

The Ten Commandments
for (Im)Perfect Leaders



High Performing Teams

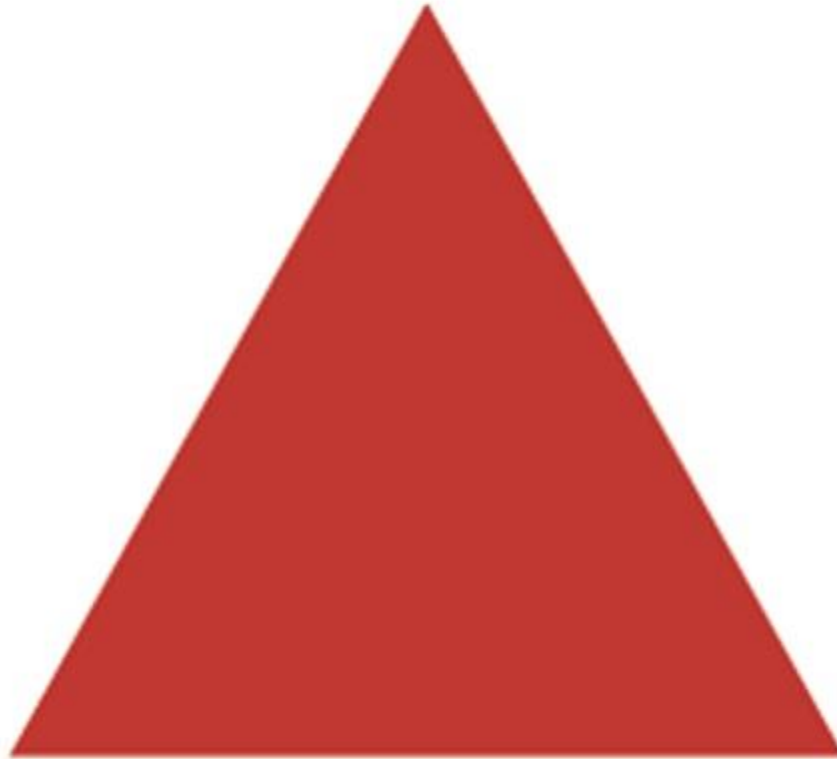
*The following material is based on my book **"The Human Way – The Ten Commandments for (Im)Perfect Leaders"**.*

Our evidence based approach to organizational development begins with the individual's motivation and builds into the group and organizational perspective.

Our pragmatic approach helps you get everyone onboard and committed so you can succeed with driving change and implementing strategies.

Motivaton: The building blocks

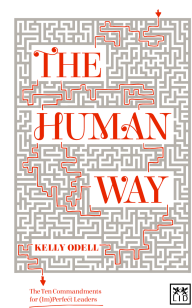
Competence



Autonomy

Relatedness

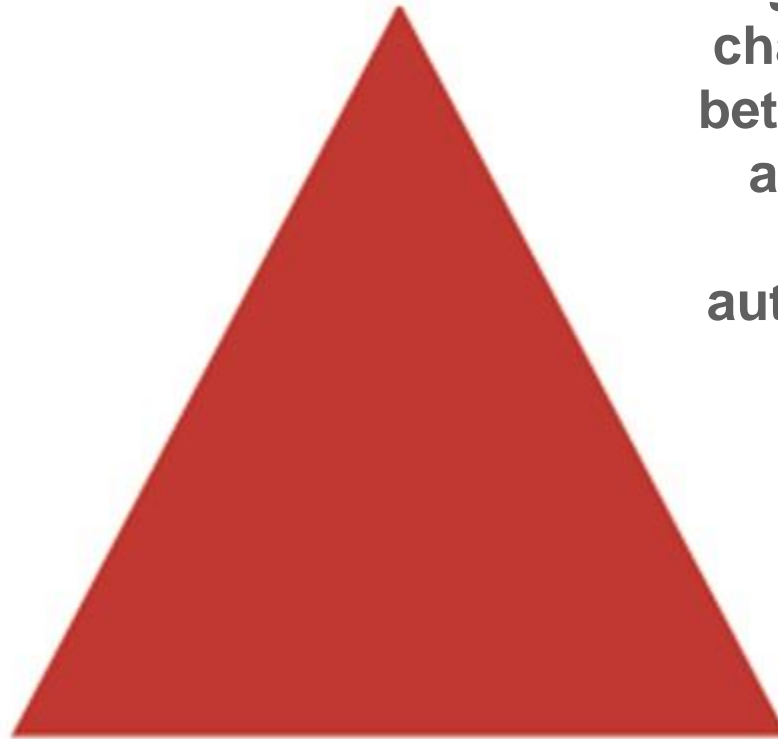
Why We Do What We Do
Edward Deci och Richard Flaste



High performing teams

Purpose

High performing teams are characterized by a balance between the groups need to acheive its purpose and individuals ned for autonomy and relatedness.

