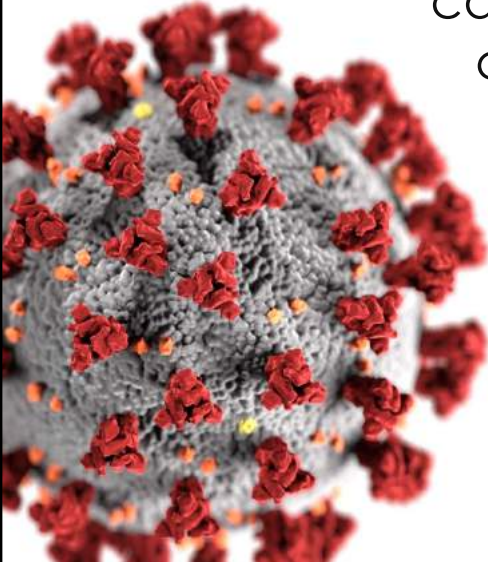




1




2



Incessant warfare, assorted environmental calamities, myriad financial crises, crime, terrorism and other social ills remind us that our knowledge of how to design and manage human systems is grossly inadequate

(Gary Jacobs, human-centred economics)



LEADING HUMANS

3





SOCIALLY
SOPHISTICATED
WORLD

PRIMITIVE BRAIN



LEADING HUMANS

4



INACCURATE ASSUMPTIONS

UNFAIR JUDGEMENTS

MISINTERPRETATION

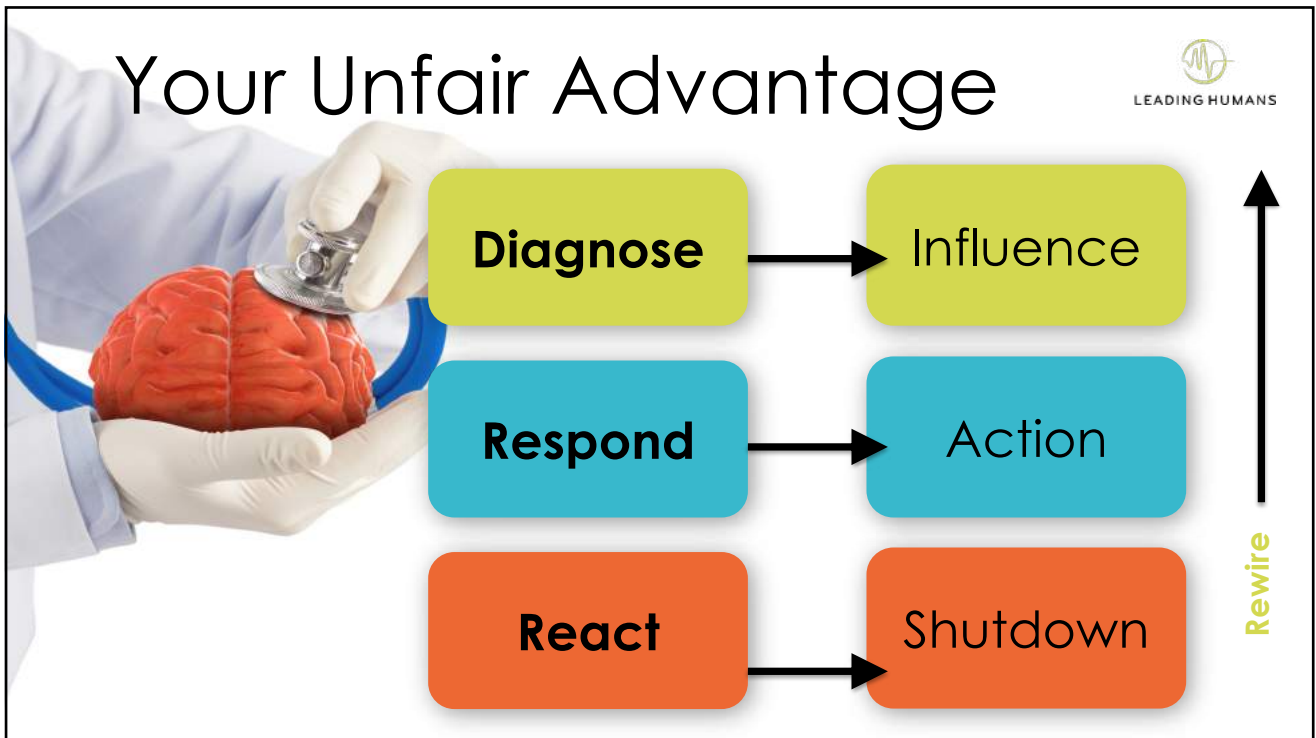
DEFENSIVE BEHAVIOUR

5

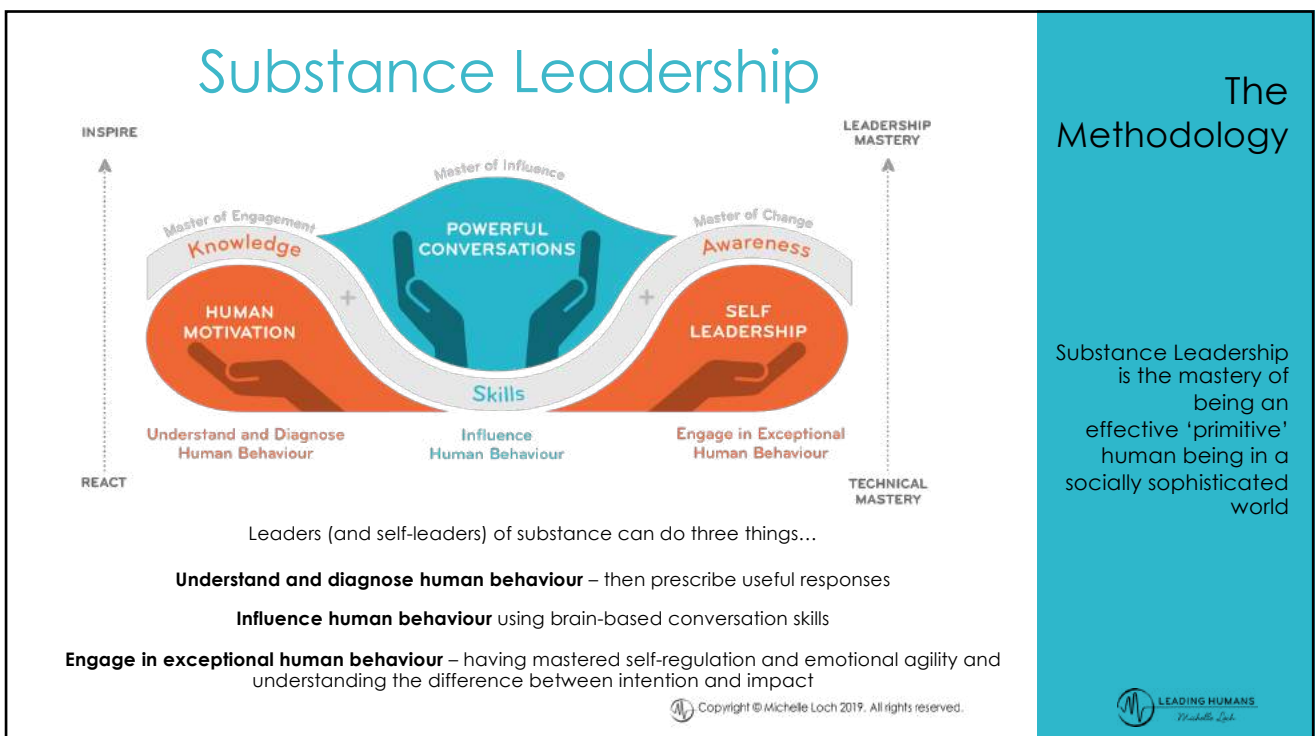


Normal human behaviour, just not useful!

