

The background of the slide is a photograph of a group of people, mostly children, walking across a rope bridge. The bridge is made of thick ropes and is set against a backdrop of a body of water and a hazy sky. The people are silhouetted against the lighter background, and their reflections are visible in the water below. The overall tone is warm and collaborative.

Leadership Innovation

Engaging diverse and
committed teams for
impact

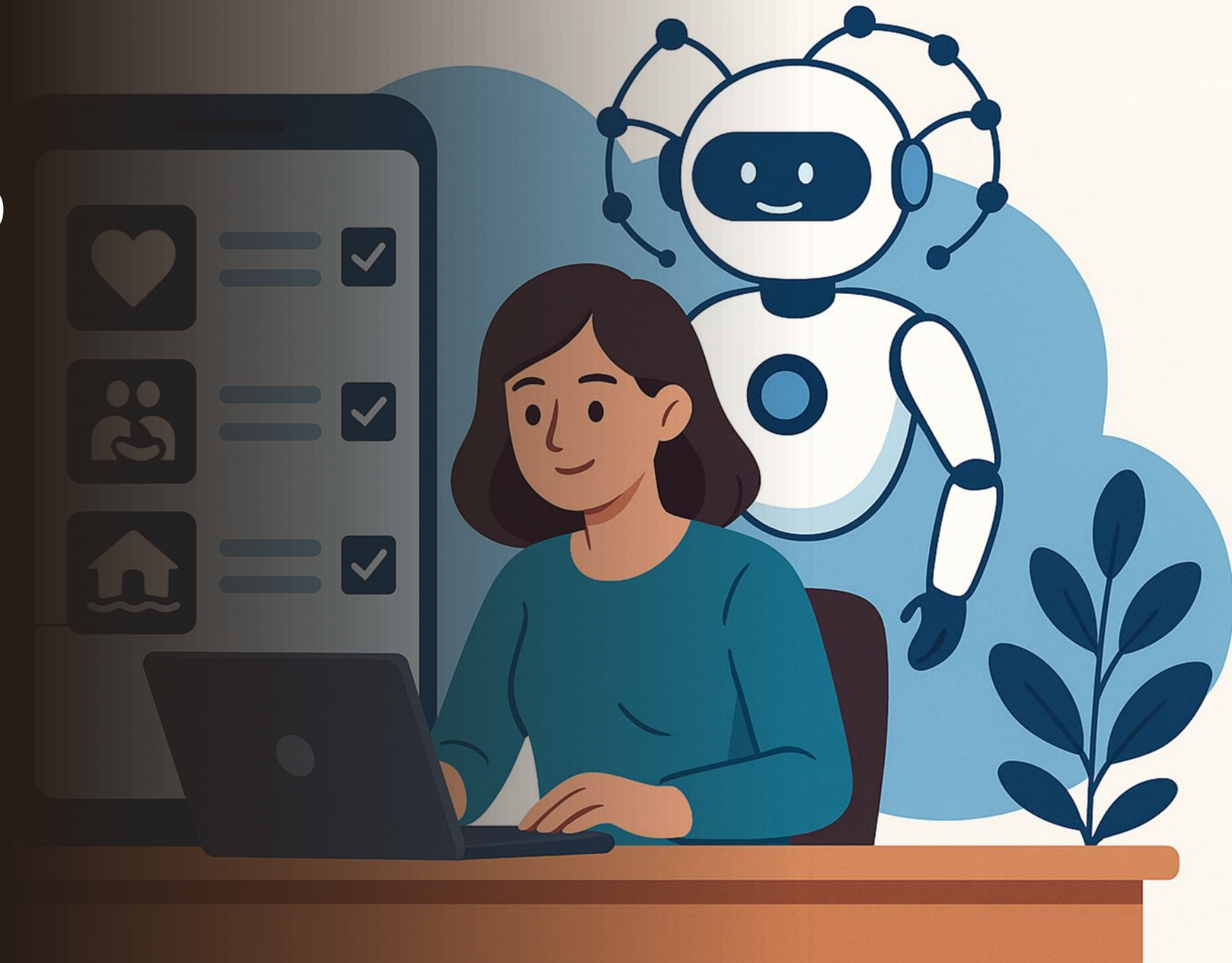
Daniel
MURRAY

Helping
dreams
come true



AI is here to
help...

Maybe...



