



“SEAD” THE CHANGE:

A Case of Transformative Leadership

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Co-creating the future

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**We are living
in times
where Sophia
is a National**



SUCCESS

A new Leadership Paradigm is emerging!

Check In



Our agreement



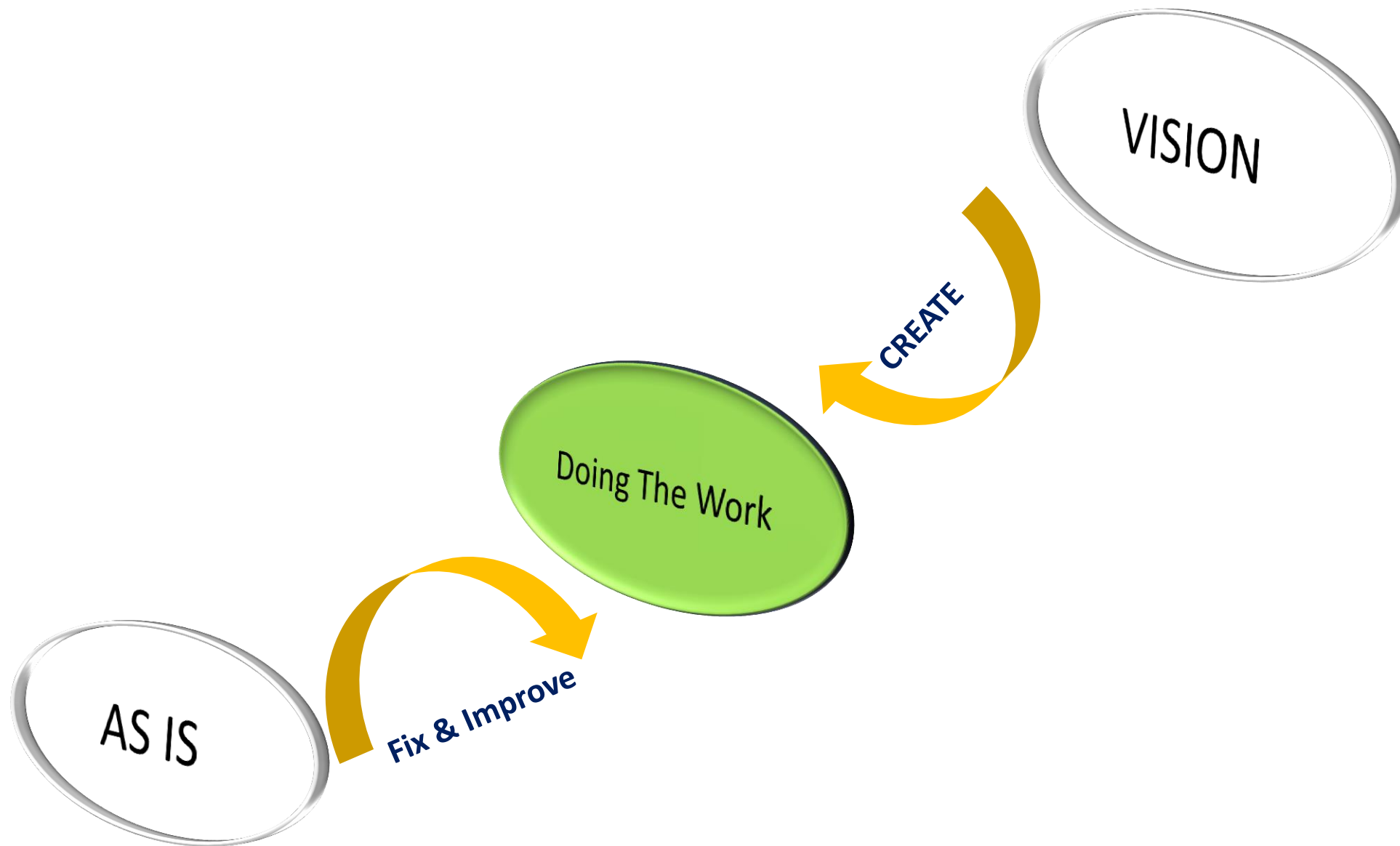
A large orange circle containing the text "Change?".

Change?

VS

A large green circle containing the text "Transformation?".

Transformation?



A BUTTERFLY IS NOT A BETTER
CATERPILLAR



LEADING TRANSFORMATIONAL
CHANGE REQUIRES AN INTIMATE
UNDERSTANDING OF THE HUMAN
SIDE!!



