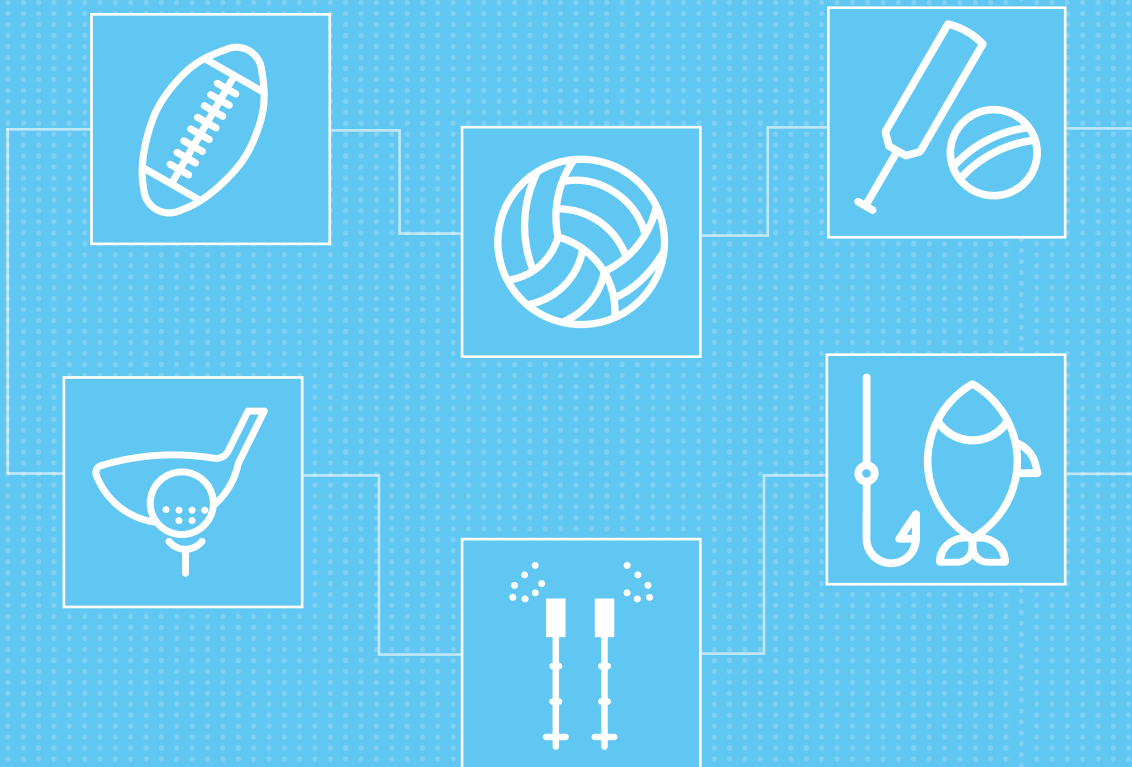


Self Development Guide Leading Teams

Module 5
Navigate Complexity



Navigate

You and your team operate in an environment that is continuously changing. This requires you to be responsive to a wide range of diverse needs. As a leader you need to be comfortable with ambiguity and the unknown even while you make difficult decisions, solve complex problems and set conflicting priorities. Challenging your own perspective and mindset becomes very important to ensure that you stay agile and flexible.

Complexity



Ideas and inspiration to get you thinking

Watch the Litmos Heroes video **Getting Things Done**

🕒 5 minutes

➔ <https://www.youtube.com/watch?v=JXk40mUwyrQ>

Watch Pinkcast 2.1 **A Simple Trick for Getting the Right Stuff Done**

🕒 2 minutes

➔ <http://www.danpink.com/pinkcast/pinkcast-1-2-a-simple-trick-for-getting-the-right-stuff-done/>

Watch the TEDx talk by Edurado Briceno: **The Power of Belief - Mindset and Success**

🕒 11 minutes

➔ <https://www.youtube.com/watch?v=pN34FNbOKXc>

Explore the variety of problem solving and decision-making tools on **Mindtools** website at

➔ https://www.mindtools.com/pages/main/newMN_TMC.htm



Reflection questions

to help gain clarity, purpose & meaning

Complete the following

What is your team's purpose?			
What are your top 3 goals for the next 3 months (yes only three and focus on outcomes not outputs)	01	02	03
How do these goals support your team's purpose?			
Estimate the time it will take to complete the goal (be generous)			
What is the end date?			
List all your available resources (e.g. people, budget, physical resources): <ul style="list-style-type: none"> - Team Member 1 - Team Member 2 - Team Member 3 - Budget - Other Resources 			
Now allocate these resources to your goals, being aware of timeframes etc.			

After completing the previous table, reflect on what support you need to be clearer on your priorities and to achieve your goals. This may require a courageous conversation with your manager or team members.

Reflect on how your thoughts may be getting in the way of you achieving your best. What are some of your stories or thoughts around the following concepts (the first one is an example):

NB: For more information on fixed and growth mindsets watch the video suggested above - **Edurado Briceno: The power of belief - mindset and success** <https://www.youtube.com/watch?v=pN34FNbOKXc> (11 minutes)

	What fixed mindset thoughts do you have about this statement?	What growth mindsets do you have about this statement?
Being disciplined especially around time management	I'm hopeless at this and it's so boring	I have been able to do this well at times in the past
Being disciplined especially around time management		
Saying 'No'		
Saying 'No' to people in authority		
Adapting to change or ambiguity		
Making decisions without all the information		
Having lots of different opinions or ideas before making a choice		
Not having an answer, not knowing the way forward		
Making mistakes		
Failing at something		

Notes:

