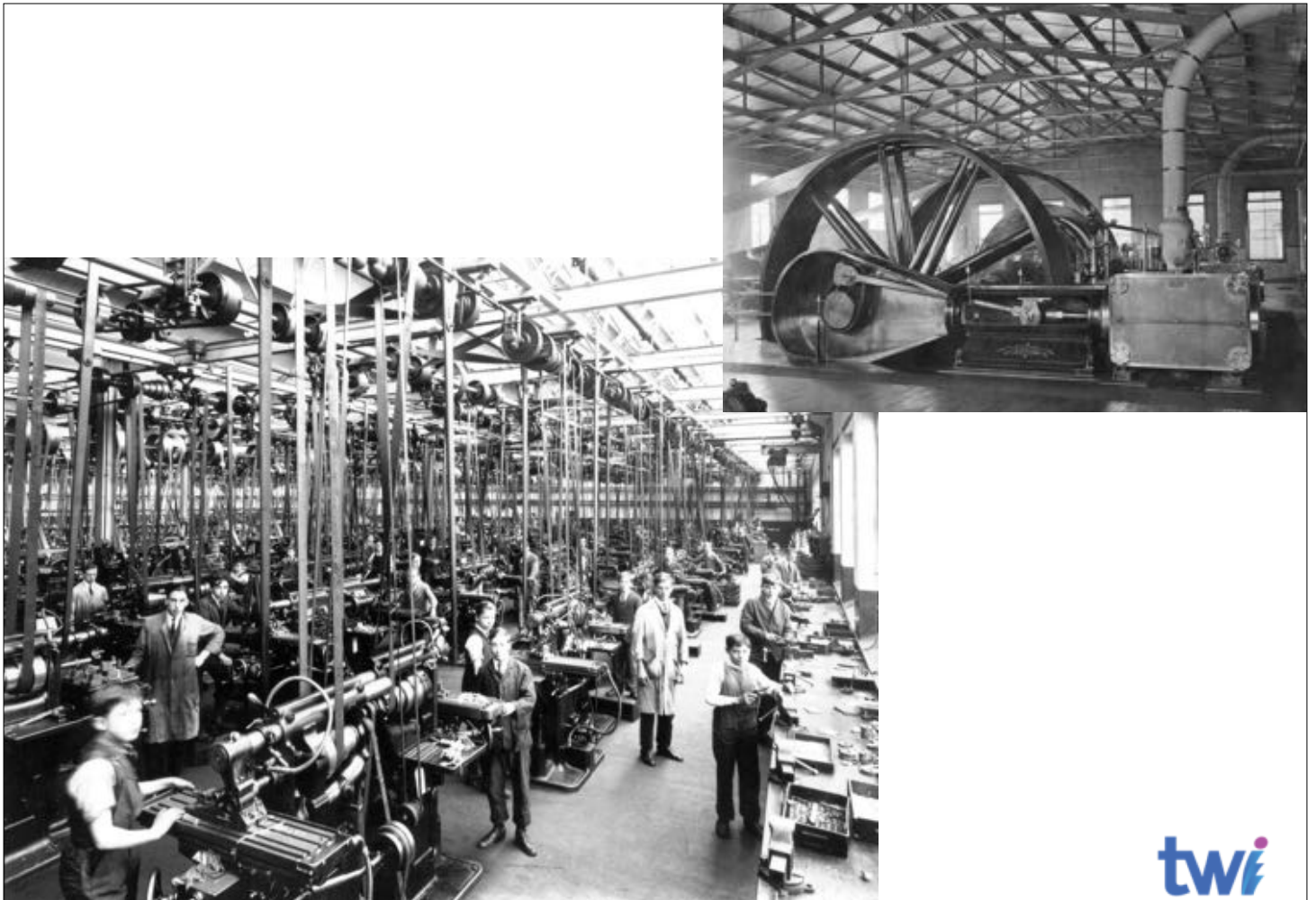




Leading change and bringing your people with you

Presented by Tom Flatau www.team-working.com

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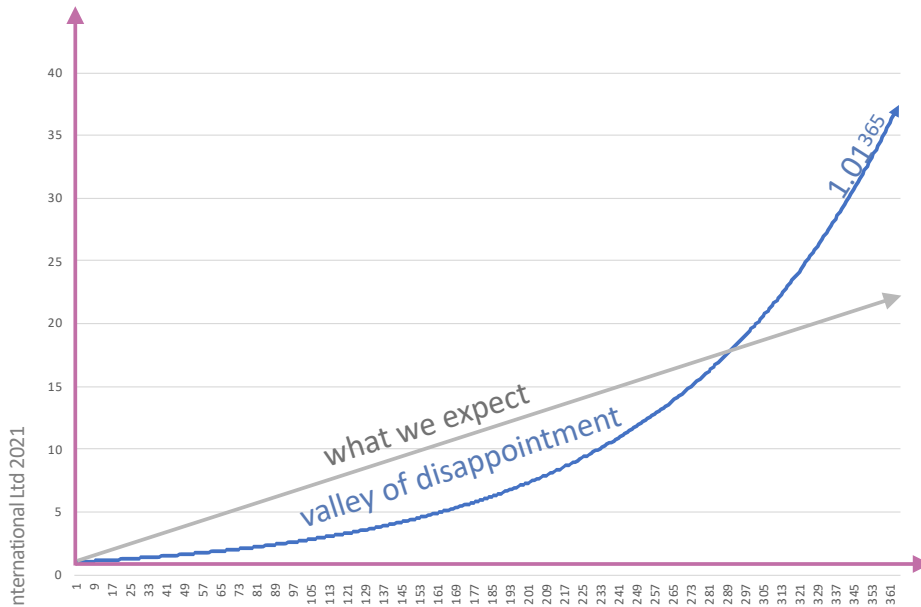
One percent better



Aggregation of
marginal gains

$$1.01^{365} = 37$$

Why we give up



Inspired by James Clear

What 1% changes will you make?

Incremental change is better than
ambitious failure

Jim Loehr and Tony Schwartz



The right stuff

“There is no such thing as a natural born pilot – its hard work and a life time’s experience... the best pilots fly more than the others; that’s why they’re the best”

Chuck Yeager - broke sound barrier, 1947



Michelangelo

“If people knew how hard I had to work to gain my mastery, they would not call it genius at all.”