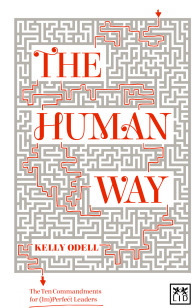


Autonomy

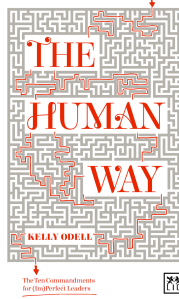
Relatedness

Arbetsgrupper med utvecklings- och förändringsuppdrag

Sven Kylén

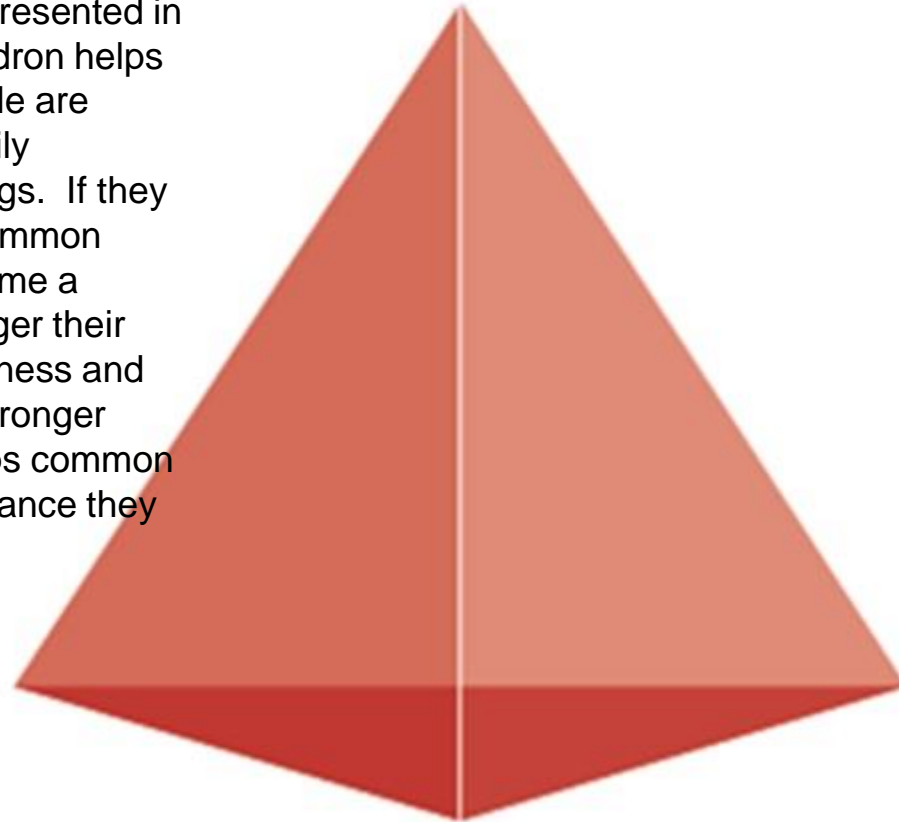


Individual motivation and group performance



Individual motivation as represented in the bottom side of the tetradron helps us understand that all people are motivated but not necessarily motivated for the same things. If they become united around a common purpose or goals they become a functional group. The stronger their sense of autonomy, relatedness and competence are, and the stronger their unity around the groups common purpose the higher performance they will achieve.

