



Leaders Fit for the Future.  
Inspire.



Good Afternoon!





in·spire

in'spī(ə)r/

**VERB:** to fill someone with the urge or ability to do or feel something.

**LATIN:** to breathe life into...



A word that inspires me is:

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The **best** leader  
you've ever had.

The **worst** leader  
you've ever had.

What do great leaders DO?

Go to [www.menti.com](https://www.menti.com) and use the code 77382

What do great leaders DO?  
(one or two words)

## ACCORDING TO HBR: (The most inspiring leaders...)

Set stretch goals

Grow people

Collaborate

Innovate

Create an emotional connection

Communicate a clear vision

Champion change

Model behaviour

(Jack Zenger and Joseph Folkman, What Inspiring Leaders Do, Harvard Business Review, 2013)



Inspiration is 27 percent more  
predictive of performance  
than engagement.”



Dov Seidman

*Author of the book How: Why How We Do Anything Matters*



To reduce the burden of cardiovascular disease.

Trustworthiness

Transparency

Helpfulness

Excellence

Co-operation

## The Formula for Inspirational Leadership

How We Bring  
Our Culture To Life



# THE WORK OF LEADERSHIP

			% of Time/Week
<b>Work ON Self</b>	Energy and time I invest in personal development	Leadership training, retreats, books, TED talks	
<b>Work ON My Team</b>	Energy and time I invest in people development	Coaching, training, development plans	
<b>Work ON My Society</b>	Energy and time I invest in the Society's or Hospital Department's development	Strategic initiatives, new policy, process, systems, support	
<b>Work IN My Society</b>	Energy and time I invest in running & busy-ness of the Society or Hospital Department	Doing the work, solving my people's problems, being the approval authority	



# BEHAVIOUR CHANGE:

Do More

Do Better

Do Different

**WE ARE HERE.**

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# BARRY-WEHMILLER

Packaging,  
Paper Converting,  
Corrugating,  
Sheeting,  
Engineering  
& IT Consulting

**2.9**  
Billion  
Global Firm

Unique Blend of  
**101**  
Acquired  
Companies

**11,000+** Team  
Members  
Worldwide



**200+**  
Locations  
Worldwide

Compound Growth  
Since **1987**  
**18%** Revenue  
**16%** Share Price

# BARRY-WEHMILLER – FORSYTH CAPITAL



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[MACHINE SOLUTIONS BRANDS](#)



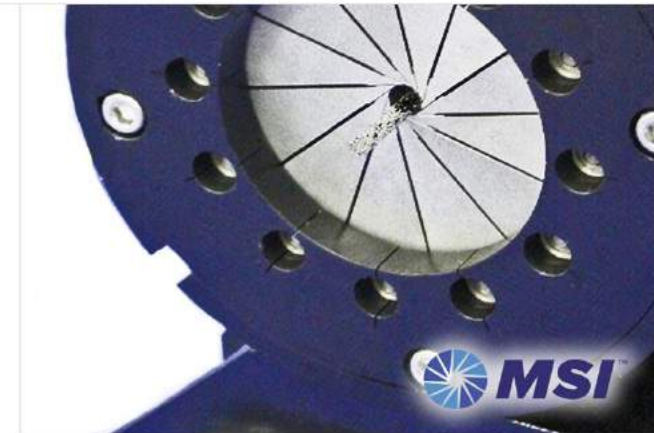
## STENT LOADING

MSI's proprietary segmental compression technology allows our customers to load longer, more flexible Nitinol stents.



## HEART VALVE CRIMPING

We offer custom designed disposable or washable crimper designs to allow doctors to uniformly crimp percutaneous heart valves at the bedside.




## RADIAL FORCE TESTING

ASTM international references our "Segmented Head Apparatus" as a method for radial strength testing of balloon-expandable and self-expandable stents.








You are the coach of a young sports team. Your team has done very well this season.

They've won the local and regional championships and advanced to national competition.

The invitation to the 'nationals' includes an all-expense paid trip to Euro Disney as well as new team uniforms. The kids are happy and excited.





Dilemma: There are 15 kids on your team and only 12 may travel and participate on the national team.