Ed Sheeran's talent: explanation 1 - effort



Explanation 2 - a divine gift



The narrative fallacy

- A good story beats facts
- Simplifies a complex world
- We substitute thinking with emotion - *the affect heuristic*



Mindset

Fixed mindset

- Born smart and can't change much
- Sensitive about deficiencies and being wrong
- A challenge means we might *fail*
- Feedback is ok if it's *good news*
- Effort proves you're not a *natural*
- Others' success is a threat

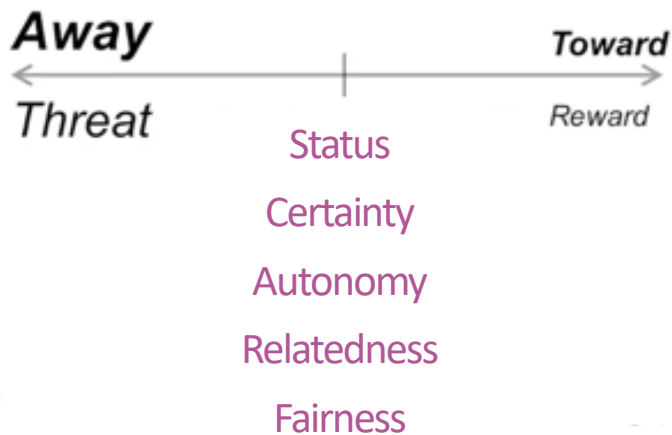


Growth mindset

- Born to learn and grow
- Success comes from effort
- Enjoys challenge, risks and learning from mistakes
- *Failure* is part of progress
- Feedback is essential
- Others' success is an inspiration



