

P.A.U.S.E. for healthy resilience

P Purpose

A Attitude

U Understand

What's needed of me in this moment? With cognitive agility I am able to reflect and separate feelings from fact. I listen to understand (not just to respond). I am able to focus on what is in my control or that I can influence and accept and adapt to what I cannot control.

S Support

E Energy

“Happiness and freedom begin with a clear understanding of one principle.
Some things are within your control, and some things are not.”

Epictetus

Cognitive Agility

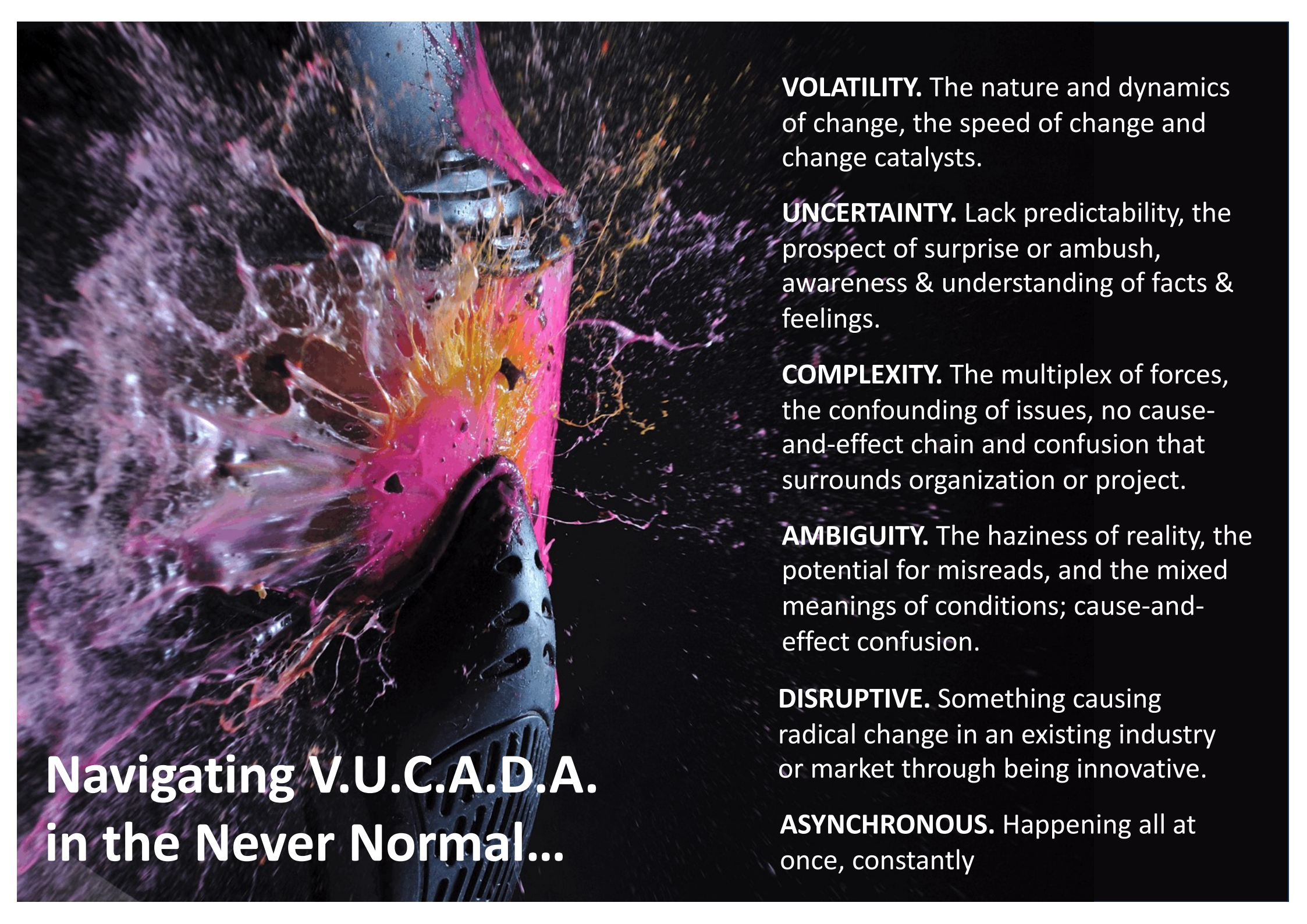
Ability to move between openness and focus

Speed with agility to respond, to pivot, to reframe

What is needed of me right now? The leadership ask?

