# Leading Change Adding Value

**Module 3: RESULTS**

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“High performance teams require strong leaders who walk the walk & team members who contribute to each others’ success.”

**Kumar Parakala**

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# SESSION OBJECTIVES

- To celebrate the success you have achieved using the techniques and methods we have discussed through these training modules
- Review how we can now embed the change within our teams and acknowledge the skills gaps we still need to address
- Planning for the future for both ourselves and our teams to deliver consistent high-performance results
- Get comfortable with the uncomfortable and be ready to move to the next big plan as soon as a change cycle is completed

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# WHAT HAVE WE DONE SO FAR?

## MODULE 1: YOU

- Identifying the need for change
- The Kurt Lewin model
- Transitions
- Solutions focused approach
- 5 Whys
- Adaptive communication

## MODULE 2

- Lean principles and management
- High performing teams
- Situational leadership

- Which has had the biggest impact for you?
- Which has had the biggest impact for your team?

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# OVER TO YOU

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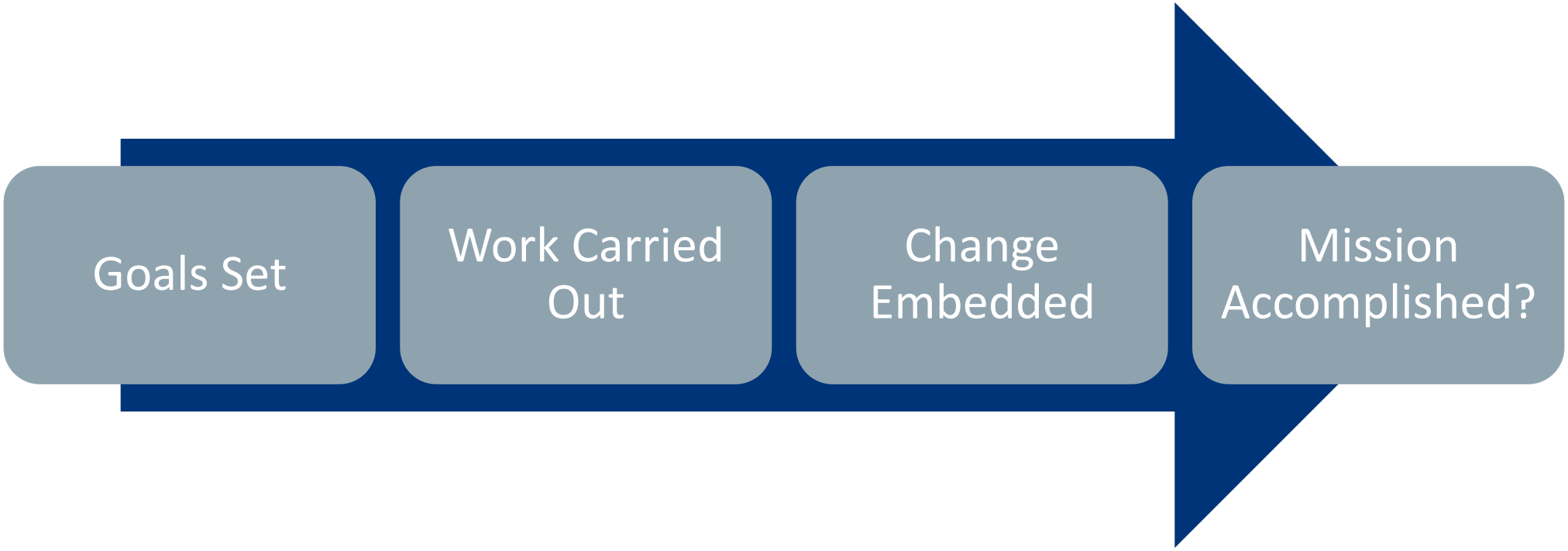
# LET'S RECAP

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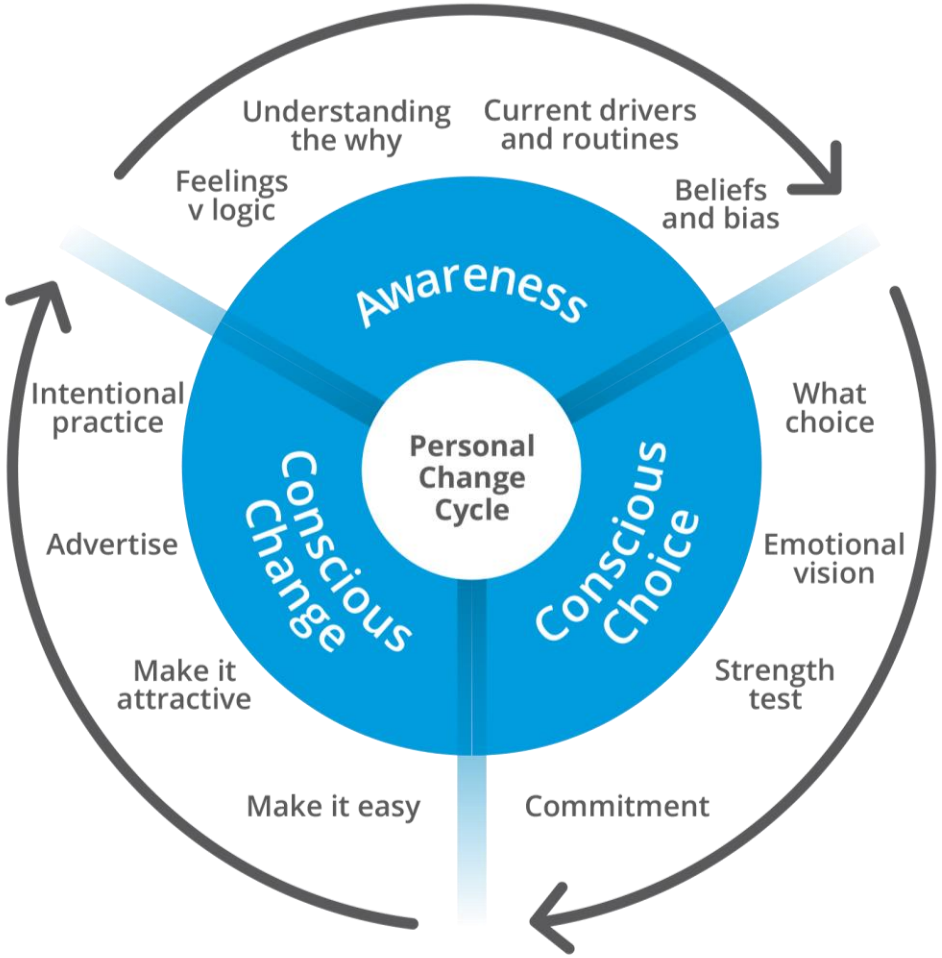
# WHAT WE ARE TOLD CHANGE IS

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# WHAT CHANGE CAN REALLY FEEL LIKE

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# THE JOHARI WINDOW: ENABLING YOU FOR FUTURE SUCCESS

| | Known to Self | Unknown to Self |
|---|---|---|
| Known to Others | OPEN | BLIND |
| Unknown to Others | HIDDEN | UNKNOWN |

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# GET COMFORTABLE WITH THE UNCOMFORTABLE

- Start
- Don’t quit
- Push yourself past the norm
- Embrace the “suck”
- Be around like-minded people
- Recognise your improvements
- Rinse and repeat

Start to think about what you will do next…

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# PLAN FOR THE FUTURE – TAKE ACTION TODAY

1. What difference will you start to work towards today?
2. What will you need to do to maintain momentum?
3. What support will you need?

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