Sense



Engage



Align



Develop

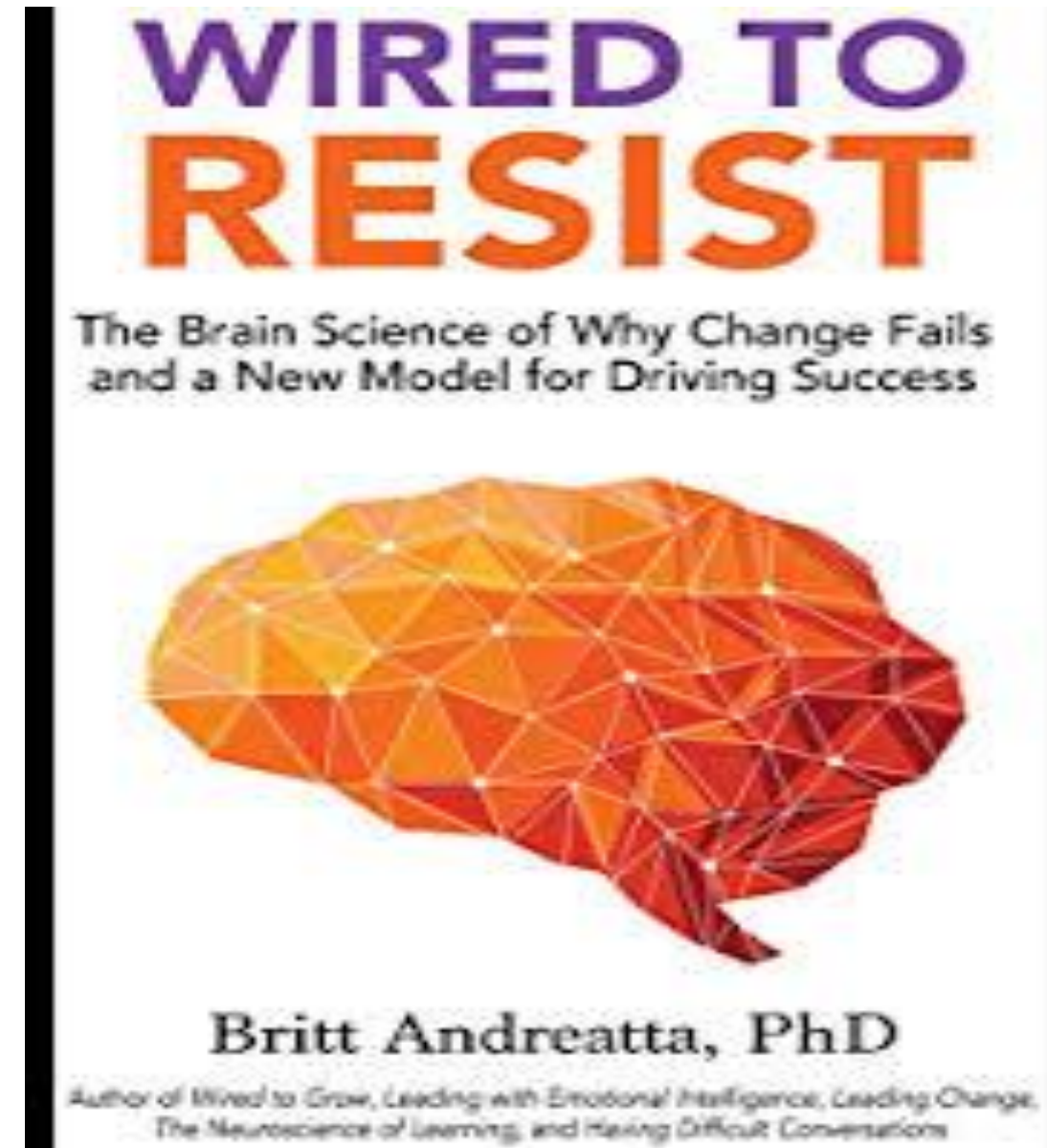


Co-creating the future

