

# BEING

# NOT DOING

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Chasing Nirvana?

How **one thing** can *still* change  
the world

James McCulloch, Director of Leadership

# Feeling good





**10,000**  
days







Debra Allcock Tyler



# IT'S TOUGH AT THE TOP

The No-fibbing Guide to Leadership







Better learning is life changing.

**INSPIRE** **GROUP**





**Gold winner**  
for Best Advance In Leadership  
Development for *Inland Revenue NZ*



**Platinum winner**  
for Best Wellbeing Project at *Seek*



**Platinum winner**  
for Best Leadership Capability  
Project at *Inland Revenue NZ*



**Gold winner**  
for Best Interactive Scenario at  
*NZ Customs Service* (bullying)



**Silver winner**  
for Best Blended Learning Model with  
the *Ministry for Primary Industries*  
(emotional agility)





**TED**

***\$55bn***

The biggest decision you make is  
who you name **leader**.

When you name the wrong person,  
nothing fixes that bad decision.

Not money, not benefits - **nothing**.

GALLUP

The biggest impact  
on health and happiness  
is the quality of your  
**relationships.**



The person you report to  
at work is more important for  
your **health** than your  
family doctor



**BUT THERE'S A  
PROBLEM**



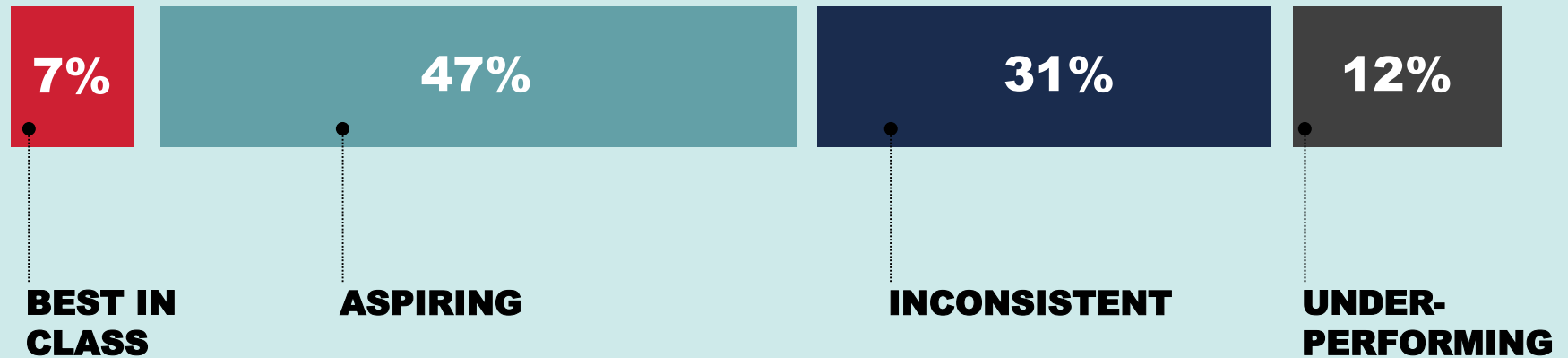
# % of leadership development efforts that are **effective**