As coach, you have to decide which three kids do not travel/participate. **How would you go about making your decision?**

# DEFINING VALUES

## HARD WORK

Hard Work	Competence
Excellence	Contribution
Impact	Self-Reliance

## JUSTICE

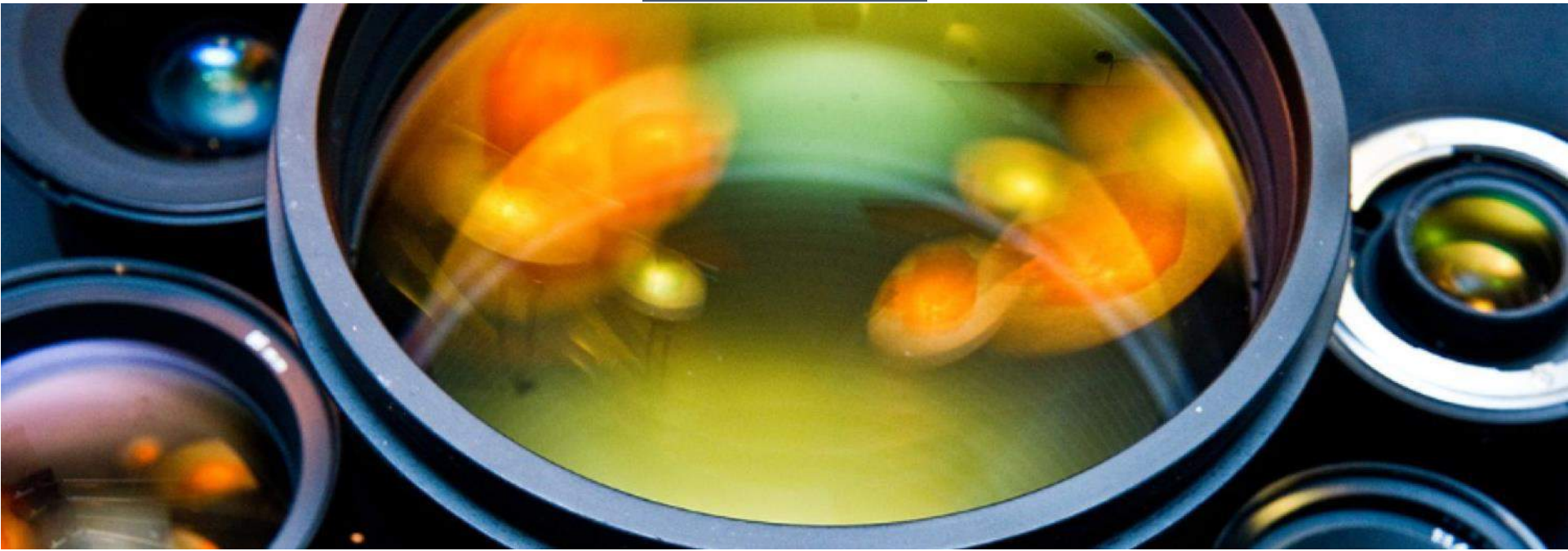
Justice	Fairness
Equality	Tolerance
Inclusivity	Dignity