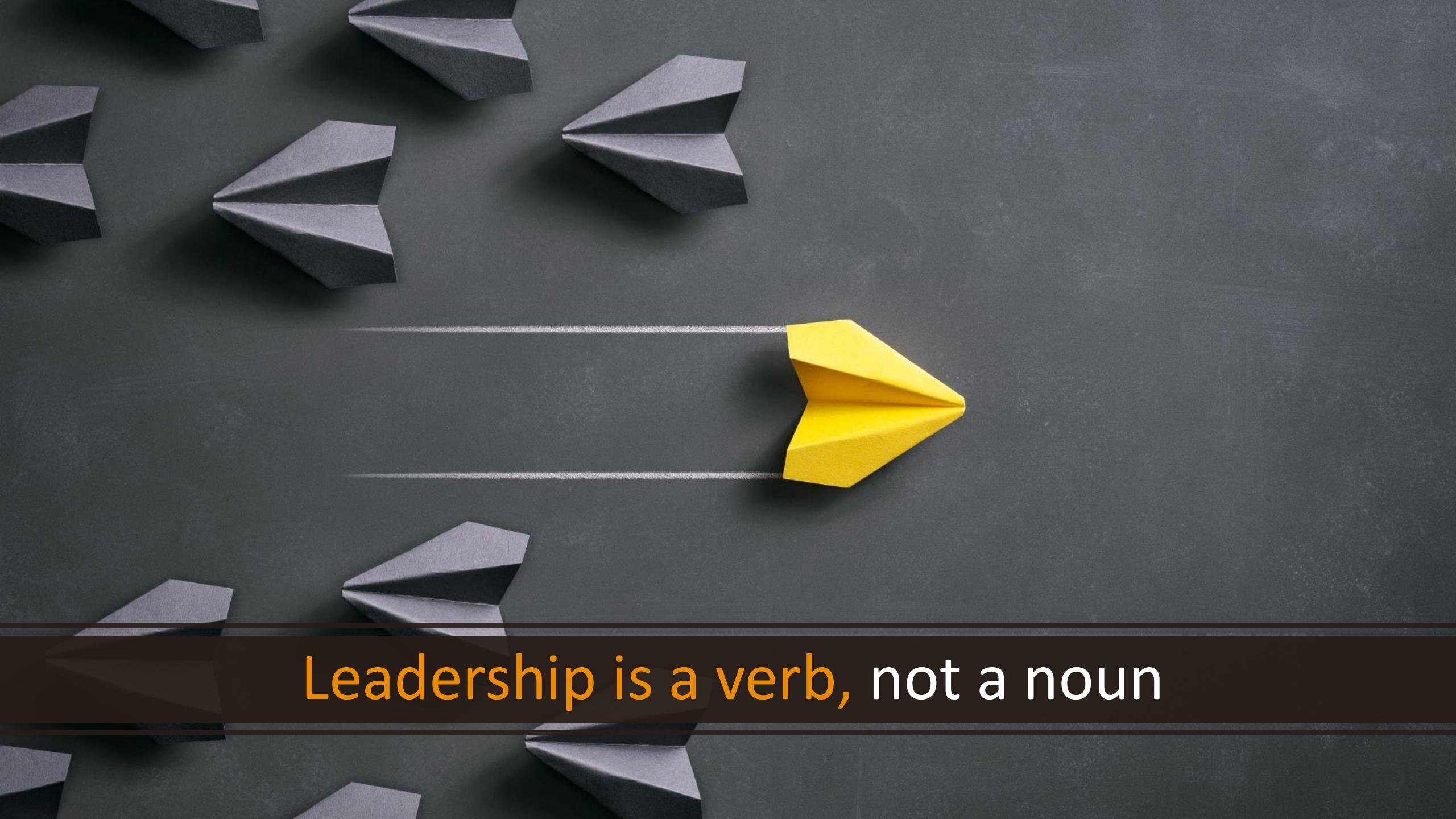


But we must be careful...





What is the
future of
leadership?



