

Leading through uncertainty

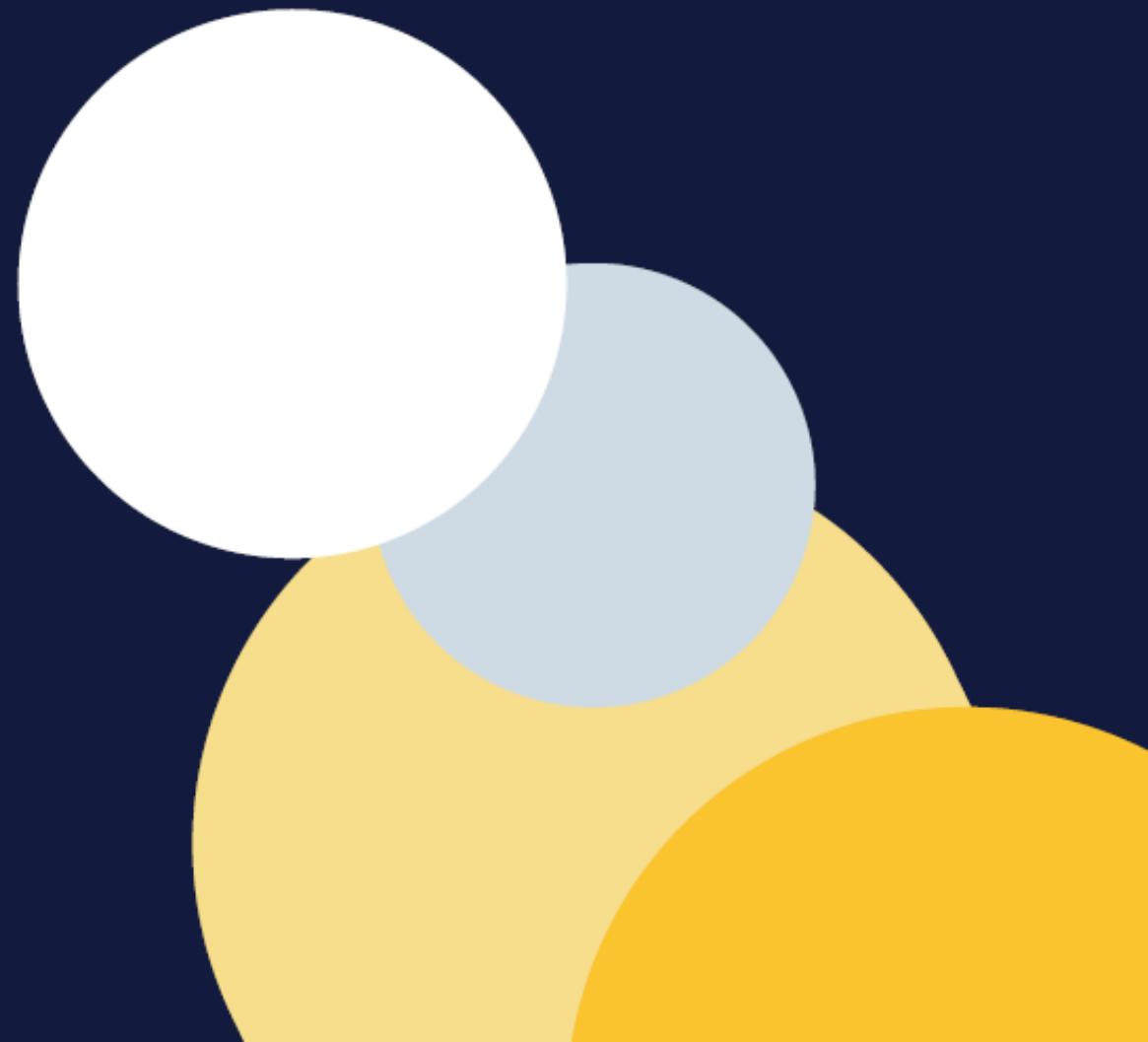
Building expertise and driving positive change



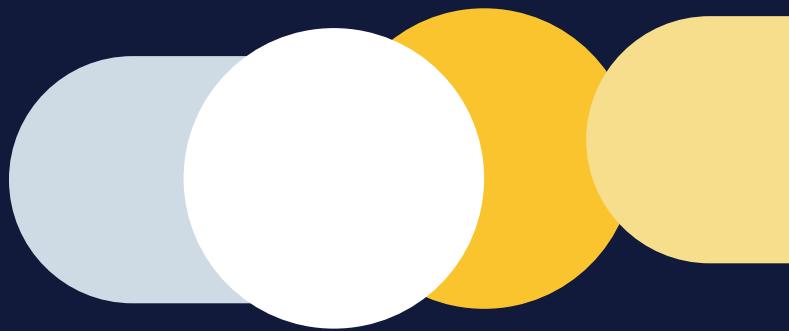
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To get the most from this session



Be present

- Minimise distractions - this is your time to think, learn and grow.
- Stay curious - listen for insights that resonate or challenge you.

Reflect

- Notice what connects with your own experiences.
- Ask yourself: *“How does this apply to me or my team?”*

Take notes

- Jot down key ideas, reflections, or “aha!” moments.
- Capture anything you want to explore further later.

Ask questions

- Write down your questions as we go.
- Your curiosity helps everyone learn more deeply.