## MENTORING

Mentoring	Coaching
Guidance	Teaching
Belief in Others	Influence
See People Grow	

## SUCCESS

Success	Respect
Reputation	Strength
Expertise	Status
Accomplishment	Influence

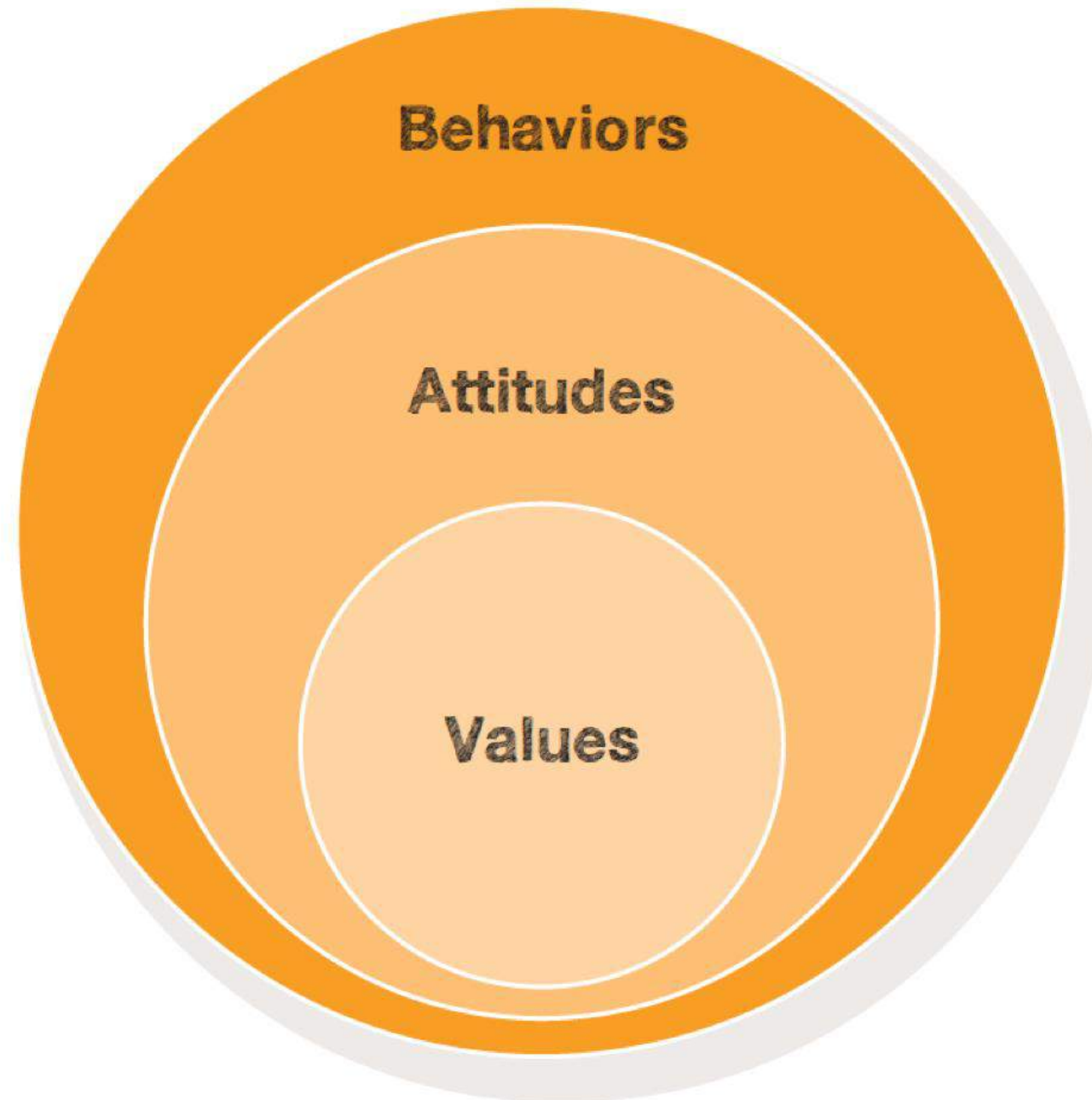


- Our values (*whether we have articulated them or not*) serve as the lenses through which we make meaning of our experiences.
- They influence where we put our attention and what we perceive in any given situation.



val·ue:

**NOUN:** one's judgment of what is important  
in life.





# KNOWING YOUR VALUES:

Enables **YOU** to inspire others by showing up with authenticity and confidence

- Gives you the opportunity to source your decisions in what's important to you
- Aligns your behaviours with your values

Enables **OTHERS** to get the best version of you

- Gives them an understanding of what drives your behaviour
- Inspires them to share and act on what's important to them


Great leaders inspire others by the way they think, act and communicate

What values drive your behaviour?



TAKE A BREAK





**OBJECTIVE:** accumulate the maximum number of points.



## TWO TEAMS:

Simultaneously reveal a card that says either RED or BLACK:

If both teams play black, both teams get one point.

If one team plays black, and the other team plays red, the team that played black loses a point and the team that played red gains a point.

If both teams play red, both teams lose a point.

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How We Bring  
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TRUST IS:

a **belief** in someone or  
something.

