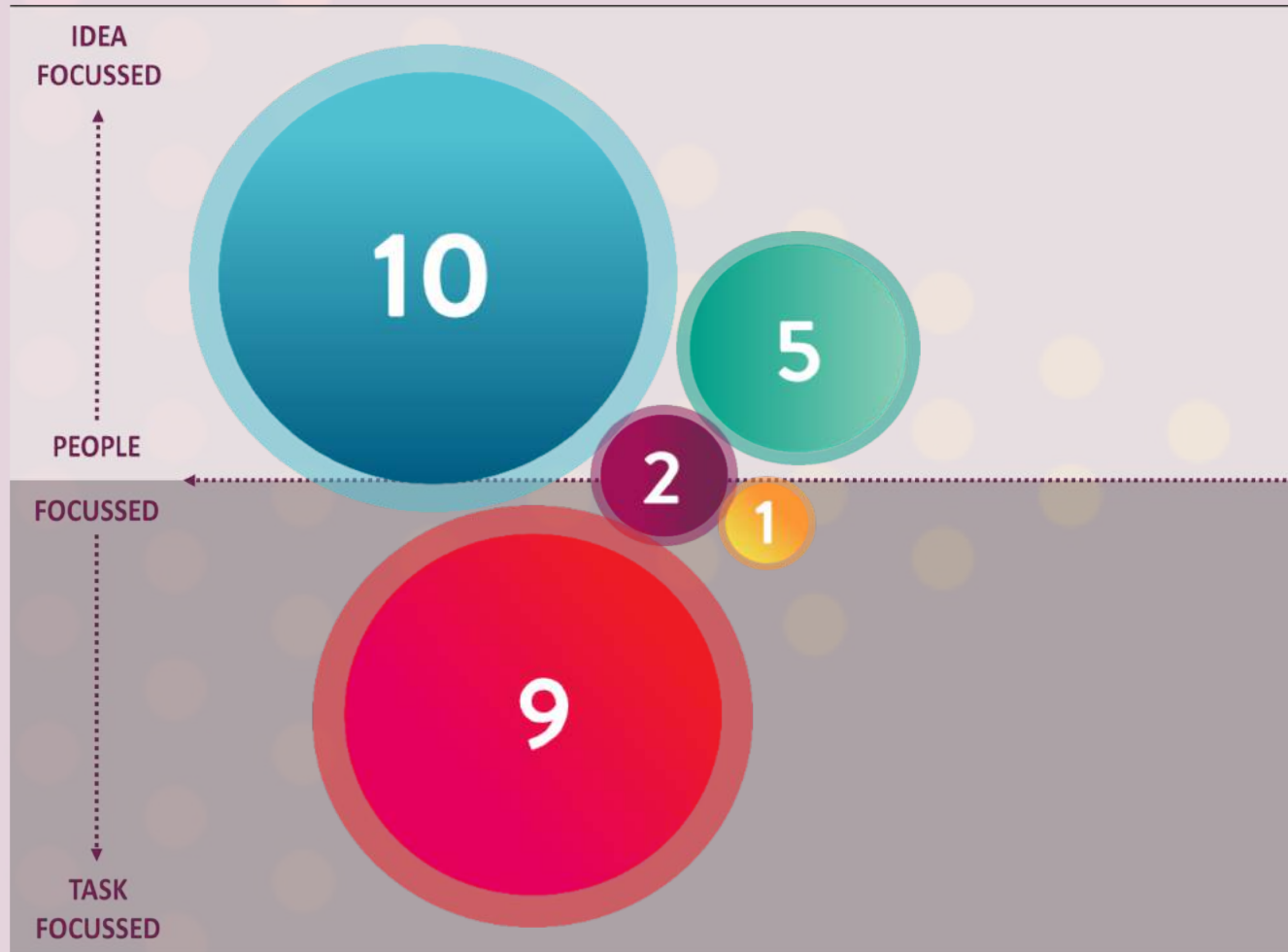
**IN SMALL GROUPS**

**THE FOLLOWING ARE REAL  
PROFILES:**

