

The energy to **cause** a movement

October 24, 2012

Presented by: Holly Valkama, Principal

Coraggio Group

coraggiogroup

Leadership Lessons
from Dancing Guy

by Derek Sivers
sivers.org/ff

Insight is golden: *If I knew then what I know now*

Much to my surprise

People are resilient. If you hang in there with them, they will hang in there with you.

Lean is like a muscle. An organization has to exercise often and with discipline in order to grow.

It doesn't happen all at once. Lean takes off one function, one department, one individual at a time. It's a movement inside an organization that catches on.

What I've come to realize

The most successful Lean implementations draw from an equal balance of doing and being.

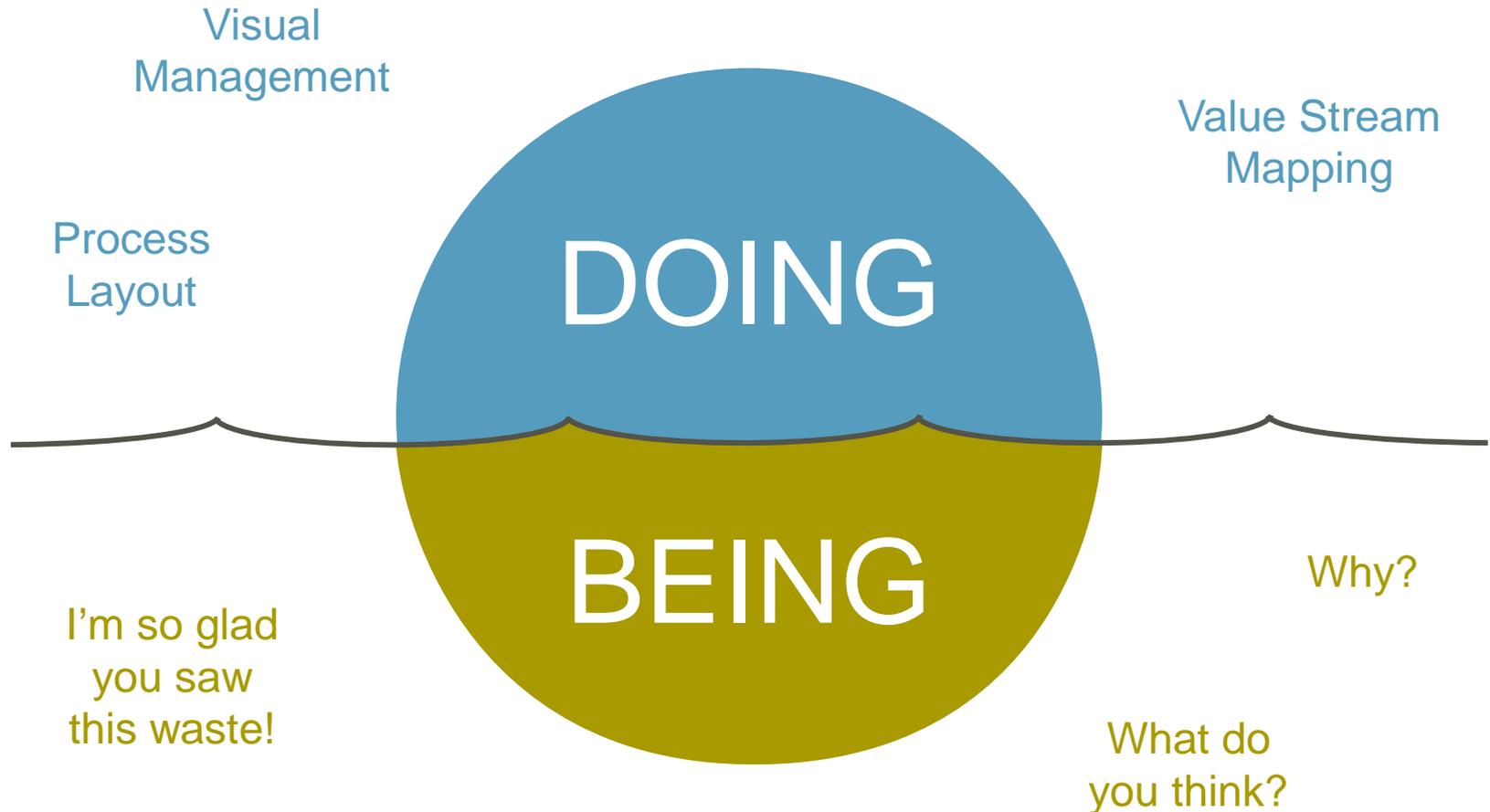


In many ways,
Lean is a
state of
mind.

“ If you change the way you look at things
the things you look at change. ”

- Wayne Dyer

The Dual Role of Leadership: **Doing** and **Being**



Tools for 'Being' a Lean Leader: Principles of Change

1. Change is a process, not an event.
2. Things and thinking are different.
3. You can't change what you don't (or won't) talk about.
4. Get the right people on the right bus.
5. Resistance is just information.
6. Everyone likes to win.



Tools for 'Being' a Lean Leader: Principles of Leadership

1. Model the Way
2. Inspire a Share Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart

source: Kouzes & Posner



Tools for 'Being' a Lean Leader: Principles of Change and Leadership

Principles of Change

1. Change is a process, not an event.
2. Things and thinking are different.
3. You can't change what you don't (or won't) talk about.
4. Get the right people on the right bus.
5. Resistance is just information.
6. Everyone likes to win.

Principles of Leadership

1. Model the Way.
2. Inspire a Share Vision.
3. Challenge the Process.
4. Enable Others to Act.
5. Encourage the Heart.





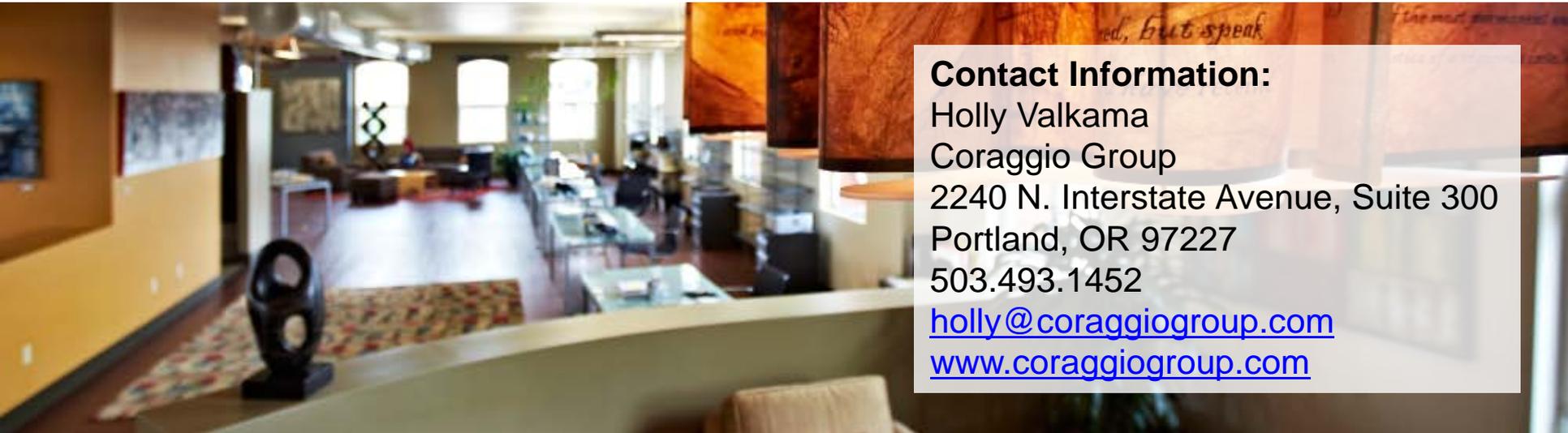
I love Lucy...but what about the leadership?

Did you see opportunities to apply
Principles of Change?

Did you see opportunities to apply
Principles of Leadership?

Contact Information

Coraggio Group is a Portland-based strategy and organizational change consulting firm. We work with organizations to help them get clear, get focused and get moving on their most important strategic, operational and organizational challenges.



Contact Information:

Holly Valkama

Coraggio Group

2240 N. Interstate Avenue, Suite 300

Portland, OR 97227

503.493.1452

holly@coraggiogroup.com

www.coraggiogroup.com