



2nd April: What are you talking about? Mining for good stuff; and I found Nemo, so you don't have to

Dear Team,

I once got through to the last stage of qualifying for a TEDx Talk. Lost out to couple of people who wanted to talk about tech solutions. They were quite good, in fairness. TED talks have become a bit of a phenomenon, and part of the reason for that is that people talk about what they're passionate about. What drives them, and often why they do what they do. So today I want to challenge you to exercise a similar element of our leadership practices; Model the Way.

Model the Way is an aspect of leadership that gives people confidence in your leadership as they increasingly 'know what you're about'. They understand your drivers, motivations, and overall your values so they can align with the goals you set and what you are trying to achieve. The challenge is this. I want you to reflect on a time in your career that you learned a key lesson. Something that formed a truth or a value that you still try to apply in work today. It could be a positive or a negative experience of course, but it doesn't have to be dramatic or sensational, just yours. What moments do you remember in your past that shape your approach to work today. How is that something influencing our current working patterns?

The opportunity of course is to share it. Build it in to a conversation with your team. Having them know a little more about your values and references is good practice at any time, but more so when you are trying to create alignment and confidence in times of challenge - so give it a go - what are you talking about?

Second challenge today; What are you doing better? We are working in new and different ways, so what are the positives we are seeing from them? Think about your own, and ask your team what they find is better too. Humans are paradoxically resistant to change, but also good at adapting to a new ordinary, so go and find out what good things people are discovering amid the challenge of adapting. I've had this conversation a lot lately, and learnt things about other people that I didn't know.

Finally, I've talked before about relaxation being key right now, and sometimes it's hard to practice. But I'll tell you what helps: Fish. Take a look at the live cams from Georgia Aquarium and give yourself a few minutes of calm: <https://www.georgiaaquarium.org/webcam/ocean-voyager/>

Best wishes all, stay well,

Steve