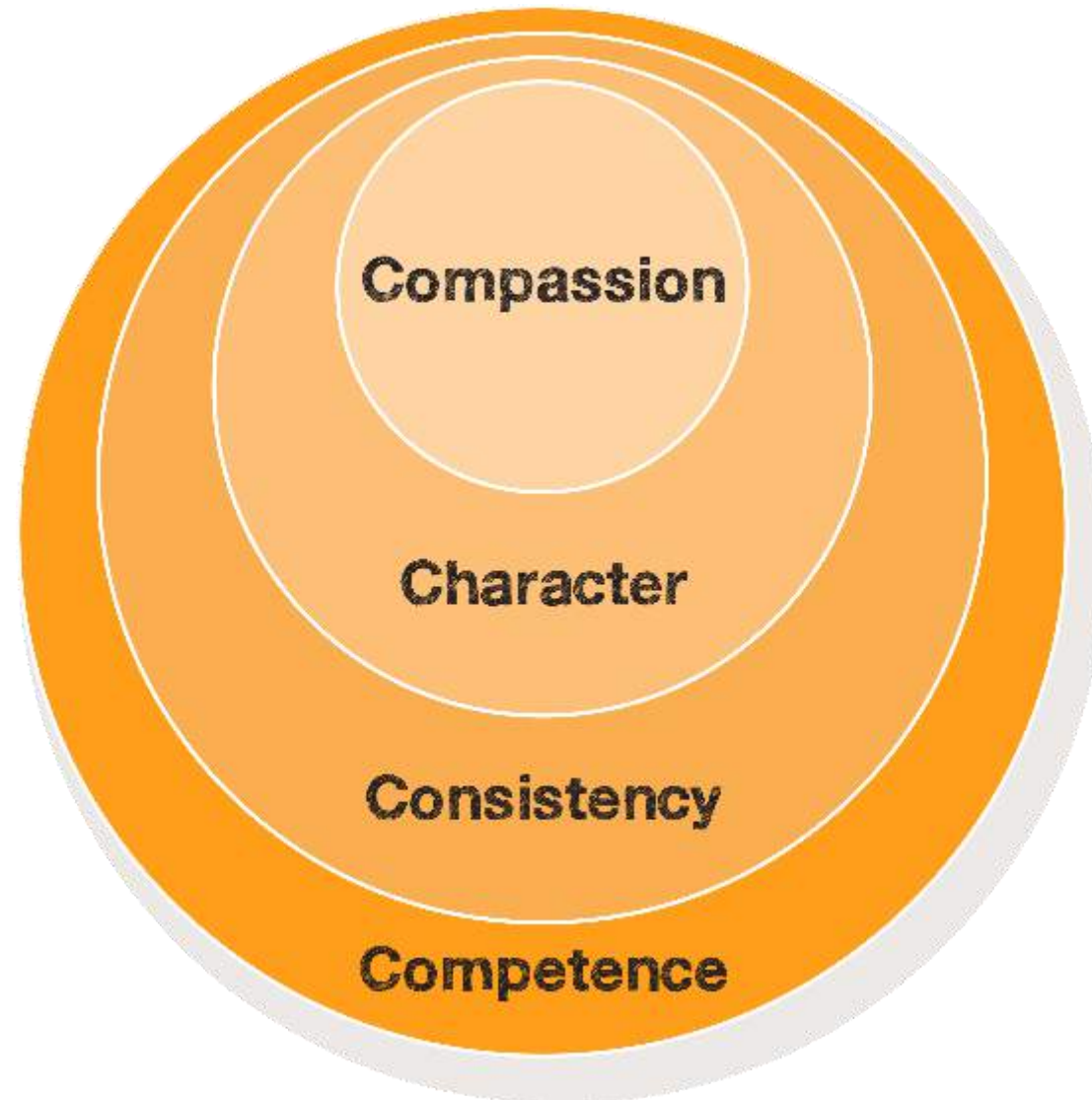
How has someone built trust with you?

In your story, what did the person DO that led to the belief of trust?

Go to [www.menti.com](https://www.menti.com) and use the code 809864

What did the person DO that led to the  
belief of trust?

# TRUST MODEL







You cannot BEHAVE trust.

