



# **LEADERSHIP- Strategies for Cultivating Future- Ready Government Innovators**

**Leaning into the Future**

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**By Brigitte O'Michaels**

# Introduction



**1** Understand key  
Shifts for future-  
ready leadership

**2** Apply innovative  
strategies in  
government  
settings

**3** Build a resilient  
growth-oriented  
leadership culture  
and environment

# About Brigitte O'Michaels

- Brigitte O'Michaels is a Maxwell certified executive leadership trainer, coach, and speaker with over 20 years of experience across three continents.
- A thought leader with over 20 years of experience across three continents, she is dedicated to empowering leaders in both the public and private sectors. with a focus on inclusive and strategic leadership.
- Brigitte is a certified DEI and DISC behavioral consultant, and also holds certifications as a mental health first aider, a Professional Scrum Master, and a Cybersecurity GRC Analyst.
- She is known for crafting transformative strategies that help leaders overcome challenges, inspire change, and build impactful, future-ready teams.



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# Leadershift #1 — Soloist to Conductor

**Key Point:** Shift from achieving individual success to orchestrating team success.

**Why It Matters:** Today's complex challenges require collaborative, diverse solutions that only a unified team can achieve. In government, leaders who act as conductors bring out the best in each team member, leading to stronger, more innovative outcomes.

**CTA:** *Great leaders used to be top producers.  
Tomorrow's leaders need to orchestrate groups.  
Which would you rather be?*





## Leadershift #2 — Maintaining to Creating

- **Key Point:** Move from maintaining processes to actively creating solutions.
- **Why It Matters:** Innovation is crucial in government for adapting to evolving public needs.

***CTA: Have the mindset to move things forward rather than standing still. Be a creator.***

# Leadershift #3 — Directing to Connecting

- **Key Point:** Foster connections rather than just issuing directives.
- **Why It Matters:** Strong connections build trust and engagement, which are essential for effective governance.

**CTA: Great leaders don't order people around. They connect, influence and help people.**



## Leadershift #4 — Team Uniformity to Team Diversity

- **Key Point:** Embrace diversity for innovation and inclusivity.
- **Why It Matters:** Diverse teams bring varied perspectives for better problem-solving and public service.



### Varied Perspectives

Embrace diverse viewpoints for enhanced problem-solving



### Innovative Solutions

Leverage diversity to drive creativity



### Inclusive Governance

Represent all community voices in decision-making

***CTA : Great leaders value diversity. Bring diverse people into your teams.***





# Leadershift #5 — Goals to Growth

- **Key Point:** Prioritize growth over immediate goals for sustainable improvement.
- **Why It Matters:** A growth-oriented mindset encourages resilience, learning, and adaptability.

## Continuous Learning

Prioritizing ongoing personal and professional development

## Adaptive Mindset

Cultivating resilience and flexibility in leadership

## Sustainable Progress

Building long-term capacity for organizational improvement

***CTA: Goals help you do better but growth lets you become better. Leaders are growth oriented.***



## Leadershift #6 — Trained Leaders to Transformational Leaders

- **Key Point:** Aim to be a transformational leader who inspires change.
- **Why It Matters:** Transformational leadership fosters a motivated, future-ready team prepared for ongoing change.

***CTA: Do everything you can to bring people into your teams who are different.***





## Case Study: Leadershift in Action – Tackling Homelessness in Washington State

- Homelessness is a pressing issue that demands innovative, adaptable solutions—qualities that define future-ready leaders. Applying *Leadershift* principles to this challenge highlights the real-world impact of effective government leadership



**Outcomes:** While homelessness remains a complex challenge, a *Leadershift*-driven approach shows that applying creativity, collaboration, and adaptability can lead to meaningful progress.

# Interactive Exercise: Applying Leadershifts

- **Activity:** Reflect on which shift resonates most with you.

**Question:** How can you implement one of these shifts in your current role?





## Conclusion and Key Takeaways



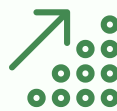
### Embrace Creation

Shift from maintenance to innovation.



### Foster Connections

Build strong relationships across teams.



### Prioritize Growth

Focus on continuous learning and adaptability.



### Lead Transformation

Inspire and guide teams through change.



**Challenge:** Implement one Leadershift this month.

# Q&A Session



Open floor for questions and discussions



**Further Reading:**

Refer to handout by Brigitte O'Michaels

# Additional Resources

## Recommended Reading

"Leadershift" by John .C. Maxwell

## Contact Information

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# THANK YOU.

Brigitte O'Michaels

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