Change in practice



David Rock 2008

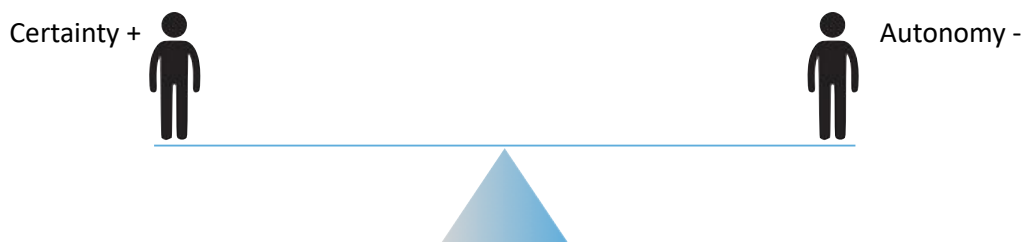


- How would you bring people along with the change?
- How could you alienate people?



SCARF in action

Micromanagement



How could you offset with

- Status +
- Relatedness +
- Fairness +

Q. What SCARF rewards does a coaching approach provide

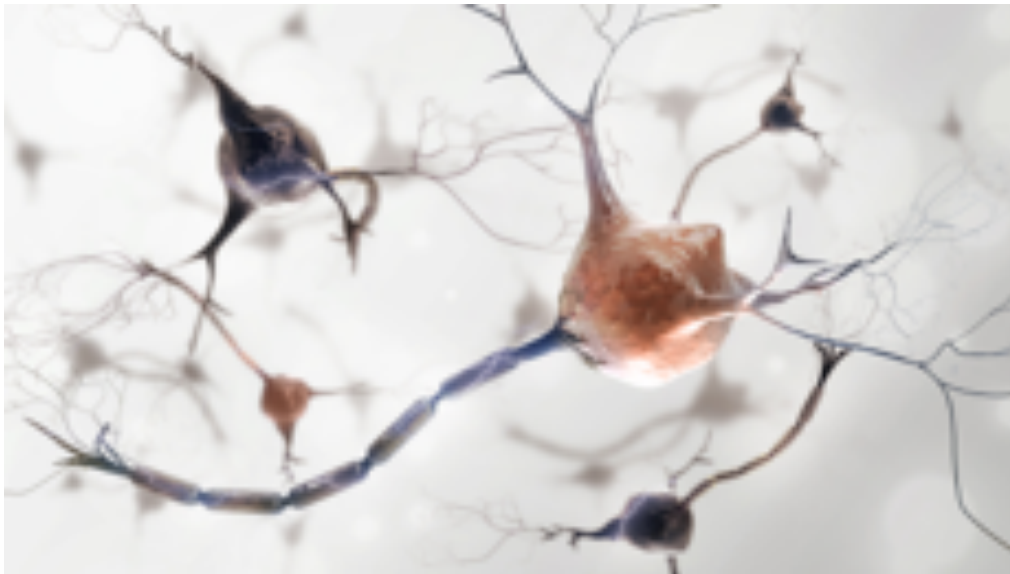
David Rock 2008



The connection machine

There are more possible neuronal connections than atoms in the universe!

Our brain makes hundreds of new connections every second! - So **no two brains can be alike**



What does this say about telling?

In parts of the brain 20% of synapses are replaced every 24 hours - why?