*DDI Global Leadership Forecast*

# 35%



# Rate **your** leadership development



Jeffrey Pfeffer

Stanford Graduate School of Business

# LEADERSHIP



Fixing Workplaces and Careers  
One Truth at a Time

# DYING FOR A PAYCHECK



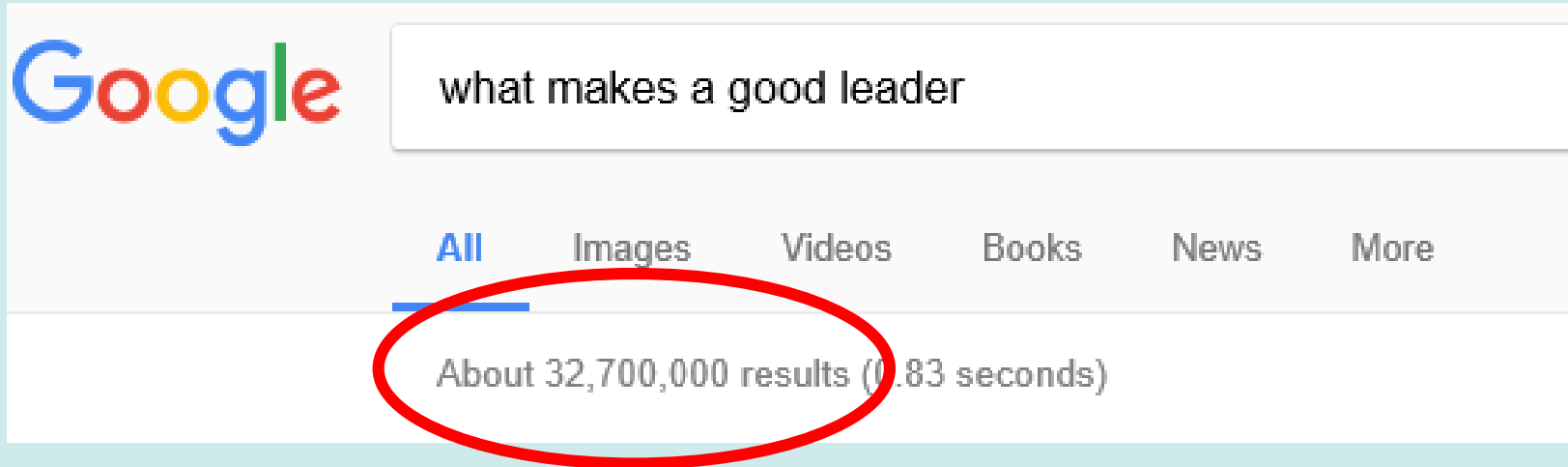
How Modern Management Harms  
Employee Health and Company  
Performance—and What  
We Can Do About It

## JEFFREY PFEFFER

The people who come to work  
are the husbands and wives  
and sons and daughters of  
people that **love** them.

So, lets return them home in  
**good** shape.

# ARE WE CLEAR?



THE B TEAM



NEW  
WAYS OF  
WORKING

# MEET THE MULTI- GENERATIONAL WORKFORCE



**Veterans /  
Traditionalists**

70 year olds  
- 80+



**Baby  
Boomers**

50 year olds  
- late 60s



**Gen X**

late 30s  
- late 40s



**Gen Y /  
Millennials**

20 year olds  
- early 30s



**Gen Z /  
Digital  
Natives**

born now -  
late teens







# Ikigai

A Japanese concept that means *a reason for being*.



**A**  
**GROWTH**  
**Mindset**

**IS ESSENTIAL**

**Direct**  
**AND**  
**INSPIRE**

**LEAD Self**  
**BEFORE**  
**OTHERS**

Dedication, hard work, intelligence and talent are merely the starting point – ongoing reflection, challenge and stretch are essential to performance and personal growth.

To lead others with credibility, influence and impact, one must explore and master how to lead your whole self: in your life, health, attitude, feelings and ambition.

Two attributes that define you as a leader, giving you the ability to lead effectively.