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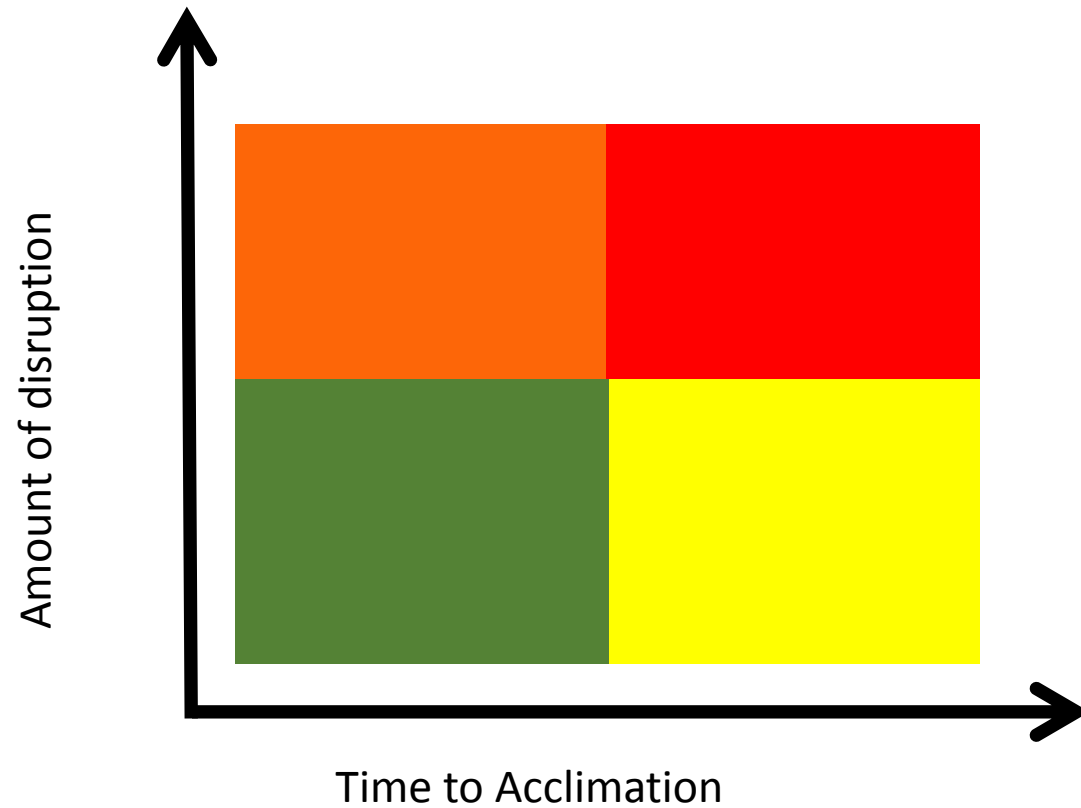