6



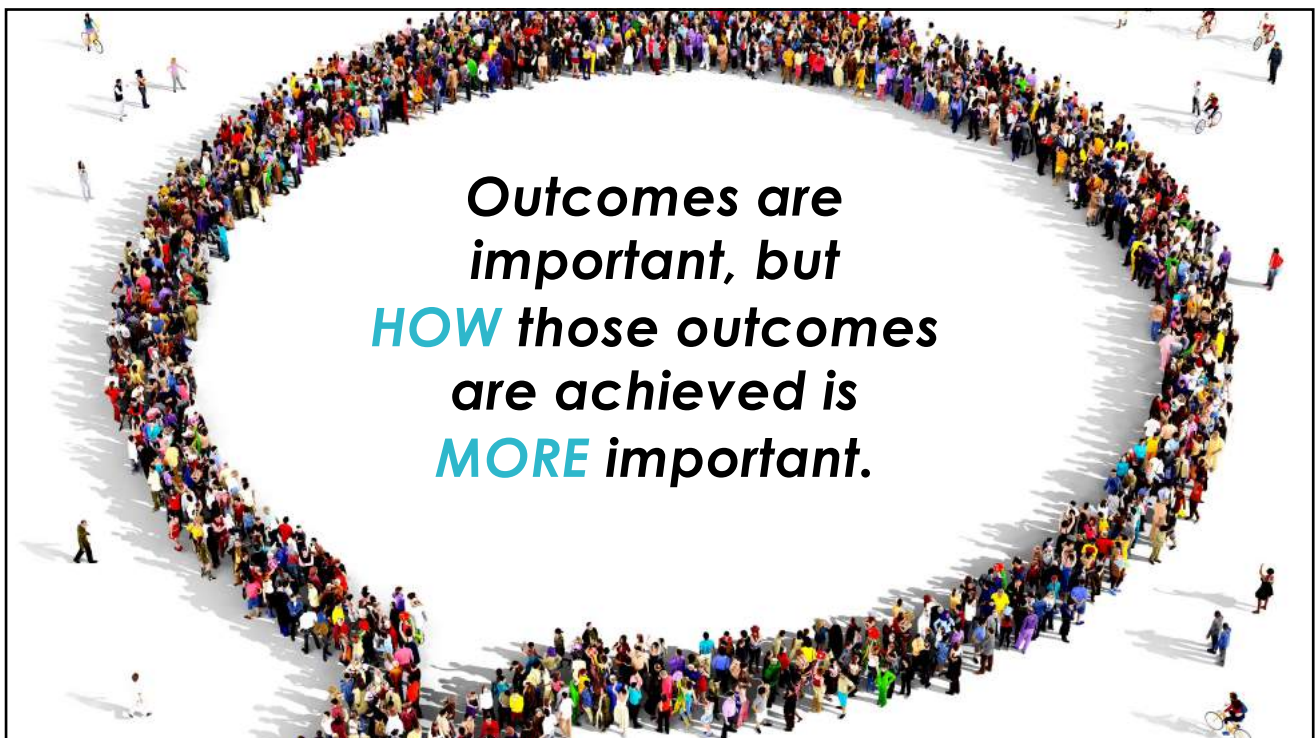
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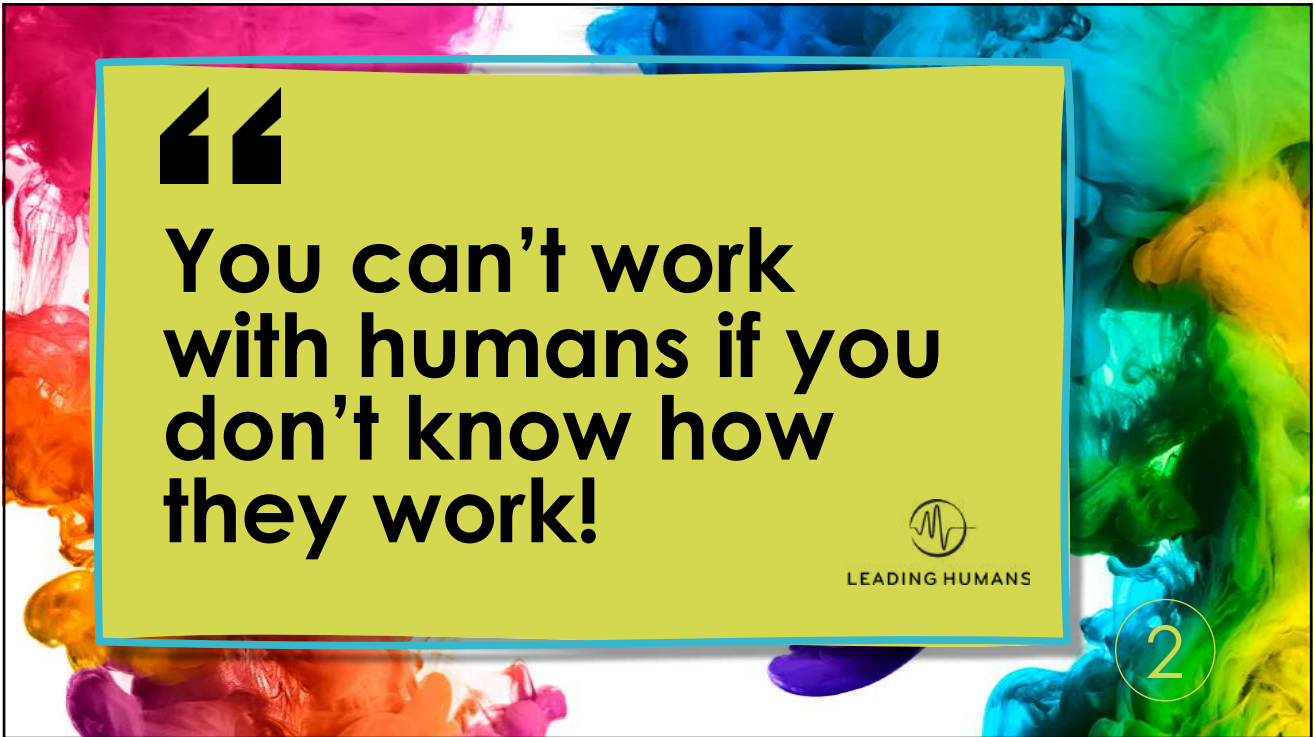