It's simple  
until **you** make  
it complicated

From the author of *The 80/20 Principle*

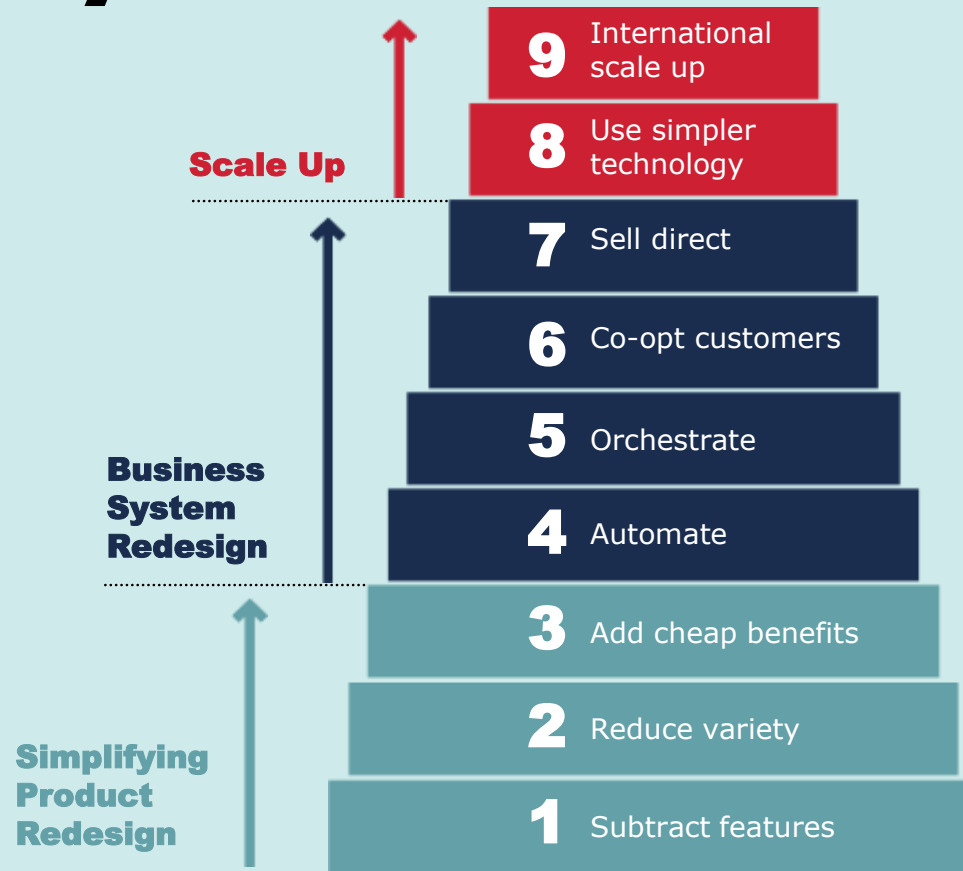
RICHARD KOCH  
& GREG LOCKWOOD



SIMPLIFY

How the Best Businesses  
in the World Succeed

# Nine Steps to Simplify



## THE EVOLUTION OF THE EMPLOYEE



© Chess Media Group



**Harvard  
Business  
Review**

**McKinsey & Company**

**Linked in**



CONTEXT

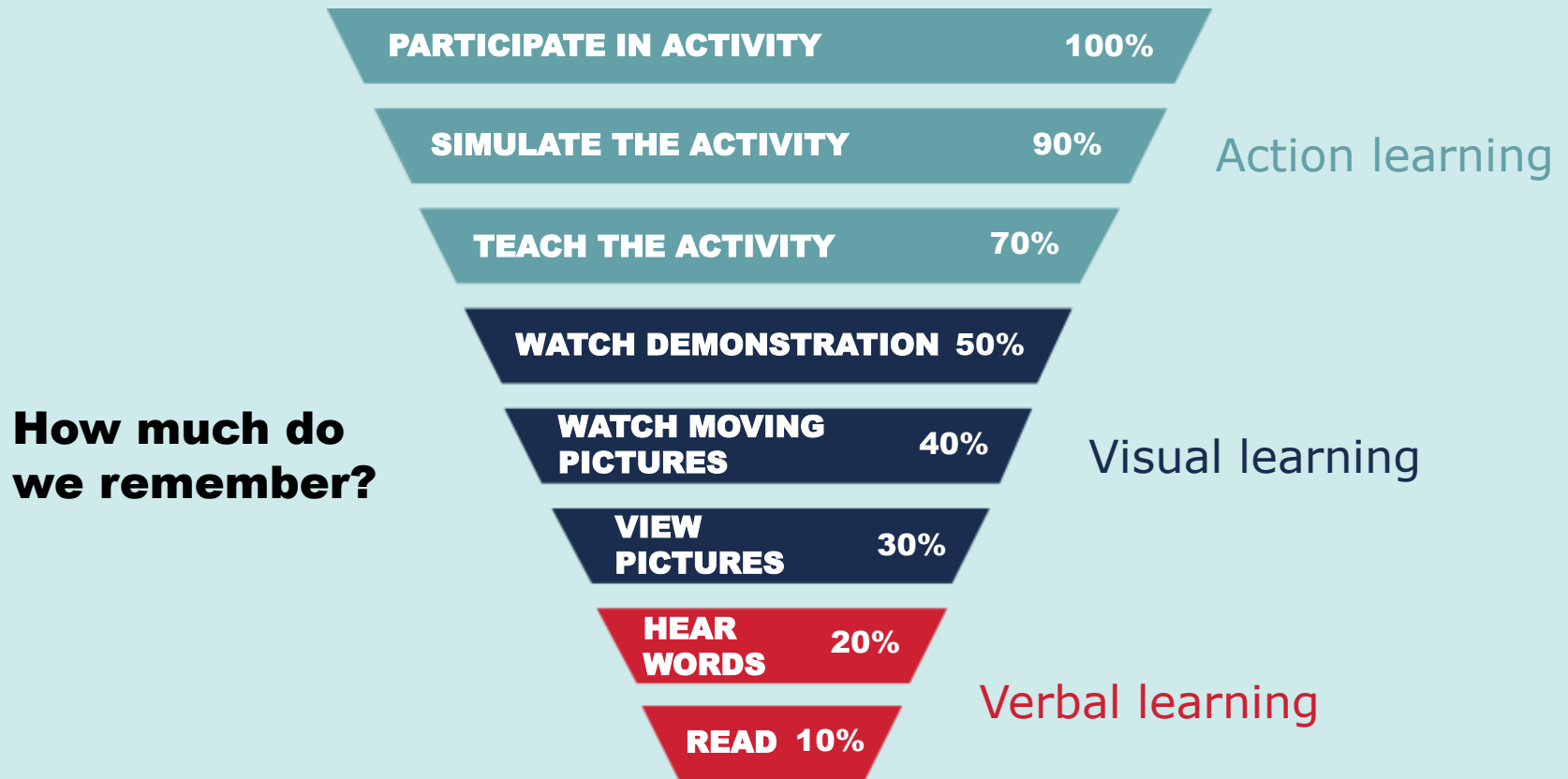
MATTERS

KEEP  
IT  
REAL





# How do we learn?



# Workforce of the future - what skills are needed?



*CLC, McKinsey, Deloitte, Bain & Co*

