

## Zoom

Use the +  
and - keys  
on your  
keyboard

Use the  
scroll wheel  
on your  
mouse

Pinch in  
and out on  
your touch  
screen

## Guide / Help

### Move

Click and  
drag to  
move a  
note

[Spacebar]  
click and drag  
to move  
around the  
whiteboard

Edit when your  
cursor looks like  
an arrow (v);  
move around  
when it looks like  
a hand (h)

## "Sticky Notes"

Create a note by  
typing N and  
selecting the  
note/colour you  
want; then click  
where you want it

Double-Click  
on a note to  
write on it, text  
size will adapt  
automatically

## React



Click on the arrow  
to get started →



Rule breakers  
Desired Outcome

Imaginative  
Desired Outcome

Tolerance of 'failure'  
Desired Outcome

free thinkers  
Desired Outcome

Reflective practice

Human

Telling it like it is  
Desired Outcome

Replace delegation & reporting  
Desired Outcome

Open minded

Managers are "hands-off"

Learning from others

Facilitate

collaborators

willingness to take decions  
Desired Outcome

time to think  
Desired Outcome

ability to really listen, not pretend to listen

positive deviants  
Desired Outcome

willingness to accept failure

rule breakers

Allow for mistakes

Aporia  
Desired Outcome

What does Aporia mean?




no punishment or shame for lack of success

Time to listen

Coping with chaos?

Risk takers

**Instructions**   
Click and drag "sticky notes"  
Type *one* desired state or outcome on each note



Targets

Ego

Power Pyramid

Employee of the week/month

politics

Climbing the greasy pole of seniority

n

Attachment to Fads

individuality

Imagination

fun

fun

Attachment to Reality

We've always done it this way

back stabbing

Curiosity

Good Listening

Free Time to Think

Pride of Workmanship

Recognising Honesty

Enjoyable work

Maintain and sharing Perspective

Being lazy

gossip

Managing performance @ TEAM level

trust

autonomy

Whistleblowing

**Instructions**

Click and drag "sticky notes"

Type one current state (bad or good) on each note





Lack of Effective Leadership

ignoring opinions of people deemed to be low on the status scale

Lack of trust

fear of speaking up

Getting Approval & Sign-offs

inability to 'criticize' in a diplomatic way

Hierarchy & silos

Decisions made on Costs alone

Role of the Expert

Incentives on volume, targets

Carrying poor performers

## Instructions



Click and drag "sticky notes"

Type *one* constraint to impact on each note



Constraint	Costs	Values	Influencers

## Action Plan

Initiate | 3

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ASK lots of staff what they do enjoy

Strengthen | 0

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Weaken | 0

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Eliminate | 0

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