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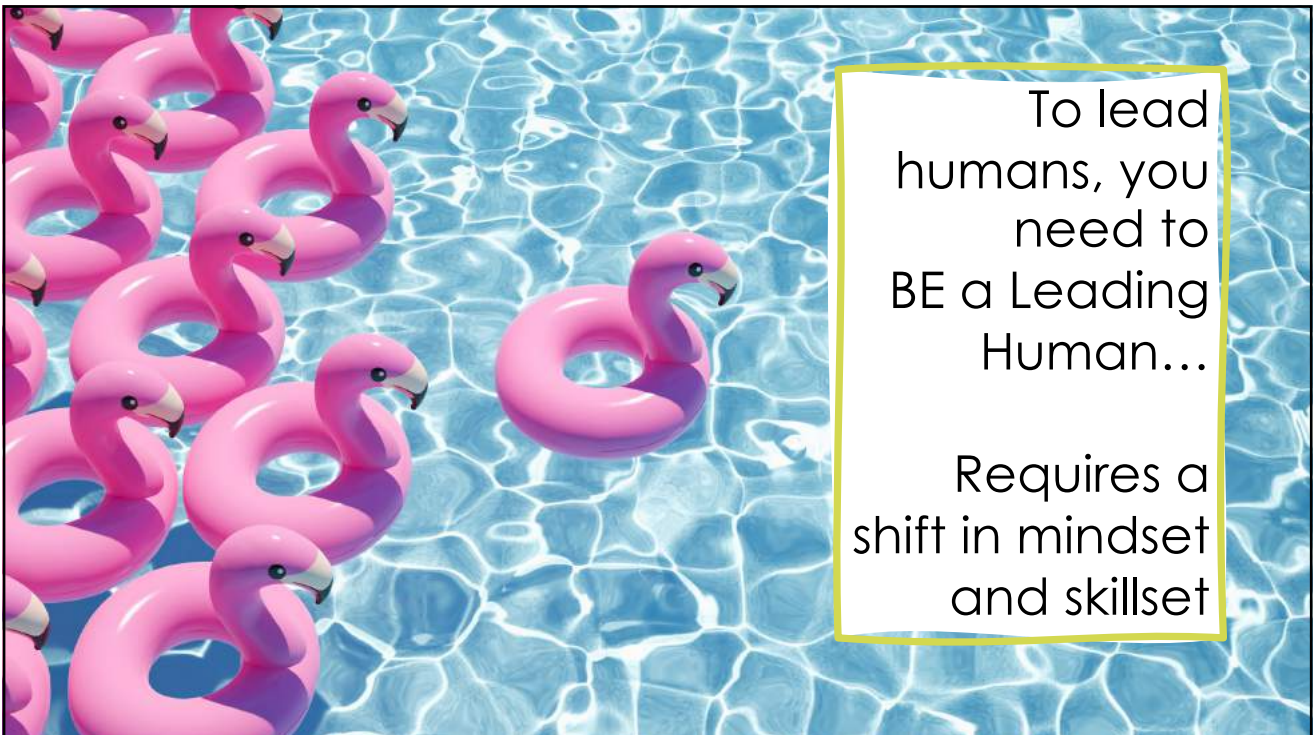
9