Leadership is a verb, not a noun

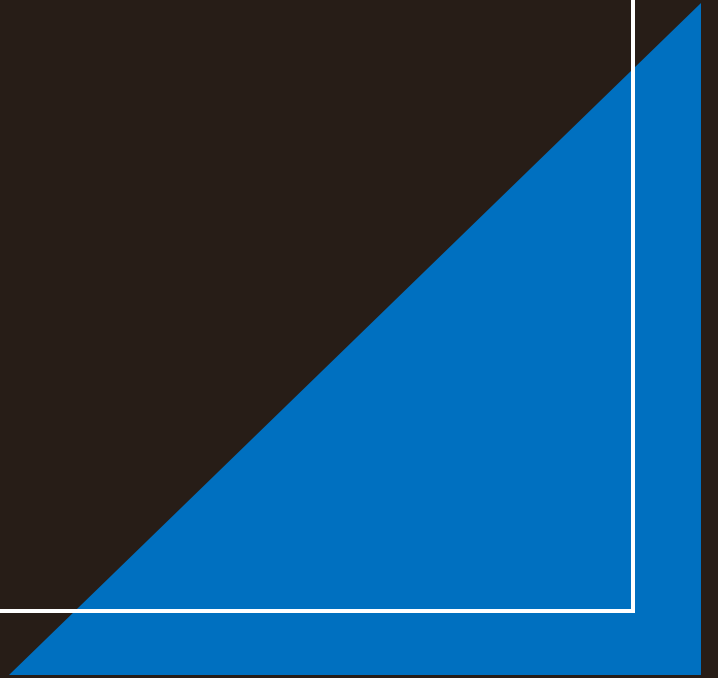
5 Roles of Leadership Model



Operational Execution

This includes day-to-day execution of tasks, ensuring that core functions are carried out efficiently. Operational Execution is where direct value is created - the actual work performed by teams.

STOP DOING ALL
THE WORK!



We need the
best of you...



5 Roles of Leadership Model



Performance Management

Performance Management ensures continuous improvement by monitoring performance, developing people, enhancing resources and optimising operational Execution.

Regulatory Control

Developing and overseeing the systems, structures, and governance that maintain order, ensuring compliance with rules, policies, processes and expectations.

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Clarity can be challenging!



Leaders guide us to performance

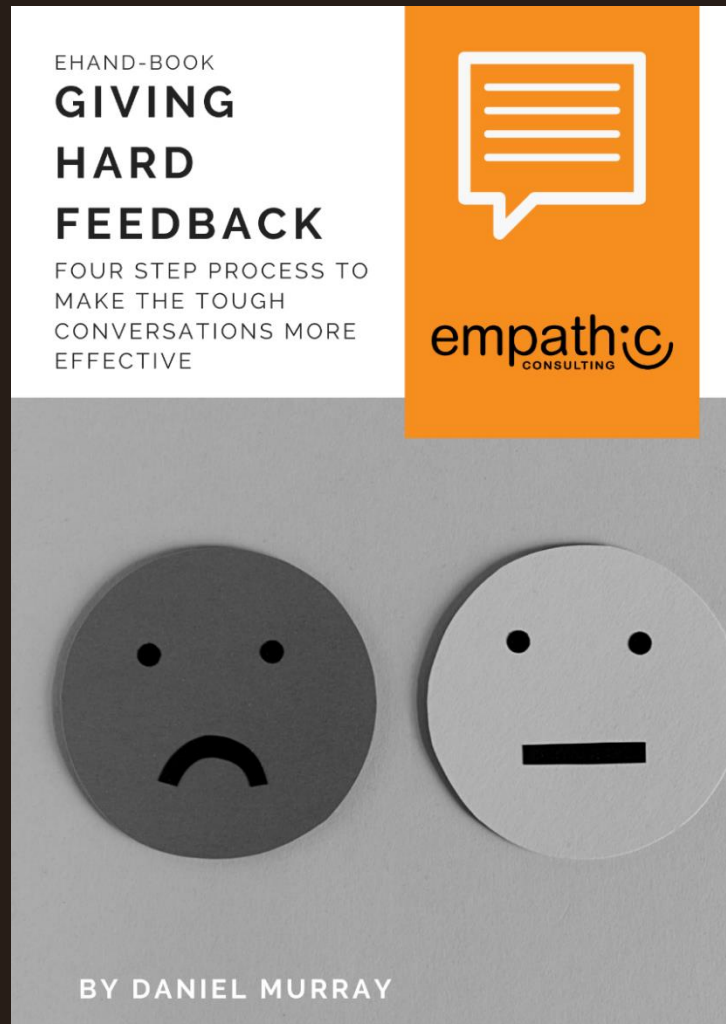


What do
you want

~~for~~
from them?



We must give clear feedback!



5 Roles of Leadership Model



Identity Alignment

Identity ensures vision, values and organisational purpose are translated into cultural commitments and daily behaviours that shape the way work is completed.