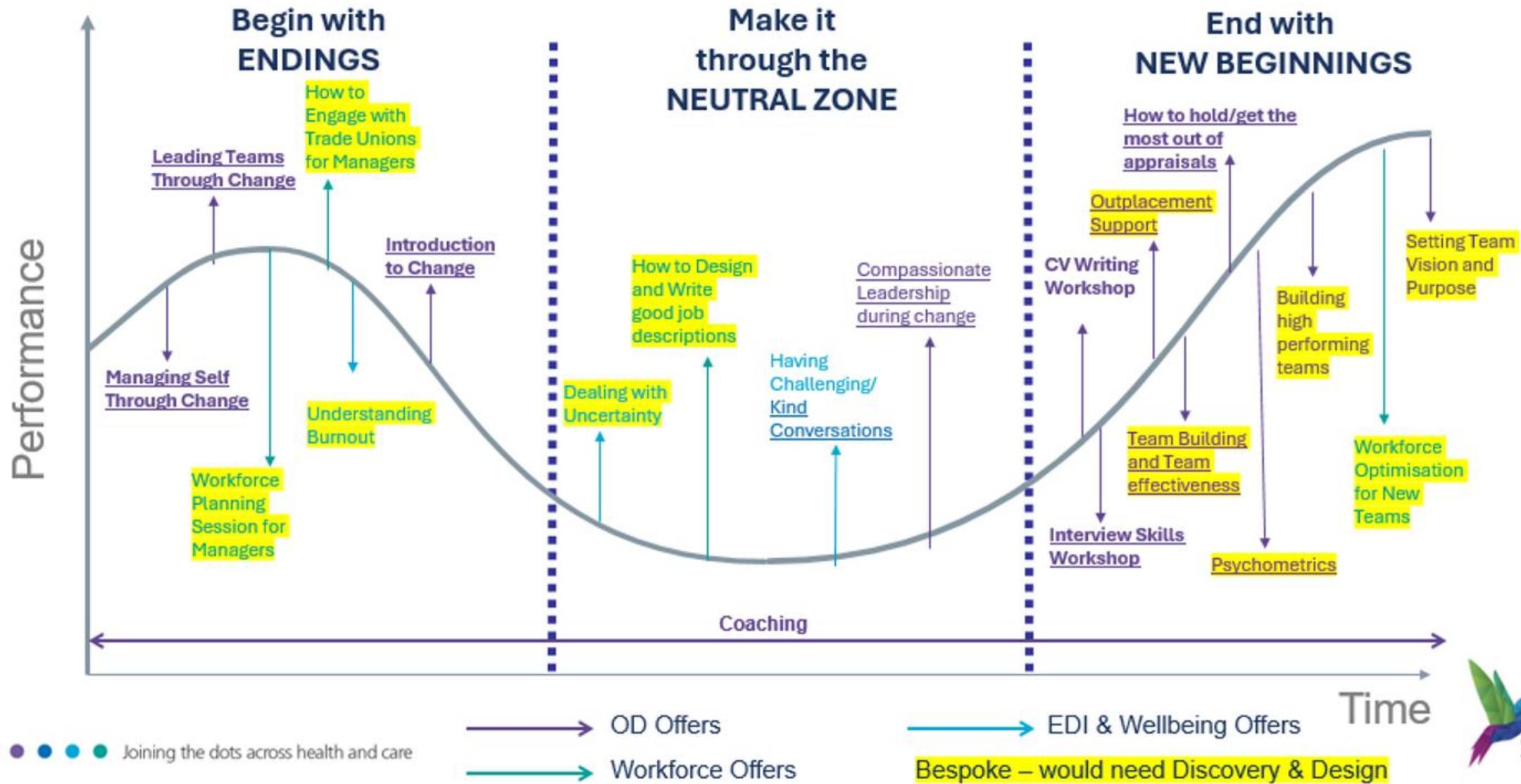
Session outline

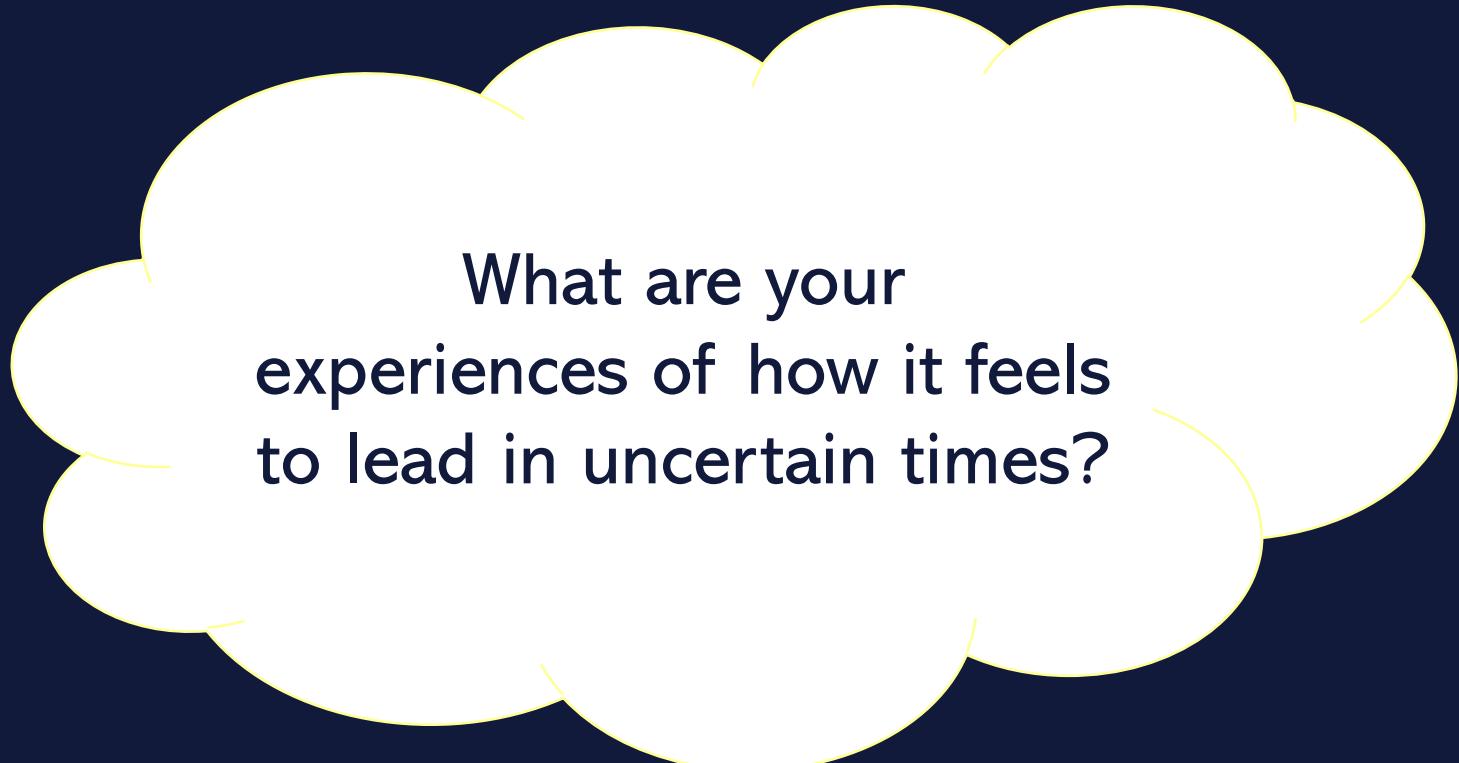


What are we facing?



The Change Curve & Bridges Transitions – Sessions for Staff throughout the change process