10



11



12

Project Managers do this	Leading Humans do this...	...and get this...
Operate with a full mind	Attention in Attention out	BETTER DECISIONS
Tell and instruct	Ask and enable	ACCOUNTABILITY
Get distracted by 'interesting'	Focus on useful	PRODUCTIVITY
Work on assumption	Practice humble curiosity	TRUTH
Rely on technical knowledge	Know how to work with and motivate humans	LEVERAGE
Coffee mate	Coach	RESPECT
Believe... 'THEY need to change'!	Test... 'Do I need to change?'	INFLUENCE
React (primitive brain)	Diagnose (self-actualised brain)	SELF-LEADERSHIP

13



14



“
SHOW UP *differently*
LISTEN *differently*
ENGAGE *differently*
THINK *differently*



LEADING HUMANS

15



“
The brains primary
focus is to
minimise threat and
maximise reward!

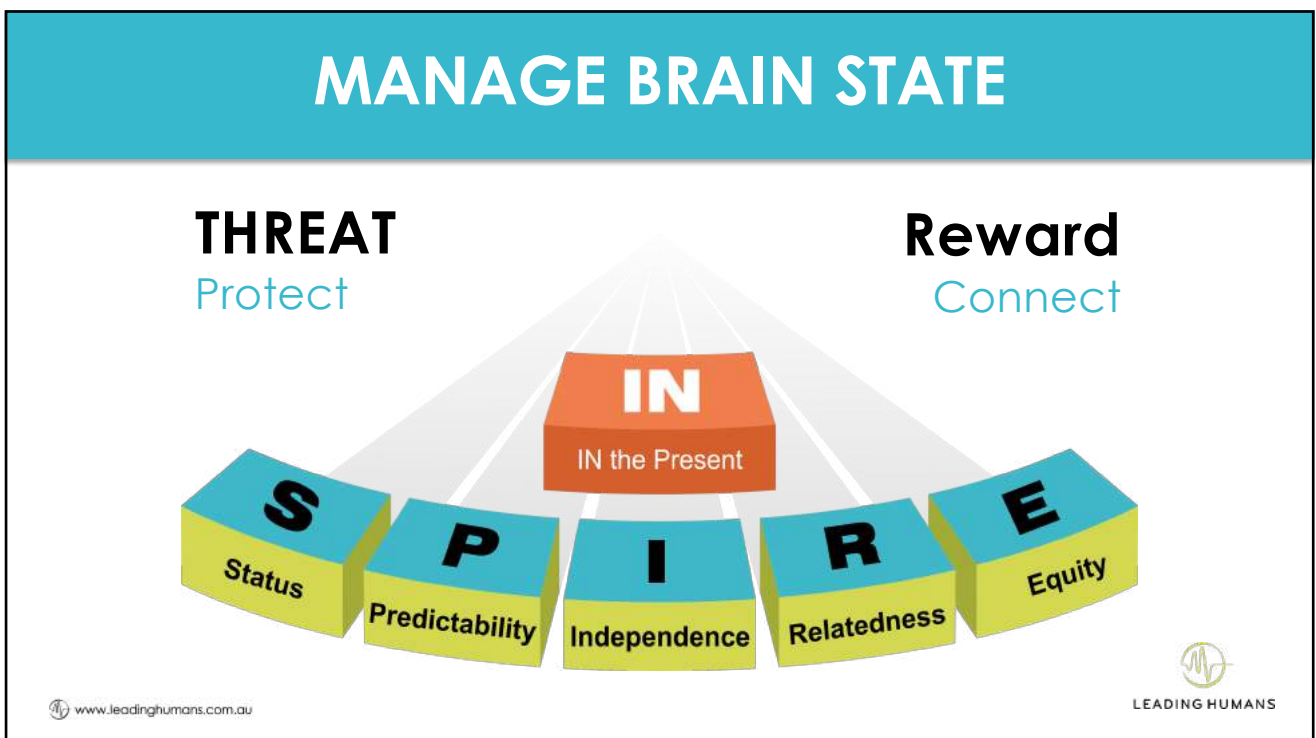


LEADING HUMANS

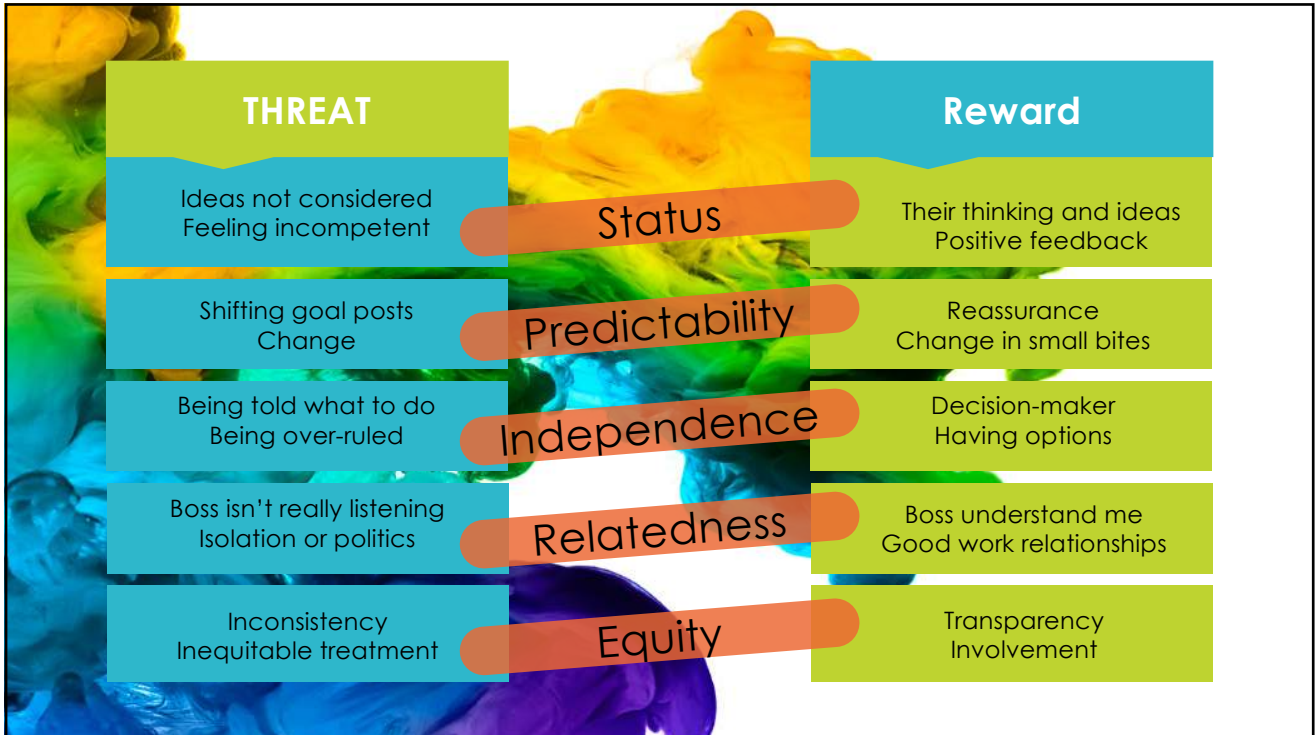
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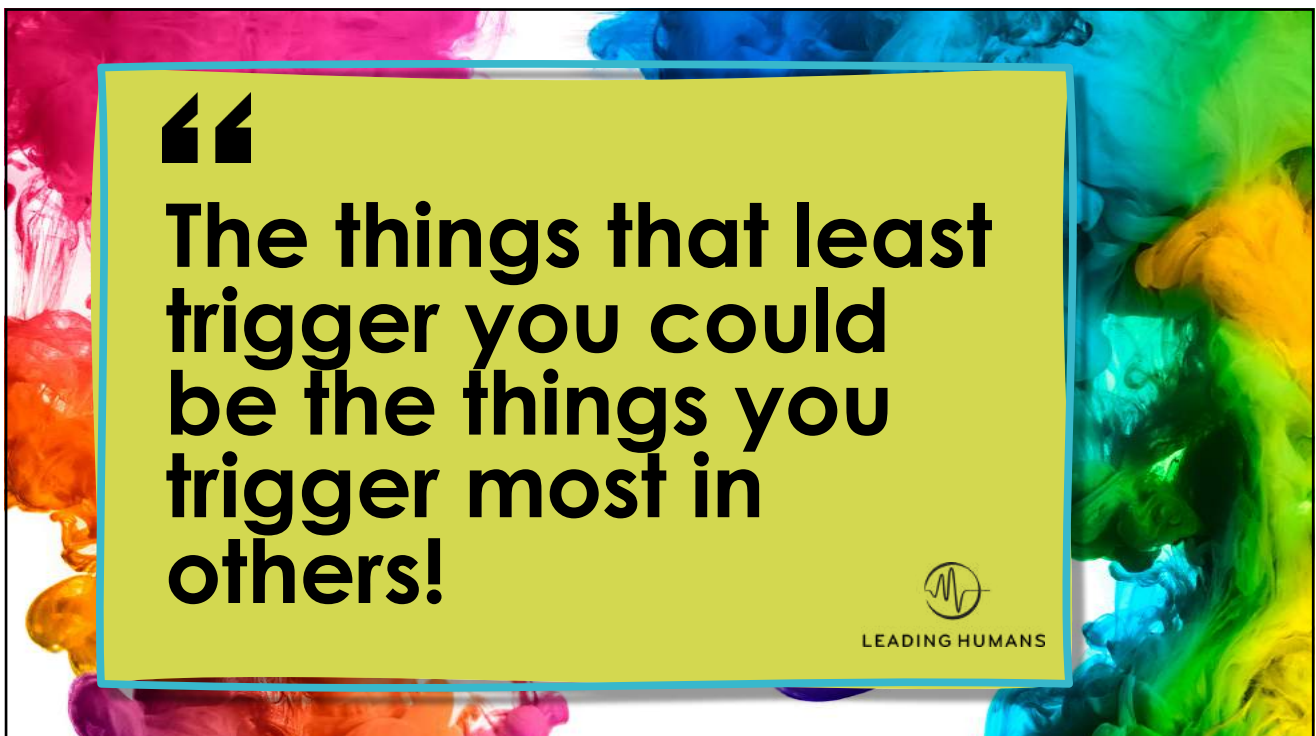
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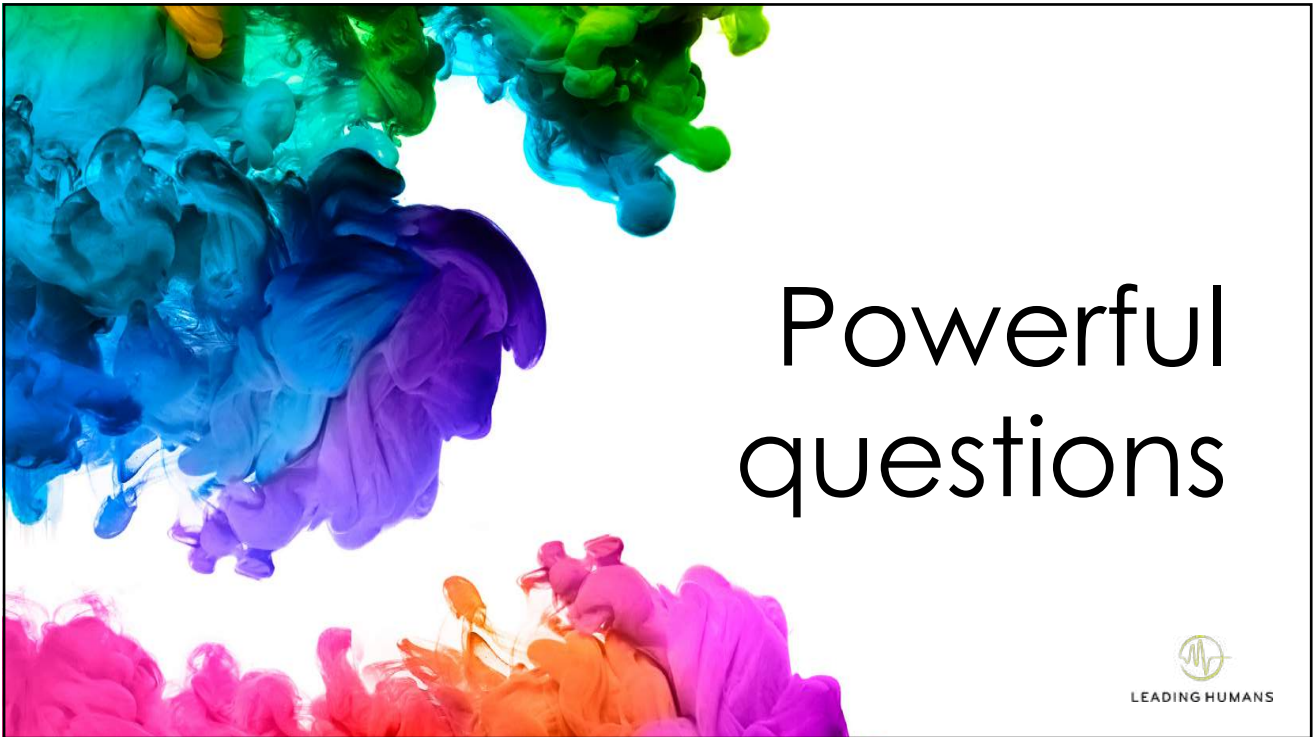
18



19



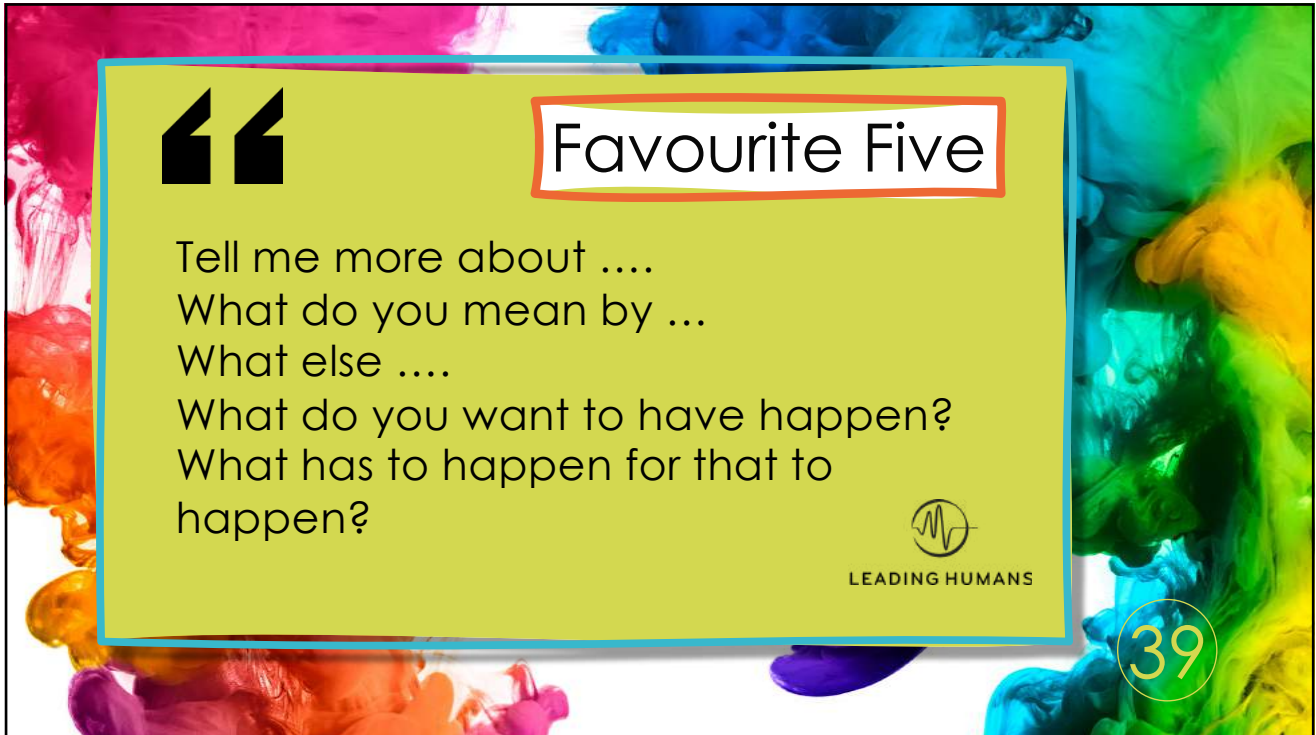
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21




