Growing Together
Tomorrow

What part will you play?

Jill Briggs – Affectus, Managing Director
<table>
<thead>
<tr>
<th>Leadership Intelligence</th>
<th>Production Intelligence</th>
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</thead>
<tbody>
<tr>
<td>change and behaviour</td>
<td>bacterial microbiome</td>
</tr>
<tr>
<td>leadership and teams</td>
<td>breeding prawns</td>
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<tr>
<td>together and co-operation</td>
<td>resources</td>
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<tr>
<td>vision and conversation</td>
<td>pathogen detection</td>
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<tr>
<td>risk and reward</td>
<td>precision aquaculture</td>
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<tr>
<td>opportunities and chaos</td>
<td>spawning induction</td>
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<tr>
<td>people and personalities</td>
<td>monosex maturation</td>
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Three things today to build Leadership Intelligence

1 - Looking at tomorrow – how to do this?

2 - Growing – understanding Maslow’s Theory and how it connects to growth?

3 - Together – what does this mean and how can it last?
Today or Tomorrow?

Tasks for today
vs
Positioning for the Future
Advice...

Laura Shin (Forbes Magazine) talks about knowing work.

Deloittes (2017) states organisations need to be able to move fast.

Women in Leadership Australia - a (weekly) block of time to think “new”.

Australian Institute of Company Directors - one day per week (20%).

Allow enough time to embrace the new and see the opportunities.
NSILP Graduates
Dominant Trait

- Open: 17%
- Detail/Finish: 39%
- Extraversion: 11%
- Agreeable: 28%
- Confidence: 5%

Dominant Trait: Detail/Finish
How to look to tomorrow?

Grades:
- Open: 17%
- Agreeable: 28%
- Detail/Finish: 39%
Maslow’s Hierarchy of Needs

- **Physiological needs:** food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige and feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities

Self-fulfillment needs

Psychological needs

Basic needs
Self-actualisation:
creative thinking and activities

Basic needs:
security, safety, shelter, food.

Maslow's Hierarchy of Needs
Zones

- Zone of Agreement
- Zone of Enterprise
<table>
<thead>
<tr>
<th>Personal Position</th>
<th>Love change, let’s move forward, it looks exciting and DO IT NOW</th>
<th>Small percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Radicals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Progressives</td>
<td>Like new initiatives, change is exciting, lets look at the whole picture</td>
<td>Make up the largest portion of any group</td>
</tr>
<tr>
<td>Conservatives</td>
<td>Can see the need for some change, but let’s be really careful and do it slowly</td>
<td></td>
</tr>
<tr>
<td>Traditionalists</td>
<td>Don’t like change. It works OK always has why change ANYTHING.</td>
<td>Small percentage</td>
</tr>
</tbody>
</table>
Summing Up

• Growing Together means thinking about tomorrow.
• Thinking about tomorrow – Where are you focused?
• Listening to the new ideas – Are you hearing the Openness?
• Allowing for imaginative thinking – Are people at Maslow’s top level?
• Together – have you focused on the future and thought through the areas that will be common for all?
• Do you understand the powers of position?
Final Thought

CHANGE
The hardest part is starting. Once we get that out of the way, we'll find the rest of the journey much easier.
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