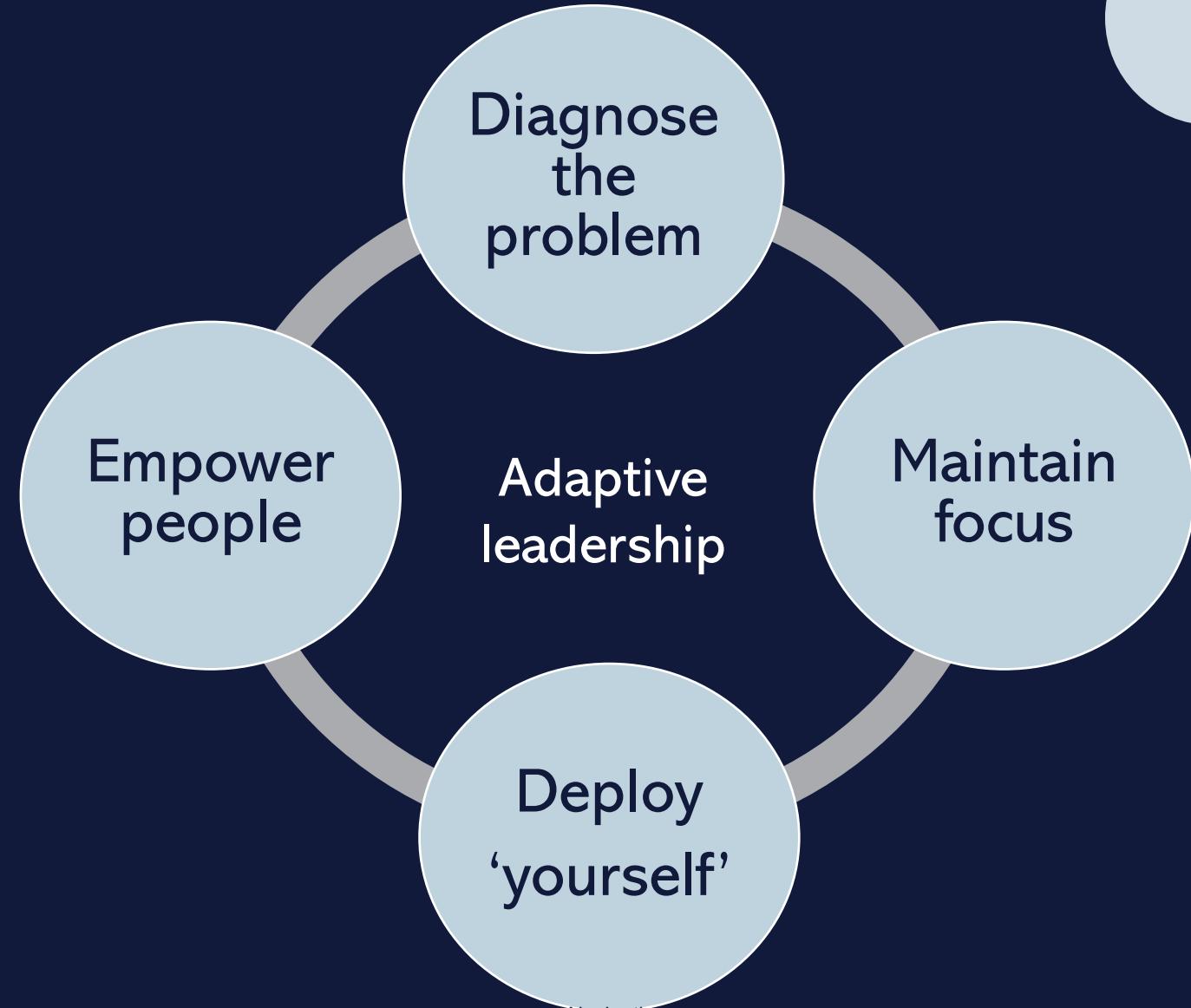


What are your
experiences of how it feels
to lead in uncertain times?

How do we face it?



What do we need in uncertain times?

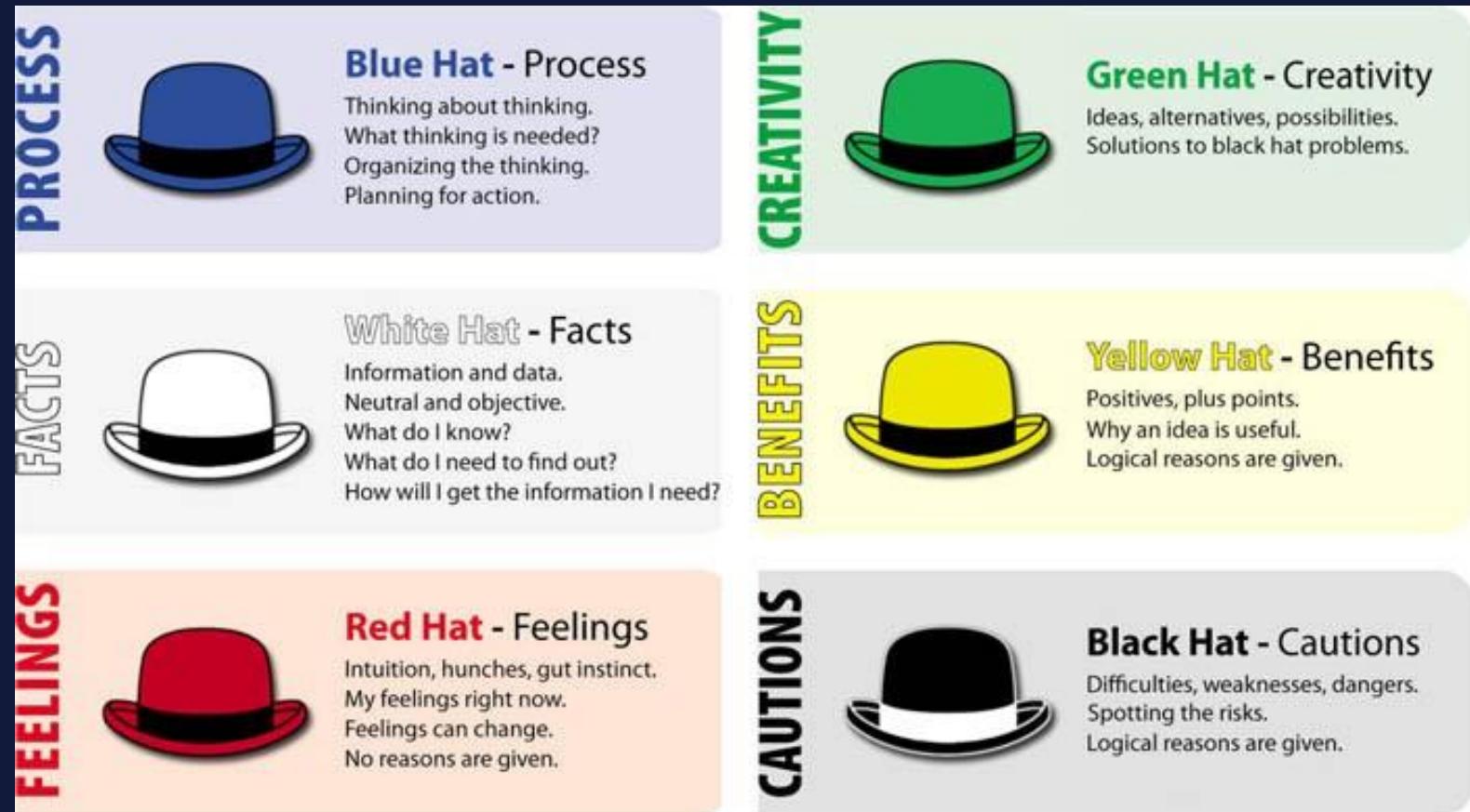


Heifetz (2009)

