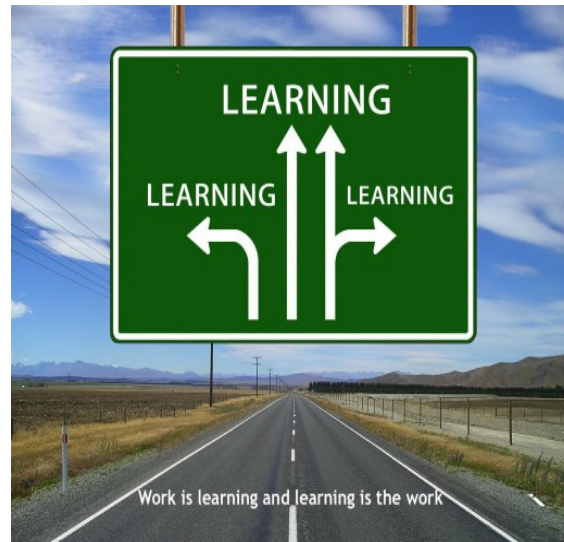


Neuro & Mindful Leadership – Think & Act Like A Leader

Theory of Change

Managing change as
a leader



The role of impact,
strategy to explore,
understand and lead
change to become
an effective and
rounded leader

“Change is the only constant” Heraclitus Greek philosopher

Models of Leading Change

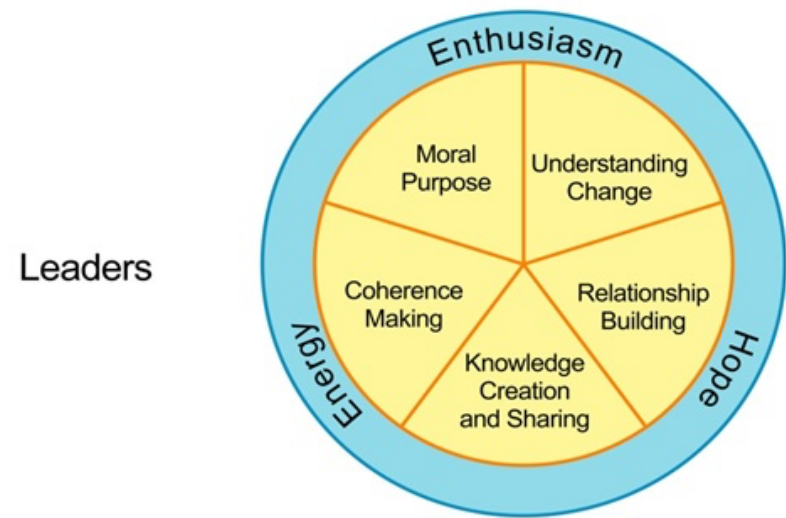
Aim: Help us to develop our mental map of the world – whether it concerns a situation, team or organization

Themes for Change Models based on:

- Self-awareness
- Self-management
- Social awareness
- Relationship management

Framework of Leadership

- making a positive difference
- dealing with resistance; transforming organisational culture
- improving relationships yields improved results
- embodying the learning organisation
- balancing creativity with common sense



