

Your Adaptive Leadership Challenge(s) – next steps
Sound Leadership Deeper Dive July 14 2020 follow on...

July 20, 2020

**** Please read the WARNING at the end of this document ****

If you came to the July 14 session hopefully you made a start on thinking about how you can do leadership to contribute to making progress on the adaptive challenge to achieve #hearingequality.

At that session there was the opportunity to answer some questions to trigger thinking and to create first ‘experiments’ on

1. The adaptive challenge of ‘me’ (to be a more effective leader), and
2. My ‘work’ adaptive challenge

This document gives you:

- those questions again
- outlines how you can build on this (or start it if you weren’t at the session) by filling out a ‘One Page Plan’ for your experiments which will build more detail so you can get on and do your leadership, learn and stay supported.

The idea of thinking about these things as an ‘experiment’ is that whatever challenges you might be considering (personal and/or ‘work’) , it’s about trying something different and learning to build on – not solving everything at once or going too hard too fast (note WARNING at end of document).

Process

1. Review (or answer for the first time) the trigger questions (personal and/or work) – they are listed at the end of this document
**** This might be enough for you at the moment – perfectly fine!**
Jump to [A final word, warning and encouragement](#) ******
2. The idea is that you fill out your own OPP for the leadership challenge(s) that you have set yourself to ‘harden up’ your plan. An example One Page Plan (OPP) is provided [here](#). The content will be familiar to people who came to the Deeper Dive because it’s the example that I gave of my own personal leadership development experiment. You’ll see that it’s simple.
3. Download the [One Page Plan Template](#).

Suite 1, Level 2, 517 St Kilda Road
Melbourne Vic 3004

T 03 9510 1577 E info@soundfair.org.au

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4. You will be able to fill in a lot of the OPP by simply transferring the answers you generated to the Trigger Questions.
5. The [‘Three Tools’ resource document](#) includes the One Page Plan (OPP) and how to go about filling this out. These are your instructions. Note how they cross-reference the other two tools to flesh things out, and then ZERO IN on highest impact actions.
6. Run your OPP by your accountability partner or buddy (or coach if you have one)
 - adjust the OPP if needs be, taking into account their ideas
 - do a ‘heat test’ on your project (see warning below)
 - set up review times with them to ‘get on the balcony’
7. Get on with it! Listen your yourself and others, learn, adjust.
 - Remember to ‘go back up the balcony’ to reflect and consider. Check the heat.
 - Journaling is always good!
 - Don’t forget to ‘get on the balcony’ with your buddy/coach

Trigger Questions

Developing your leadership

Question 1: Where do you want to get to in terms of changing yourself and your leadership to be more effective in leading/making a difference for Hearing Equality...

Question 2: What is the short experiment that you are going to do?

- Short
- Different
- Something you can see the results of...
- And learn from... to apply

Question 3: Who are you going to tell about this experiment to keep you accountable and to talk to so you can learn as much as possible?

Your leadership in action at ‘work

A reminder here that ‘work’ doesn’t have to be your paid job, it could be your work as a volunteer, club member, family member, parent, citizen...

Question 1: Where do you want to get to in terms of changing things or making a difference towards hearing equality in your work?...

Question 2: What is the short experiment that you are going to do?

- Short
- Different

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- Something that mobilises others
- That you can see the results of...
- And learn from... to apply

Question 3: Who are you going to tell about this experiment to keep you accountable and to talk to so you can learn as much as possible?

A final word, warning and encouragement

All the very best with this!

WARNING: Leadership is risky. Protect yourself. [Here's](#) a great video from Marty Linsky, one of the original developers of Adaptive Leadership, where he talks about how exercising leadership is risky and why. We have talked about this – people lose something when there is change. Take care of yourself. Remember – an Adaptive Leader moderates the 'heat'. Too hot – you will get burnt. Too cold – you'll get nowhere. 'Just right' is what's needed.

Good luck!

John Huigen
Sound Leadership Facilitator and Coach

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Melbourne Vic 3004

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