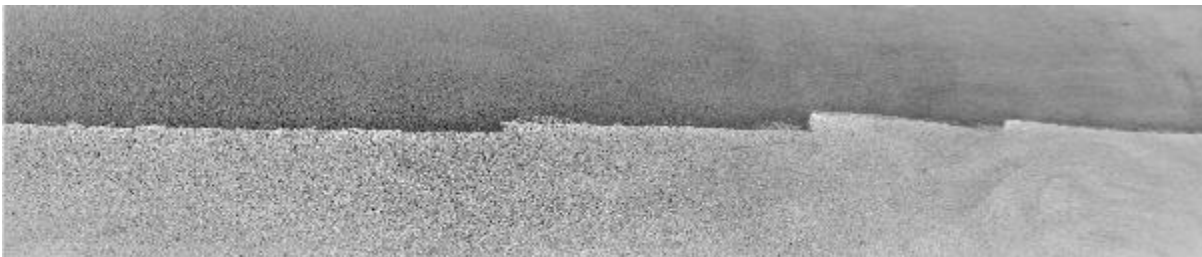


Reversible Leadership: Challenges of Leading Well



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What is leadership?

Why is it important?

And why is it hard to do well?

What makes a good leader?



It can be useful to think of personal leadership
w/ 3 elements

- 1) technical know-how and skill
- 2) the right attitude towards other people
- 3) psychological self-mastery



Leadership of an organisation

How does leadership for an organisation differ from personal leadership?



And what does good leadership for an organisation look like?

Leading for change

“Change is never painful, only the resistance to change is painful.”





Stages of Change

Ending, Losing, and Letting Go

The Neutral Zone

The New Beginning

Formulating and Implementing a Strategic Plan



1. Determine where you are & agree on where you want to go
2. Define your focus areas & for each define outcomes/goals
3. Structure project(s) w milestones, resourcing, responsibilities, etc
4. Chart progress, ensuring regular review processes, scope for revision, adjustment, etc

Reflection:
**Where is your
organization?**

Strategies and Tactics

Strategy is the plan

Broader

Vision rather than action-oriented

Longer term

Strategy informs tactics

= the 'what'

Tactics are the means

Transactional - about achieving an objective

Shorter term

Tactics contribute to implementation of the strategy

= the 'how'

6 tips from an experienced leader

- In order to design an effective solution get as close as you can to the problem.

“If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and five minutes thinking about solutions.”

Attributed to Albert Einstein

- Take intelligent risks – get close to the problem, but also take action and do things
- Use evidence to guide decision-making - take the time to gather evidence & apply it
- Embrace failure as an opportunity for learning and try and try again; learning as you fail will help generate evidence for decision-making
- Facilitate collaboration and co-creation - value your colleagues and their contributions and work together to create solutions
- Look for solutions that demonstrate high potential to achieve disproportionate impact





Personas, Tools & Approaches



Reversible Leadership

Thank you

