



Edge of Leadership Notes and Tip Sheet

Dr Jason Fox: How To Lead A Quest

- Beware of the Kraken of Irrelevance in the cycle of business growth and decline.
- Beware of defaults that keep us blind to growth and innovation opportunities.
- Use a cadence of reflection to keep defaults at bay: daily/weekly/quarterly/yearly.
- Constructive discontent is a useful tension that keeps us searching and growing, and out of falling into malaise and defaults.
- The practice of gratitude serves as an antidote to the longing and frustration of constructive discontent. "Be happy now while creating something new."
- Making progress visible is a key to motivating self and others. Progress bars are very useful in this! Like a Tim Tam box.
- Beware of the delusion of progress, and that you are not working on things that are trivial (but give you that addictive sense of achievement and progress).
- Use a contextual word as a 'fuzzy beacon' to keep you steering to a desired new state, experience, our way of being and doing. Jason's is 'jester' this year.

Books mentioned by Jason:

- Anti-Fragile by Nassim Nicholas Taleb
- Thinking Fast and Slow by Daniel Kahnemann

(I missed the others! If someone took them all down, please send them to me at zoe@innercompass.com.au and I will post them in the facebook group)

Jason's books:

- The Game Changer
- How to Lead a Quest

Available at <http://www.drjasonfox.com/shop/>

Zoë Routh: The Future of Leadership

The future of leadership is GLOBAL - if we are not thinking globally, we will struggle to survive locally.

5 trends affecting how we lead:

- Connectivity
- Amplified Biology
- Digital Nomads
- Rise of Social Agenda
- AI and Robots

Mistakes people make in moving towards becoming a global thinker:

- Trying to do it all alone and going it alone.



- Skimming the surface and not going deep.
- Starting with targets instead of results in building strategy.

Tips:

- **Get help:** build an A-Team to get perspective from others outside your usual circles
- **Use Filters:** Curate trends in your environmental scan using curation tools like Shaping Trends, Trend Watching, Peter Diamandis's newsletter, Feedly (curates URLs), apps like Flipboard.
- **Get Out:** make time out, especially in nature, a way of unhooking the brain, allowing inspiration and creativity to emerge.

Books mentioned by Zoë:

- The Rise of the Robots by Martin Ford
- Abundance by Peter Diamandis
- Prove It by Stacey Barr

Zoë's books:

Composure - How centered leaders make the biggest difference

Moments - leadership when it matters most

Available here:

<http://www.zoerouth.com/book/>

Case Study Interview: Peter Munday, Lennock Volkswagen

Key leadership take-aways:

- People live up to expectations as well as down to them.
- Each person deserves a chance; give each person a few chances, and then draw the line.
- People are purpose beyond business results.
- Giving and being a good community citizen is an aim in itself, and the business benefits as well. The better the business does, the more it can do, in a synergistic positive cycle.
- As someone who gives, it's important to rejuvenate. Peter does this at the beach and gives himself permission to let things go and enjoy the moment.
- Share your story - it inspires others to do more too.
- Get staff and customers involved in charity events so they can feel the joy of contributing as well.

Case Study Interview: Michael Hopkins, Master Builders' Association

Key leadership take-aways:

- Collective efforts can make a huge difference. Small contributions added to a whole produce huge results.
- Passion and purpose can drive huge undertakings and inspire collaboration.
- An individual's story of caring - Andrew Kerec's love for his Dad - can galvanise doing good for the greater community.
- Business can partner with government and community organisations to build a better society. All benefit as a result.



- Getting beyond survival thinking towards collective good can be done through an industry association, as there is less risk and burden on an individual business.
- Compassion and collaboration trumps competition.
- Build a strategic approach to corporate social philanthropy that captures the organisation's and staff's values and concerns. This can then be incorporated in to the organisation's operational plan for even great impact. It's also a great way to build employee buy-in and loyalty as they become part of something meaningful though work.

Case Study Interview: Trisha Wong, Snow Foundation, Pran Palnitkar - Global Sisters and Pakao Sorbello, Global Sisters

Key leadership take-aways:

- Business can be used as force for social good and growth.
- Individual caring can be amplified through social enterprises where individuals are taught the business skills to look after themselves, ending a cycle of dependence, and encouraging proactivity, confidence and growth.
- Business owners can choose to use the goods and services of social enterprises, and by doing so get their business needs met, as well as contribute to bettering the lives of individuals and the communities they support.
- We have within us a great reservoir of courage and determination that can be drawn upon in trying circumstances. Often we do not know how much we are capable of until we are tested.

Zoë Routh: How to choose and leverage your social agenda

Start with your **values**: what is meaningful to you? What is important to you?

There are three different areas to focus for social good:

- People
- Animals
- Environment

There are three different spheres of concern you can choose:

- Local
- National
- International

There are three main objectives you can serve:

1. **Symptoms**: the pointy end of social need where the time, treasure, and talent you contribute works directly with the people / causes in need
2. **Systems**: you can direct your efforts to larger systems (political, economic, environmental, social, organisational) that contribute or create the symptoms. ACTCOSS for example is an advocacy organisation that lobbies and liaises with government around employment and social policies that affect the most vulnerable in our community.



3. **Story:** a longer-term, social change project where we focus on changing underlying worldviews. We can do this through speaking, writing, and other highly public visible campaigns, as well as modelling it ourselves.

What are your reflections and insight?

What will you do differently?

What experiment will you undertake?