Divergent : Open, expansive, coaching Convergent : Focus, decisive, directive





Navigating V.U.C.A.D.A. in the Never Normal...

VOLATILITY. The nature and dynamics of change, the speed of change and change catalysts.

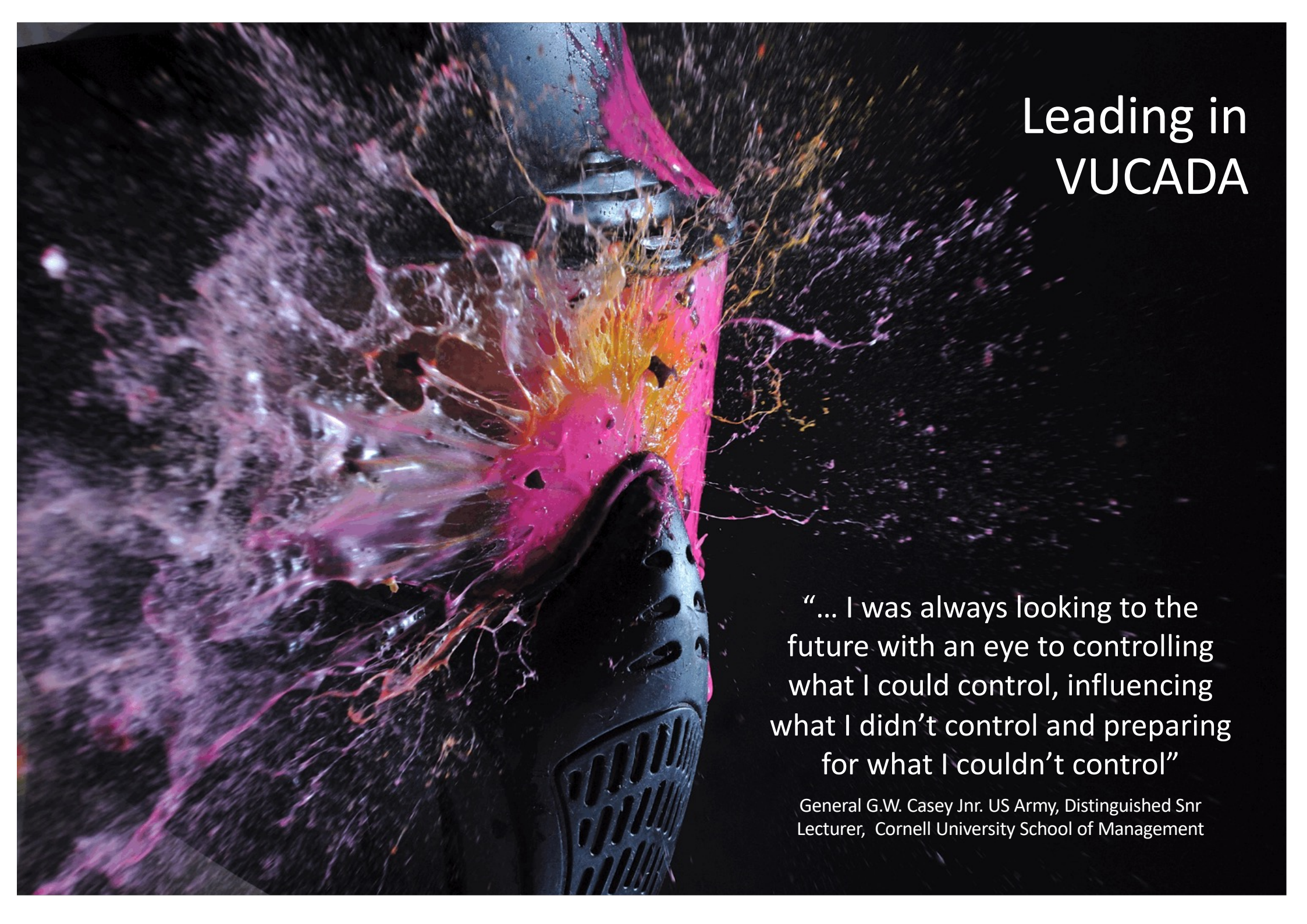
UNCERTAINTY. Lack predictability, the prospect of surprise or ambush, awareness & understanding of facts & feelings.