Autonomy

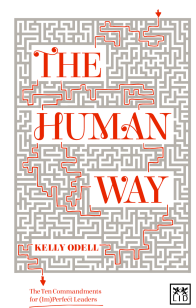


Purpose

Competence

Relatedness

The Human Way
Kelly Odell



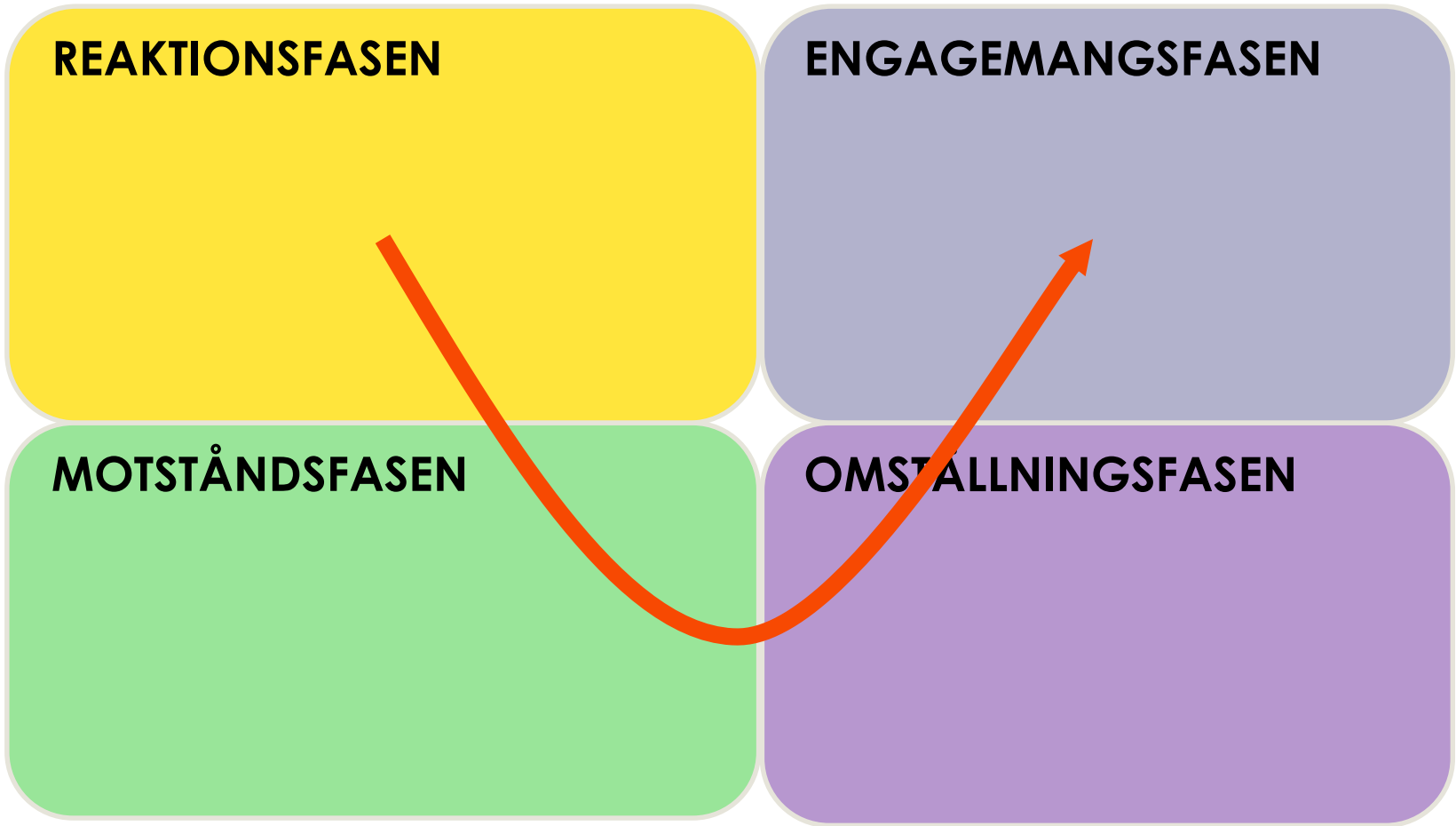
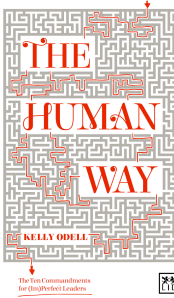
We may not always be able to influence change but we can steer how change affects our lives through our attitudes and actions


Three fundamental strategies

1. Accept things as they are
2. Change the environment
3. Change environments



Förändringens 4 faser (Scott & Jaffe)



A silhouette of a person hanging from a rope against a bright, glowing sunset or sunrise over the ocean. The person is positioned in the upper right quadrant, with their arms raised and hands gripping the rope. The background is a vibrant gradient of yellow, orange, and red, with the sun low on the horizon. The ocean waves are visible in the foreground, and the sky is dark above the horizon line.

Those who succeed are
not the ones who never
fail, they are the ones
who never give up.

Kelly Odell