

## HOW OPEN-MINDED LEADERSHIP ENCOURAGES GROWTH, DIVERSITY & INNOVATION

### WHAT MAKES A GREAT LEADER?

It's **NOT** having a title, a team or years of experience, it **IS** how you behave and lead by example.

### THE 3 'L'S OF AN OPEN-MINDED LEADER

**Listen Actively:** Not to respond, but to understand. Listen to different voices, including the quietest person in the room.

**Learn Forever:** Always seek out perspectives and new ways of doing things.

**Lead:** Even when you can't see a clear path in front of you.

### AN OPEN-MINDED LEADER IS

**O**pen to different perspectives.

**P**uts people before their identity.

**E**nsures everyone belongs.

**N**ew ways of doing things.

**WHEN YOU'RE HIRING, DON'T LOOK FOR PEOPLE THAT WILL BLEND IN WITH YOUR TEAM. LOOK FOR PEOPLE THAT WILL ADD TO IT.**

### BE THE CHANGE

- Ask questions no-one has asked before, and challenge old ways.
- Be willing to 'unlearn' your preconceptions.
- Remember change doesn't happen in waves, but needlepoint moves.
- Ask yourself, **what can I do differently, now that I know differently?**

### 5 WAYS TO REDUCE BIAS IN INDIVIDUAL DECISION-MAKING.

1. Consider the opposite outcome.
2. Forecast twice (check your work).
3. Take an outsider's view.
4. Give low, medium & high estimates.
5. Builds mechanisms for feedback.

### 5 WAYS TO REDUCE BIAS IN GROUP DECISION-MAKING.

1. Build a **critical-thinking culture**.
2. Gather points of view privately.
3. Make a premortem (what could go wrong with your strategy?)
4. Appoint a 'Red Team' to tear your strategy apart.
5. Choose from a complete set of **alternatives**.

**MOST OF US AREN'T BORN WITH CONFIDENCE. HAVE THE COURAGE TO DO HARD THINGS, EVEN THOUGH YOU'RE AFRAID.**

### WE'RE ALL SUBCONSCIOUSLY BIASED

**Overconfidence Bias:** Believing you're 100% right puts you in the danger zone.

**Availability Bias:** What comes most vividly to mind becomes our truth.

**Optimism Bias:** We overestimate the likelihood of good events.

**Confirmation Bias:** We seek out what confirms our thinking, not contradicts it.

### PERSONAL RESET

The importance of 'me time.'

Find something you can do in 1 minute, 5 minutes, 10 minutes or 60 minutes each day that brings you joy.