1. Diagnose the problem

Goal: Understand what you're facing as much as possible

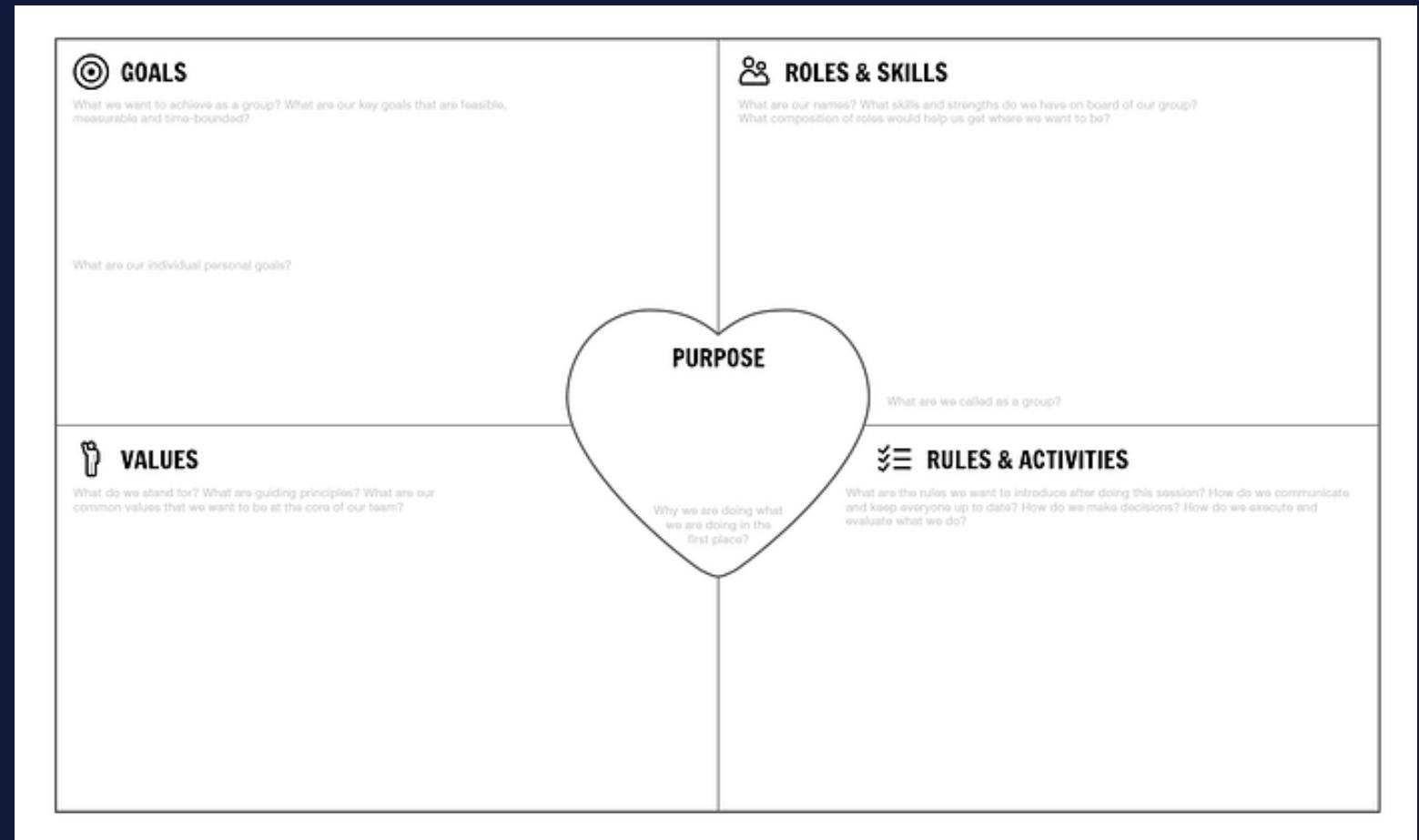
Six thinking hats (de Bono, 1985)



