



CONTINUOUS LEARNING EXPERT



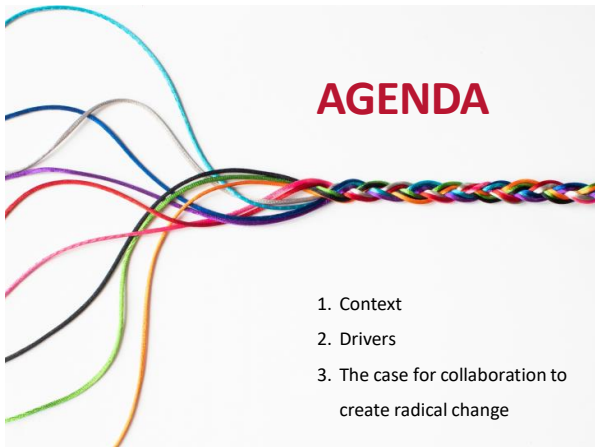
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RADICAL CHANGE REQUIRES...



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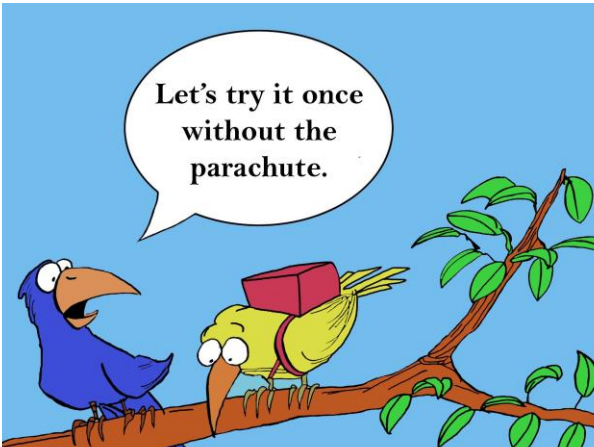
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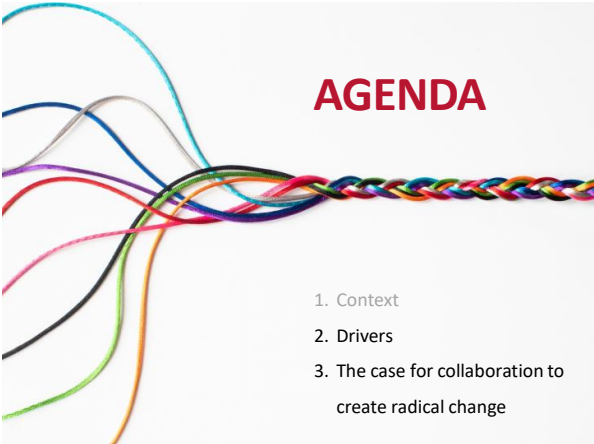
Crafty Fest '22
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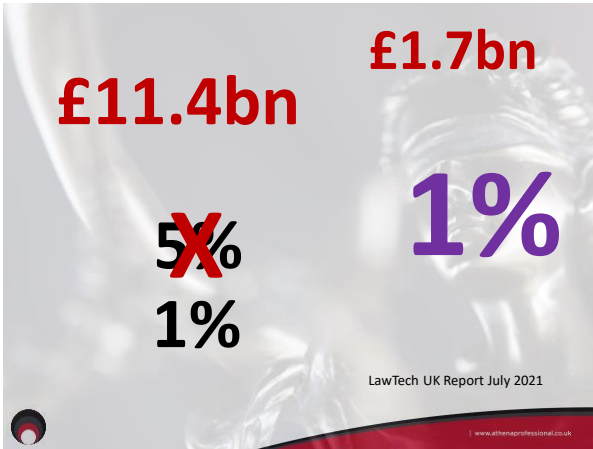
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As seen on TV

The simpler way to deal with death

Write my will → Apply for probate → Arrange a funeral →

0191 5623464
CONVEYANCING

family law lab

Family Law reimagined

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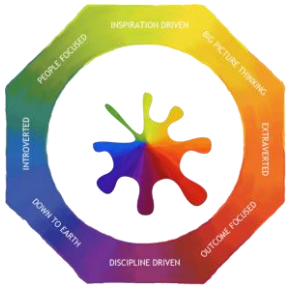
AGENDA

1. Context
2. Drivers
3. The case for collaboration to create radical change

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Legal

Lumina Spark Profile, N=178



1	Logical
2	Riskable
3	Frugal
4	Sociable
5	Collaborative
6	Competitive
7	Conceptual
8	Takes Charge
9	Purposeful
10	Practical
11	Demonstrative
12	Cautious
13	Structured
14	Evidence Based
15	Knowledge
16	Flexible
17	Spontaneous
18	Observing
19	Intimate
20	Imaginative
21	Measured
22	Accommodating
23	Adaptable
24	Radical



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- Diverse expertise & experience
- Psychological safety
- Time

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POSSIBLE? NOT POSSIBLE? NOT YET POSSIBLE?



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DON'T JUST DO SOMETHING: SIT THERE!

