

LGMA Conference 2018

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Towards Implementation



Our Challenges

Creating a Vision/Plan

People and Change?



Leadership



A Time for LeaderShip

- There is now a moment to exercise leadership!
- You can make progress on difficult challenges and close the gap between the current reality and future reality!
- But.....you may need to challenge certain expectations, encounter resistance, push back
- Or, disappoint people at a rate they can absorb!

Getting off the Dance floor

The dance floor is where the action is!

It is where the friction, noise, tension, activity occurs.

We go there to intervene, to change, to disrupt unproductive patterns or defaults, and to replace them with ones that are more productive.

Getting on the Balcony

We get on the balcony to achieve some distance from what's happening on the ground, to take a distanced view.

We observe, better understand patterns in the system, get the big picture perspective.

Here I mentally disengage from the dance floor.

Circumstances!

“People are always blaming circumstances for what they are. I do not believe in circumstances.

The people who get on in this world are the people who get up and look for the circumstances they want, and if they cannot find them, they make them”.

George Bernard Shaw , (1856-1950)

AIWATT

Am I willing take responsibility

At this timeoperate in the present, next year may be different

To make the investment requiredrespond to others requires energy & time

To make a positive differencein the service of a purpose I believe in

On this issuefocus on three key areas that are priorities for the LA, you can't solve every problem.

(IDEA)

PLAN

ACTION



3
Things



MISTAKES IN SETTING GOALS

too
BIG

too
MANY

not
SPECIFIC

not
WRITTEN



Time to Think it Through

Regardless of power, position, authority, everyone's thinking matters because getting everyone's best thinking produces best results.

Interruption produces Adrenaline

Adrenaline reduces Attention

Reduced Attention creates poorer Thinking.

iNfLUENCE

You can Influence

- Really grasp the issue, and the various interpretations of it before jumping to a solution or course of action.
- Authority, power and influence are critical tools
- Ask yourself if “Operational excellence” is sufficient to move the Strategy forward or more is required?



Its also about ...

- Working across the organisation, seeing the big picture, realising that others are more concerned about what's happening in their own lane.
- As such, its difficult not to bump into "structure" and "culture" along the way.
- Your focus is not on the task but on the people connected to the task, their initiative, collaboration



Stepping: Out of the Comfort Zone!

“Anyone who has never made a mistake has never tried anything new.”

And if you do what you have always done you will get what you have always got”.



So Know Your Default



"If you realized how
POWERFUL
your thoughts are,
you would
never think a
NEGATIVE THOUGHT."