SENSING

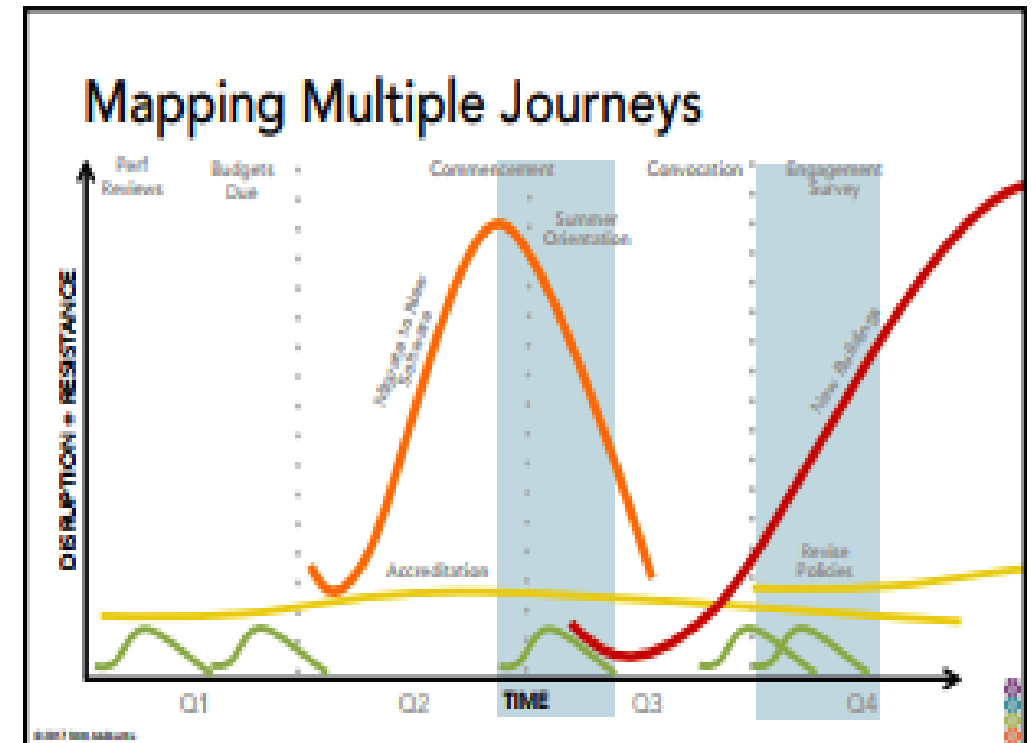
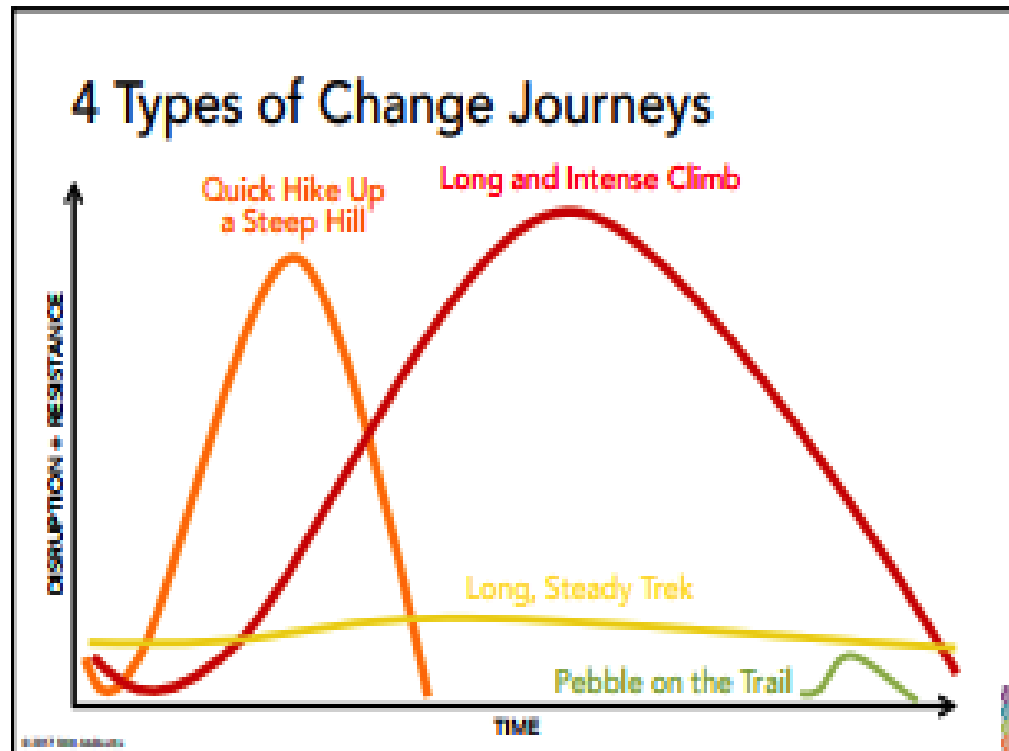