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Outward Focus
 Long Term Focus
 Being a Role Model
 Inspiring others to deliver
 Inspirational Communication
 Strategies and Vision

Inward Focus
 Short Term Focus
 Coaching
 Performance Management
 Informational communication
 Strategies and Outcomes

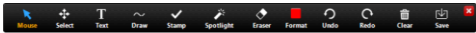


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Annotations

You are viewing this slide's screen View Options



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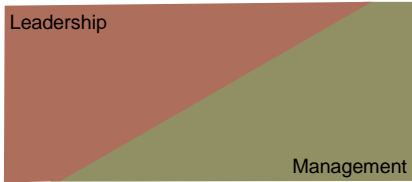
Annotations



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Where do you spend your time?



Leadership
 Outward Focus
 Long Term Focus
 Being a Role Model
 Inspiring others to deliver
 Inspirational Communication
 Strategies and Vision

Management
 Inward Focus
 Short Term Focus
 Coaching
 Performance Management
 Informational communication
 Strategies and Outcomes



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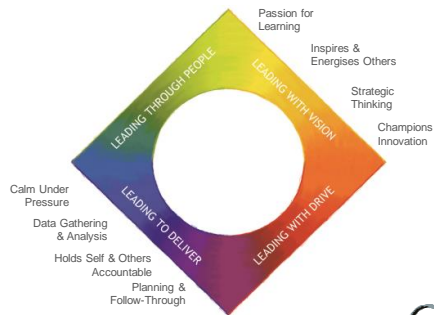
Who has the capability?

Leadership behaviours - Effective Qualities



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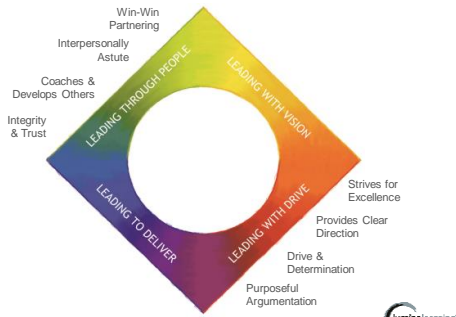
Effective Qualities



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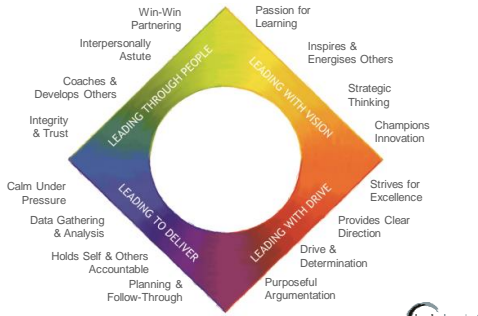


Effective Qualities



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Effective Qualities



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Collective intelligence

- The collective intelligence of a group is not the sum of the individual intelligence
- Collective intelligence is influenced by collaborative behaviours

“Collective Intelligence and Group Performance” Woolley *et al* 2015

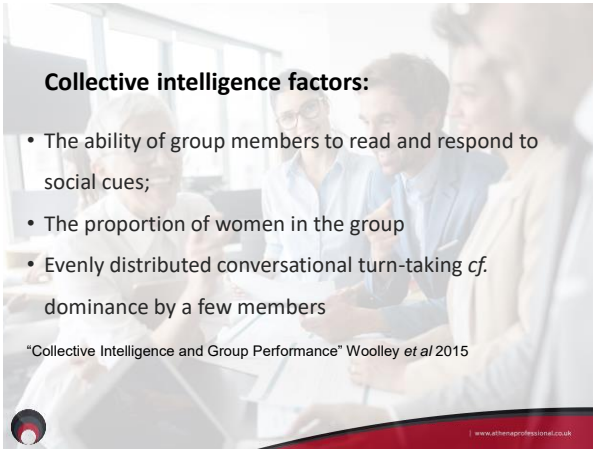
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Collective intelligence factors:

- The ability of group members to read and respond to social cues;
- The proportion of women in the group
- Evenly distributed conversational turn-taking *cf.* dominance by a few members

"Collective Intelligence and Group Performance" Woolley *et al* 2015



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What can you NOT do in your current situation?



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HOW CAN YOU TAKE OWNERSHIP OF THE SITUATION?

WHAT RESOURCES HAVE YOU GOT?

WHAT MORE DO YOU NEED IN ORDER TO BE RESOURCEFUL?

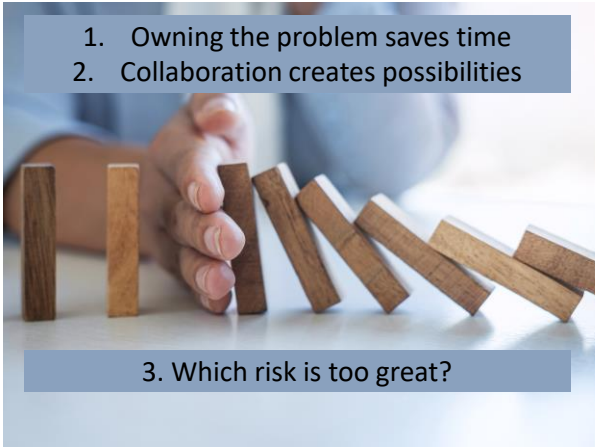


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1. You have what it takes!
2. Business impact is generated through human connection & collaboration
3. Outcomes include improved CX, staff retention, fulfilment & achievement of potential



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RADICAL CHANGE STARTS FROM WITHIN!



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