

Bailey & French.

Shifting focus from Change to Innovation



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Exec Summary

CONTEXT

The world is facing a new future of more continuous change at macro and micro levels.

In addition, we are more aware of global change with the digital connectedness we now have.

People everywhere are reacting and trying to control and manage change without dated methods.

There is a fundamental shift to a new way of thinking and working to enter this new era to enable positive human sustainability through challenge and increased competition.

CONSIDERATIONS

Shifting focus requires people's attention which is sparse in this unstoppable world.

Organisations need a new focus to be across all levels and functions and not introduced via any one channel.

This new focus must be seen positively and as a way of making life/work easier for all.

Tying this into our sustainability as a species is a universal connector for people across industries, countries and regions.

OPPORTUNITY

Our approach focuses on 3 different target populations:

1. **Individuals**
2. **Change Agents/Managers and Influencers**
3. **Senior Leaders**

The approach is focused on innovation for growth rather than change resilience.

It balances multiple paradoxes that currently polarise us:

Wellbeing **AND** Performance

Inclusion **AND** meritocracy

Engagement **AND** resilience

Psych safety **AND** personal bravery/bold steps

Sustainability **AND** profit

Flexibility **AND** strong values

Innovation

Imagine if our organisations could operate with as much agility and adaptability as birds in murmuration, bees swarming, fish shoaling?

We develop skills to help leaders, managers, change agents, influencers and the organisation better **predict, anticipate, flex to and lead human innovation.**

Separation

Stepping into our own space

Fully owning the space we individually occupy and knowing and sharing what we uniquely contribute with confidence.

Alignment

Aligning to the whole

Operating as an important part of the whole, aligned to the purpose and outcomes and fully engaged together.

Cohesion

Human Connection

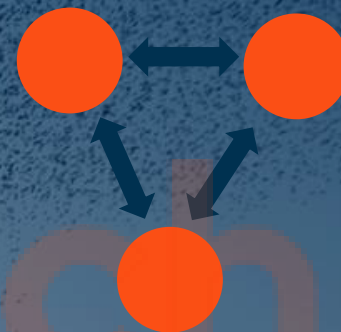
Recognising the critical connection with others, high trust, collaboration and social imagination.



Separation



Alignment



Cohesion

Ecosystem to support innovation and cultural evolution



Developing flexibility, imagination and influencing skills for innovation

Individuals

- **Psychological Flexibility**

Moving on from more static states of change resilience and self care, there is an opportunity to support people to develop their ability to flex and adapt at any given time whilst maintaining high engagement with their role, team and the organization.

- **Social Imagination**

Building confidence in people to recognize their human differentiators in being creative and innovative together, without always defaulting to AI, and to harness the future prospection that fuels positive innovation.

- **Workplace Influencers**

Developing skills for everyone to improve how they work beyond their role in/through their team, department and organization by condensing big picture information into easily actionable steps for themselves and others.



Humanising the shift from Change to Innovation through Others

Change Agents / Managers / Influencers

- **Separation**

What is the space each person occupies – their role, purpose and expectations?

What knowledge, skills and strengths does each person bring including psychological flexibility and adaptability?

How can each person step up into their own space with confidence, be bold and brave to challenge and innovate?

- **Alignment**

Supporting teams to create collaborative team goals

Creating discipline for teams to learn how to continuously stay on track despite chaos/change/complexity

Building the energy in the team to keep going despite setbacks through key motivators

- **Cohesion**

Building trusted relationships that can withstand high levels of challenge

Maximising all platforms to include everyone's voice

Communication that connects and delivers impact



Leaders inspiring innovation culture

Leaders

- **Authenticity**

Leaders need to find ways to lead authentically by sharing their purpose, strengths and motivations in a way that develops trust from others in the organization through consistency of character.

- **Inclusion**

Leaders who actively allow, invite, encourage and empower others to bring their best selves to work and ensure everyone feels they are seen, heard and valued for their contribution will create conditions for high performance and innovation.

- **Role Models**

Leaders demonstrate integrity by performing their roles aligned to the organizational vision and strategy and create ways of working for innovation.

- **Human Connectors**

Leaders who intentionally create connections amongst individuals, teams and groups to join the dots on challenges and opportunities across the organization.



People at the heart of innovation



Individuals in teams

Focused on delivering personal and individual objectives while being part of a wider connected system.

I know what everyone expects me to deliver and feel safe to stretch into this daily.

I feel clear and connected to our goals and also accountable for keeping the team on track when things get tough.

I'm aware of everyone's strengths and feel safe to challenge those around me.



Managers/ Change Agents / Influencers

Delivering on strategic projects, Getting teams to move from discussion to action.

I know what I do to contribute and ensure my unique voice is heard.

I gather people's perspectives and ensure people commit to a clear direction. I create space to discuss ways to stay on track together.

I know deeply the capabilities of those around me. I create an open culture of improvement and create boundaries to maintain focused execution.



Senior Leaders

Driving strategic change requiring engagement in and a mindset for innovation and growth.

I'm aware of what I contribute at my best as a leader and the positive shadow I cast.

I've clearly articulated my vision and spent time connecting this to people's individual purpose.

I connect people together and encourage challenge/debate and feedback which drives positive change.

Flexible Options Available for tailored delivery

- **On demand digital content** – building foundational knowledge with evidence based research and data that underpins the approach
- **In person and virtual skill development workshops of all size cohorts** – building skills to refresh change approach to innovation
- **Small group and 121 coaching** – applying learning into immediate real time events/scenarios and opportunities
- **Toolkit** – blogs, podcasts, videos, physical conversation tools, micro actions, reflective workbooks to embed new focus
- **Practice lab** – applying in current projects/innovations alongside peers in small facilitated groups
- **Events/Conferences/Summits** – Creating energy for new learning in large connected groups, often leaders, to unite on strategic priorities that depend on innovation
- **Speaking Slots** – share new ideas and inspire action at your regular existing events

Team **COACH Certification** Includes:

- Understanding latest evidence-based research and data through online on demand course
- Skill development masterclasses in coaching within and across teams
- Virtual delivery, 4 x 3 hour workshops, up to 10 per cohort
- Observation/assessment feedback 121, 60 mins with Team Coach assessor

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