

ACT SMALL AGENCIES HR FORUM

Leading through change...
delivering results in small teams



AHEAD

Leading through
change with small
teams in HR

Developing
leadership maturity

How to get the
best from each HR
team member

Tips and tools to
improve leadership
and outcomes

GROUP DISCUSSION

What do 'great' leaders do during change?

LEADERS AND CHANGE

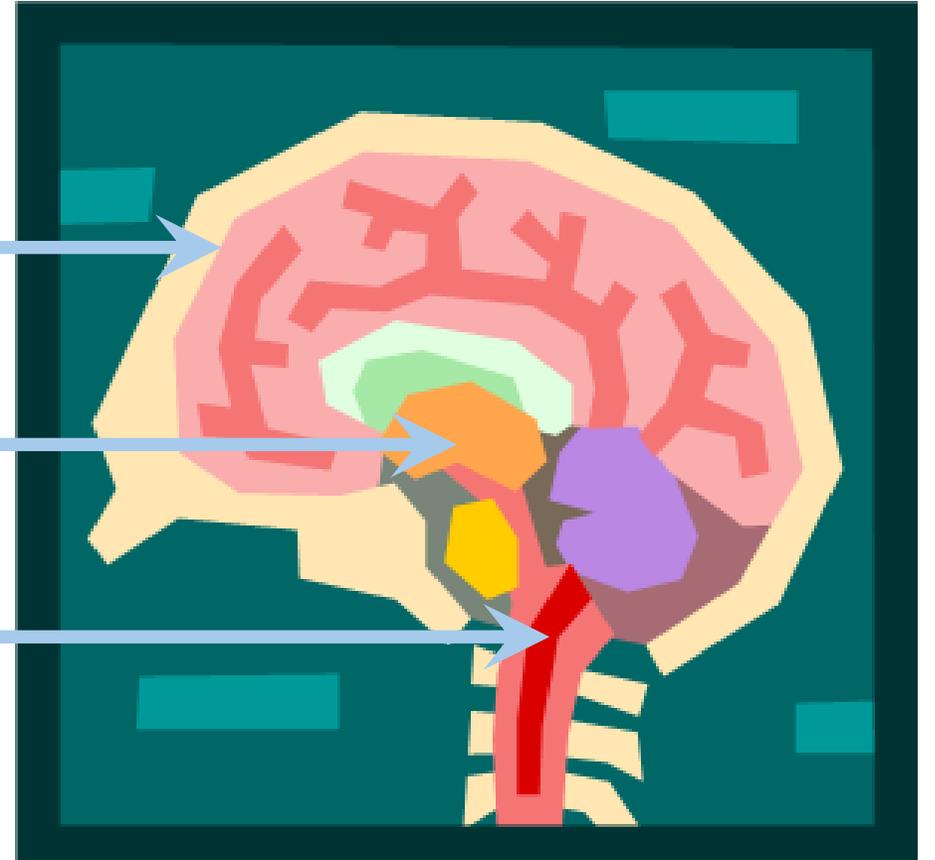
- What excuses can I get rid of?
- What help do I need?

WORKING WITH YOUR BRAIN

Neocortex – logical, thinking

Limbic system – ‘fight, flight, freeze, flock’

Brain stem – automatic, eg. breathing





your brain
is *not*
your friend

(sometimes)

Photo by Milad Fakurian on Unsplash

WORKING WITH YOUR BRAIN

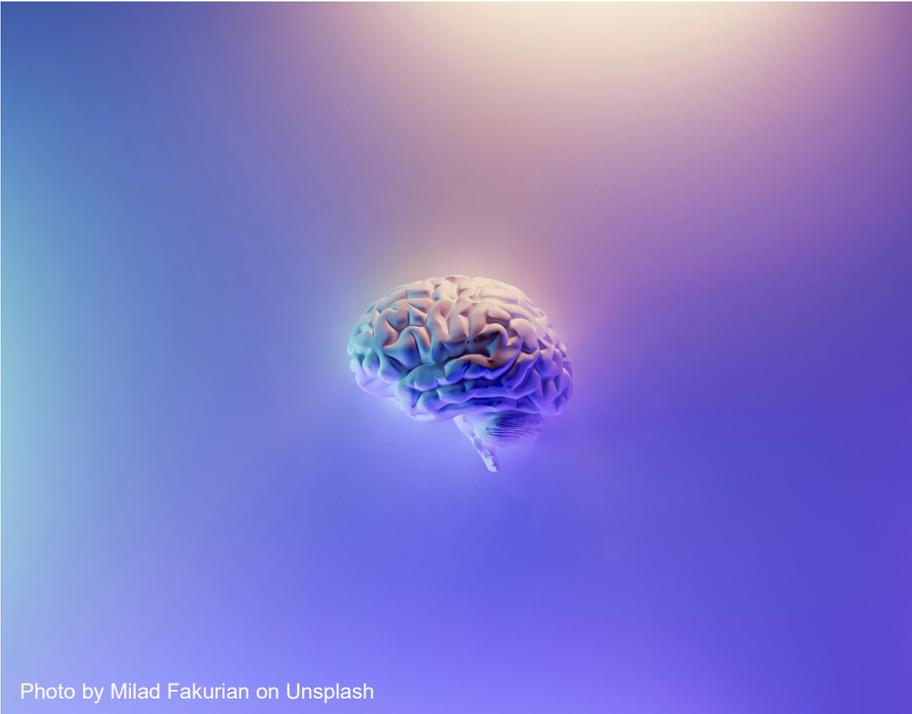


Photo by Milad Fakurian on Unsplash

- ✓ 2% of body mass
- ✓ 25% of energy (blood flow)
- ✓ Always looking for 'shortcuts'

LEADERSHIP MATURITY

- Maturity, stress and behaviour
- How awareness strengthens maturity
- How do I build my leadership maturity?

