

Michael V. Newman – Podcast – Episode 004

**Leading in the Unknow**

These are challenging times and times of change. As leaders, who we have around us to assist in the planning and implementing new processes and procedures is key to our success in the change process and the success of the organization.

“Without the right perspectives, you may not make the best decisions.”

**Leading in the Unknown Requires a Variety of Perspectives**

“Leadership is more caught than taught.”

|  |  |
| --- | --- |
| Does Your Table Include People Who… | Rating |
| * Understand the \_\_\_\_\_\_\_\_\_\_\_\_\_\_ of questions?
 |  |
| * Desire \_\_\_\_\_\_\_\_\_\_\_\_\_\_ in others?
 |  |
| * Add value to others’ thoughts?
 |  |
| * Are not threatened by others’ strengths?
 |  |
| * Can emotionally handle quick changes in the conversation?
 |  |
| * Understand their place of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ at the table?
 |  |
| * Bring out the best \_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the people around them?
 |  |
| * Have experienced \_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the area under discussion?
 |  |
| * Leave the table with a “we” attitude and not a “me” attitude?
 |  |

**Six Considerations for Leading in the Unknown:**

1. Change What \_\_\_\_\_\_\_\_\_\_\_\_\_\_ to be Changed, Not What is Easy to Change
* Is it systems?
* Is it strategies?
* Is it content?
* What needs to be changed?
1. Let Go of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ So You Can Go to Tomorrow

Acknowledge the important \_\_\_\_\_\_\_\_\_\_\_\_\_\_of the past but show your team why they can’t stay there and why the place you need to take them is better.

1. Communicate the Message with \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and Power

People will need \_\_\_\_\_\_\_\_\_\_\_\_\_\_reasons for the change.

Never \_\_\_\_\_\_\_\_\_\_\_\_\_\_ the importance of answering the question, “What’s in it for me?”

1. Activate the Belief in \_\_\_\_\_\_\_\_\_\_\_\_\_\_
Without conviction you won’t give yourself 100% to the changes.

“Anytime there is a change, there is opportunity. So it is paramount that an organization be energized rather than paralyzed.” - Jack Welch, former CEO of General Electric

1. Remove \_\_\_\_\_\_\_\_\_\_\_\_\_\_ for People

Barriers are usually created by outdated systems, complicated procedures, difficult people, or strained resources.

**Finding Barriers – Ask yourself these questions:**

* What internal barriers do I need to remove personally to help facilitate needed changes?
* What policies are averse to the needed changes and how can I remove them?
* What unnecessary tasks can be eliminated to free people to implement the needed changes?
* What resources can be freed up to help make the needed changes possible?
* Who is trying to obstruct the needed changes and how can I get those people to change?
1. Wins – Get Small Wins \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Never underestimate the significance of early victories for giving people confidence to keep moving forward.

**Are you playing not to lose or to win?**

**Application:**

1. Write out the names of the people you need to have at your table and evaluate them based on the criterion. If someone scores low in more than one area, you may need to consider another person to fill that role.
2. Write down the things you are holding on to from the past and determine if those will help you as you move to the future.

1. Identify the barriers you and your team are facing. Write them down and develop at least one strategy to remove or move past that barrier.

**Resources:**

* [Good](https://www.johnmaxwellacademy.com/virtual-summit-march?__hstc=144900139.bbc6e9d32acc1120d4982636872757b5.1578946803872.1578946803872.1590598180851.2&__hssc=144900139.2.1590598180851&__hsfp=3901330155) Leaders Ask Great Questions – by John Maxwell

Answers: value, success, value, thinking, success, Needs, Yesterday, contributions, simplicity, multiple, underestimate, People, Barriers, quickly