

PROMOTE AGILITY IN THE TEAMS YOU LEAD

Leadership Inspiration - podcast summary

Behavioural change is a complex and highly personal concept. Improvements in performance are not achieved through one-off tactical initiatives and “readiness” for change is a gradual process.

This is best achieved through a carefully crafted and phased approach.

THE NATURAL DIRECTION APPROACH TO SUSTAINED BEHAVIOURAL CHANGE



PHASE 1 SIGN UP

START WITH WHY

Clearly express the compelling need for change in both rational and emotional terms. Stories provide a great way to bring your vision to life!



PHASE 2 JOIN UP

ENROL OTHERS

Avoid a top down approach. Use the natural influencers in the team at all levels to shape the process and engage others.



PHASE 3 SHOW UP

MAKE IT HAPPEN

Recognise the behaviours you wish to see and share stories of success. Help people see that they are playing a valuable part in making change happen.



PHASE 4 POWER UP

SUPERCARGE PERFORMANCE

Get out of the way and give people the chance to own and shape the future. Create the space to stimulate new ideas and provide people with opportunities to lead.



PHASE 5 FLOURISH

CELEBRATE SUCCESS

Enjoy the fruits of your labour. Measure the impact, celebrate success and plan for the next phase of change.....(it's a continuous rather than a one off process).

A FINAL THOUGHT....

"Speed of change is the driving force.
Leading change competently is the only answer."
Harvard Business Review Press

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BY: MARTIN COBURN, MANAGING DIRECTOR