# The future is **now**



**PERSONAL**



**PORTABLE**



**SNACKABLE**



**EXPERIENCE HEAVY;  
CONTENT LIGHT**



**SOCIAL – DIGITAL  
AND ANALOGUE**

# Focus on the **big 7**



Offering health insurance



Job design, including control over work



Work hours and shift work



Providing social support + conditions that facilitate its development



Practices that affect work-family conflict



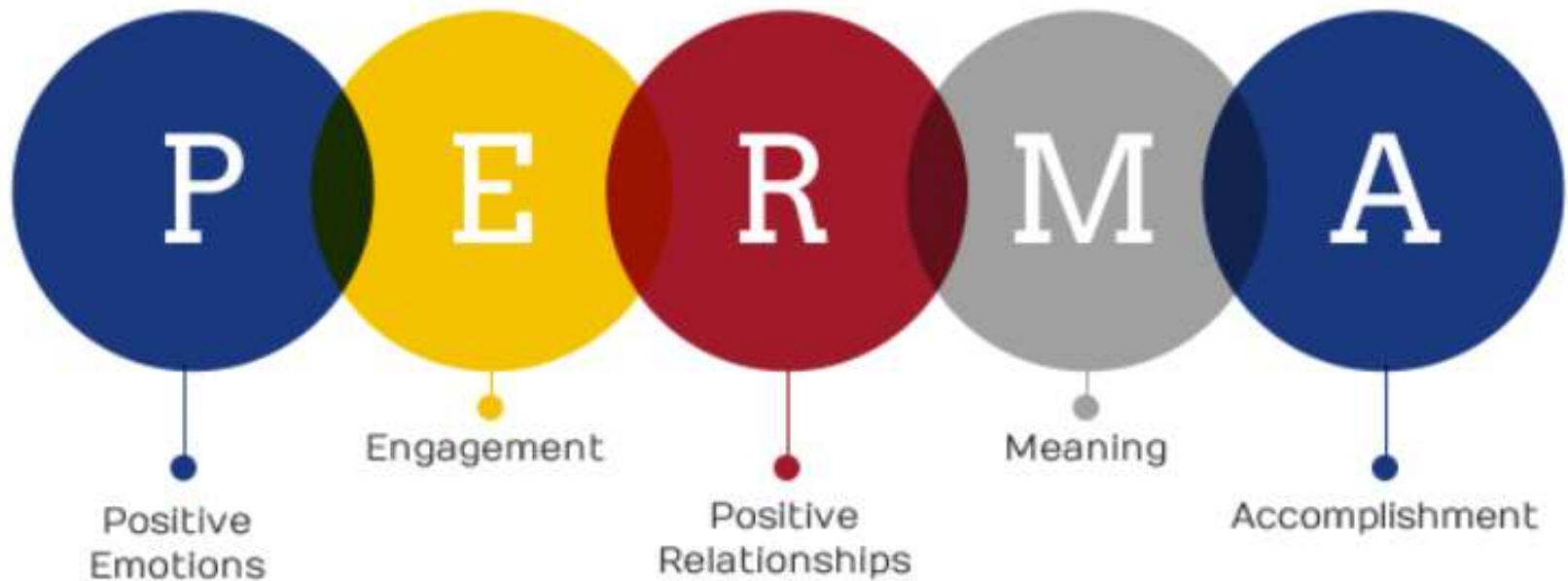
Perceived fairness and justice at work

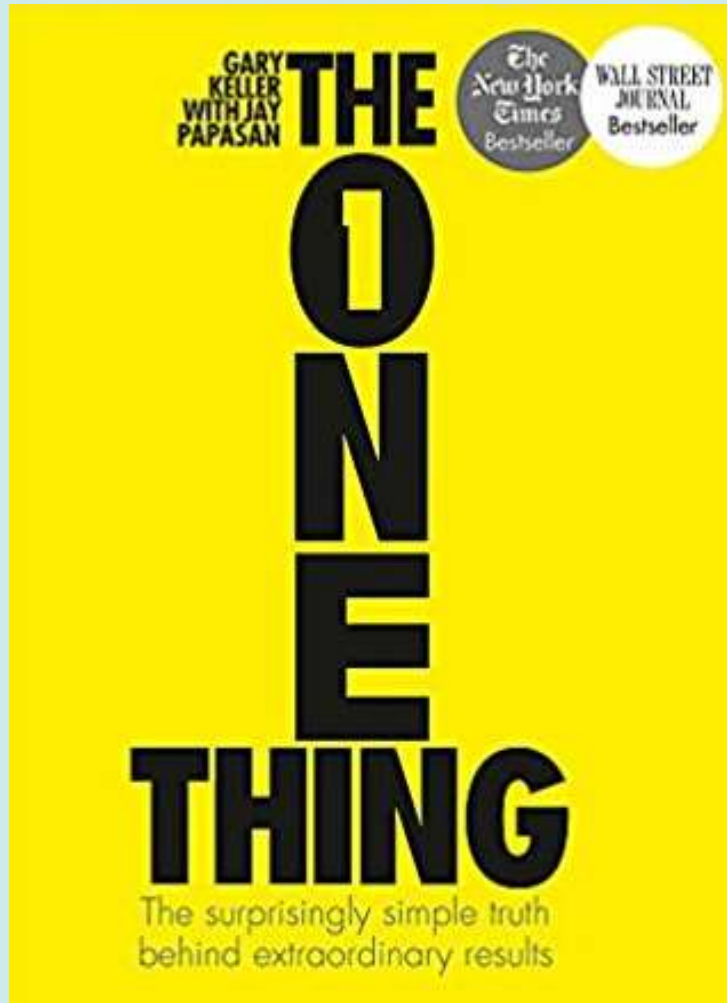


Layoffs and economic insecurity



## Introducing a New Theory of Well-Being





What's the ONE Thing I can do  
such that by doing it  
everything else will be easier or  
unnecessary?

# HOW WE INSPIRE LEADERS

## The *one thing* about leadership

Because to change as many lives as possible, you have to focus purely on where you can have *maximum* impact.

With Inspire, there is no 'one thing' that makes us different or unique. There is a *series of one things*, based on global research\* on what leaders most need, how they can most effectively be developed, and why this matters.