Video: The Journey of Change

Change Matrix



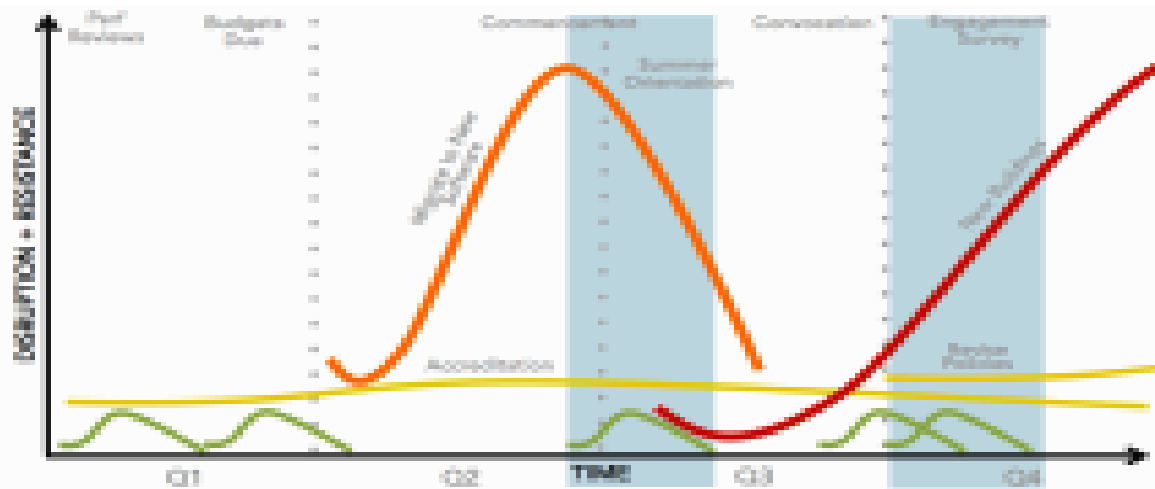
Mapping Change Journeys



Activity

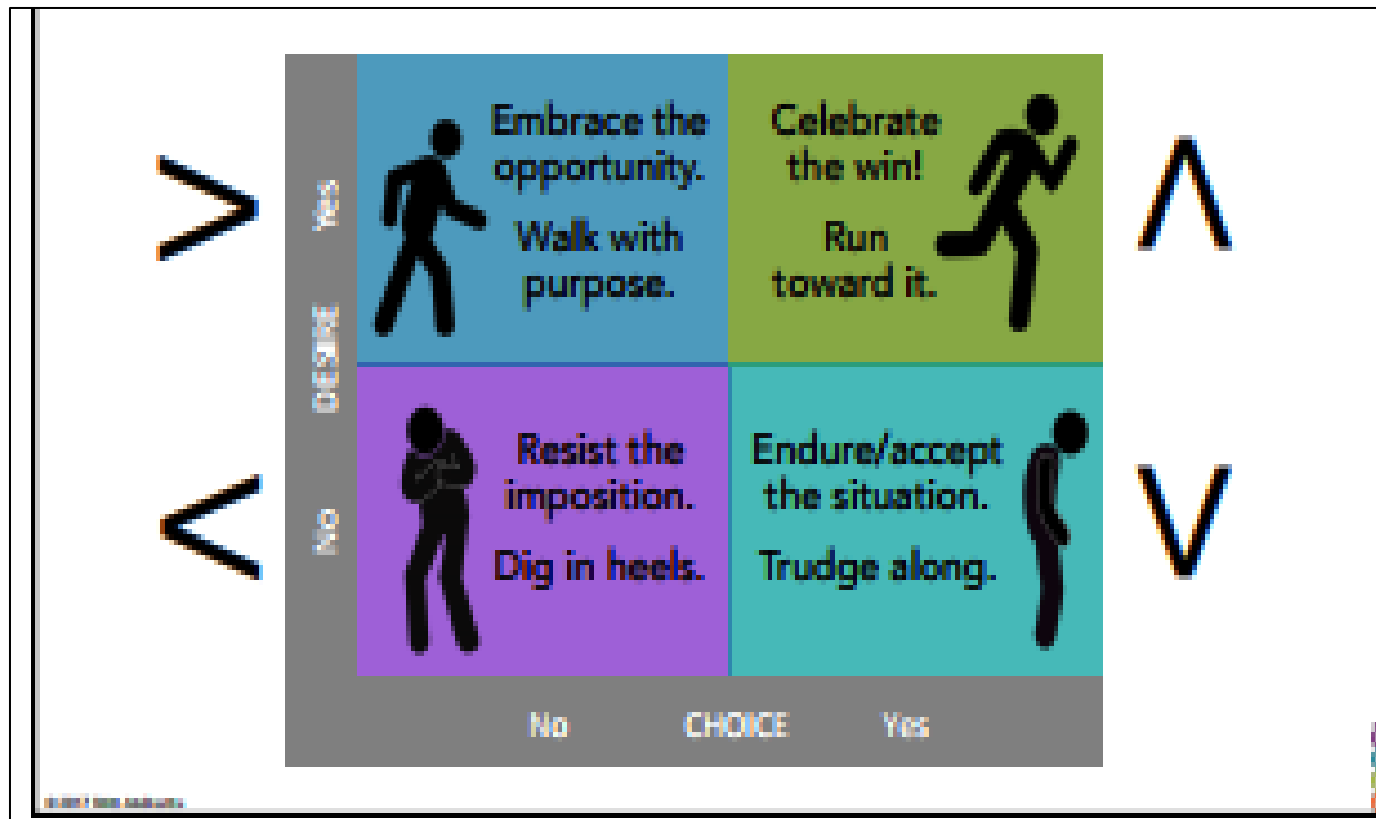
Assess: *your change journeys*

In pairs or trios, talk about changes you'll go through in the next 12 months. Map them on a timeline. When will you be holding the most changes? How might that impact you?

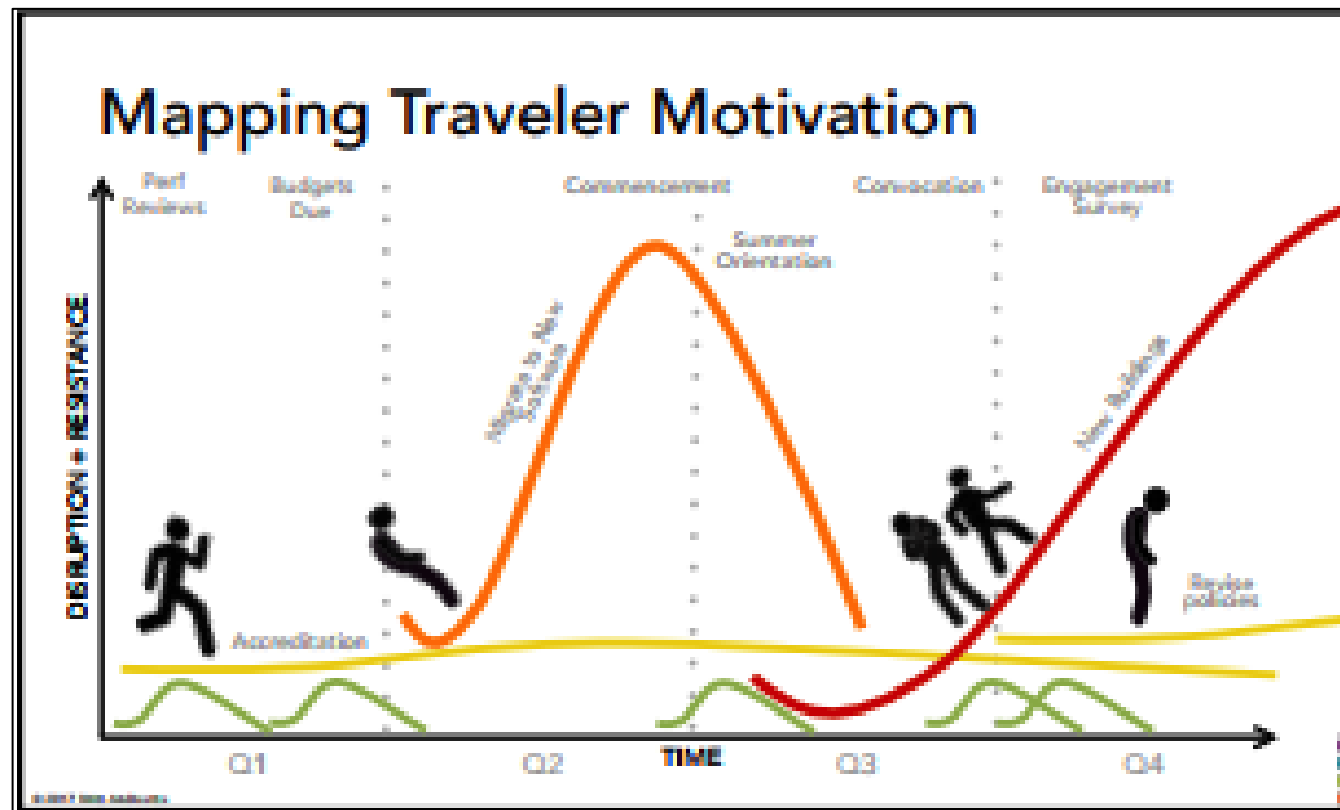


5:00

4 Levels of Travelers

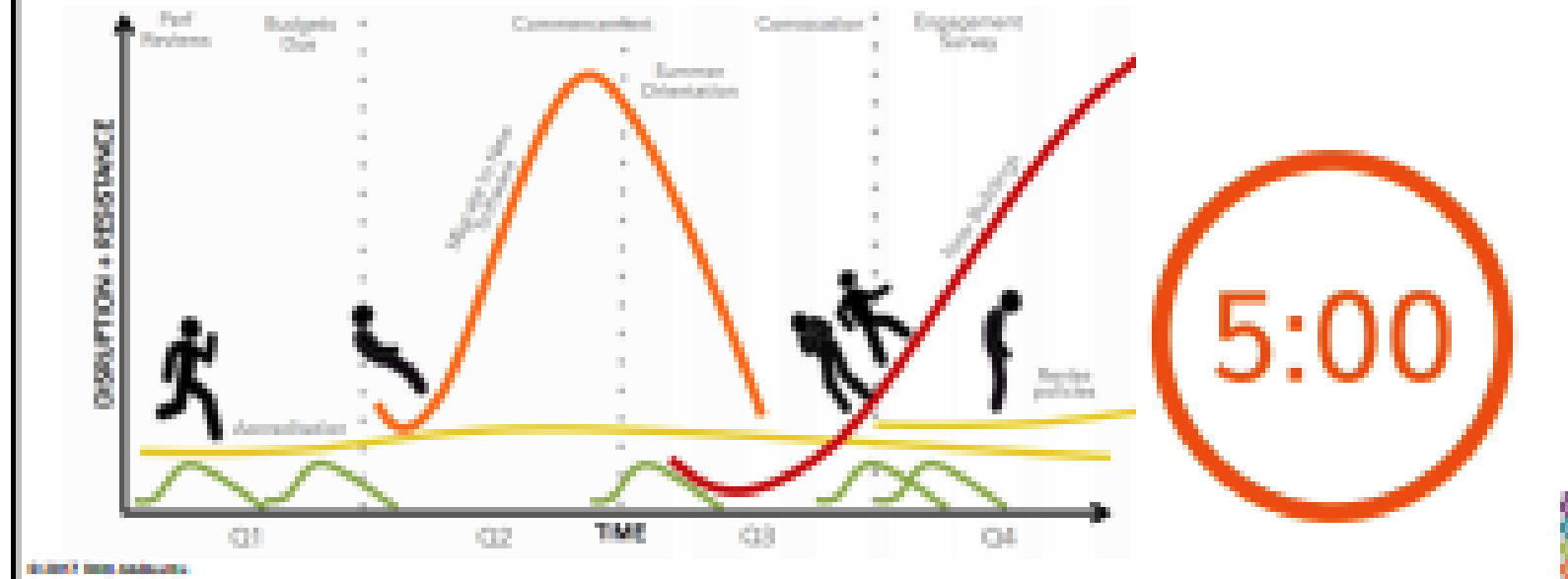


Mapping Travelers Motivation



Assess: your travelers' motivation

In pairs or trios, discuss the travelers on your upcoming journeys. What do you think their motivation is likely to be and why?



ENGAGING

What Is Employee Engagement, and Why Is It Important?

DISCUSSION

- WHAT WAS THE BEST JOB YOU HAVE EVER HAD?
- WHAT DID YOU LOVE ABOUT IT?
- WHO WAS THE BOSS YOU EVER HAD?
- WHAT WAS THAT RELATIONSHIP LIKE? WHAT DID THAT BRING OUT IN YOU?

WHAT MOTIVATES US?



MASTERY



AUTONOMY



PURPOSE





LEADERSHIP ARCHETYPES



Key Messages

01

Leadership is a unique expression of one self

02

Our Preferences affect our behavior towards others (connect)

03

Leader is a Trusted brand

04

Transformational leaders create an experience with others

An Archetype is.....

- ✓ A way of expressing and bringing ourselves into this world
- ✓ This is not who you are but how you show up
- ✓ Each Archetype is an opening to specific type of intelligence
- ✓ Energies that must be present in any group high performing team
- ✓ They inform the way we behave, and make decisions

Visionary Leadership

Seeing the Way (Visionary)

Mover/Visioning

Strategic Leadership

Knowing the World (Teacher)

Bystander/sense-making

Relational Leadership

Awakening the Heart(Nurturer)

Follower/Relating

Performance Leadership

Embodying The Way (Warrior)

Opposer/inventing

Source: Clinton Sidle

Relational Leadership - Nurturer



- **Capacities / Qualities:**
 - ✓ Empathy and compassion
 - ✓ Openness & collaborative
 - ✓ Ignites Change through trust, respect, listening
 - ✓ Learning and Leading by empathy
 - **Leader as a Servant:** influence through the power of emotional intelligence and