2. Maintain focus and encourage experimentation

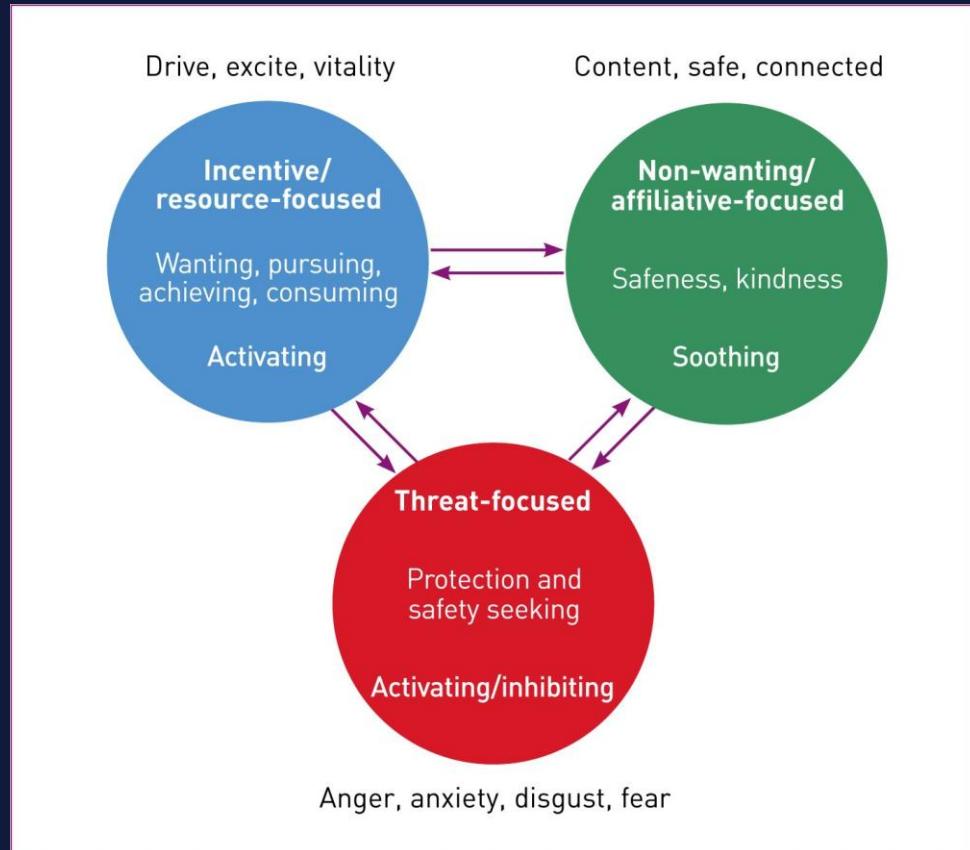
Team charter

<https://theteamcanvas.com/>



3. Deploy yourself

(get comfortable being uncomfortable and make space for feelings)

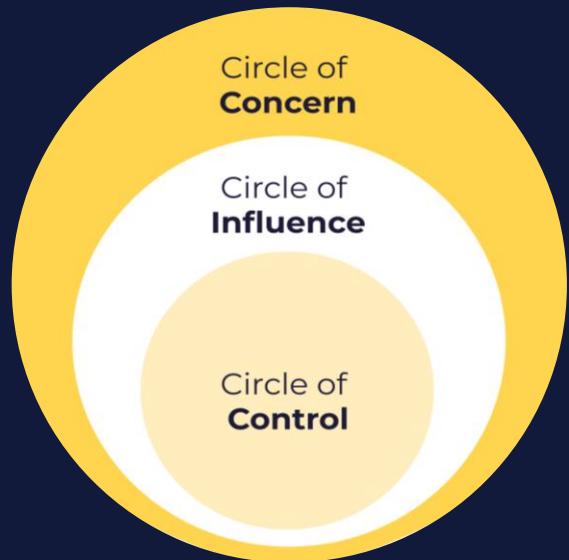


“Crying makes you smarter”

(Nancy Kline, 1999) – feelings are information – they tell us that something needs attending to