Strategic Positioning

Extending beyond internal operations, leaders seek to understand other teams, external forces, industry trends and competitive positioning related to their team's Operational Execution.



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\$130 million





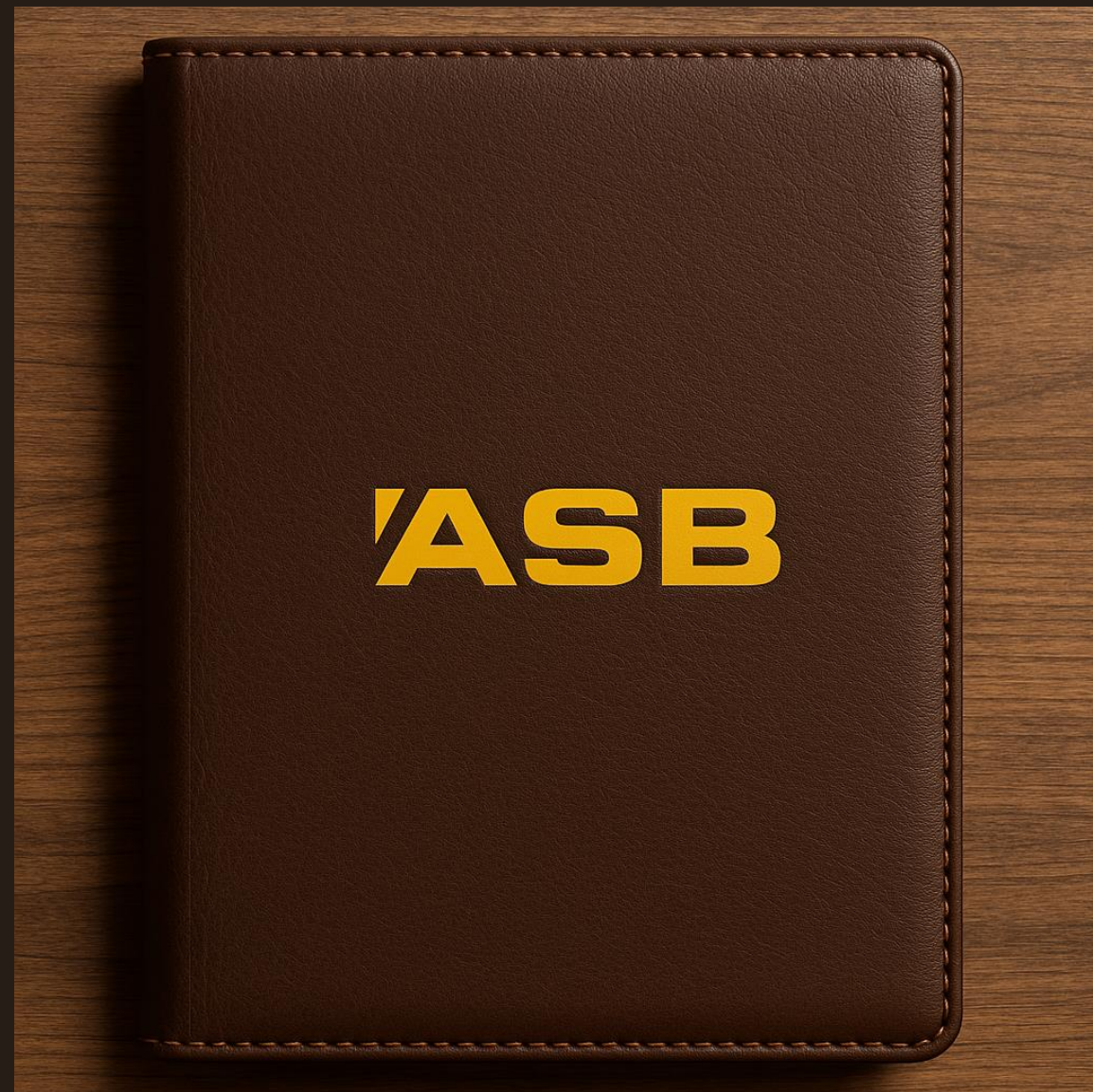
All ideas | welcome



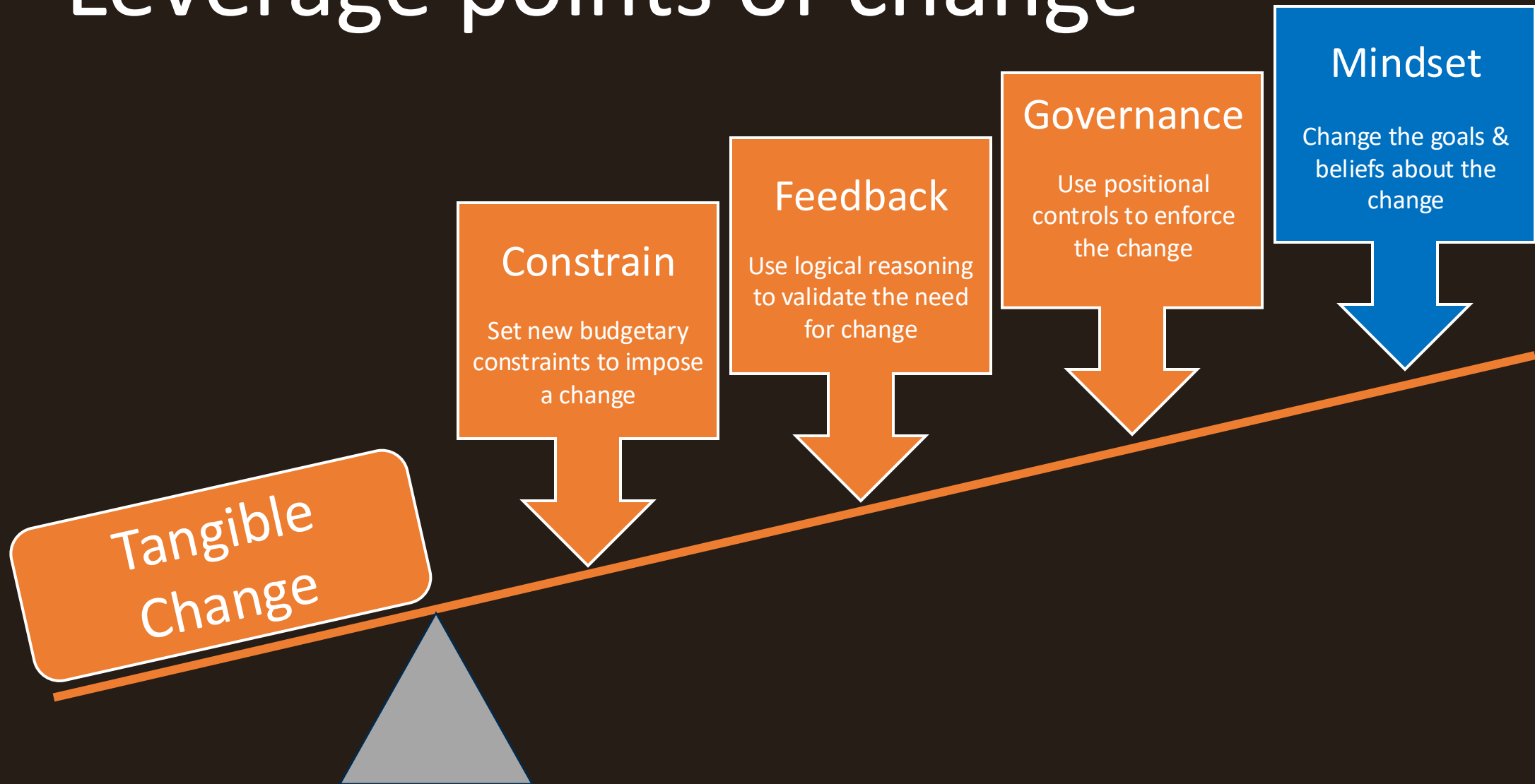
Don't touch the diaries!



What would
you do next?



Leverage points of change



Inspired by Donella Meadows

How will you lead change?

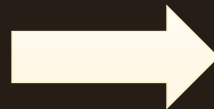
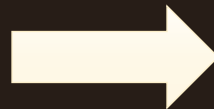


Regulatory Control

Compliance

Control

Obligation



Identity Alignment

Understanding

Ownership

Commitment

	<i>Style</i>	<i>You seek...</i>	<i>People feel...</i>	<i>Outcome</i>
Them focus ↑	Empathy	<i>Understanding</i>	<i>"We <u>trust</u> you"</i>	Commitment
	Friendly	<i>Rapport</i>	<i>"We like you"</i>	Compliance
You focus ↓	Expertise	<i>Answers</i>	<i>"We follow orders"</i>	Reliance
	Managerial	<i>Consistency</i>	<i>"We're just cogs"</i>	Resentment

Empathy drives Commitment

We need more leadership...

