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**Subject:** Blue Sky Bulletin June 2007 - Improving Leadership & Influencing Skills in your organisation

#### In this edition

- **COMPLIMENTARY INVITATION - 9<sup>TH</sup> ANNUAL CONFERENCE ON CULTURE & LEADERSHIP**
- **KEY POINTS FROM “THE LEADERSHIP CHALLENGE”**

#### Aim

- The Blue Sky Bulletin aims to provide ideas and inspiration to help improve the way people Lead & Influence in your organisation

#### **COMPLIMENTARY INVITATION - 9<sup>TH</sup> ANNUAL CONFERENCE ON CULTURE & LEADERSHIP**

- You are invited to attend the 9<sup>th</sup> Annual Conference on Culture & Leadership
- The conference provides you with opportunities to learn from real life case Australian studies focused on building more constructive organisational culture
- The conference will feature presentations from the CEOs of AMP and CSC as well as senior executives from Rio Tinto and Lion Nathan
- Detailed information can be found in the attached flyer
- Dates and venues are
  - **Sydney: Wednesday 1 August 8:00am – 1:00pm, The Sydney Convention Centre**
  - **Melbourne: Thursday 9 August 8:00am – 1:00pm, The Sofitel Melbourne**
  - **Perth: Wednesday 22 August 8:30am – 1:00pm, The Perth Convention Exhibition Centre**
- There is no limit to the number of people who can attend
- If you can, invite the CEO to attend - one of the common patterns amongst organisations who successfully change culture is active buy in of the top team
- Your ticket is complimentary but bookings are essential
- **To register your interest send the names and email addresses of the people you would like to attend to Amanda McKinnon - [amckinnon@blueskydevelopment.com.au](mailto:amckinnon@blueskydevelopment.com.au) by 15 July 2007**

#### **KEY POINTS FROM “THE LEADERSHIP CHALLENGE”**

- Recently I read “The Leadership Challenge” by James Kouzes and Barry Posner
- This simple, powerful and practical book has sold over 1 million copies world wide
- It provides 5 “practices of leadership”
- Each practice breaks down to two related “commitments of leadership”
- Below I have outlined the practices of leadership, the commitments of leadership, and provided a related example:

#### **Practice 1: Model the Way**

- **Commitment 1: Find your voice by clarifying your personal values**
- **Commitment 2: Set the example by aligning actions with shared values**
- Example – Leaders can complete an “80<sup>th</sup> birthday activity” (how would you want people to remember your life at your 80<sup>th</sup> birthday party?), capture these thoughts in writing, and then create a system to ensure daily behaviours are in alignment with this personal vision

### **Practice 2: Inspire a Shared Vision**

- **Commitment 3: Envision the future by imagining exciting and ennobling possibilities**
- **Commitment 4: Enlist others in a common vision by appealing to shared aspirations**
- Example – Diana Williams of Fernwood fitness had a vision for “a sanctuary for women to workout in a relaxed environment and enjoy regular exercise”, and then built a team who believed in the vision

### **Practice 3: Challenge the Process**

- **Commitment 5: Search for opportunities by seeking innovative ways to change, grow, and improve**
- **Commitment 6: Experiment and take risks by constantly generating small wins and learning from mistakes**
- Example – At GE they created an online auction site for ideas where employees sold ideas for ways to change, grow and improve the business

### **Practice 4: Enable Others to Act**

- **Commitment 7: Foster collaboration by promoting cooperative goals and building trust**
- **Commitment 8: Strengthen others by sharing power and discretion**
- Example – A very common trend in Australian organisations has been the “flattening” of the organisational structure which facilitates a broader distribution of power and influence

### **Practice 5: Encourage the Heart**

- **Commitment 9: Recognise contributions by showing appreciation for individual excellence**
- **Commitment 10: Celebrate the values and victories by creating a spirit of community**
- Example – IPA Personnel flew top performers overseas to participate in a “summit club” where high achievers could share experience and celebrate success!

Anyone can choose to live and breathe these commitments in their daily behaviour and doing so sets you on the path to being a great leader.

Regards,

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