Paul Gilbert – *The compassionate mind*

4. Empower people (give control where you can)

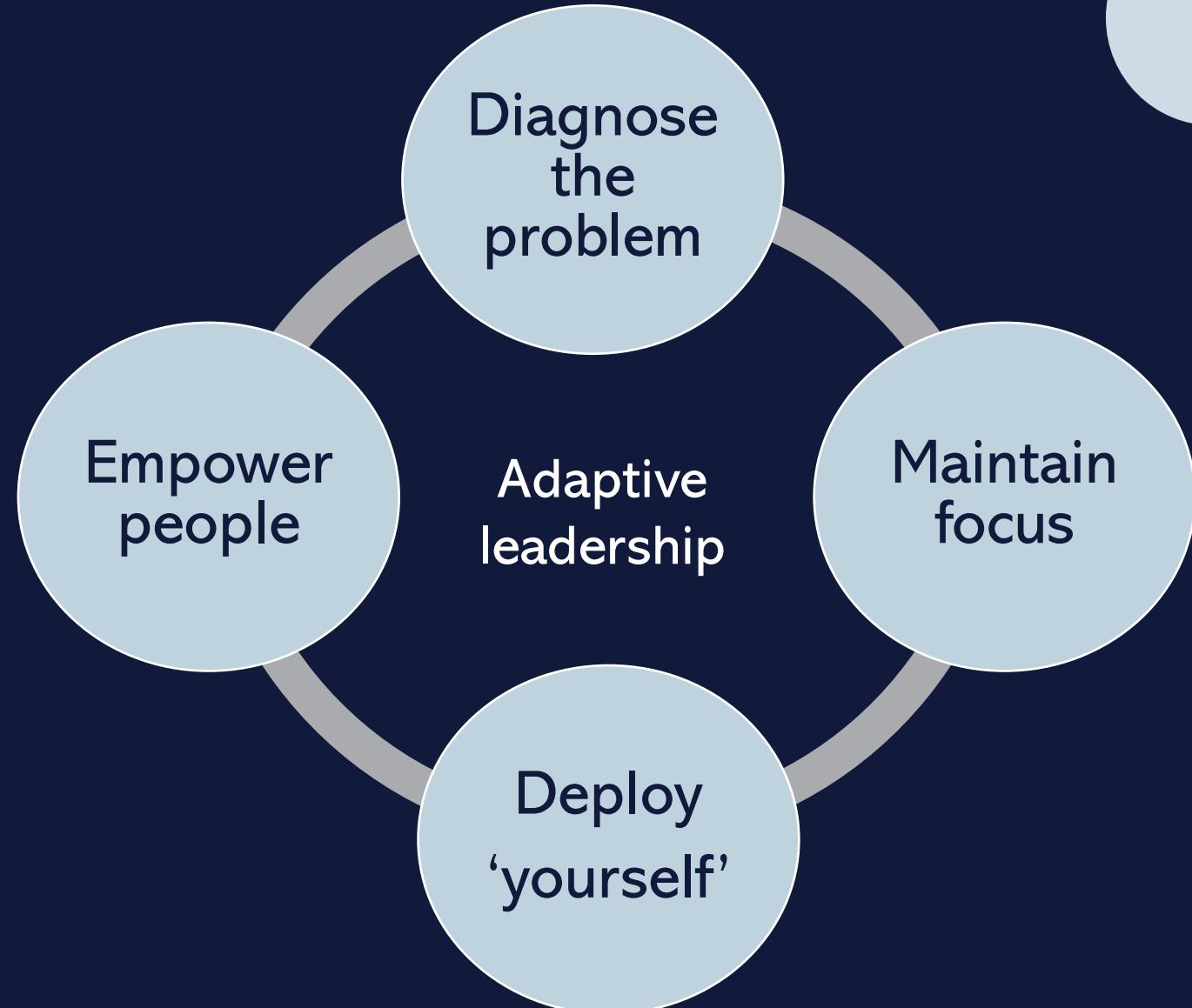


Steven Covey (1995)

Elements	Prompts	Your plan
Purpose	Why does what you're doing matter?	
Voices to involve	Who needs to be included?	
Ways to engage	How can you truly reach everyone?	
Creating shared ownership	How will it be genuinely co-created?	

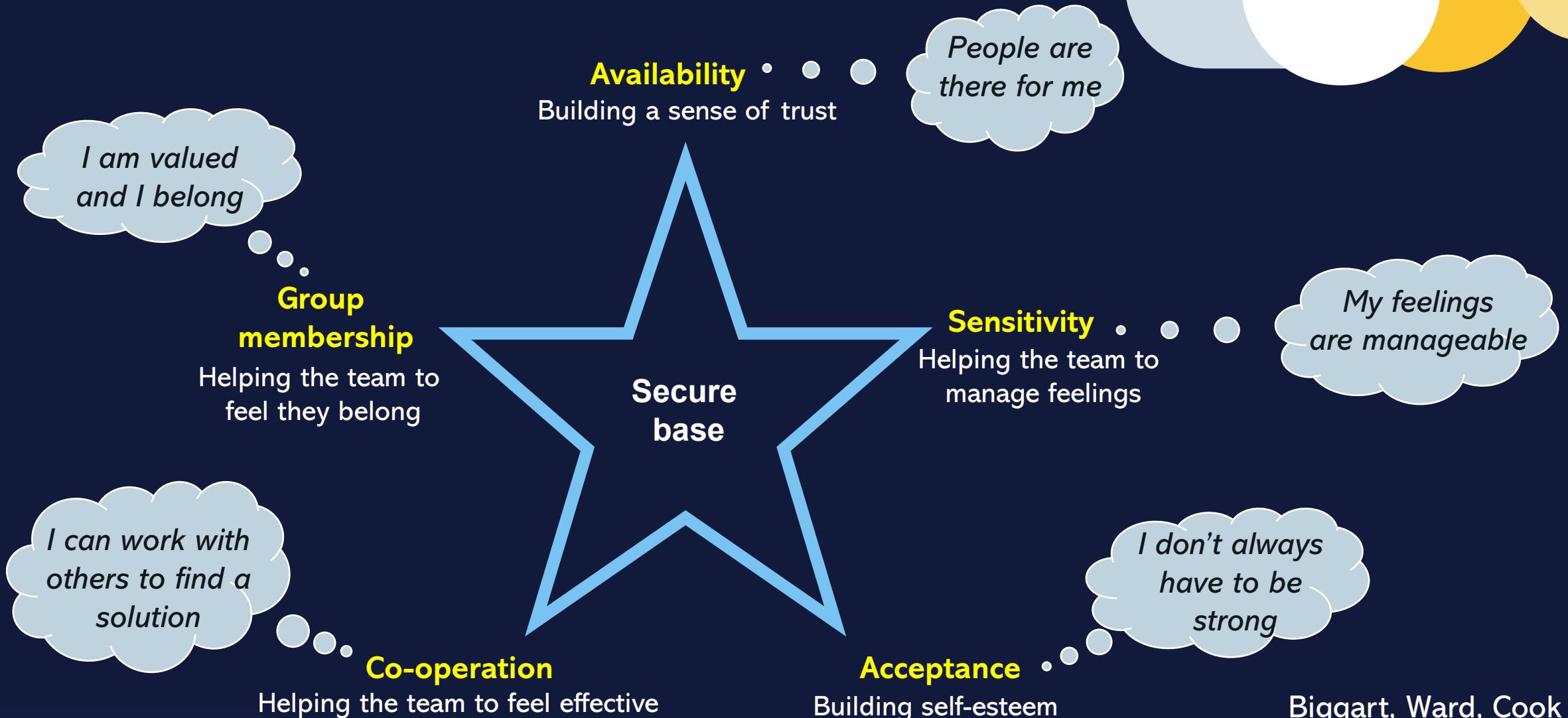
Community engagement planner

What do we need in uncertain times?