COMPLEXITY. The multiplex of forces, the confounding of issues, no cause-and-effect chain and confusion that surrounds organization or project.

AMBIGUITY. The haziness of reality, the potential for misreads, and the mixed meanings of conditions; cause-and-effect confusion.

DISRUPTIVE. Something causing radical change in an existing industry or market through being innovative.

ASYNCHRONOUS. Happening all at once, constantly



Leading in VUCADA

“... I was always looking to the future with an eye to controlling what I could control, influencing what I didn't control and preparing for what I couldn't control”

General G.W. Casey Jnr. US Army, Distinguished Snr Lecturer, Cornell University School of Management

Creating the space for greatness...

“People think focus means saying yes to the thing you’ve got to focus on...it means saying no to the hundred other good ideas that there are. You must pick carefully.” Steve Jobs



Prioritization

is a list of everything you can do. Often in some order of importance.

It is the 1st step we and our teams do well.

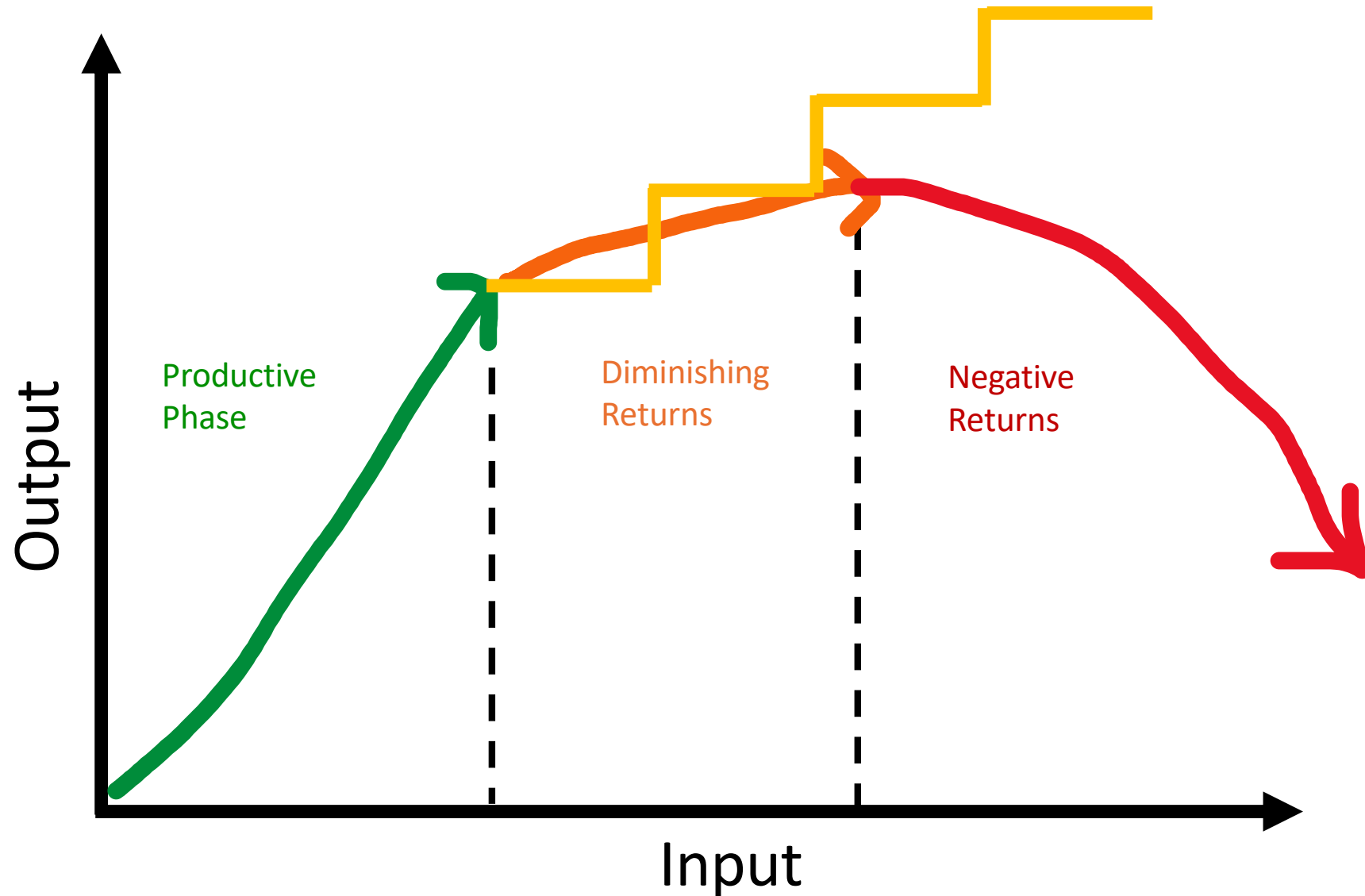
Focus

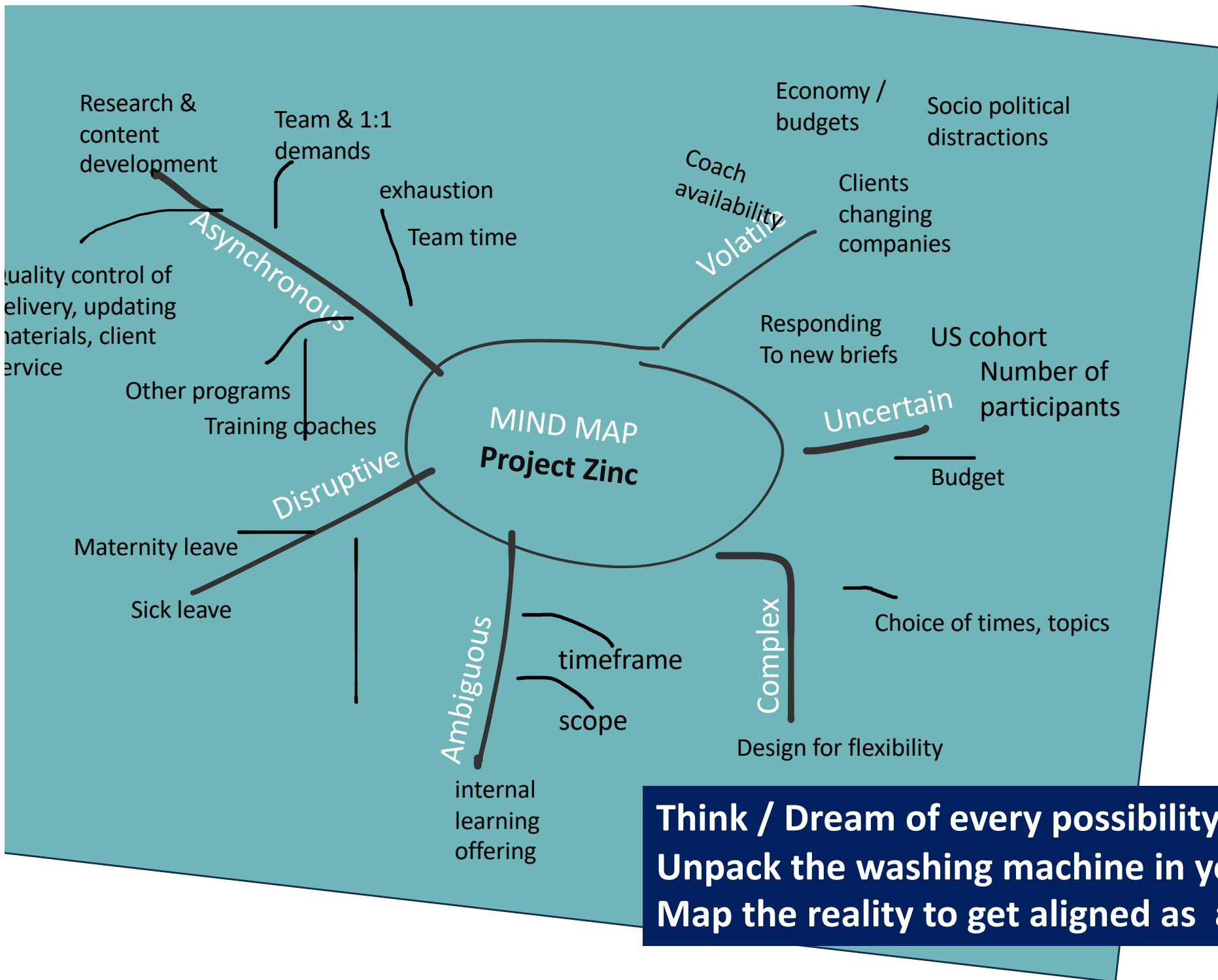
is deciding **what and when to stop**. This creates space and conviction to succeed and achieve.

