

ADVANCING SELF By Peter Nankervis

FROM – TO

“If you are not moving forward, you are moving backwards”, my father always used to say to me. If you are reading or watching this, you are oriented to growth, self-improvement, and advancing yourself to achieve better results.

We are talking here about a FROM – TO shift. The “FROM” circle is the sum of what you know now, what you have experienced, what you have learnt from your prior successes, it is your current position. The “TO” represents where you would like to be, where you need to be, the next level of your development.

Inactivity or a lack of growth personally is almost impossible within an environment of significant change. The size and scale of our business transformation and growth directly equates to the size and scale of what is required with our personal transformation. We need to make these shifts, but many of us do not have the tools, a method or system to transform. At Lighthouse we specialise in leadership systems and our **system for Personal Leadership Transformation** has five elements;

- Mindset
- Behaviour
- Skills
- Process or Structure



- Tools

Often with Digital Transformation and Customer Excellence we are seeking people to adopt new process or tools. It fails as it is not accompanied by mindset change as well as change in skills and behaviour. In our experience the five elements above must to be integrated and utilised together to enable successful change.

It starts with Mindset. There are four categories or influencers on our mindset. They are Control, Power, Approval and Perfection.

- Control – “I must get this done, it’s up to me to deliver this outcome”
- Power – “They are not as smart as me” or “I do not deserve to be here”
- Approval – “They need to value me”, “I need to be appreciated”
- Perfection – “It has to be done right”

Each mindset creates an effect which is translated in our behaviour, our skills, our structure and process we follow, in what tools we do or not utilise.

Signals for change

We know we need to change when we are not getting the results we want. It may be a lack of engagement, a lack of our ability to influence, a lack of respect or trust. These are the signals that we need to re-examine our Personal Transformation system elements with our current “FROM” and reset our “TO” position. Poor results are the signals that whilst we think we might be generally working from a Growth Mindset; we are actually in a Fixed Mindset. There is some inferior or superior mindset that we need to mobilise to set a different pattern of response.

Example “FROM – TO” Personal Transformation

	FROM	TO
Mindset	It will fail if I am not around (Control Mindset)	How do I set others up for success?
Behaviour	Lacks inclusive team communication, authoritarian, too direct, can upset staff	Proactive development conversations with staff
Skills	Poor delegation and goal setting	Ask questions, develop coaching capability to empower staff
Process	Very set team agenda with poor team communication	Reset team agenda with staff leading sections and weekly 1:1 coaching conversations
Tools	Needs a framework for team and staff conversations	Frame, Pull, Push, Conclude Framework to facilitate inclusive team discussions

Successful Change

Success requires Awareness, Responsibility and Action.

- Awareness – understanding/realisation of what needs to change.
- Responsibility – does the person want to change, are they choosing to take ownership for the change.
- Action – demonstration of behavioural change. It might not be perfect, but are they experimenting with new ways?

The answer to successful change always lies in a stage higher up., i.e. if there is no Action, check for Responsibility. If there is no Responsibility, check for Awareness. All three are needed for successful change.

That is why as leaders we need to seek and receive feedback and be curious to raise our awareness of what needs to change. We must take ownership and be the change we want to see in others, and we need to constantly experiment with small steps, new practices to demonstrate change to those around us.

It is the collective FROM – TO shift with each individual that creates the FROM – TO Cultural shift across whole organisations.

Dom Price from Atlassian said “the super power” of the future of work is the ability to “Unlearn”. What he meant was the ability to recognise and let go of old patterns of thought and behaviour, to be able to learn new patterns and therefore breakthrough. (O’Reilly, B 2019)

In summary, if you want to make a shift FROM where you are now, TO the next level, you need an integrated system to personally transform. There will be Signals around you indicating that you are in a fixed mindset and you need to apply the Personal Transformation system.

Contact us today at <mailto:info@lighthousegroup.co>