

## The I & O stones

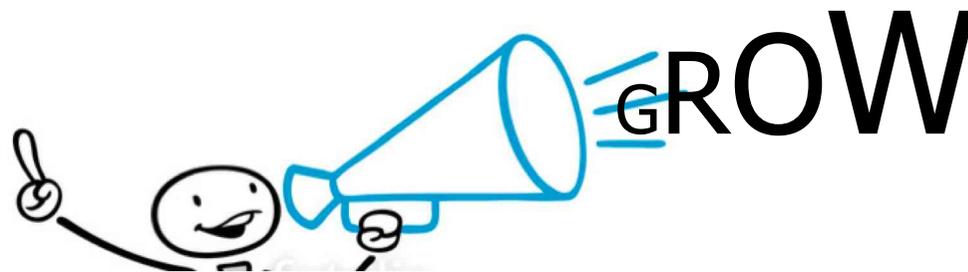


1 What have **I** done recently that I am really pleased with?

2 a) What have **O**thers done that I am really pleased with?  
b) How did I react to that?

Why is it good to talk/think about these things?

Everything you  
focus on seem to...



Why is it good to  
talk/think about  
these things?

You:

1 How long have you been a leader/manager or in your current role?

- 0-3 years?
- 4-10 years?
- more than 10 years

2 On a scale from 0-10...  
Where 10 stands for that you are leading/working the way you want and 0 for the opposite, where are you today?

Me:

Swimmer,  
kayaking, hiking ,  
teacher, headmaster,  
Owner/marketing director professional magazine,  
trainer, facilitator  
coach,  
consultant  
author/writer of this book

My focus:

Developing  
leaders and management teams

Me:

Tips and tools –  
about how I work with newly employed leaders  
(and others)

You:

Listen  
Reflect  
Talk in small teams

Orientation – "hurry slowly" – in what kind of organisation?

- skynda långsamt, festina lente

complicated or **complex?**

What kind of leaders would they like to be?

interesting or **interested?**

telling or **asking?**

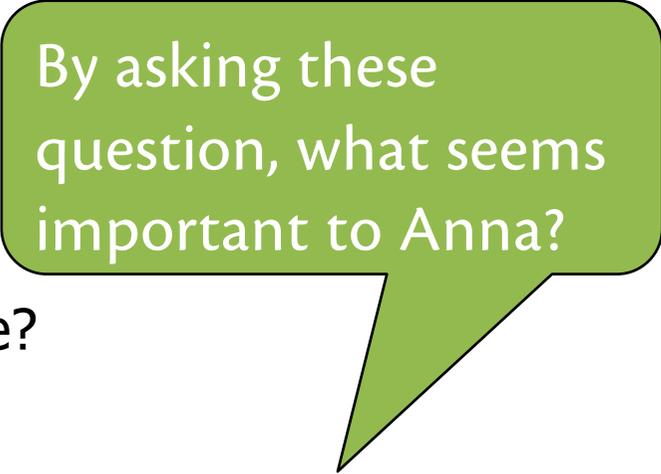
What should they focus on?

What's not working or **what's working?**

What's worse or **what's better?**

## **Orientation talk (getting to know each other ) – questions from Anna**

1. What would you like me to know about you?
2. What does your main assignment look like?
3. How would you describe your prerequisites/conditions to succeed in your profession?
4. How *do you act* to accomplish a well functioning cooperation between you and me?
5. Something else you would like to add?



By asking these question, what seems important to Anna?

## Speaking of better

1 Who wants to become a better leader (or better in their role)?  
(remember where you were on scale 0-10?)

2 What does it take to become a better leader (or better in your role)?  
Please guess what have I written on next slide

## Speaking of better

In order to become a better leader (or role)...

*...you need to do something different (ly),  
that will gain your business/organisation!*

- different could be
  - more/less of
  - stop/begin doing something

**Better is better than good!**

## Speaking of better

### Better for

- The 6-year old
- The teenager
- Me as a swimmer
- The 86-year old

What is the highest motivational factor in working life?

*Making progress... in meaningful stuff!*

## **The Power of Small Wins**

Teresa Amabile, Harvard Business School

"Anti-buzz"

Exercise:

*What has become better the year before you started?*

What are the benefits of asking such a question?

Remember:

"Hurry slowly"

- skynda långsamt, festina lente

The one and single question – in a yearly employe talk – could be:

Looking back, a year from now:



**What are you better at?**

So... what are  
YOU better at?

Identify progress

How do you notice...

- on yourself?
- on others?

Identify benefits

What are the benefits of being better at this

- for your organisation?
- for yourself?

