

Leadership lessons from unexpected quarters..



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The Future of Strategic Transformations, Leadership and Learning

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Uncertainty is the only thing to be sure
of.....



“To boldly go.....”



Enterprise: an undertaking or new project, especially when bold or dangerous; readiness, initiative and daring in undertaking a business concern.

Chambers Concise English Dictionary

In this galaxy there's a mathematical probability of three million earth-type planets. And in the universe, three million million galaxies like this. And in all that, and perhaps more..

only one of each of us!



Dr McCoy, Star Trek: "Balance of terror"

It can be argued that a human is ultimately the sum of his experiences.

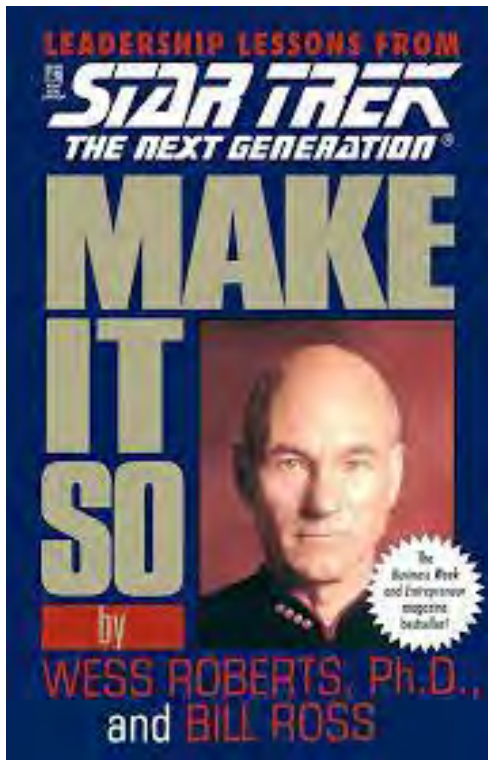


Benjamin Sisko, Star trek:Deep Space Nine: “Emissary”



It is possible to commit no errors and still lose. That is not weakness- that is life.

Captain Picard, Star Trek: The Next Generation: “Peak Performance”



Make it so

- 1) Focus
- 2) Urgency
- 3) Initiative
- 4) Competence
- 5) Communication
- 6) Politics
- 7) Intellectual honesty
- 8) Interdependence
- 9) Resilience



Which company makes most tyres globally?

Pa gwmni sy'n gwneud mwyaf o
deiards yn fyd-eang?





<https://www.forbes.com/sites/johnkotter/2013/09/24/leadership-lessons-from-lego/#5cca0df41675>

Leadership lessons from Lego

Lesson #1: Start with what success looks like

LEGO provides a complete – and exciting – picture of the final product right there on the box. It always looks AWESOME.



Leadership lessons from Lego

Lesson #2: Consider interchangeable parts.

It's rare, but occasionally, there are missing LEGO blocks.

Instead of stop-mode, challenge your Teams to enter innovation mode – pull out their bucket of spare parts to find what they need and keep building away.



Leadership lessons from Lego

Lesson #3: Instructions are only so helpful

Occasionally you simply cannot tell which round peg goes into which square hole. Consider: “Let’s try it and see if it works.” This fearless experimentation is a critical element to accelerating innovation. What’s the worst thing that could happen? It is key for leadership to encourage and reward those who experiment, learn, and build.

Leadership lessons from Lego

Lesson #4: It's more fun when more people are working together.

Working on a LEGO project on your own is great, but sharing the experience is so much more fun. It's easier to get 100 people to volunteer one hour each than to get any one person to find 100 free hours. The different people, perspectives, and experiences make for open collaboration. Each volunteer brings different strengths, allowing the innovation to go faster, further, and freer.



Leadership lessons from Lego

Lesson #5: The quality of the final product relies upon the input of imagination.

Originally there were few custom LEGO parts, perhaps a wheel or a window – now there are a huge number of set-specific parts (e.g., tools, flip-up cockpits, caterpillar tracks, etc.). Yet modifications or improvements are always possible. Continue to empower and inspire your teams to innovate, experiment and develop. At the end of the day, success is all down to the builder's imagination.