# YOU CAN:

## COMPASSION

Listen

Walk a mile in their shoes

Look after people's well being

Be an advocate

Recognise & celebrate people

## CHARACTER

Be honest

Keep your word

Behave in ways that are aligned with your values

Give credit when it's due

Speak truth to power

## CONSISTENCY

Be someone people can count on

Display stable performance over time

Show up in a way that is predictable

Make equitable decisions

Make decisions aligned with organisational values

## COMPETENCE

Know your job

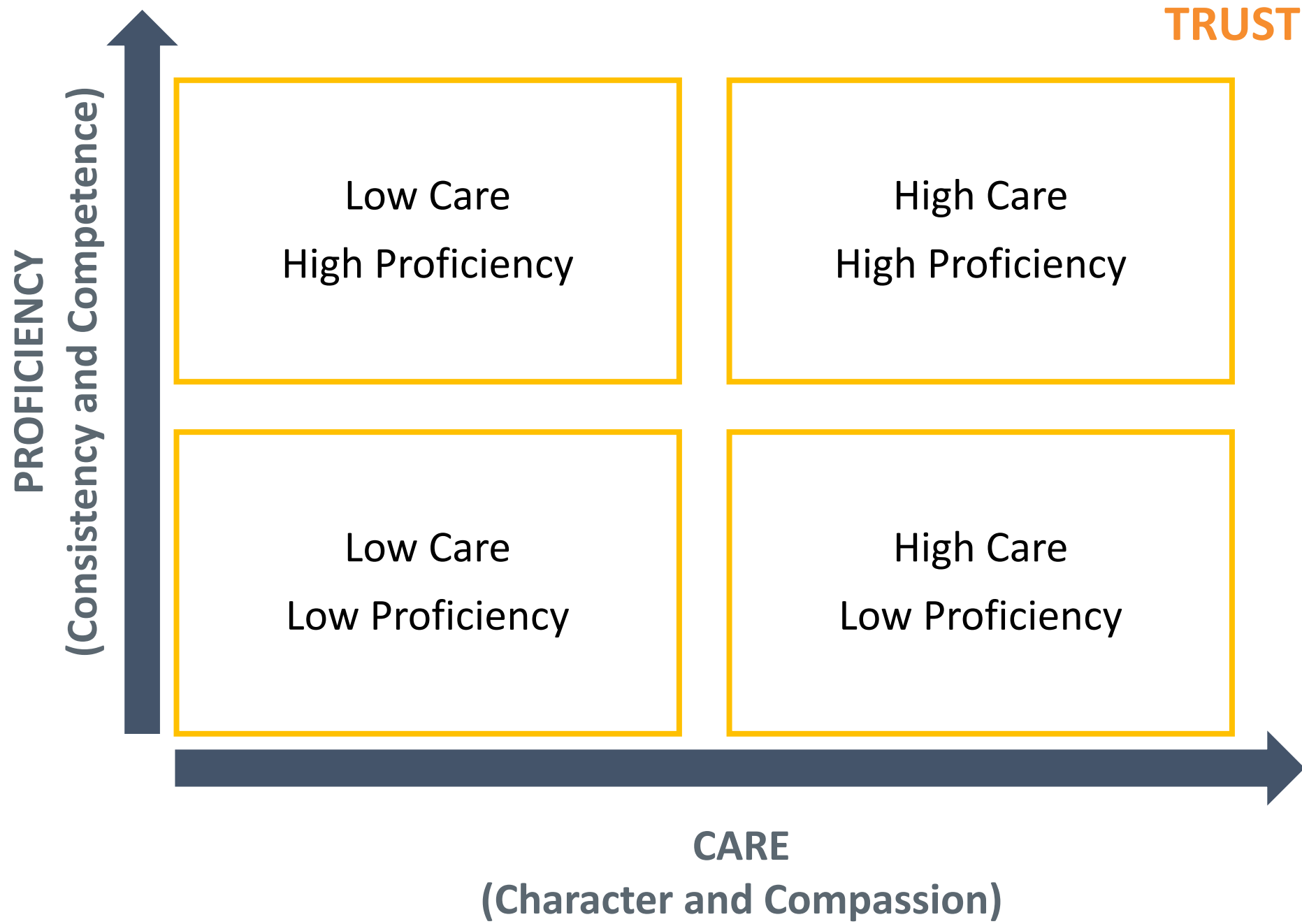
Do your job efficiently

Pursue mastery

Display initiative

Coach another

TRUST DOES NOT EXIST	TRUST EXISTS
Fear of challenging organisational policy	People speak truth to power
A payslip is your thanks	Recognition is your most abundant resource
We avoid people who are struggling	We help those who need support
Approval is required	People are accountable for their decisions
A top down hierarchy exists	Leadership is a behaviour not a position
Leaders start with "I"	Leaders start with "We"
People are nervous when a leader is near	People take ownership and responsibility



“No one cares how much you know, until they know how much you care.”