### What?

#### Being not Doing

'Because great leaders don't do more; they **Be** more'

+

### How?

#### Context is Key

'**Context** is the critical component of successful leadership development'

+

### Why?

#### Safety First

'Because great teams have one key thing in common: **psychological safety**'

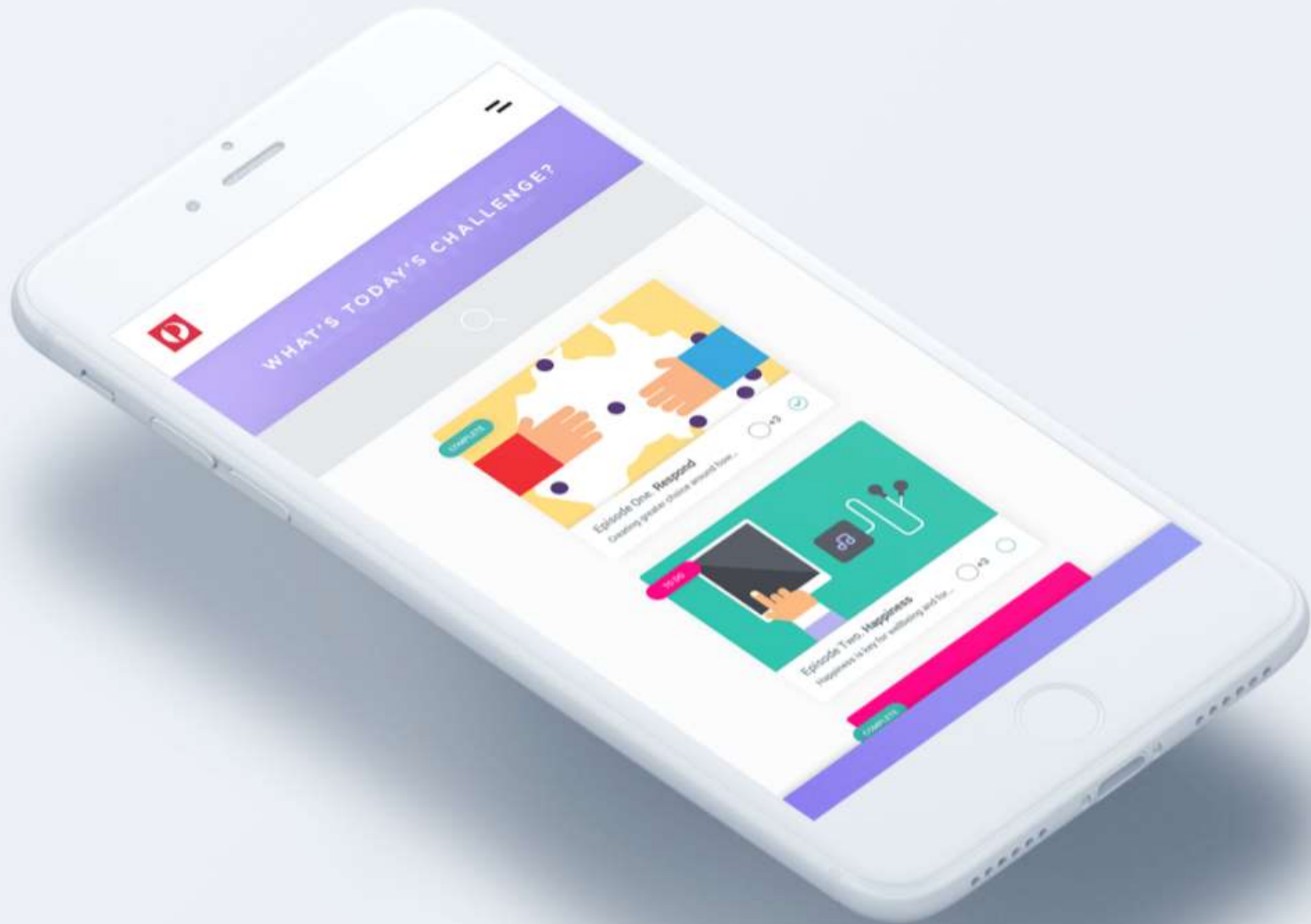
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### Result...

