The Power of Facilitation and Communication in partnership

Image courtesy of the #Eurocomm18 team
WHAT DOES IT TAKE FOR PEOPLE TO ALIGN BEHIND CHANGE?
UNDERSTAND THE VALUE OF OUR WORK — TO COMMUNE

CO-CREATE + COLLABORATE

SHARE BIRDS EYE VIEW (FROM OUR VANTAGE POINT)

COLLABORATE WITH LATERAL PEERS

ASK QUESTION

COLLABORATE

OPEN UP THE PROCESS

IDENTIFY, HIGHLIGHT IN-NETWORK EXPERTISE

SKILLSHARE, INVOLVE NETWORK IN THE DESIGN

Community of Experts

Encourage the Leadership

Recognize Contributions
Let's explore what's good, difficult - and can be done differently - together
Strategy Development Horizons

1 week | 1 Month | 1 Quarter | 1 Year | 3 years | 10 years | 100 years

- Organisation-wide values
- Organisation-wide vision
- Organisation-wide mission
- Team vision
- Team mission
- Personal values
- Personal vision
- Personal mission

What I do | What my team does | What the org does
#ECCASE: The IABC Global Standard

**Ethics**

**Consistency**

**Context**

**Analysis**

**Strategy**

**Engagement**

*Use well-established standards and methodologies*
#ETHICS
IABC’s Code of Ethics (summarised)

I am honest
I communicate accurate information
I obey laws and public policies
I protect confidential information
I support the ideals of free speech
I am sensitive to others

I give credit to others for their work
I do not use confidential information
I do not represent conflicting or competing interests
I do not accept undisclosed gifts or payments
I do not guarantee results
Code of Ethics

1. Client Service
2. Conflict of Interest
3. Group Autonomy
4. Processes, Methods and Tools
5. Respect, Safety, Equity and Trust
6. Stewardship of Process
7. Confidentiality
8. Professional Development
Q is for Questioning

Organisations tend to ignore or marginalise people who ask questions. They are labelled as not being team players.
#CONSISTENCY
Consistency is often wrongly associated with sameness, but it can mean consistently distinctive and vibrant.

David Airey
GOOGLE 1998
Facebook launches 2004
Banking crisis 2007
ACER 2006
Social media born 2008
Graduate uni 2009
Millenium Bug 2000
Typesetting to digital numbers 2000
iPhone launches 2007
Global Financial Crisis 2008
Anannual report 2015
THE BIG CONVERSATION

DATA

ANXIETY

ALWAYS ON INTEGRATED

CHANGE

MOBILE GYM!

NEW GEN EMPLOYEES

WHAT DO YOU MEAN YOU DON'T WANT ONE?

NOT AGAIN!

ELEPHANT TRAP

VISION

EVER CHANGING

VISION OR VISUALISATION

DIRECTION OF TRAVEL

END POINT?

TRAINED/MEASURED/CLEAR

AUDIENCES

FEED

STRUCTURED

BE CREATIVE

 WHICH HAT?

INTERESTING

CONVERSATION

QUESTIONS

_CONNECTION

DIFFERENT PART OF THE BRAIN

TECH STICKY WALL

ANALYSIS

FACE TO FACE

SECURITY

AGILITY

PEOPLE

ENABLING

WIN WIN

FORCED CHANGE

HARMONY

WITHIN - WITHOUT

RISK

RETHINK

COMMS

CHANNELS

OPPORTUNITY

FREE

CHOCOLATE

SOCIAL MEDIA SPEED

DESIGN TEAM

IDEAS

VISUAL STORM

COURAVEL

WEDNESDAY 17TH MAY 2017
Dare to ask outrageous questions

#ANALYSIS
#STRATEGY
Questions for reflection

// Board level
-- Are we primarily focused on vision & values?
- Is our horizon 3, 10, 100 years?
- Does our mission align?
- Does it draw on our strengths and our leaders?
- Is it clear? Does it scale our intent?

// Departmental / Team
-- Is our vision for the department aligned?
- Do we walk and talk the org values?
- Is the mission clear?
- Are we all on the same page?

// Individual
-- Do my personal values align all the way?
- What is my vision?
- What is my mission?
- What does success look like for me?
-- Across these time horizons?

Organisation-wide values
Organisation-wide vision
Organisation-wide mission
Team vision
Team mission
Personal values
Personal vision
Personal mission

1 week | 1 Month | 1 Quarter | 1 Year | 3 years | 10 years | 100 years
#ENGAGEMENT
Strategy Development Choices

YOU
MAY
PICK
TWO

Aligned
Cheap
Participative
#FacPower