

DISRUPTIVE
Leaders



ON-DEMAND PROGRAMME

CHANGING PEOPLE LEADERSHIP FOR GOOD



DISRUPTIVE
Leaders

SERIES 1: YOU AND YOUR SKILLS

EPISODE 1: LEADING IN A DISRUPTED WORLD

WHAT WE'LL COVER

- ❑ Leadership challenges in a disrupted world
- ❑ An introduction to our unique model EACH© – Employees as Adults, Consumers and Human beings

EVERY LEADER FACES CHALLENGES



PACE OF
CHANGE



AGILE
TEAMS



A CONNECTED
WORLD



LOSS OF TRUST
IN LEADERSHIP



CHANGING
WORKPLACE



FINANCIAL
PRESSURES



DISRUPTIVE
TECHNOLOGIES



UNCERTAINTY

EVERY LEADER IS TRYING TO CREATE MORE...

AGILITY

PRODUCTIVITY

COLLABORATION

INNOVATION

EACH
EMPLOYEES
ADULT CONSUMER HUMAN

EACH

EMPLOYEES

ADULT CONSUMER HUMAN

ADULT

WE TRUST YOU



No probation



No Tracking



Tight-loose-tight



Freedom & Responsibility

“

Vacation / Sick Leave / Personal Day Policies and Dress Code. On all the above, we believe in freedom and responsibility. Those two words are the makeup of all four policies. Please don't come to work naked. Please don't come in throwing up. Please take a vacation, often. Please stay home with a sick child. At Soundstripe, you have freedom and in return, we ask for personal responsibility. Our core values are not just fluffy words we put on plaques. We use our 10 core values as a filter for each and every decision.

— *Sound Stripe*

”

GIVING FLEXIBILITY

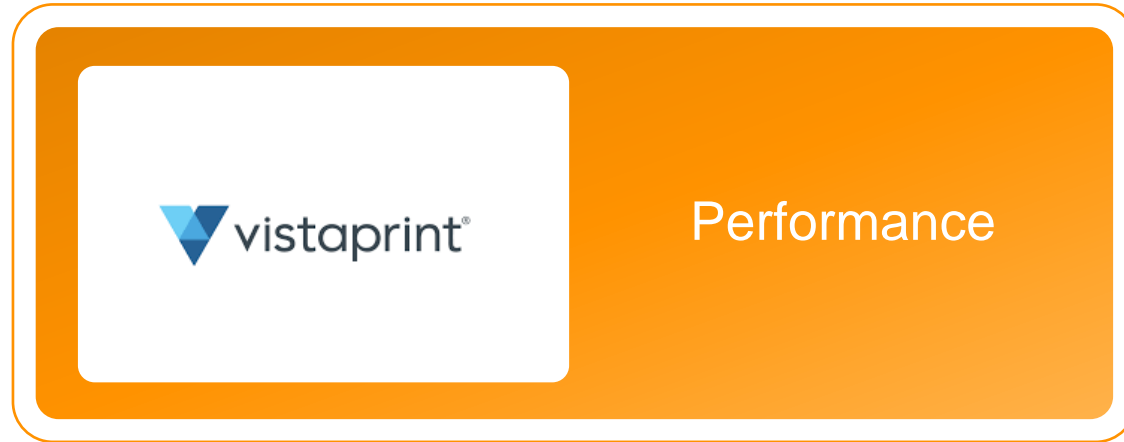


'Own the way you work'



'Purpose and Value'

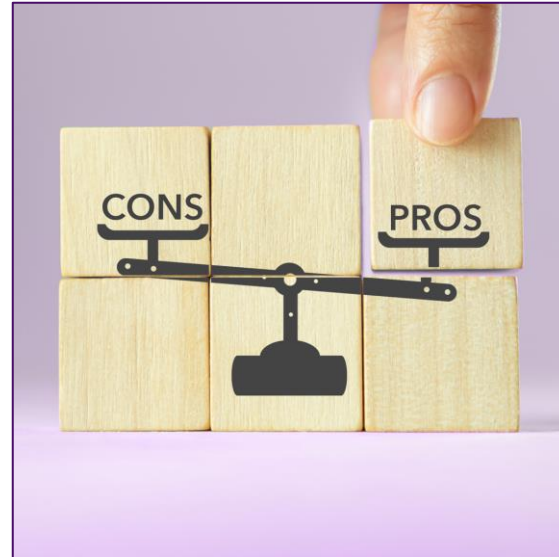
OWN THEIR CAREER AND PERFORMANCE



ADULT TO ADULT IN PRACTICE



Start from a position of trust



Leaders encouraged to use their judgement



Freedom with responsibility

EACH

EMPLOYEES

ADULT CONSUMER HUMAN

CONSUMER

UNDERSTAND WHAT MAKES ME TICK



Stay conversations



Onboarding



Recognition preferences

EACH

EMPLOYEES

ADULT CONSUMER HUMAN

HUMAN

HUMAN APPROACHES



Build relationships
with candidates



Undocumented
check-ins



Pop up mentoring



Talking Talent

EACH
EMPLOYEES
ADULT CONSUMER HUMAN

KEY TAKEAWAYS

- Organisational performance is enhanced by moving away from traditional parental, one-size-fits-all, processes.
- You can create the conditions for your team to do their best work by:
 - Showing trust and offering flexibility
 - Encouraging them to own their performance and career
 - Obsess about getting to know them and what makes them tick
 - Having regular human conversations with and about your team

COMING NEXT



SERIES 1: YOU AND YOUR SKILLS

EPISODE 2: LEADERSHIP SKILLS AND MINDSETS

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SEE YOU NEXT TIME