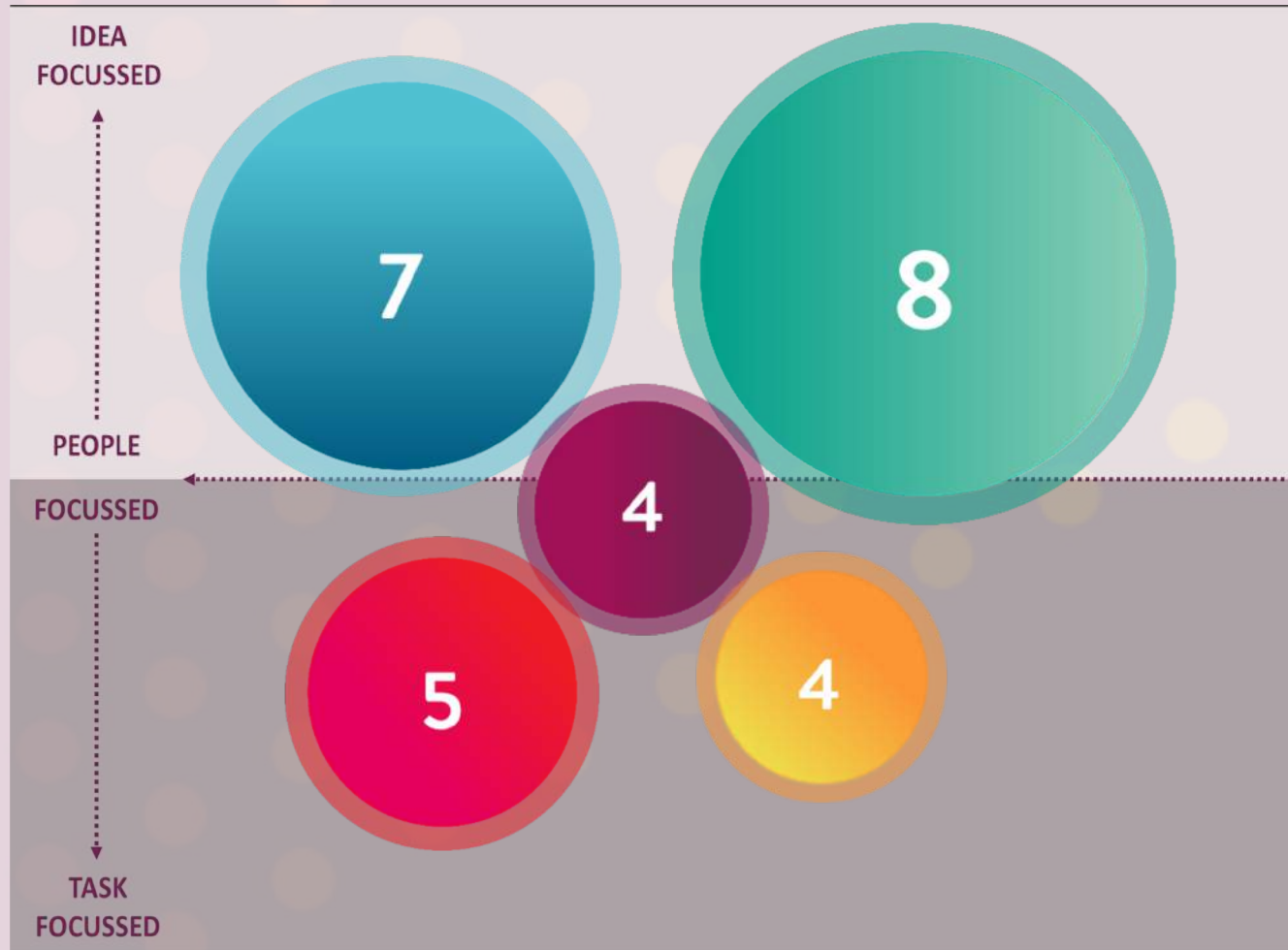
- YOU ARE THIS INDIVIDUAL'S BOSS, HOW WOULD YOU, MANAGE, MOTIVATE AND DEVELOP THEM?