It is the hard step we find hard and often avoid.

Put the PUSH & PACE into the PIVOT

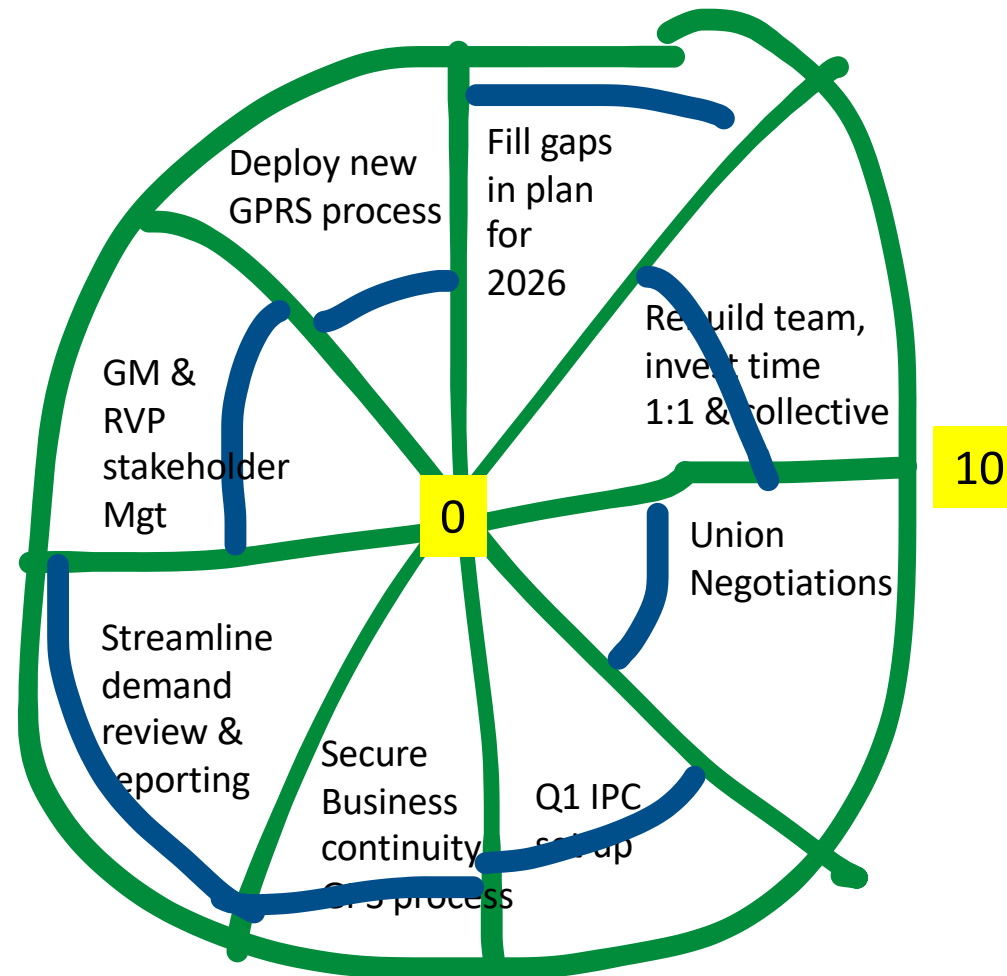
The Law of diminishing returns



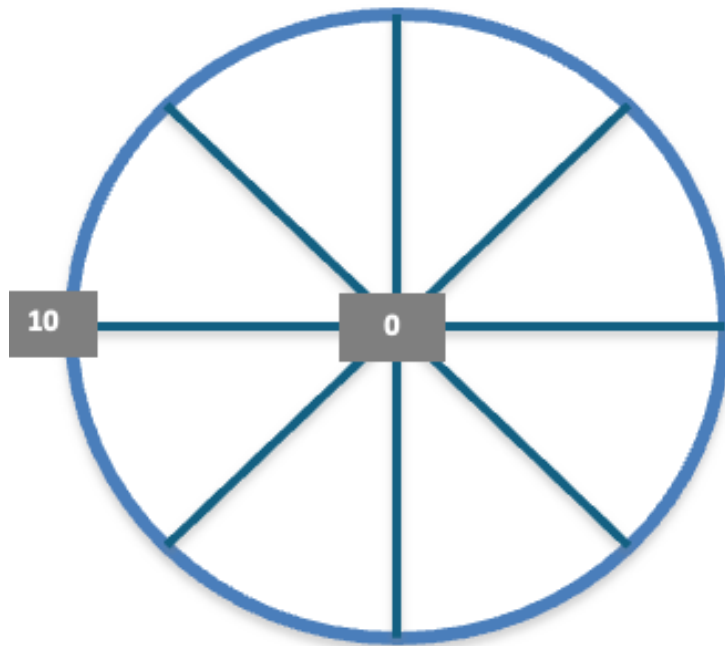


Think / Dream of every possibility
Unpack the washing machine in your head.
Map the reality to get aligned as a team.

