



Five conversations that create strong teams.

In any transformation a leader must utilise five conversations to invest in those who choose to show up; and encourage the next circle of people to engage in the process of change.

1

Possibility.

The role of citizenship is to genuinely accept the invitation to build a better future and invest in other people who choose to do the same. Those who genuinely engage bring other people into conversations and choose to serve a shared purpose rather than an individual position or preference. This can reduce or even mitigate the inherent inertia associated with people having to move away from the way things are done around here mentality.

2

Ownership.

Relocating the responsibility for change to someone or something else reinforces the belief we are not the creators of our current reality. Things are being done to us rather than the result of our own decisions and actions. Making this choice is the transformation that enables genuine engagement. Accepting we are the authors of our own experience and the future is ours to create together.

3

Dissension.

No has a really useful place in any creative conversation. Without the ability to say no our yes means nothing. Dissension ensures difficult conversations around the unsaid, unspoken or unknown can move from the margins to the center of the conversation. It helps people find their space within the strategy and reduces the unproductive conversations that can often occur offline or amongst like-minded allies.

4

Commitment.

Commitment means making unconditional promises to your peers about the contribution you are willing to make. Futures are all too often built on lip service rather than full service. Lip service creates a culture that is soft on commitment and void of any real accountability. Giving a realistic commitment reflects your willingness to be involved and the level of engagement that people can expect from you.

5

Capability.

Building a better future occurs by capitalising on capability and capacity that can be put to work. Instead of seeing deficiencies or difference, which are often hard to change, we focus on the gifts and assets that people bring to the table. We bring out the genius of other people and direct their talents to do the work that matters, has meaning and will make a difference. This is the core work to making change and making results happen.

Success starts here.



Let's give you the tools
to get the job done.

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