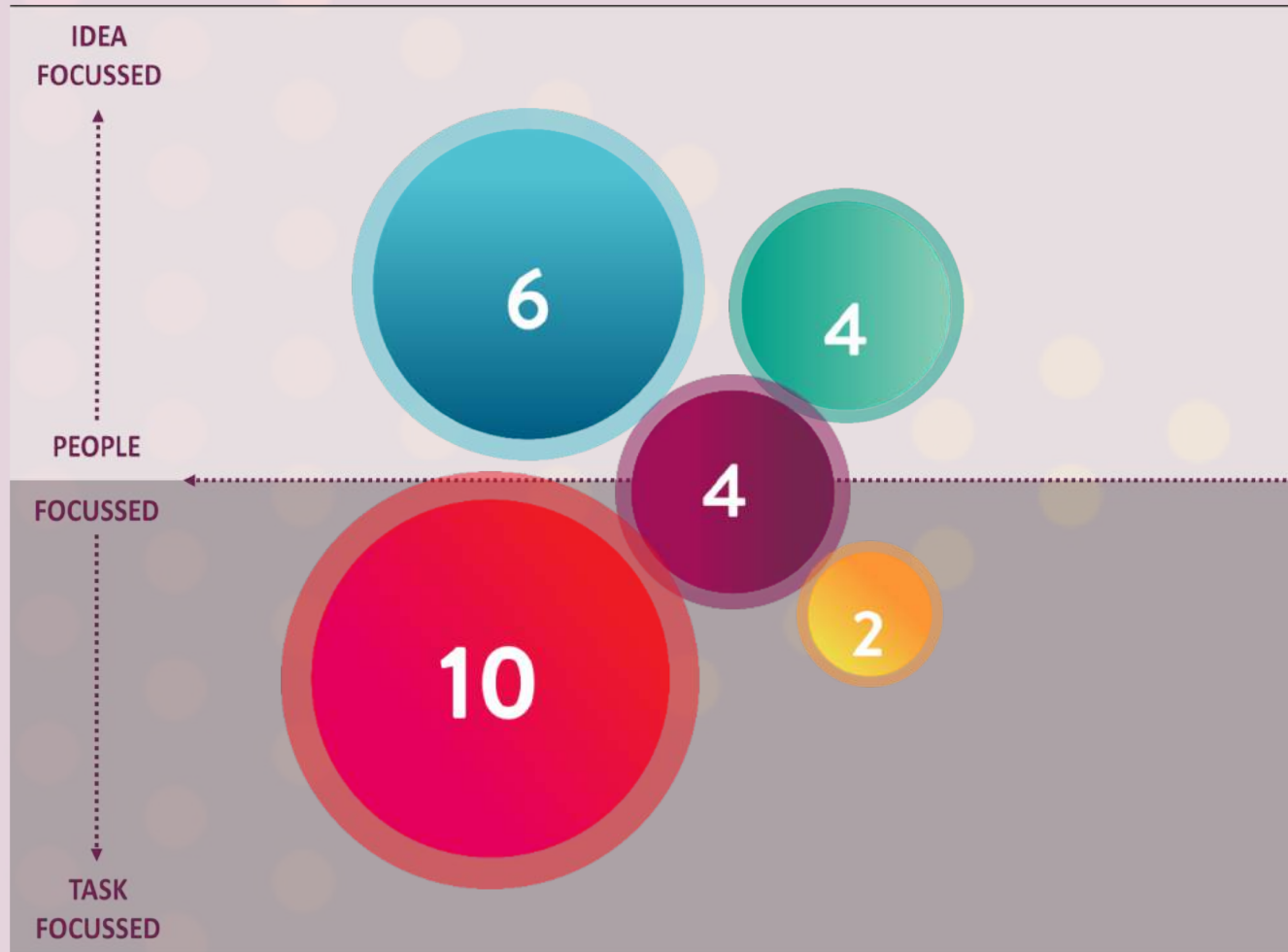
# PROFILE 2 – DESCRIBE THIS INDIVIDUAL



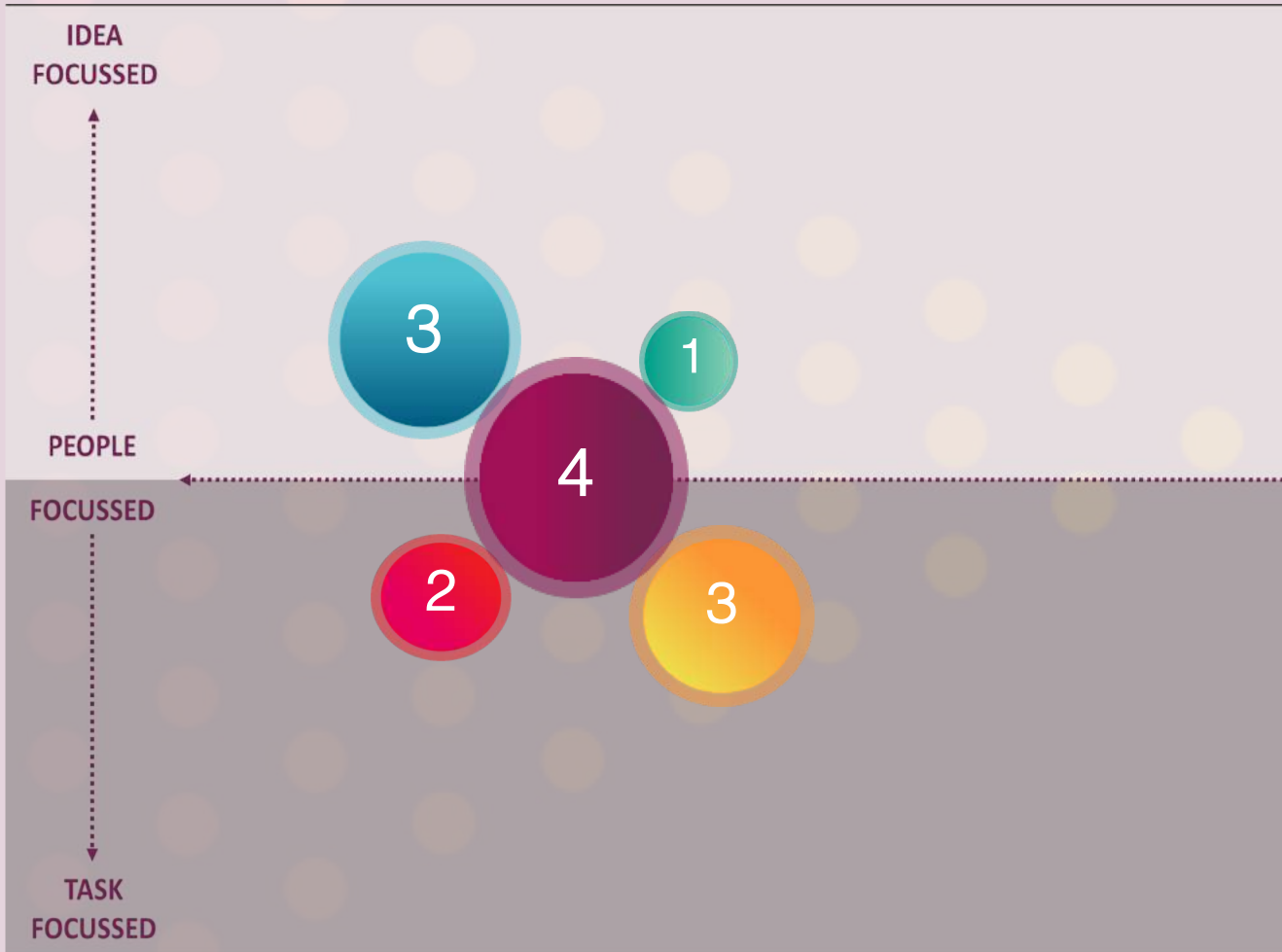
# PROFILE 3 – DESCRIBE THIS INDIVIDUAL



# PROFILE 4 – DESCRIBE THIS INDIVIDUAL



# PROFILE 5 – DESCRIBE THIS INDIVIDUAL



# The Change Maker Profile Combinations



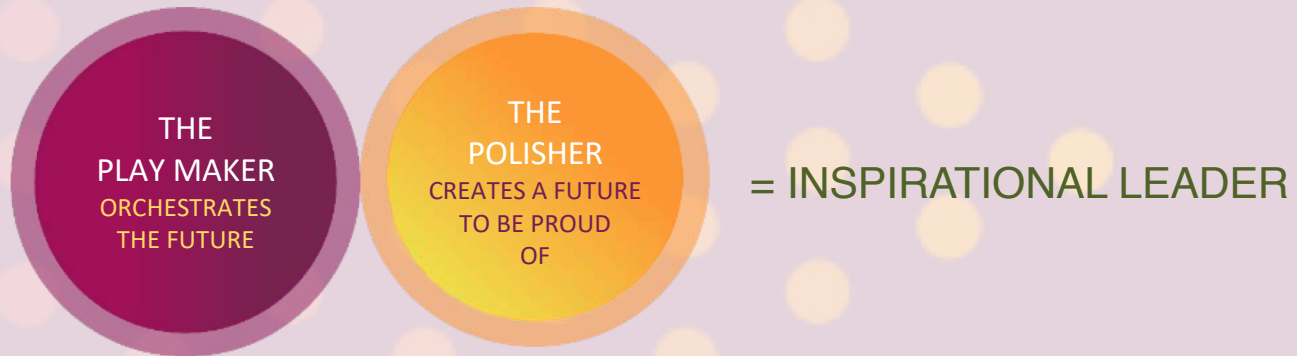
3 or more “top scores” indicate the activities that draw your attention are more widespread.



# Action Planning = Playing to my Strengths

AN EXAMPLE OF ACTION PLANNING – ‘PLAYING TO MY STRENGTHS’.

## Part 1 – Evaluating my Profile



**“I have a score of 8 for Play Maker and a score of 7 for Polisher. I do agree with what The Change Maker Profile says about me. I enjoy getting the best from people and stretching them to find their full potential.