A Framework for Leadership

The role of impact and strategy

Impact / Success

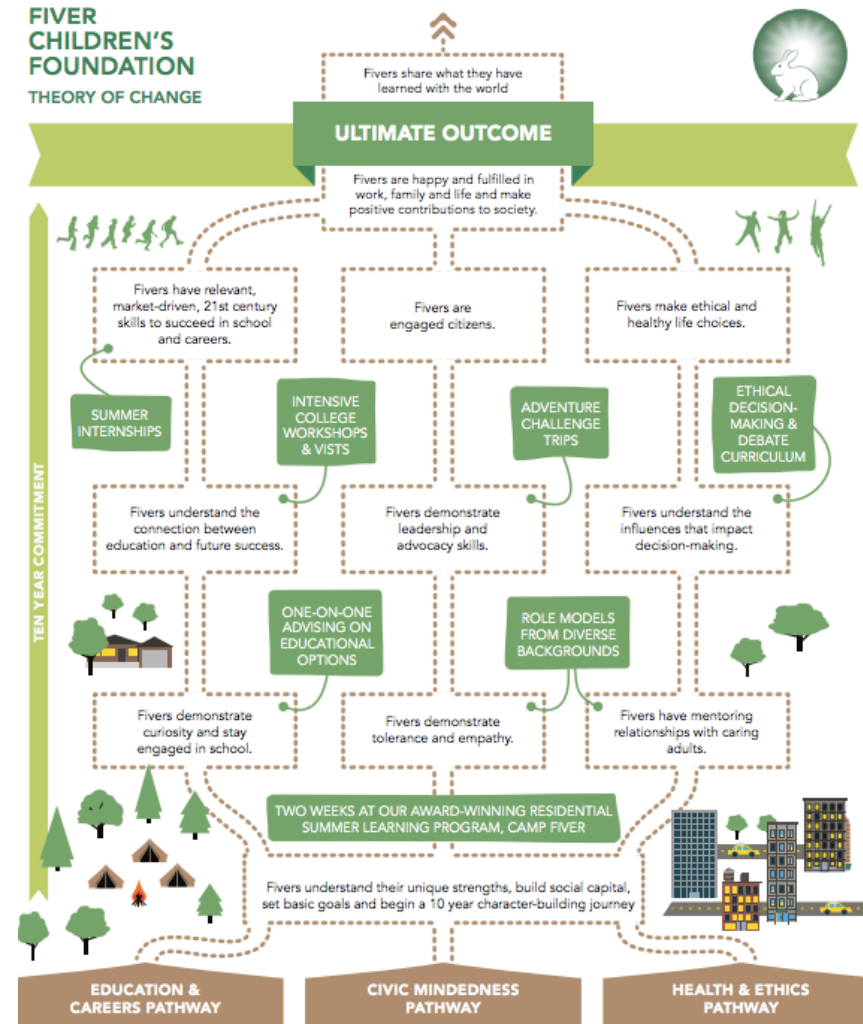
- How will you know when your team has been successful?
- What will have changed?

Strategy

- How will you get there?
- What resources do you need?

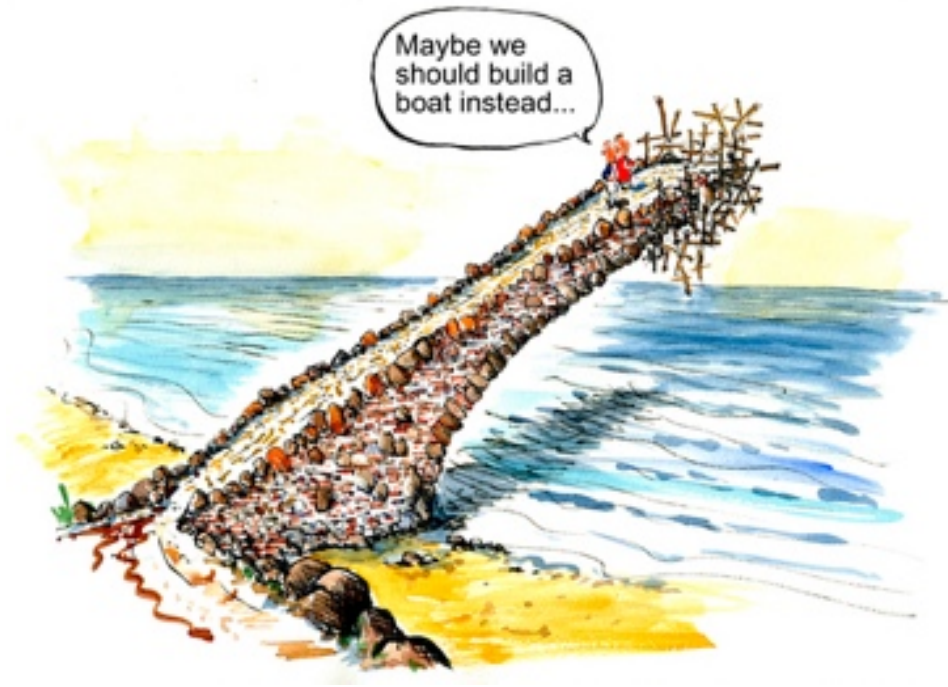
6 Steps to evolve a Theory of Change

1. Identify long-term goals
2. Backwards map – connect the preconditions to achieve each goal; why they are necessary & sufficient
3. Identify basic assumptions about the context. (Your values and beliefs)
4. Identify the interventions (activities) needed to create the desired change
5. Develop indicators to measure outcomes to assess performance of the initiative.
6. Write a narrative to explain the logic of the initiative.