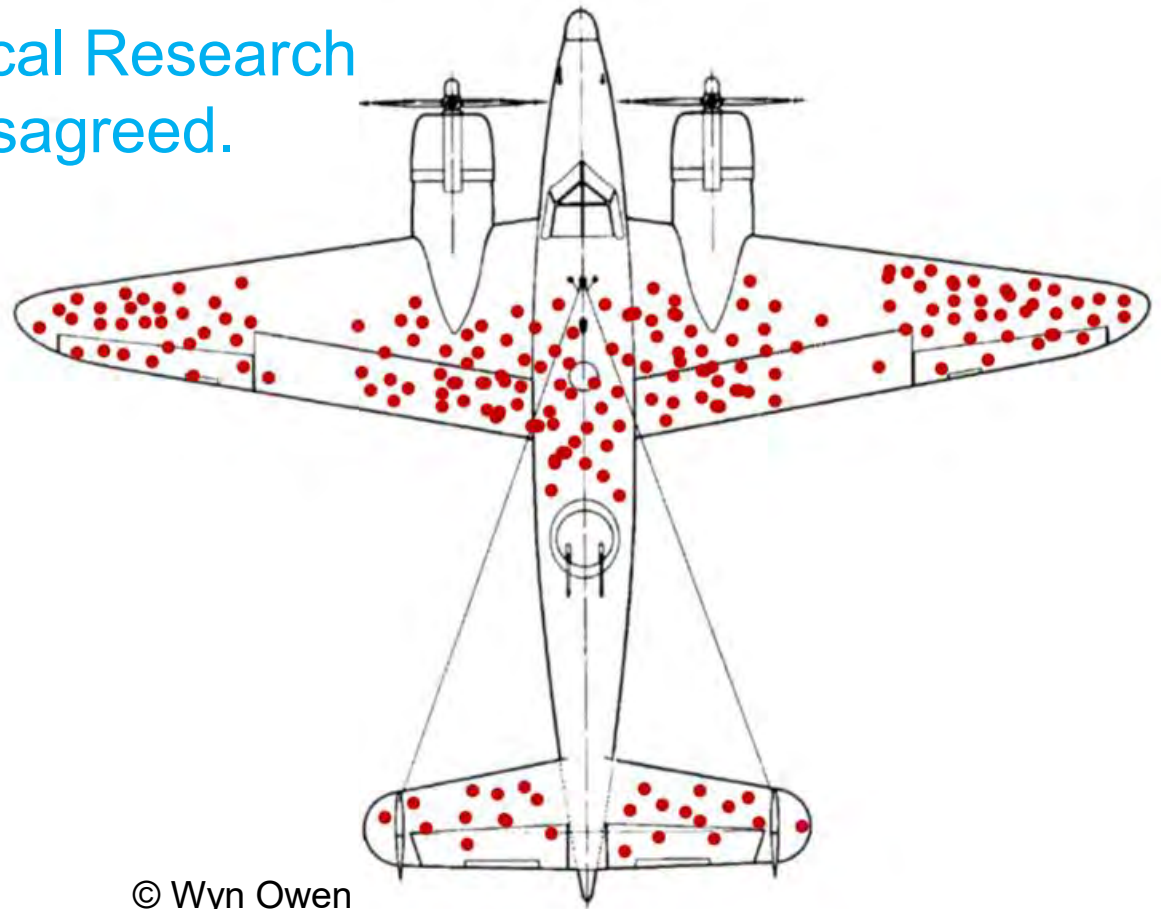
Lessons from failure

- Mid way through WWII the American Airforce were regularly analysing planes returning to the UK from long bombing missions over Europe
- A balancing act because the more they armoured the planes, the heavier & less manoeuvrable they got – too much armour meant they spent longer over enemy territory, were more vulnerable & used more fuel
- Armouring the planes too much was a problem; armouring the planes too little was a problem – where was the optimum?
- They saw an opportunity for efficiency, getting the same protection with less armour by concentrating armour where the planes were getting hit most



Learning from failure

However – a Hungarian born Mathematician called Abraham Wald working for the Statistical Research Group in Manhattan disagreed. He had found a fatal flaw in their strategy...



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Learning from failure

How not to be wrong?

- The crucial missing bullet holes were on the planes which failed to return, because they had been hit in the engines
- They had thought they were analysing the aircraft which had suffered most damage but were actually analysing those which could suffer damage without catastrophic failure
- Called **survival deviation** – where you consider the things that have survived when you should focus on the things that don't!

Competitive Strategy Lessons from Formula 1



The art of war

- Brawn's book draws heavily upon the first book on strategy written 2,300 years ago.
- The *Sunzi* argued for a systematic approach to strategy in China with one of its most powerful observations being that a strategist must understand both his adversaries and himself.
- Fundamentally argues that at its highest level military strategy is about avoiding war altogether.

Future Project Team

Brawn claims Mercedes' 2014 & 2015 Championship wins based on future planning:

“I keep it pretty simple. I allocate 3 or 4 people (or however many I feel appropriate) to a future project & I tell them they are sacrosanct”



Ross Brawn's observations

1. Strategy is a system
2. Avoid unnecessary conflict
3. Build trust consciously
4. Know yourself and know the other
5. Embrace Humility
6. Invest in people & culture
7. Just adopt – people innovate naturally
8. Strive for simplicity, manage complexity
9. There is a place for data – and intuition
10. Strategy can be studied & applied

Leadership lessons from Geese



1. Geese fly together, they share a common goal and direction

This teamwork adds 71% more flying range

2. Geese rotate leadership roles

Encourages the leader, shares the load and empowers individual development

3. Geese stay in formation

If a goose falls out of formation it suddenly feels the drag and resistance of trying to fly alone

4. Geese are noisy birds, they recognise and support each other

They honk to encourage each other and to communicate where each goose is in the formation.

5. Leave no Goose behind

If a goose gets sick or injured, two other geese drop out and follow it down to help and protect it.

6. Geese maintain priorities, they stay committed to the team, their core values and purpose

They use the same migration route year after year, even when flock members change.

7. Geese are disruptive

Disruption means getting uncomfortable, those who disrupt challenge themselves by setting and achieving goals, they come out of their comfort zone and stretch themselves to think differently

<https://www.ajrecruitment.com/blog/7-leadership-lessons-we-can-learn-from-geese>



It was.....fun...

Captain Kirk, Star Trek: "Generations"