Theodore Roosevelt



# BEHAVIOUR CHANGE:

Do More

Do Better

Do Different

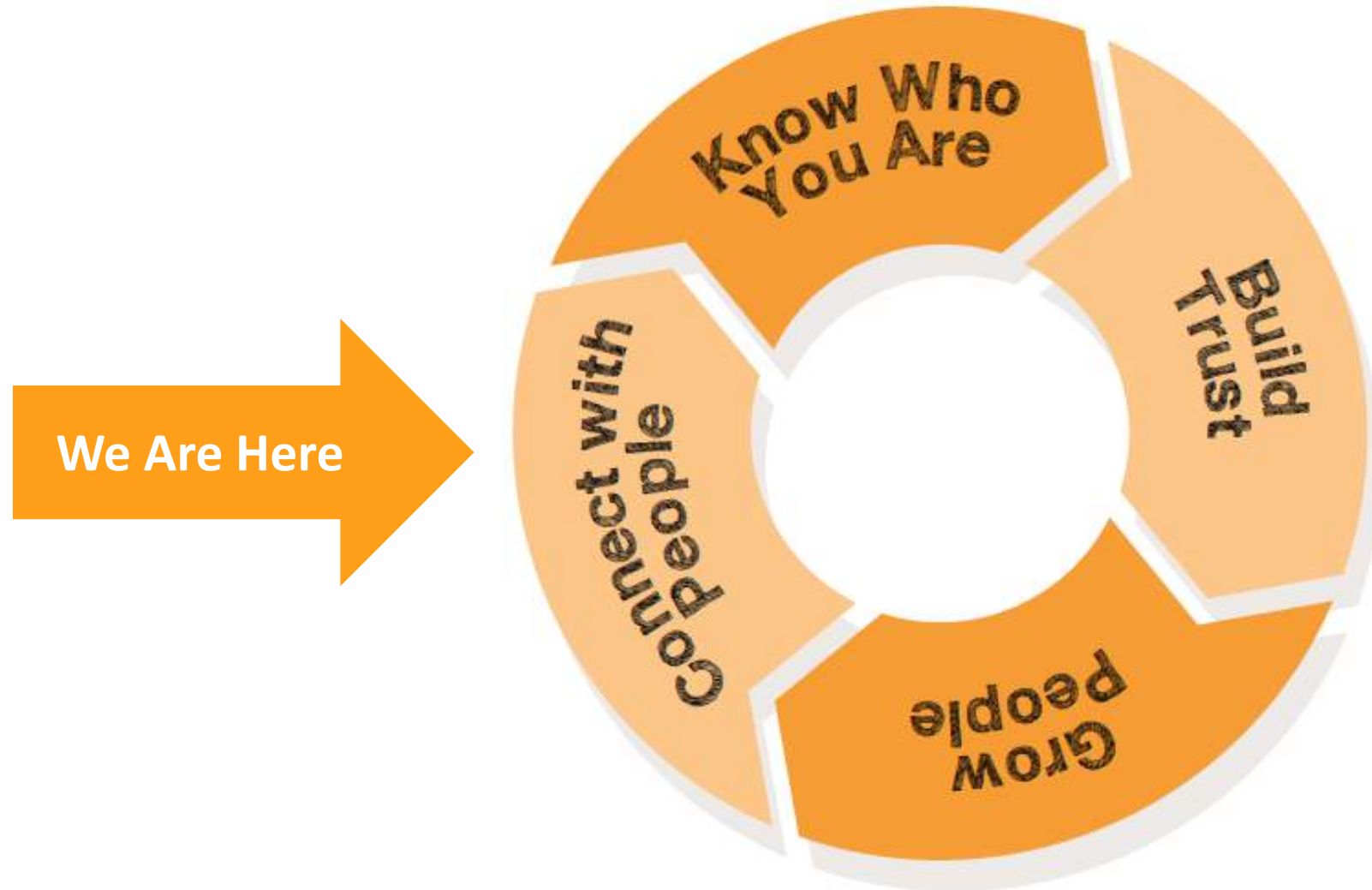
What will you do more of?

What will you do better?


What will you do different?

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People deserve to know that they matter.  
Recognition and celebration are your most  
abundant resources.

“You should shine the light into every corner of your organisation to find those individuals toiling away in relative obscurity and celebrate the everyday greatness of each person.”



**Marcus Buckingham**

Best-Selling Author, Researcher, Motivational Speaker & Business Consultant



## WHAT DO WE RECOGNISE?

One's **Efforts**

Energy invested  
on the way

One's **Excellence**

Exemplary  
achievements

One's **Example**

Embodying the  
message



RECOGNITION NEVER GROWS OLD WHEN IT'S:

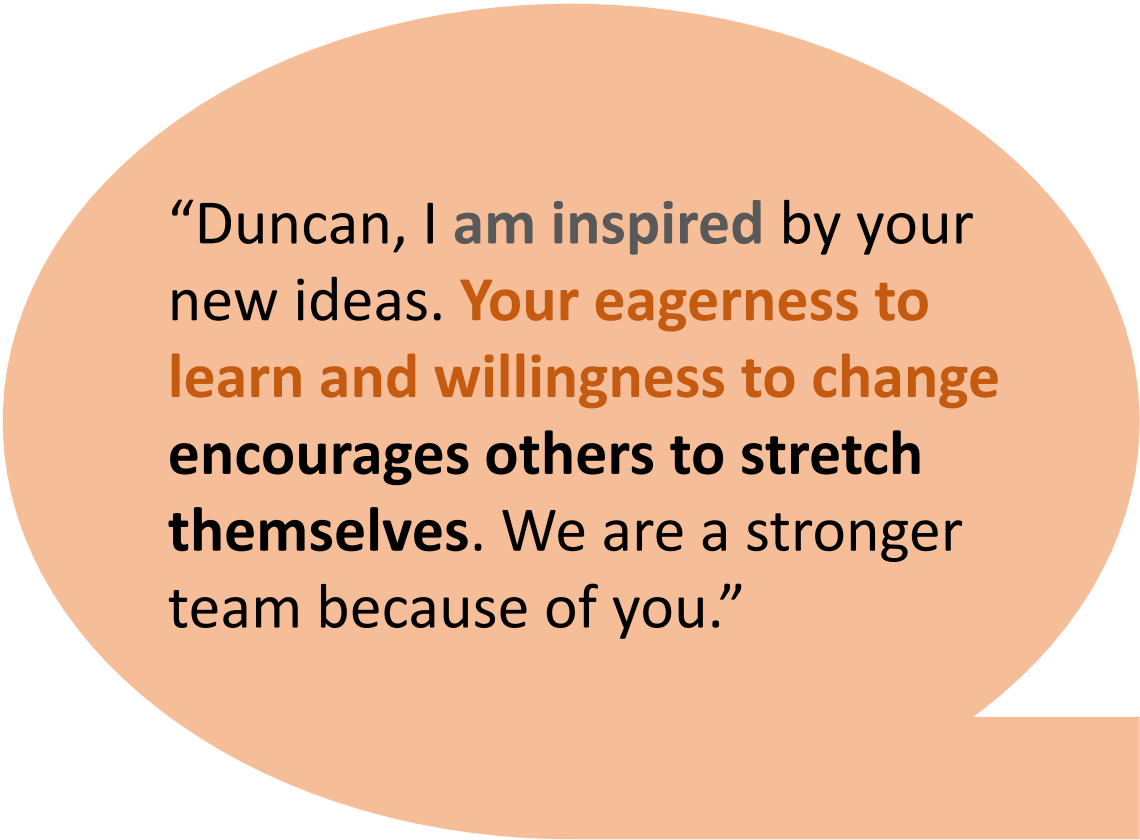
- Genuine
- Proportional
- Timely



The **SPECIFIC BEHAVIOUR**

The **PRIMARY FEELINGS**

The **IMPACT**

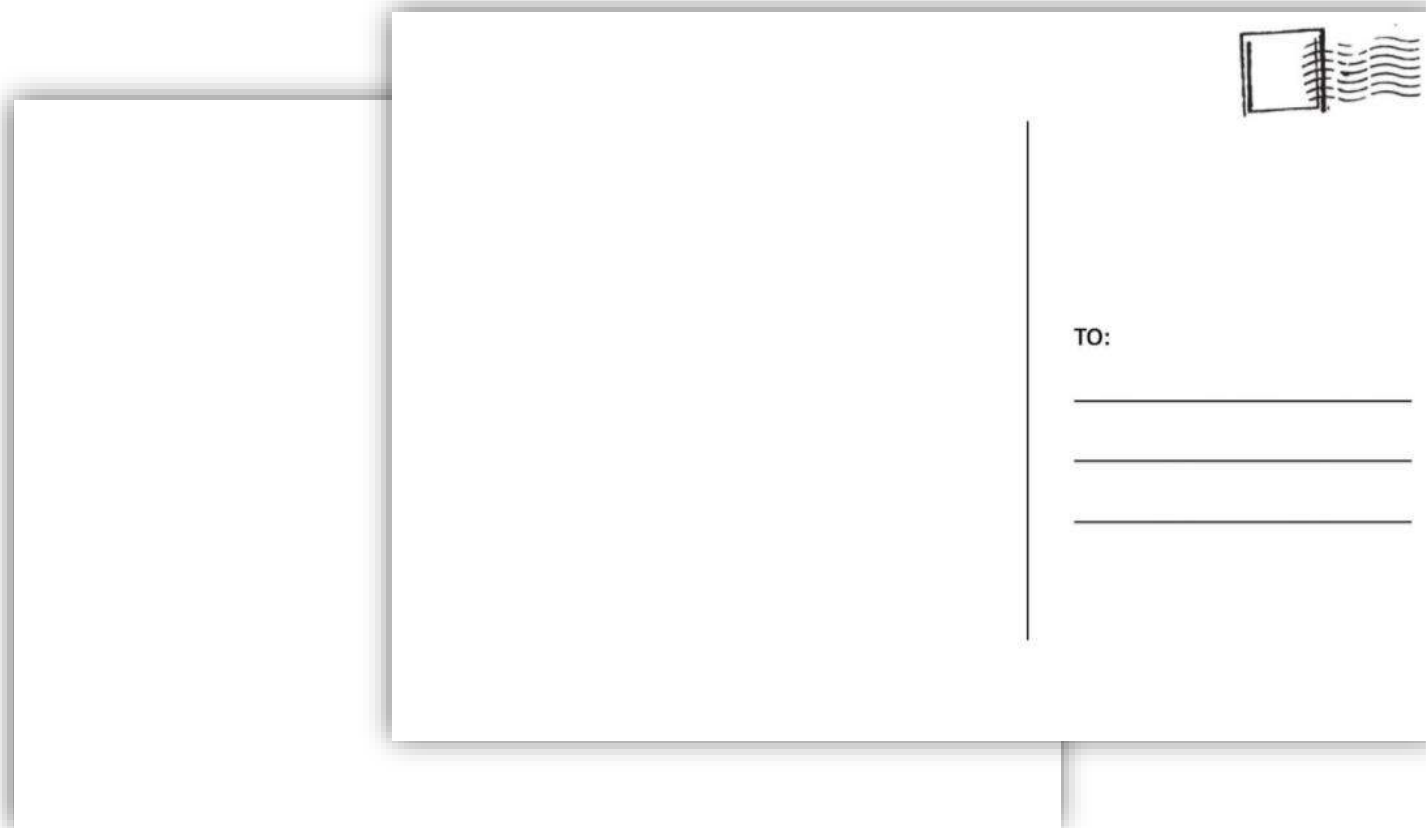


“Duncan, I **am inspired** by your new ideas. **Your eagerness to learn and willingness to change encourages others to stretch themselves.** We are a stronger team because of you.”

The **SPECIFIC BEHAVIOUR**

The **PRIMARY FEELINGS**

The **IMPACT**



TO:

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The **best** leader  
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The **worst** leader  
you've ever had.

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## THE LAST WORD (OR TWO)

Reflect on your experience this afternoon

Summarise in two words

Share your words



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Watch the *Everybody Matters* documentary.  
(free on Amazon Prime and YouTube)

Email questions to:

[jane.adshead-grant@bwli.com](mailto:jane.adshead-grant@bwli.com)

For our one day / ½ day / practicums of  
INSPIRE and RELATE

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