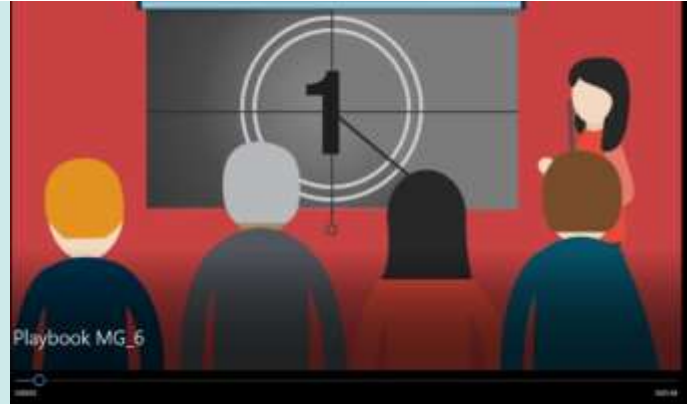
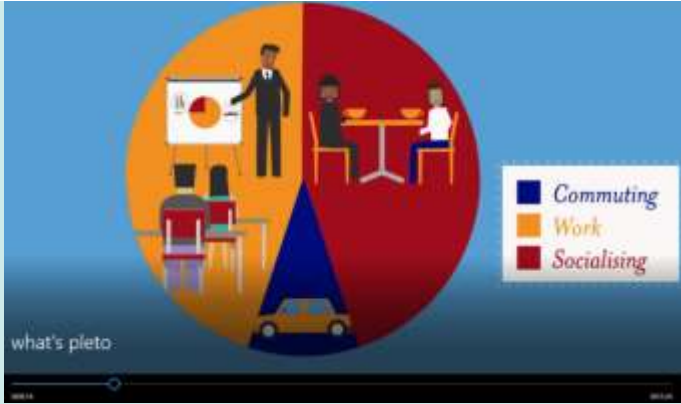
#### Abundance

Above all else – **trust, compassion, stability and hope** are what makes the real difference across all team metrics

Lives changed





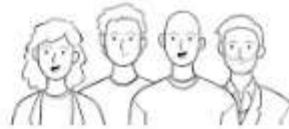




# ACC

Health and Safety

ACC needed to break the ambivalence to safety that staff had developed. We needed something to grab attention, confirm safety requirements and leave no doubt about the importance of working safe.



### Impact:

- Reality Room delivered to all customer facing staff
- Reported threats dropped by 48%
- The training has greatly enhanced staff awareness of their environment and surroundings when meeting with clients which directly correlates to improving the overall safety of staff.

● Pre-mortem



● Pick a path



● Time to go

● Lumi Global



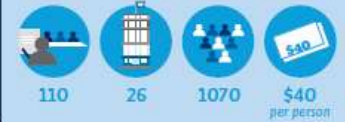
# Reality Room



### PURPOSE:

Rattle cages, break ambivalence, confirm safety requirements and leave no doubt about the importance of working safe.

### ROLL OUT:



### INSTANT FEEDBACK:





# INSPIRING TO LEAD

**Do you know what type  
of leader you want to be?**

**Do you know if you  
want to be a leader?**

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**MINDSET  
TO LEAD**



**EMERGING  
TO LEAD**



**COACHING  
TO LEAD**





## Mindset to Lead

Congratulations on completing your Mindset to Lead workshop!

This tool can be used anytime to refresh your knowledge of the models and skills learnt, and apply them to your current work and activities.

Let's go

What do you want to do?

Manage my mindset

Step up and out

Optimise my learning

Make a WOOP plan

The power of reflection



As you learnt from the experiential learning cycle, thinking about your actions and adapting is how we improve and get the most value out of lived experiences.

The reflection exercise on the next page needs you to have a recent activity in mind, so take a moment to choose something...

Let's practise

*“I’ve learnt more about  
**myself** today than I have  
on any other leadership  
programme”.*

# Feeling good



**Simplicity**  
is the ultimate  
sophistication

*Leonardo da Vinci*

# THANK YOU

*And keep in touch...*

