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May 28, 2018 Issue #3 - Inclusion is the Key to Grabbing the Wheel

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Last week, many of us found ourselves at the HRD summit in beautiful Amsterdam and arrived inspired back at work with ideas on how we "curate the new business landscape". A common thread from the speakers was "how do we pick everyone in our organizations up...where we last left them?"

Inclusion is seen as an imperative in order to galvanize everyone around a common purpose and mission and that these voices are given the same space. There were great insights from Erwin van Lambaart on the transformation at Holland Casino: "Be honest, also about self-sabotage"; Wanda Hope, Chief Diversity Officer at Johnson & Johnson sawed with her talk on inclusive culture to "focus on belonging" among many others.

To that end, this issue looks at how to create a common thread which galvanizes people to bring in their own unique voices to the conversation. The key is in the approach as a leader. And that, as you know, has nothing to do with your title.

Why isn't Everyone Grabbing at the Wheel?

Broken Escalator - YouTube

Erwin van Lambaart used this video to highlight: throughout the years, have we reinforced a notion that people cannot help themselves and are not empowered to take even little actions? This is where a leader must start and listen with different ears to "release pressure, clean-up and share strategy via inclusion in the process". Erwin shared their active inclusive approach to formulating and living via five strategic pillars (society, guests, innovation, team, and partnerships) and their understanding of the leadership characteristics needed for continuous change (power to change, consistency, courage, drive, and ability to deal with pressure and dilemmas).



How Real Leaders Melt The Iceberg of Ignorance With Humility | Corporate Rebels

Everyone knows about it but nothing is done about it? Do they really know? This article looks into how leaders can melt the iceberg by showing humility.

Dan Pink: The puzzle of motivation | TED Talk

A classic 2009 TED talk, Dan Pink examines the puzzle of motivation, starting with a fact that social scientists know but most managers don't: Looking into the roots of motivation, why carrot-stick rewards are detrimental to complex problem-solving.



If you are extra interested in Dan or want something to just listen to, there is also a newly released podcast excerpt on the CEB Talent Angle, which is a good 20-minute overview.

Creating Space for Innovation

Wanda Bryant Hope (Fall 2017) Interview

Chief Diversity and Inclusion Officer for Johnson & Johnson, Wanda goes into the power of diversity being the true inclusion of the power of diversity, cultures, and backgrounds. If a variety of voices have space to co-create, this leads to challenging paradigms and to innovation.



Working Out Loud: The making of a movement | John Stepper | TEDxNavesink - YouTube

Gaining footing around Europe with adoptors like Bosch, ZF, Siemens Working Out Loud is a process of peer-support circles. From adoptors, WOL has led a shared sense of alignment and creative, cross-functional collaboration. The method has a very loose framework: therein lies the magic. John talks through the inception and the power of the WOL methodology.



How To Kill Innovation In 10 Easy Steps - Paul Taylor

In August 2017, I was at an iVentiv talk where an Amazon employee shared their approach to innovation via the key question: "What is keeping us from saying "yes" to this idea?" Many of our organizations, without realizing it, act as inhibitors of innovation in order to preserve the status-quo. This article helps you question your own policies and procedures: are they reinforcing behaviors that you do not want and fostering the ones you do? If not: act.

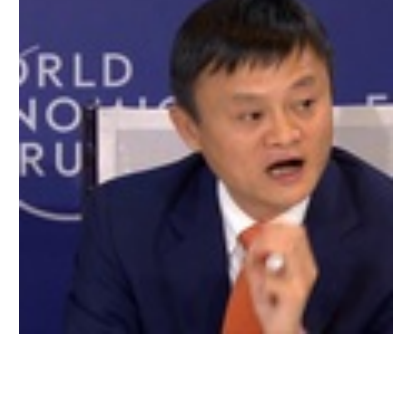


Wanna hear a speech on if you do what you are told you will survive? paulitaylor.com

Find Your Own North Star

Meet the Leader with Jack Ma - YouTube

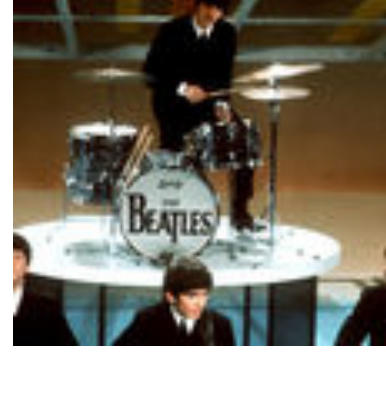
The World Economic Forum always publishes great research reports and insights. They also have talks with a few of the speakers. Jack Ma, CEO of the Alibaba group, is one of the most quoted from 2018. Particularly on his ideas around education, recovering from rejection and the power of learning from other's mistakes (as well as your own). Around minute 26 he goes into learning resilience.



www.youtube.com

The Power of Learning by Doing - WSJ

I had a colleague who would quote Yoda "Do or do not, there is no try" in order to get folks to move away from tentative intents to actually committing to change. The idea behind the article is that creativity is often simply going for it and learning from your mistakes. This is helpful when moving away from the internal "you must be an expert before you can start" thought-blocker many folks have.



www.wsj.com

Tapiwa Chiwewe: You don't have to be an expert to solve big problems | TED Talk

Driving in Johannesburg one day, Tapiwa Chiwewe noticed an enormous cloud of air pollution hanging over the city. He was curious and concerned but not an environmental expert. Yet he came up with a revolutionary solution: "Sometimes just one fresh perspective, one new skill set, can make the conditions right for something remarkable to happen," Chiwewe says. "But you need to be bold enough to try."



www.ted.com

To those of you who attended the HRD summit or others folks reading this newsletter: in terms of thought leaders, who has hit your heart as well as mind? Please do let me know and I will then feature them in an upcoming issue. Thanks!

Happy reading/listening/exploring!

All my best,

Liz

Did you enjoy this issue? Yes No

Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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