- Different voices
- Emerging skills
- Fresh ideas



The Diversity Paradox

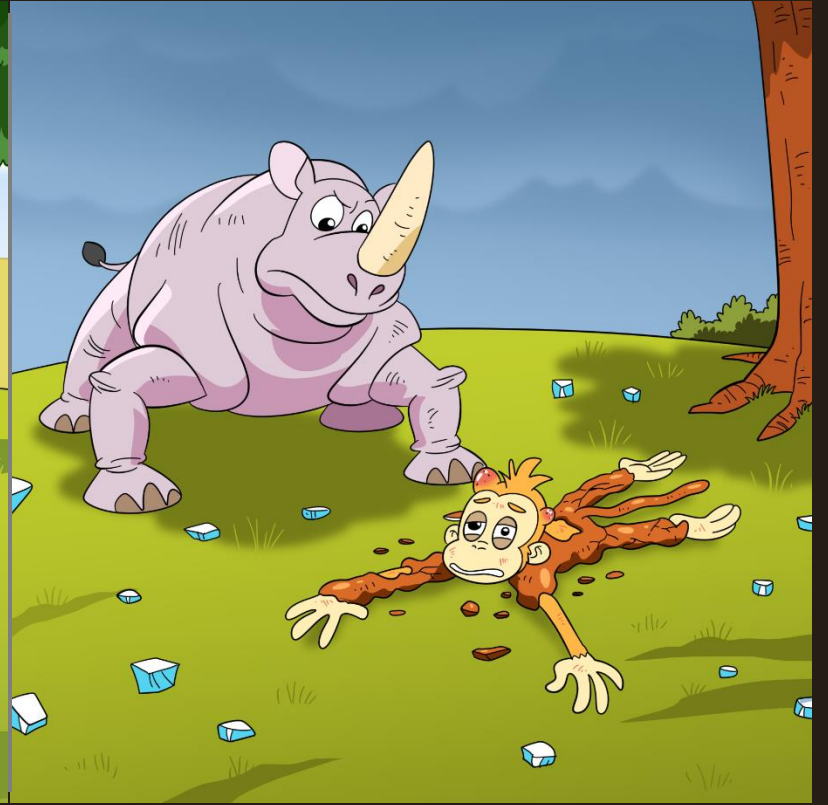
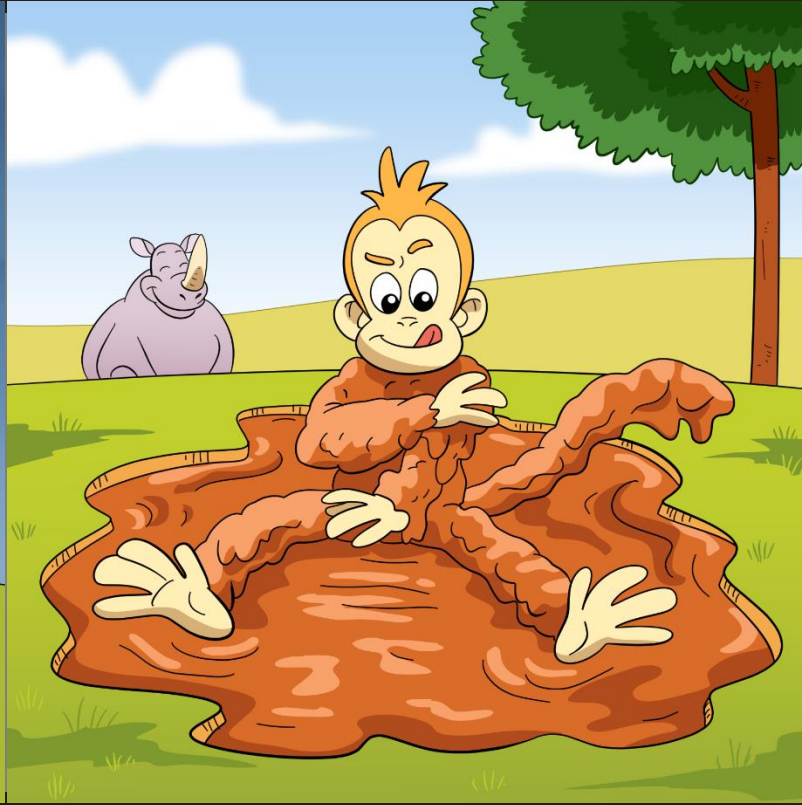
It is easier to work with
people who *are like us*.