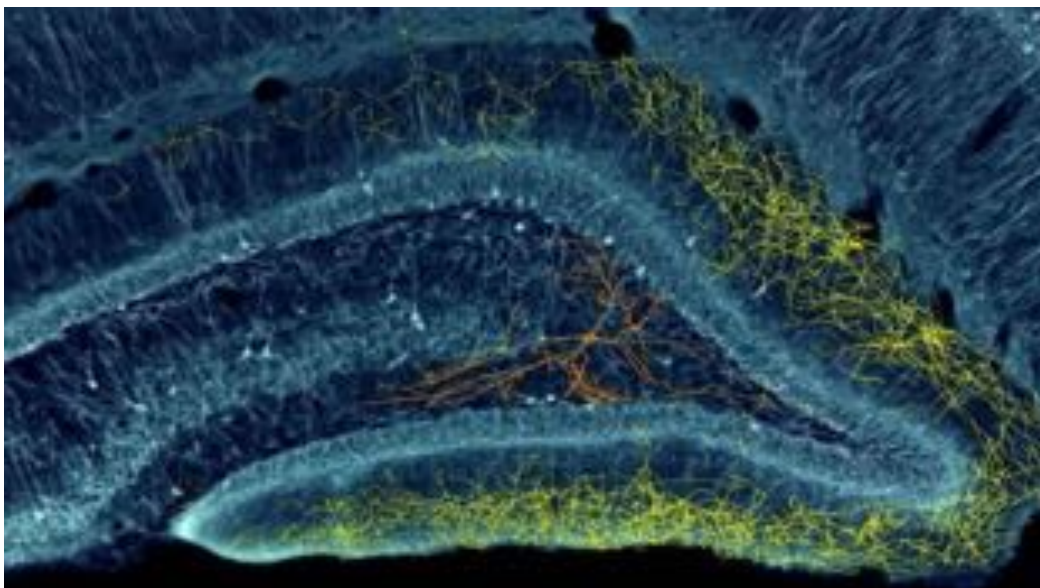
Neurogenesis - esp hippocampus



Neuroplasticity

One neuron connecting with over 15,000 neurons

Multiply this by 86 billion!



Neurons connect to map new skills, knowledge and emotion.

Dr. Gyorgy Buzsaki, NYU Neuroscience Institute



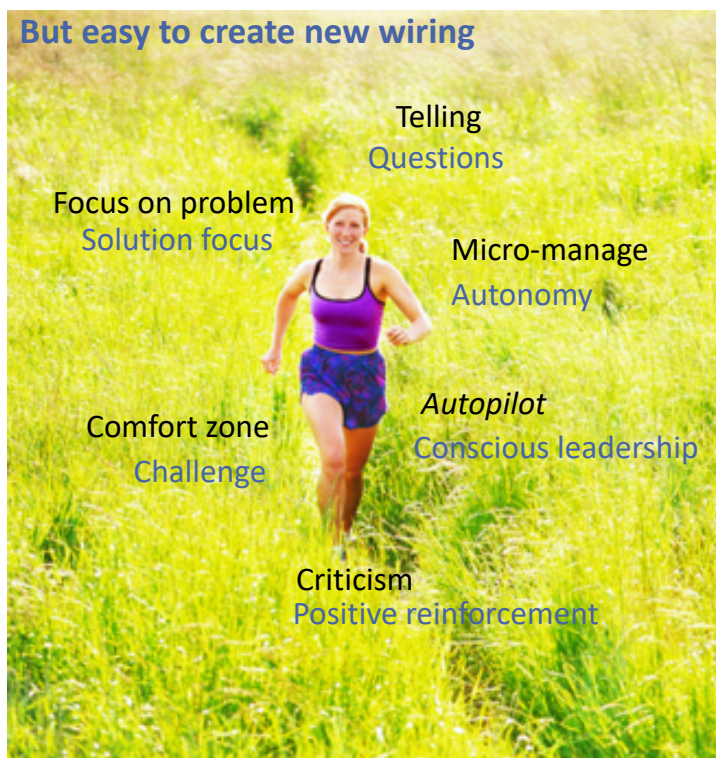
The fixed mindset

The brain hardwires everything it can



Changing your brain!

But easy to create new wiring



Its hard to dismantle old wiring