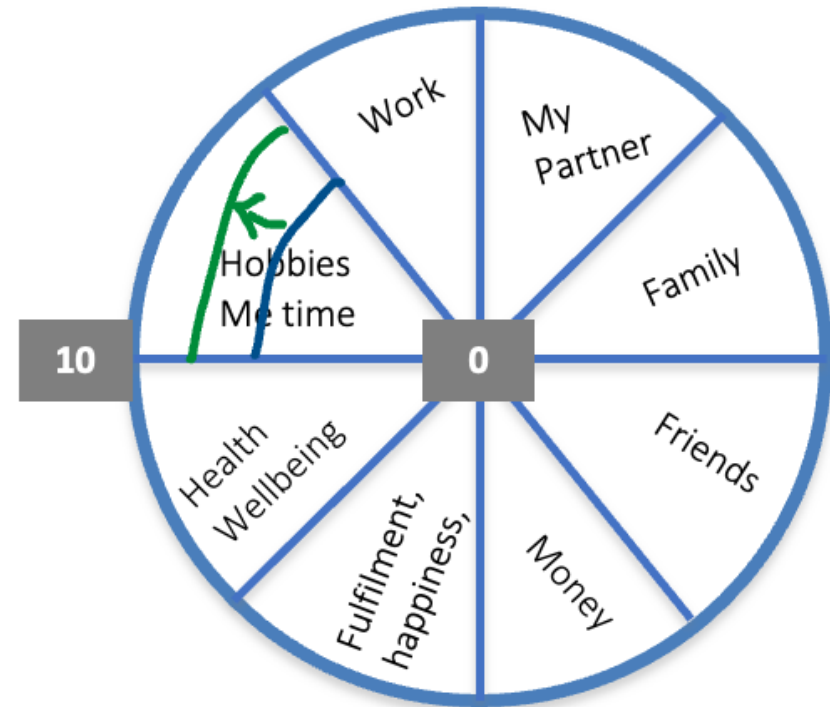
Unpacking overwhelm with the Wheel of Anything



Wheel of Anything



Wheel of Life



How satisfied am I with each piece of pie?

0 = total dissatisfaction

10 = total satisfaction

7 is the number of magic momentum

Health Check

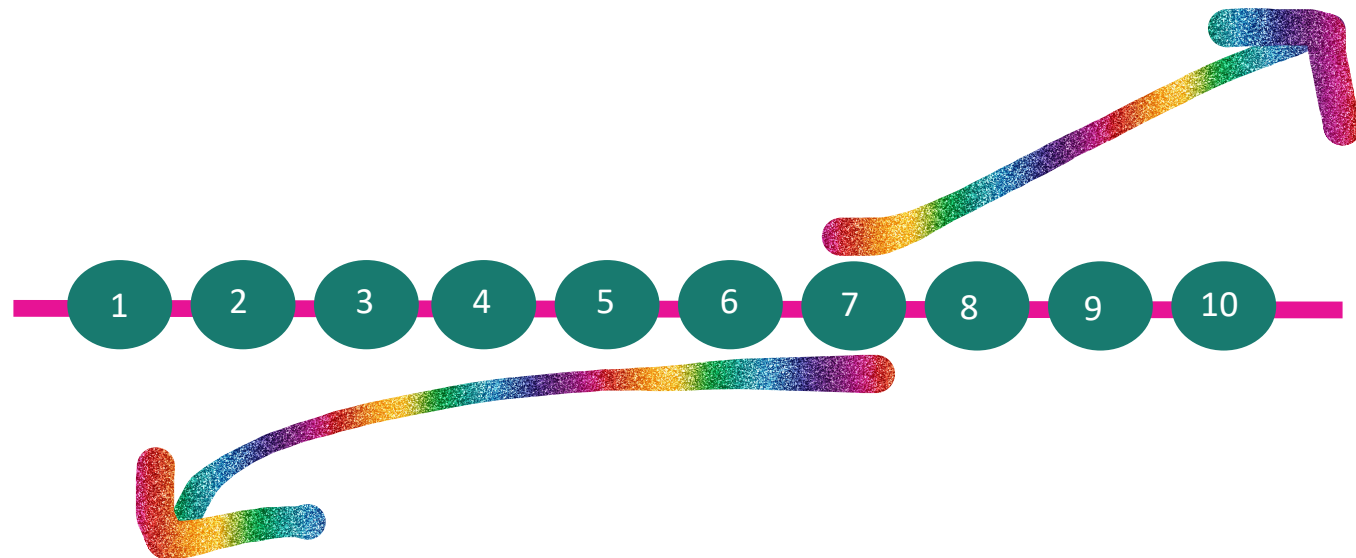
→7 is the magic number in momentum of behavioural change

