Effective Leadership Through Simplicity
Do We Live in a Complicated World?
Does it Need to be this Complicated?
The Power of Simple
Making the simple complicated is commonplace; making the complicated simple, awesomely simple, that’s creativity.

— Charles Mingus
Creativity

The ability to look at the same thing as everyone else, but see something different.
Why?
Have you ever had a really big secret?

Tom Hanks
Big
Extended Edition
Keys to Effective Leadership Through Simplicity
Awareness of Self and Others
What is your Behavioral Style?

- **Calculator**
  - Deliberate
  - Risk/Change Averse

- **Driver**
  - Fast
  - Likes Risk/Change

- **Supporter**
  - Task-Focus

- **Influencer**
  - People-Focus

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Developing and Cultivating Relationships
Trust
The Five Dysfunctions of a Team

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results
The Speed of Trust

- When Trust Increases .......... Speed Costs
- When Trust Decreases .......... Speed Costs
Effective Communication
Teachers
# Johari Window

<table>
<thead>
<tr>
<th>You Know, Others Know</th>
<th>You Don’t Know, But Others Do</th>
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<td>You Know, But Others Don’t</td>
<td>You Don’t Know, Others Don’t Know</td>
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Connection
If you can’t explain it **simply**, you don’t understand it well enough.

– Albert Einstein
Simple Means Connected With Intention

Design
- Vision
- Culture
- Leadership
- Differentiation

 Align
- Strategy
- Process
- Structure
- Measures

 Deliver
- People
- Innovation
- Initiatives
- Accountability
Change
Effective Change Deals with Emotions

- **Endings**
  - Denial
  - Anxiety
  - Shock
  - Productivity

- **Exploration**
  - Fear
  - Anger
  - Frustration
  - Confusion
  - Stress
  - Approach-Avoidance

- **New Beginnings**
  - Enthusiasm
  - Energy
  - Hope
  - Impatience
  - Acceptance
  - Skepticism
  - Creativity

**Reconciliation**

**Reorientation**

**Recommitment**
Own the Environment
$$B = f(P, E)$$

Behavior is the Function of the Person and their Environment

Source: Kurt Levin, 1947
Simple Takeaways

- Take Inventory/ Gather Feedback
- Awareness
- Build Trusting Relationships
- Simplify Communications
- Unleash the Power of the “One Pager”
- Address Emotions when Leading Change
- Own the Environment
Thank You!

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<th>Derrick Strand</th>
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<tr>
<td><strong>Email:</strong></td>
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<tr>
<td><strong>Telephone:</strong></td>
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