CASE STUDY

APS LEADER

- Average Maturity Ratio 0.141
- 25th percentile globally
- 3 x 'Derailer' behaviours



CASE STUDY

One year later....

- Regular coaching and feedback
- Average Maturity Ratio 0.419
- No 'Derailer' behaviours.

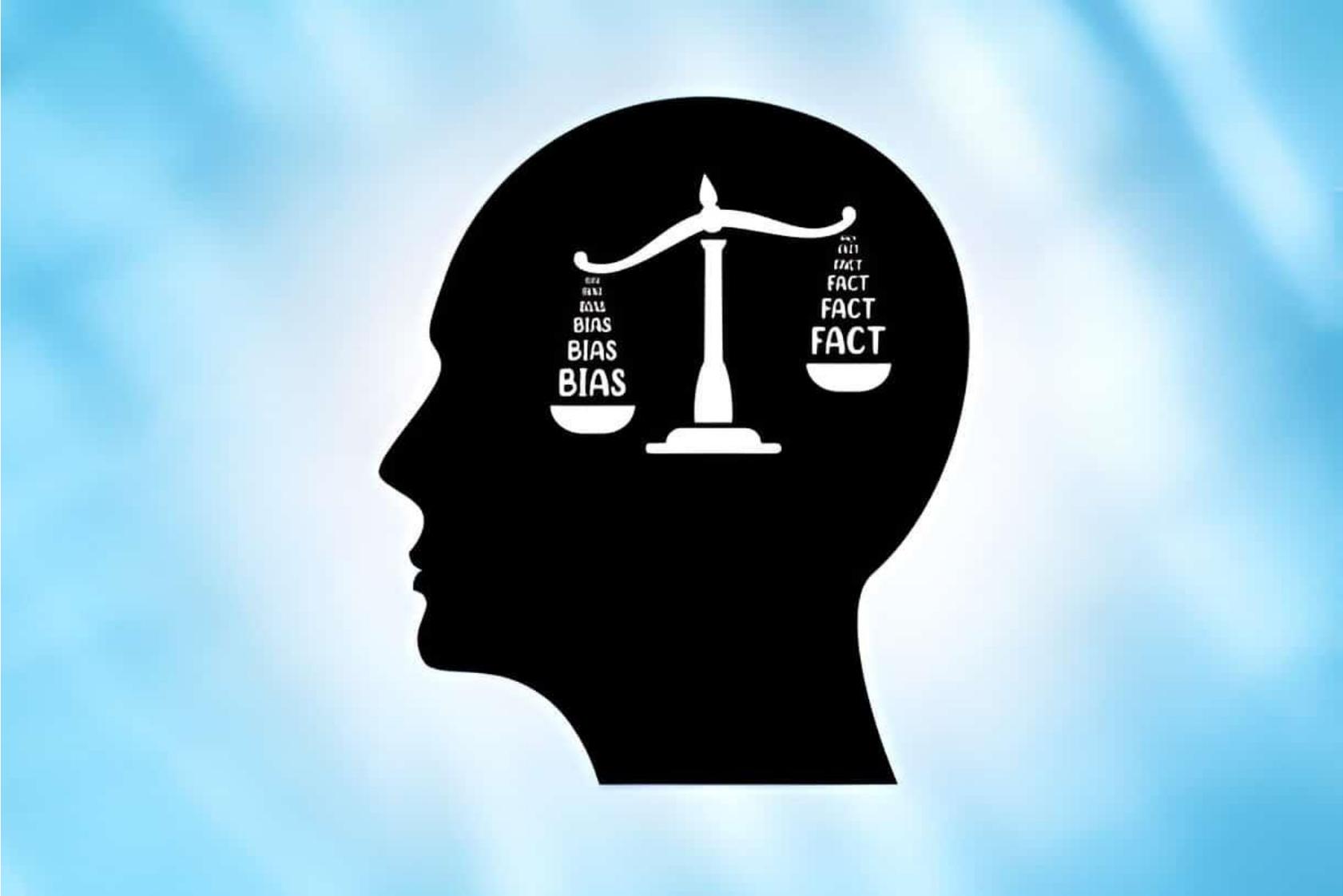


AMPLIFYING PEOPLE POTENTIAL

*How do we create space
for our team to bring
their best selves?*



UNCONSCIOUS BIAS



BETTER AWARENESS...

-> BETTER CHOICES

-> BETTER RESULTS

Robin Sharma

TIPS and TOOLS



TIPS and TOOLS

Would you like to:

- ✓ Increase your focus and attention by 30%
- ✓ Increase your creativity by 48%
- ✓ Increase your health and wellbeing by 46%.

MY ACTION PLAN

- What should I *keep* doing?
- What should I *start* doing?
- What must I *stop* doing?





THANK YOU!

CONNECT WITH US ONLINE

We share articles, podcasts, masterclasses, resources, the latest brain science on learning... and much more!