 - **Function**– Connecting with others and feeling the oneness of all things
-

Performance Leadership- Warrior



- **Capacities & Qualities:**
 - Ability to act and direct people
 - Takes Risks
 - Draws clear boundaries & Challenges with respect
 - Confident & assertive
 - **Delivers/drives change: by taking charge, setting up example and clarity**
 - Driven by a strong sense of purpose
 - Learning and Leading by doing
- **Leading by example:** influence through action intelligence, embodying the way
- **Function—** Vision through action

Perspective Leadership-Teacher



- **Capacities & Qualities**
 - Ability to detach & gain perspective
 - Ability to analyse and scan the situation & reframe it for others
 - Reflects, learns, mirrors
 - Ability to influence others thinking
 - Ability to assess risks
 - Ability to provide context for others during change
 - Learning and Leading by analysis and knowledge
- **Leader as an Expert:** influence through the power of the intellect
- **Function**—Thinking & Reframing so others can see

Visionary Leadership- Sovereign



- **Capacities & Qualities:**
 - Ability to carry a vision for self and others
 - Ability to set direction and create the rules
 - Ability to empower individuals and nurture their growth
 - Ability to enthuse and engage people
 - Ability to create deep transformation
 - Effective change agent
 - Learning and leading by essence listening & trusting
- **Leader as a visionary and Architect:** influence through the power of intuitive intelligence
- **Function**— Taps into inspiration & purpose / the visionary envisions the way and defines purpose.



Explore

**Go towards the Stance you access the most (easiest).
What does enable you to achieve ?**



Explore

Go towards the Stance you access the Least. What assumptions do you have about this archetype?