How motivated are you? How important is this?

How hard does it feel? How excited are you?

If you are a 6, what could you do to make it a 7? Or a 7.5?

Are there any barriers we should call out now and think about?

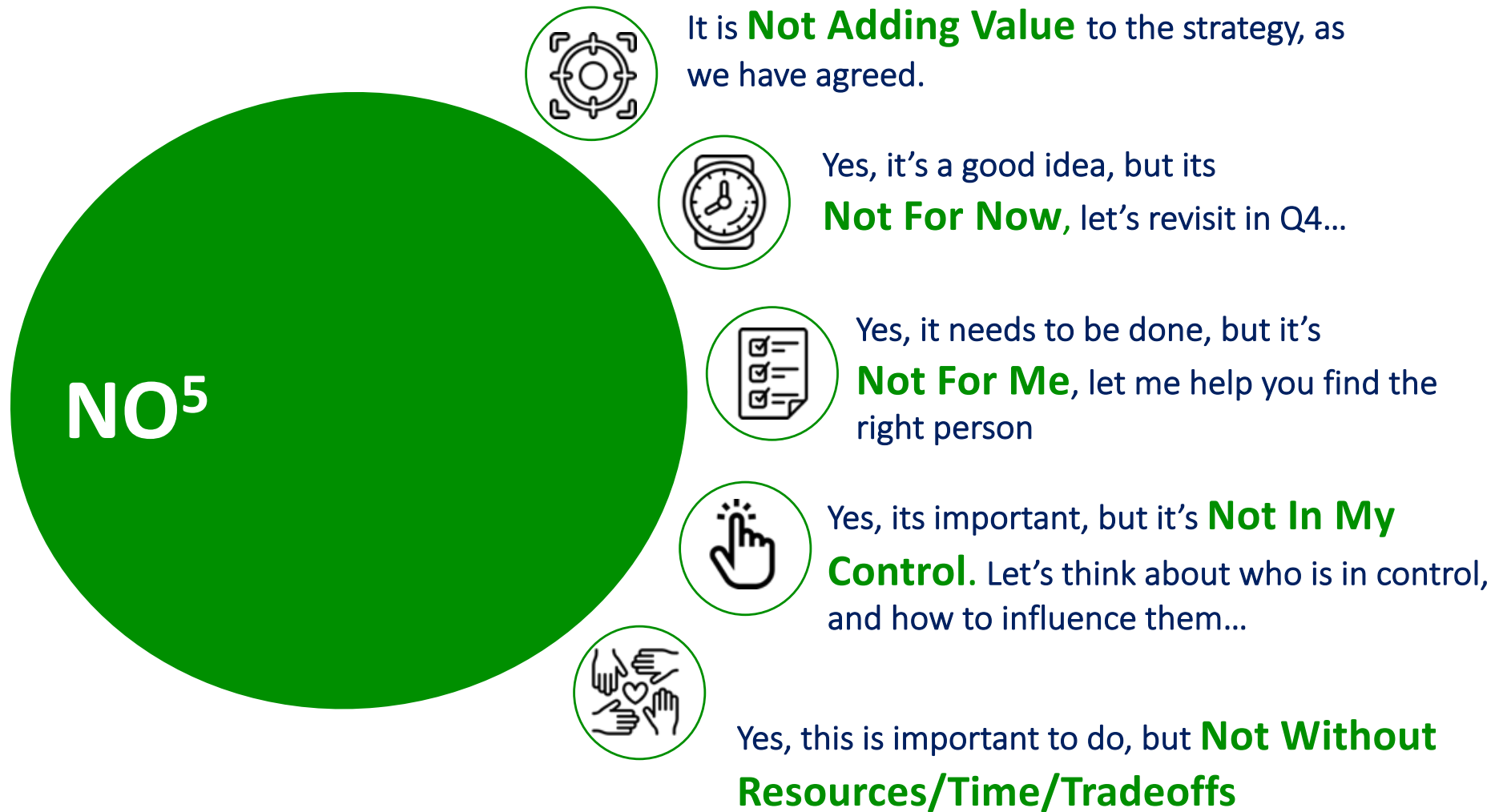


Control what's
IN MY CONTROL

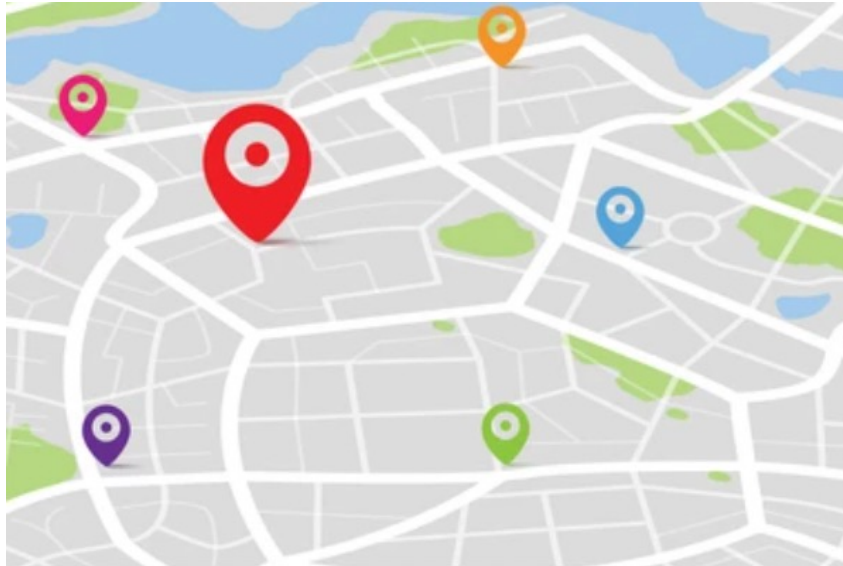
Influence what
I DON'T CONTROL

Prepare or
let go of what
I CAN'T CONTROL

Managing Expectations & boundaries with the Strategic No⁵



If we are not all aligned on the same destination...



How can we EVER agree if we turn left or right to get there?

WHAT QUESTIONS

1

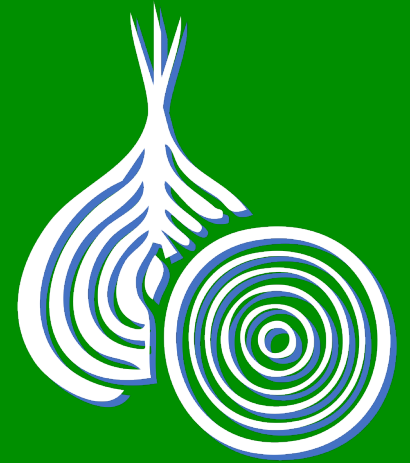
Describe all surface symptoms

2

Peel back layers of underlying conditions

3

Get to the root cause of what WE want to impact or change.
What does success look like?
What will shift the needle?



What do I / we want?

How will I / we achieve it?

Accountability for Action?

Timeframe?

Complete in order, written down, in full
to refine and frame thinking, drive
ownership and ensure action.

Great Open questions to help peel the onion & get to the root cause of what you really want to achieve.

- What do you want? What does success look like?
- Visualise your successful outcome. Describe it. What will be different?
- What is the reality? What are all the “symptoms” around this topic?
- What are any assumptions you might be making?
- What are the barriers to success? What are the opportunities?
- What is the reality for all the stakeholders involved? Map them and their needs..
- Walking in the other person’s shoes, what would they think, feel or do in response to your ambition?
- What’s the benefit of doing this? What is the impact of doing nothing?
- If you knew you could not fail, what would you do? What does your intuition tell you?
- Say what you feel out loud... if someone else said this, what advice would you give them?
- What will be different in the future when you have achieved/done this?
- What motivates you to do / want this?
- What would the person you most admire think of this?
- What words would you use to explain this to a 10-year-old?

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