**

**At my best I can be an inspirational manager and leader, but what do I need to do to be at my best?”**

# Action Planning = Playing to my Strengths

AN EXAMPLE OF ACTION PLANNING – ‘PLAYING TO MY STRENGTHS’.

## Part 2 – Being at my Best

1. Complete the Action Planning pages at the back of your Profile
2. Share with a member of the Group
3. Refine and Prioritise

# Personal Action Planning

THE  
STRATEGIST  
MAPS THE  
FUTURE

THE  
PLAY MAKER  
ORCHESTRATES  
THE FUTURE

**CONTEMPORARY LEADER** “I can often see clearly ‘what’ needs to be done but not ‘how’. I need to work on valuing those Implementers in my team and helping them to constructively shape and challenge strategy.”

THE  
STRATEGIST  
MAPS THE  
FUTURE

THE  
GAME  
CHANGER  
TRANSFORMS  
THE FUTURE

**VISIONARY LEADER** “I need to develop teams around me who know how to turn ideas into reality. I need to learn how to ‘take people with me’.”

THE  
STRATEGIST  
MAPS THE  
FUTURE

THE  
IMPLEMENTER  
BUILDS  
THE FUTURE

**TRADITIONAL LEADER** “My strength is to develop strategy and direction and what that means operationally. But there is scope for me to develop my strategic capabilities.”

THE  
GAME  
CHANGER  
TRANSFORMS  
THE FUTURE

THE  
PLAY MAKER  
ORCHESTRATES  
THE FUTURE

**CHARISMATIC LEADER** “I can get people excited about new ideas and possibilities. I need to draw upon my team’s experience to make sure that we focus on and invest in, the right ones. I have a bit of a ‘butterfly mind’ at times.”