Take on increased responsibilities with higher visibility

- **Lover:** When you read this statement, how do you feel? What does this mean for your connections/relationships with others?
- **Warrior:** What are the hard truths about this statement? What is at risk for this change to happen?
- **Magician:** What are you assuming about this situation? How would your mentor/ role model see this situation?
- **Sovereign:** If this were to be true what are you supposed to learn? What kind of support do you need?

Visionary Leadership

The place of Vision and Purpose
(Sovereign)

Mover/Visioning

Strategic Leadership

The place of Perspective
(Magician)

Bystander/sensemaking

Relational Leadership

The place of Intuition
(Lover)

Follower/Relating

Performance Leadership

The place of Truth
(Warrior)

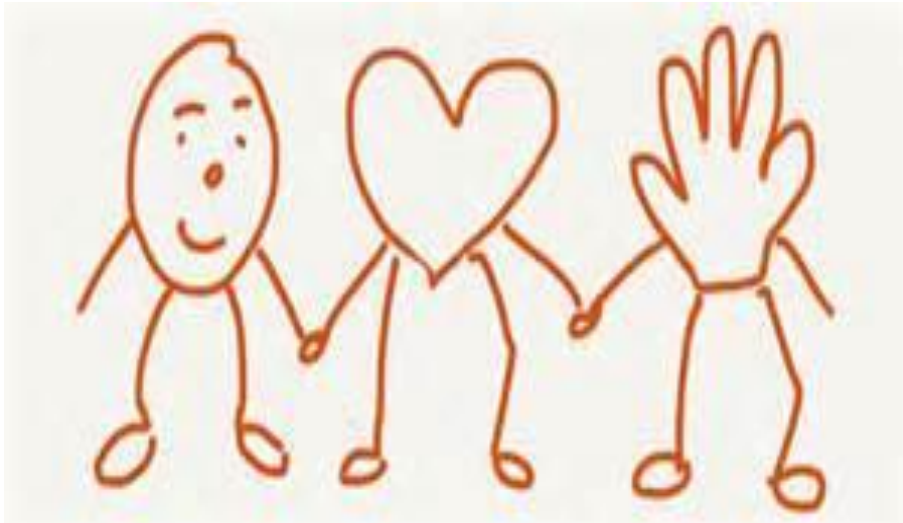
Opposer/inventing

ENGAGING



**PEOPLE DO
NOT RESIST
THEIR OWN
IDEAS...**

ENGAGING



- Engage multiple stakeholders Early in the Planning
- Involve individuals from different levels across the organization
- Address the WIIFM.
- Even If They Can't Plan “**WHAT**” They Can Plan “**HOW**”
- Engage them at the 3 H levels: **H**ead, **H**ear and **H**and

ALIGNING

“If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time.”

Patrick Lencioni, author of "The Five Dysfunctions of a Team".





Building Blocks



How

RESULTS

Are you keeping all team members to the goals and standard that you all agreed to?

Are you expressing your views in meetings to the extent that you can commit fully to any set team goals?

Are you engaging in conflicts with team members to bring out ideas and draw on collective strengths?.

Do you place enough trust in your team members, to believe that each and everyone will keep the team's goals above any other?

ACCOUNTABILITY

Instead of agreement, find alignment around the shared aim or purpose of decisions, and back your team to move forward.

Practice giving constructive feedback. Keep it specific, timely and based on your own Experience.

Set norms for how you will approach team members when you need to hold each other accountable.

COMMITMENT

Show as much curiosity in the opposing views within the team, as you show in expressing your own views

Set norms for how you check in and evaluate if everyone is on track or what they need for the team to get back on track.

CONFLICT

Build trust by showing trust and disclose something personal about yourself to the team.

TRUST

DEVELOP

- A course of initiatives.
- Co-creation of organization wide and cross functional programs and action
- Coaching of champions
- Set Measures of success
- Celebrate short wins
- Habits and behaviors needed for the transformation

Prepare for “Implementation Dip”

- Things Often Get Worse Before They Get Better
- Increase the Communication
- Change the Medium and Words
- Focus on What Is Ahead
- Provide As Much Information As Possible

Are you ready to transform and SEAD the change?

- ☐ Clarify the new vision and “**Towards State**”.
- ☐ Create visibility and impact across the organization
- ☐ Gain buy-in by aligning everyone behind the specifics of the transformation
- ☐ Define and model the transformation leadership behaviors required
- ☐ Accelerate and cascade change throughout the organization
- ☐ **DO NOT RESIST RESISTANCE**

CHECKOUT

THANK YOU

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