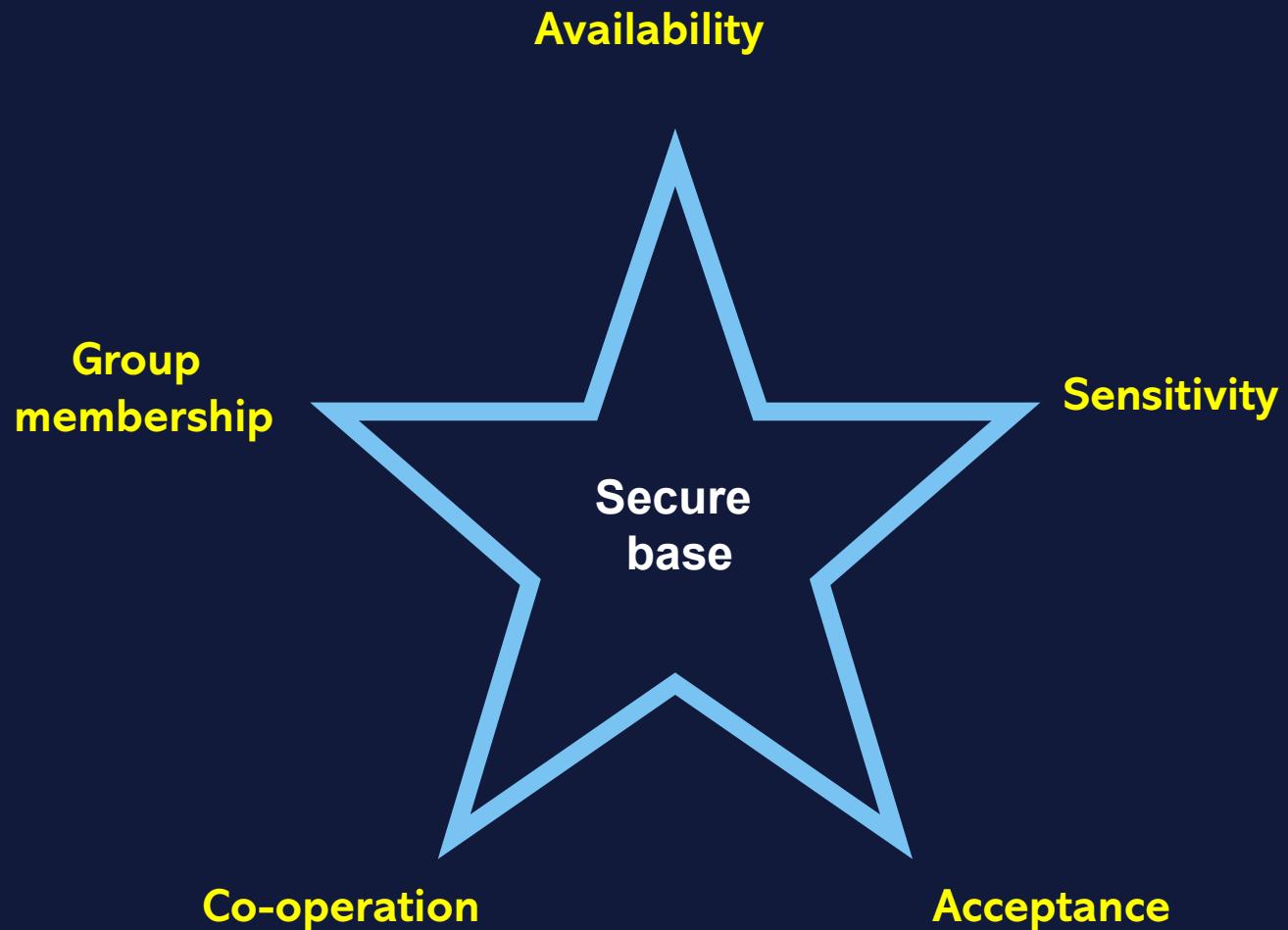


Heifetz (2009)

An alternative model: Team as a secure base

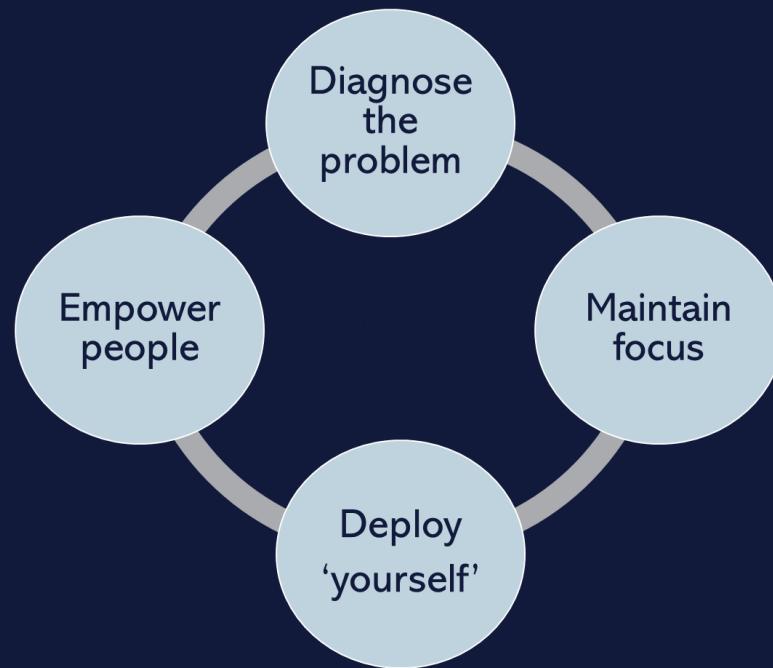


An alternative model: Team as a secure base



- What do you do already in these areas?
- Which area feels the trickiest in your team or the teams you work with?
- What do you think you could do to aid development of this?

Thank you!



As a result of attending this session, what action/next step will you take?