22



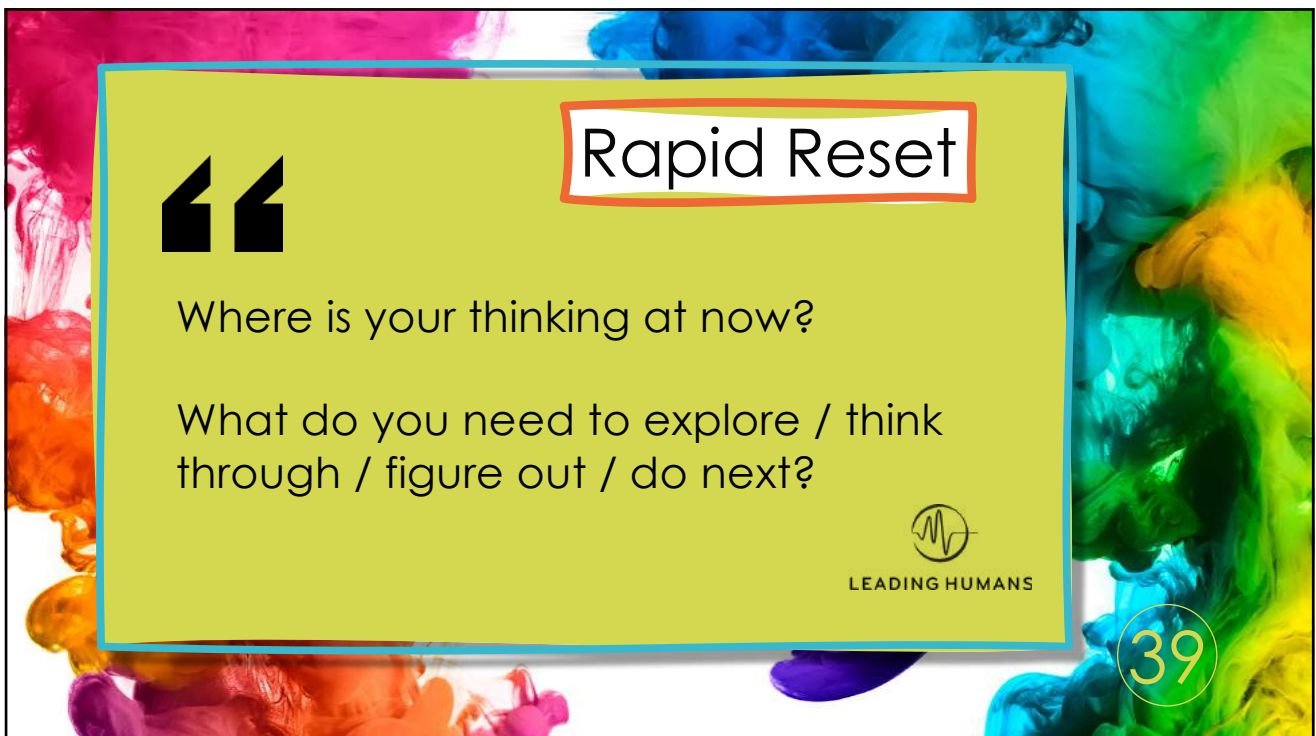
“ **Favourite Five**

Tell me more about
What do you mean by ...
What else
What do you want to have happen?
What has to happen for that to happen?


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39

23



“ **Rapid Reset**

Where is your thinking at now?
What do you need to explore / think through / figure out / do next?


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“ **TRIFECTA**

What's your/our new thinking?
(CLARITY)

What are your/our next steps?
(ACTION)

How we will you/we make sure that happens? (ACCOUNTABILITY)

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Want more...

 MICHELLE LOCH
Leading Humans

www.leadinghumans.com.au
LinkedIn – Michelle Loch
Flipboard – Michelle Loch

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