

## Sound Leadership: Deeper Dive

### Recap, resources and links

Great that so many could join us! There are certainly limitations with larger numbers (over 40!) – less chance for people to share, explore together, too much talking too... BUT how good was it that there were so many, and from all over the world? It's so encouraging to know that none of us are alone in leaning towards #hearingequality.

The following was said at the beginning of the session to set-out the intention of the event: *"This session is about leadership. Your leadership to contribute to the change needed for hearing equality. It is about you, and your leadership of yourself – and the immediate leadership work before you. What might be done together, what might be done with Soundfair, is something that may emerge down the track as the Soundfair Pioneers and hearing equality movement grows."*

The pre-session Survey Monkey told us that there was a huge variety of aims/desires, but pretty well everyone wanted a blend of theory and practical (40/60 was the average). So we did some theory, had some examples, put it into practice for ourselves (5 min quiet time x2) and there's some homework/resources to follow up on if you like:

Tools/theory	Why?	What we did...	Follow up & resources
NOW-WHERE-HOW	Leaders 'start with the end in mind' (WHERE) and plan to get there	We brought these together in an example... to achieve #hearingequality	How-to-guides on these and a NOW-WHERE-HOW template are <a href="#">here</a> .
80/20 rule (the Pareto rule)	Leaders focus on what really matters		Can be used in lots of ways, and used to do follow up work on
The Force Field	Be focussed and strategic to change the balance of forces in the direction you want to go...		
Adaptive Leadership	#hearingequality is an adaptive challenge needing adaptive leadership		
Adaptive Leadership of SELF	"you have to lead yourself before you	Had some examples	

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	can lead others well”.	An example of a personal adaptive experiment is provided <a href="#">here</a> .	<a href="#">‘Your Adaptive Challenges – Next steps’ guide</a> has <ul style="list-style-type: none"> <li><input type="checkbox"/> A guide</li> <li><input type="checkbox"/> Links to resources</li> </ul>
Adaptive Leadership at ‘work’	We lead to difference at work, mobilise others and learn from experiments	We had an example.  Individual time to identify own work ‘where’ and a first experiment	To build on the work done at the session or to create your own leadership plans.

One of our reflections from the session was that we tried to do too much too fast. I certainly felt like I was PUSHING, not ‘drawing’. The upside? We got through a lot, which I hope was helpful and we made a start. We are really keen to hear from **you** about your reflections and suggestions on how we can maximise the value of these sessions – so please let us know through the Survey Monkey.

The last part of the session was about ‘where to from here’. Of course it’s entirely up to you if you wish to pursue:

1. Extend and consolidate the work you did at the event through the [‘Your Adaptive Challenges – Next steps’ guide](#) which includes templates and links to the tools for your personal leadership and ‘work’ adaptive challenges.
2. Use the Force Field, 80/20 Pareto rule and the NOW-WHERE-HOW [tools](#) in your every day. They are super useful. You can use these to help with your plans, above.
3. The group decided they wanted another meeting in a month. Block your calendar for lunchtime on the second Tuesday of the month (i.e. 11 August) although that might change because we’re polling the best time of the day in the [Survey Monkey](#).
4. If you have ideas on how to generate resourcing to accelerate the Sound Leadership, please let us know. But in lieu of external funding we can offer deeper support to you or your team’s leadership journey on a ‘social enterprise basis’...
  - 1:1 leadership and impact coaching
  - Group coaching
  - Consulting

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5. Join the Soundfair Pioneers movement, which is where the collaborative work to achieve #hearingequality will happen (there's a bit of build-up to be done; please be patient). But definitely worth joining now!
6. Please respond to the post-meeting [Survey Monkey](#).
  - Help us learn how to do this better – there's much to learn
  - Have input into the next sessionResponse time is estimated a 7 minutes.

We hope you get real value out of the Deeper Dive and resources provided and wish you all the very best in your personal leadership work to achieve **#hearingequality**. Hopefully we will see you next time.

With sincere best wishes,

John Huigen, Caitlin Barr and the More the Just Ears Team.

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