*What* and *who* has helped you to become better?

Identify  
resources

Suppose we meet again, in the future   
a year from now, what would you like to answer  
to the same question:

**What are you better at?**

Identify progress  
"in future"

How would you notice...

- on yourself?
- on others?

What would be the benefits of being better  
at this

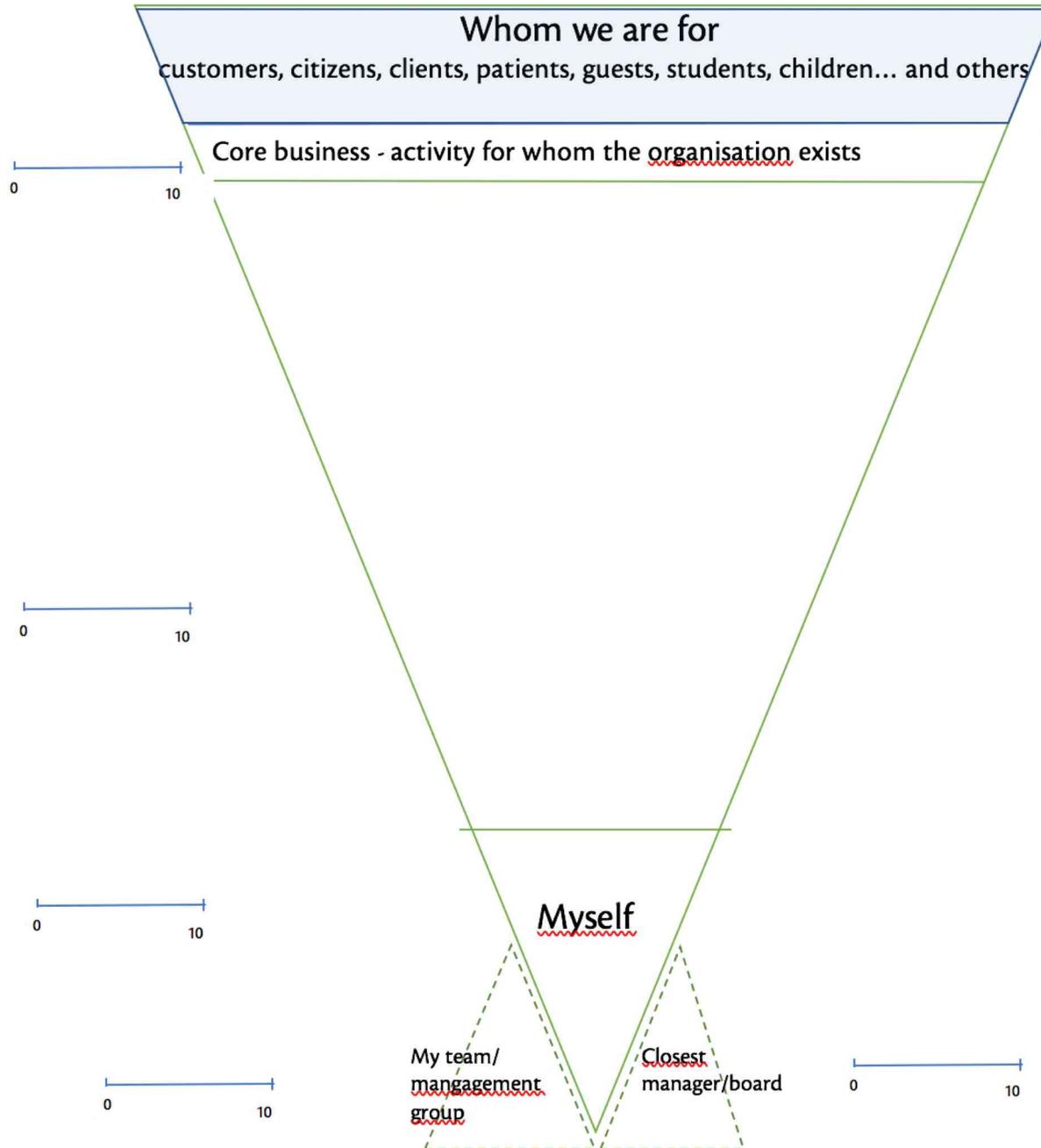
- for your organisation?
- for yourself?

Identify benefits  
"in future"

*What* and *who* would be of help to become better?

Identify  
resources  
"in future"

# Journal of Progress (+ scaling)



Water the flowers, not the weeds!

*Vattna blommorna,  
inte ogräset!*

Tack så mycket...  
och kom ihåg:

