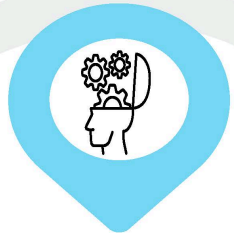


Increasing Capability in Teams

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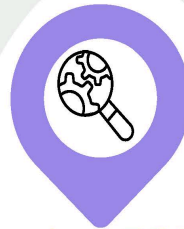
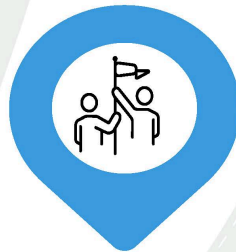
Intuitive PIVOT

Counterintuitive behavior is the key to further steps.

What got the leader where she is will not get her to where she needs to be.

Delegation PIVOT

Delegate outcomes not merely tasks. Less managing work and more developing people.



Attention PIVOT

Lead the entire team more and individuals less. Be aware of the team as a team: Is it developing & maturing as a unit? Shift from mere personal to team responsibility.



Work PIVOT

Do less direct (operations, authority) work & more indirect (executive, influence) work. See the whole organization & not just its parts.



Style PIVOT

Give less attention to "efficiency" & create an environment for team performance. Mistakes are training for learning & reflection = larger outcomes, long-term & expansive perspective.



LEARNING & GROWTH MINDSET



1

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OWNERSHIP

Ultimately, we take ownership of our own development and embrace the learning journey.

VULNERABILITY

Learning new and challenging concepts requires emotional strength. Learning involves letting go of control.

The CHALLENGE

Unconscious Competence
Conscious Competence
Conscious Incompetence
Unconscious Incompetence

Dweck: Implicit Theory of Intelligence -- Entity or Incremental

UNLEARNING

Learning is letting go of old habits, beliefs, and ideas that no longer serve us.

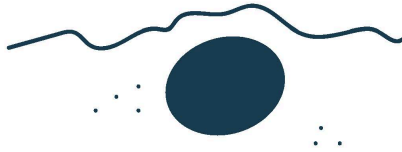
UNCERTAINTY

High-level learning requires faith and risk. The more we learn the more we come to terms with our limitations.

Cultivating a New Leadership Mindset

Doing & Reacting → Reflecting & Leading

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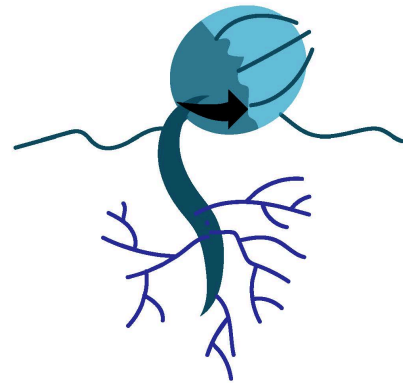


BURIED

"Hitting the Wall"

Counter-Intuitive

Unconscious Incompetence



BUDDING

New Mindset & Skillset

Coaching & Personal Support .



BLOOMING

.Adaptive Leadership Thinking

Team Intelligence

Non-Anxious & Strategic Clarity