THE  
GAME  
CHANGER  
TRANSFORMS  
THE FUTURE

THE  
POLISHER  
CREATES A FUTURE  
TO BE PROUD  
OF

**INVENTOR** “I’m obsessive, I get things done to a high standard. I get frustrated and impatient with people who ‘don’t get it’. I need to develop my approach to engaging and influencing people so that I can get them ‘on board’ with my ideas and expectations.”

# Personal Action Planning



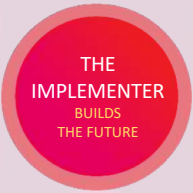
**CREATIVE PROBLEM SOLVER** “I can often see better ways of doing things at work - processes and procedures - but people don’t always listen. I need to learn how to more effectively be a ‘change agent’, managing key stakeholders within the process of change.”



**LEADER AS COACH** “I like to help people to ‘learn on the job’, I get a ‘buzz’ from seeing people develop. I know though, that I could be a better coach. I’m going to go on a coaching skills workshop.”



**INSPIRATIONAL LEADER** “I strongly believe that people should ‘be the best that they can be’. I see what people are capable of but I don’t always know how to cope with people who get defensive. I know that I can develop my people skills in this regard. I will read ‘Getting to Yes’ by Fisher and Ury.”



**LEADER BY EXAMPLE** “I have a reputation for getting things done to a high standard. I am very driven and quite impatient. I know that I could be more effective if I learn how to make my expectations of others clearer.”



**ASPIRATIONAL LEADER** “I can ‘see the big picture’ and I can be relentless about making it happen. I know that, at times, I will obsess over things that are not a good use of my time. I have a plan to change that.”

# Agenda – Part II

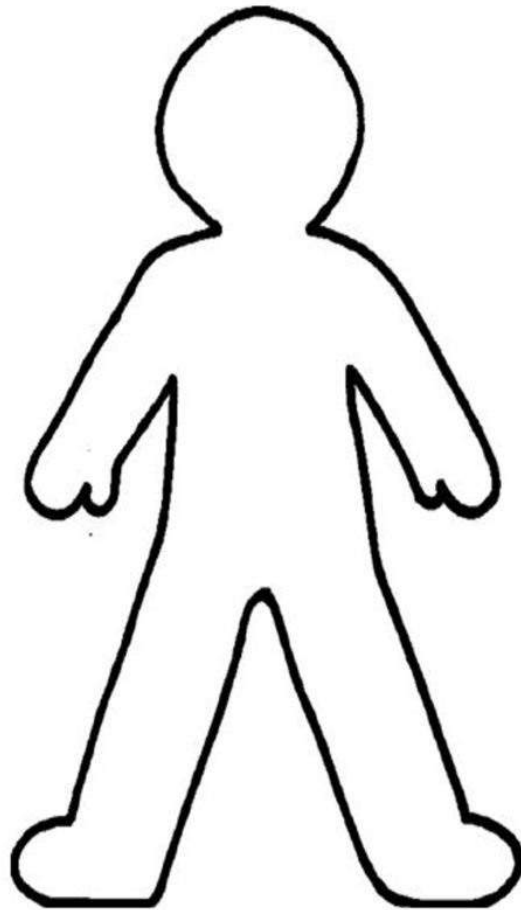
Welcome Back

Review of Part I

The Qualities of a Change Maker

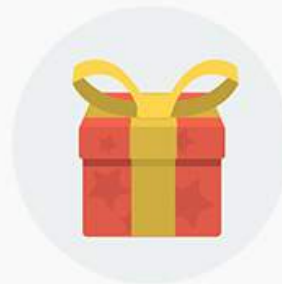
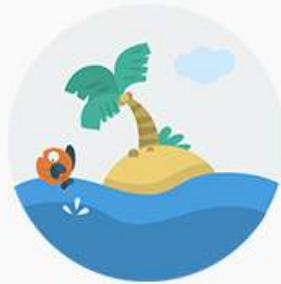
My Personal Learning Journey

# The Skills, Knowledge and Attributes of a Change Maker





# My Learning Journey Story



# My Learning Journey Icon

Your Name



Brave

Resilient

Efficient

[illegible]