

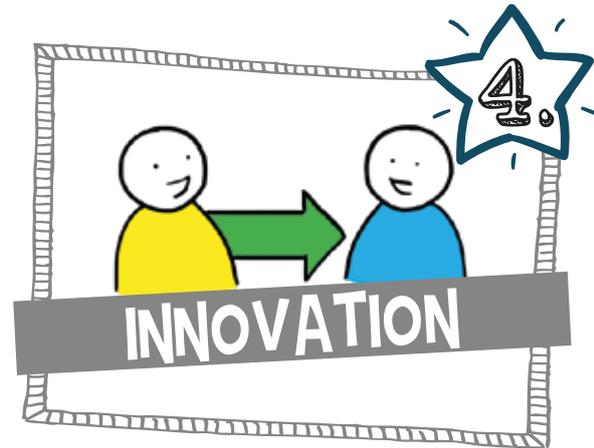
# SERVANT LEADERSHIP

## SKILL GUIDE

There's a lot written about the need for leaders to innovate, less written about different styles of innovator.

Few of us can be a Gates or Jobs, more of us can build on the ideas of others asking 'what if?' (adaptor innovator), keep creative energy going (enthusiastic innovator) or sniff out potential (detector innovators). Innovation is fuelled as much by analytical as creative thinking. Innovators are often as resilient or courageous as creative.

**Innovation cannot be taught, it has to be tried so give it a go!**



## SELF-ASSESS

Why not use this simple self-assessment scale to consider your strength in this area, share your self assessment with someone whose opinion you value, do they agree with your assessment? How do they see you demonstrate this skill? What might you do to maintain or improve your skills?

Less attracted to exploring new ideas or approaches, leaves things 'well enough alone', avoids unnecessary risks. An under developed environmental radar, ie isn't aware of macro trends.

This scale extends left to right across a range of competence. Read the descriptors at either end of the scale and mark the box closest to your current state.

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Feeling comfortable in fast-changing environments, being willing to take risks and consider new approaches. Looking beyond the past and present to develop a vision for the future is common. Scans the horizon for ideas to adapt or adopt.

## DEVELOPING INNOVATION

- **INNOVATION CANNOT BE TAUGHT BUT CREATIVITY TECHNIQUES CAN BE LEARNT, EVEN SIMPLE BRAINSTORMING OR IDEA HARVESTING GAMES CAN KICK START IDEAS. TRY [MYCOTED.COM](http://MYCOTED.COM) FOR A WHOLE RANGE OF TECHNIQUES AND IDEAS**
- **MASTER THE MESSAGE; SUCCESSFUL INNOVATION USUALLY REQUIRES A HIGH LEVEL OF COLLABORATION AND WELL DEVELOPED COMMUNICATION SKILLS. PRACTICE FRAMING, PITCHING AND EVEN DRAWING OUT YOUR IDEA OR VISION**
- **PRACTICE THE THREE IFS; START BY TAKING AN EXISTING SUBJECT AND ASKING THESE THREE QUESTIONS**
  - WHAT WOULD HAPPEN IF I CHANGE IT? WHAT WOULD I CHANGE TO MAKE IT FASTER - LIGHTER - CHEAPER- ATTRACTIVE TO CHILDREN?
  - WHAT WOULD I CHANGE ABOUT THIS OBJECT?
  - WHAT IF I HAD NO BARRIERS?
- **COMMIT TO THINKING TIME; IDEAS NEED TIME TO FORM AND BREW, WHERE DO YOU DO YOUR BEST THINKING? HOW DO YOU BUILD REFLECTION AND OBSERVATION INTO YOUR DIARY?**

## NOTES

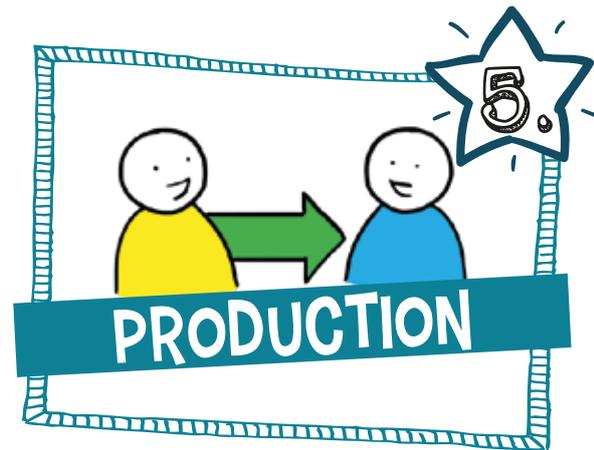
# SERVANT LEADERSHIP

## SKILL GUIDE

Servant Leaders hold high expectations for themselves and others and push both to achieve high results. They do this by facilitating an environment that creates results. They understand their teams strengths and how to leverage these best to contribute to success.

Servant Leaders apply a mix of structured analysis and intuition, what they absolutely don't do is deter or defer progress, the realm of control and command leaders.

**Production is all about getting stuff done, clearing a delivery path and enables themselves and others to step forward.**



### SELF-ASSESS

**Why not use this simple self-assessment scale to consider your strength in this area, share your self assessment with someone whose opinion you value, do they agree with your assessment? How do they see you demonstrate this skill? What might you do to maintain or improve your skills?**

Settles for 'just enough', less apt to demand high performance from others. May struggle to monitor and track progress effectively or set clear or stretching objectives.

This scale extends left to right across a range of competence. Read the descriptors at either end of the scale and mark the box closest to your current state.

Expects a great deal from yourself and others, sets high goals and works hard to achieve them. Tracks and monitors progress, clear on what 'done' is.

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### DEVELOPING PRODUCTION

- CHECK YOUR OBJECTIVES - ARE YOUR OWN AND THE OBJECTIVES YOU HELP SET CSMART? PRACTICE THINKING - AND WRITING DOWN - WHAT 'DONE' LOOKS LIKE. IF YOU'RE NOT CLEAR CHANGES ARE YOU WON'T ACHIEVE YOUR OBJECTIVE
- INSPECT WHAT YOU EXPECT - NOT A CLICHÉ! MONITORING PROGRESS AND RESULTS IS KEY. ARE YOUR TEAM CLEAR ON HOW AND WHEN TO UPDATE YOU AND STAKEHOLDERS?
- CELEBRATE & RECOGNISE AS YOU GO - EVEN SMALL INCREMENTAL PROGRESS IS PROGRESS, TAKE THE TIME TO SAY THANKS - BEING SPECIFIC ABOUT THE CONTRIBUTION OF INDIVIDUALS. NO NEED TO SAVE UP THANKS!
- PRODUCTION IS LINKED EXPLICITLY TO FLOW, THAT IS CREATING THE PROCESSES AND ENVIRONMENT FOR WORK TO FLOW AND TURN INTO VALUE WITH MINIMAL DELAY. SPEND SOME TIME LOOKING AT FLOW AND CONSIDER HOW YOU MIGHT NEED TO REDUCE WORK IN PROGRESS, UNDERSTAND -AND FREE UP- CAPACITY TO GET TO VALUE FASTER.

### NOTES

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