It is critical we work
people who *are not like us*.



The Monkey & The Rhino

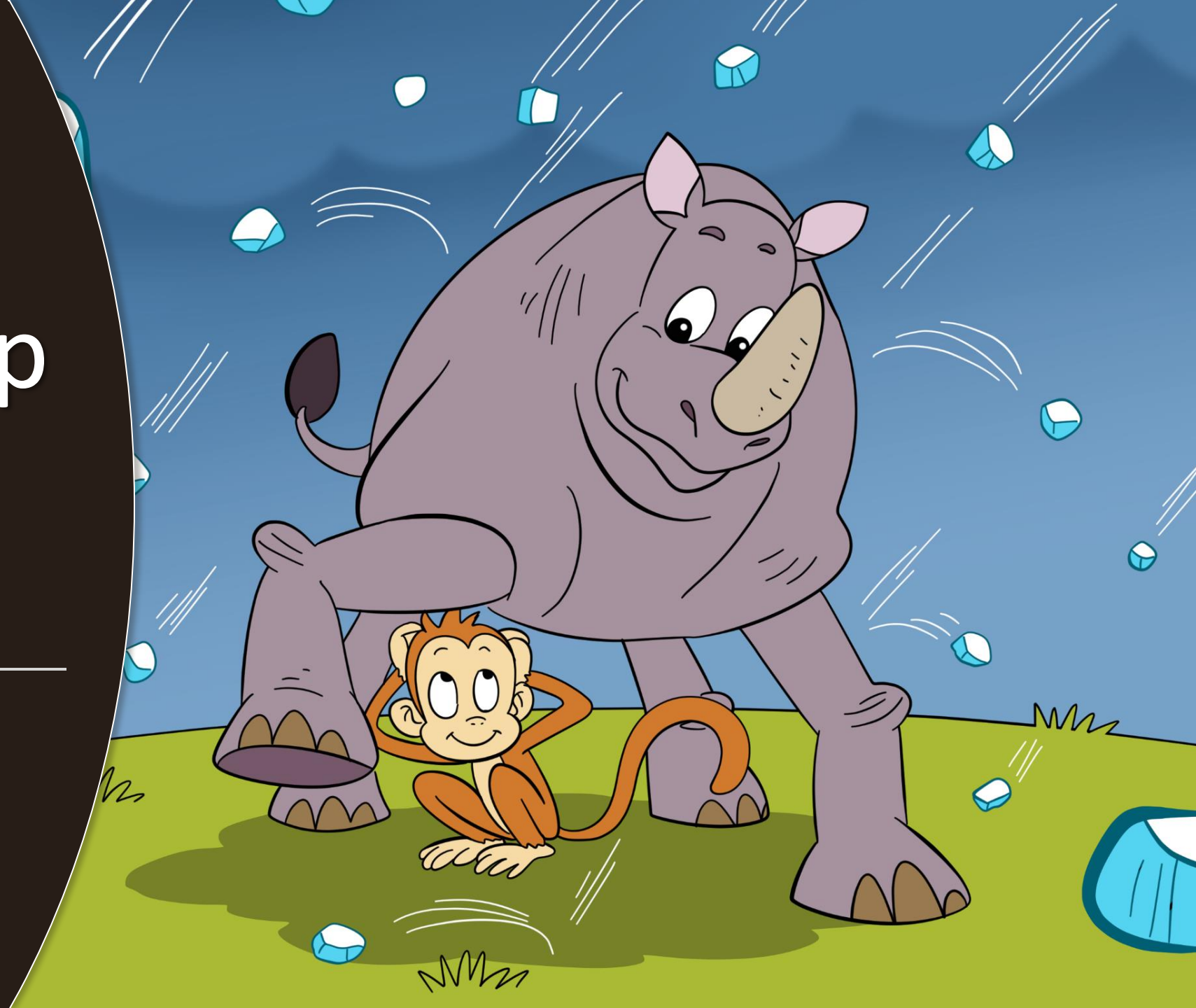






“We can’t all have
thick skin”

Leaders help
people to
become
their best



Invest in leadership



Attitude shapes our actions
Actions change the world



If you don't
love them,
don't come
back



Be the leader to shape our world

The time we take
to understand,
builds the trust we
need to succeed



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