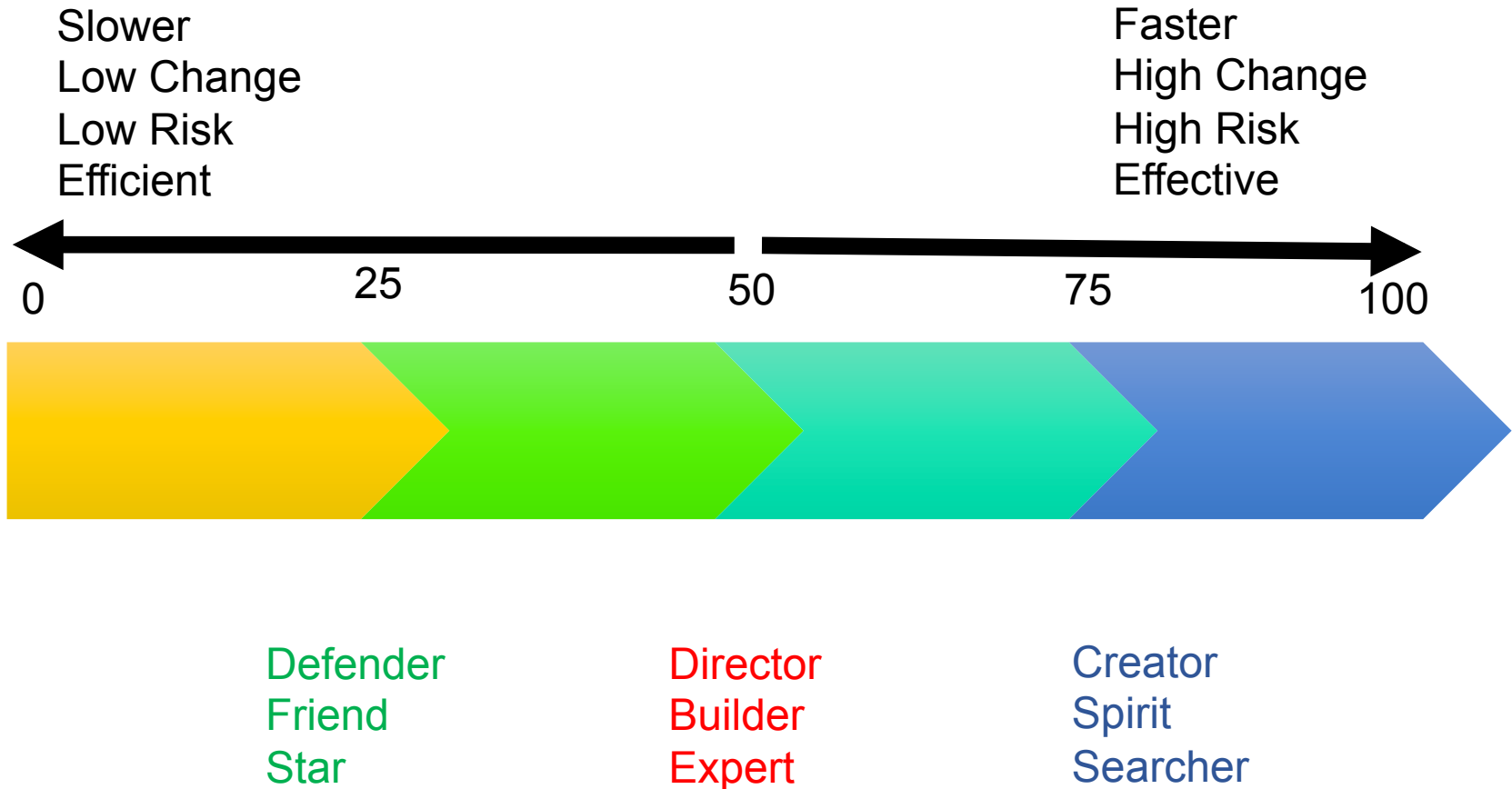
With Whom?

- What is the path to reach critical stakeholders?
- What is your current relationship?
- Is there more potential?
- Do they put obstacles in, or clear your path?
- What do *they* want?



The challenge is how to bring about **enough cooperation** among disparate community elements to get things done

Change/risk/speed/effectiveness/efficiency



Either on Monday the 17th or Tuesday the 18th October arrange a date and time with Lorraine and your peer group team, for a conference call, to discuss the reflective questions below.

Reflection:

Take a note of your own assumptions and remember to recognize your own map of the world through deletion, distortion and generalization.

What is your initial reaction when change is about to occur?

Note what communication tools you use in order to communicate your vision or plan clearly.

Are the motivators of your team towards or away from change?