

About Me – Jardena London



Why?

• I'm totally passionate about making work healthy, productive and FUN!

- 10+ years of Transformation
- Former Transformation Lead
- Author of Transformation Lead Training



- Blog:
- www.rosettatg.com/blogtoon
- Consulting & Workshops

Background

- Founder and CEO of consulting firm
- Started as a Programmer / PM

Subscribe to my blog here: www.rosettatg.com/blogtoon WHAT COULD CAUSE YOU TO GET FIRED FROM THE ROLE OF TRANSFORMATION LEAD?



WHAT WOULD CAUSE YOU TO KNOCK IT OUTTA THE PARK?





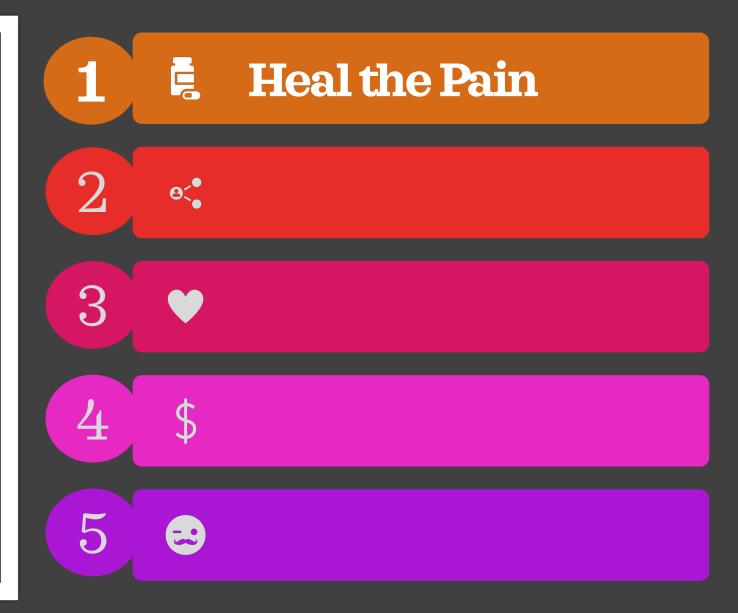
Leading a Transformation is tough

- You're being asked to implement new ways of working while working within old ways of working.
- You're being evaluated and judged based on old paradigms, while you implement new paradigms.
- Resistance can come from your direct line of command.
- You can never be sure which landmines you will get air cover for.

Transformation
Lead is a
Political Role



1ST WAY
TO
KNOCK IT
OUTTA
THE PARK





When there is acute pain, you can't

solve other problems

and you can't

build anything new



What is the the acute pain in the organization?

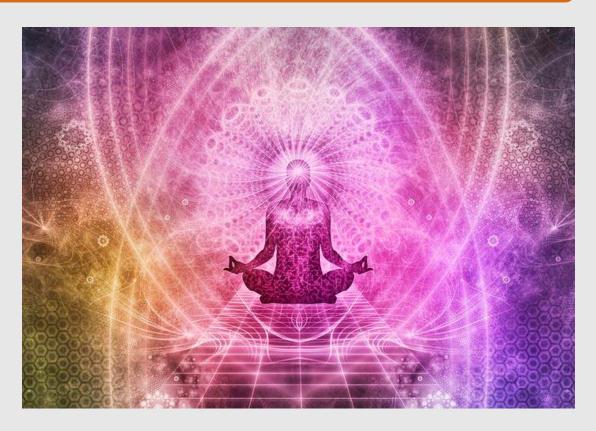
Priority	Project	Date Added	Date Started	Comments
1	Project Atlas	1/1/18	1/2/18	1/2/18 – attended a call, found out that this is going to require big accounting system changes. May take 4-5 months.
2	Project Delta	12/15/17	1/15/18	1/15/18 – attended kickoff to learn what the project is. Seems straightforward.
3	Project Tango	3/1/18		
4	Project Foxtrot	4/2/17		

My solution: a list

Reaction from my chain of command: resistance, ridicule, push for inaction



Can you stand
squarely in the space
of the pain and direct
energy towards
healing it?



2ND WAY
TO
KNOCK IT
OUTTA
THE PARK



2 Share Shamelessly



Can you share information and connections without getting credit?

2 Share Shamelessly

Sharing shamelessly gets you a seat at every table.



Photo by Christina @ wocintechchat.com on Unsplash

2 Share Shamelessly

Litmus test: Are you taking time to share?
Are people sharing with you?



Photo by Evgeny Nelmin on Unsplash

3RD WAY
TO
KNOCK IT
OUTTA
THE PARK

- 1 Heal the Pain
- 2 Share Shamelessly
- 3 V Love your Boss
- 4 \$
- 5

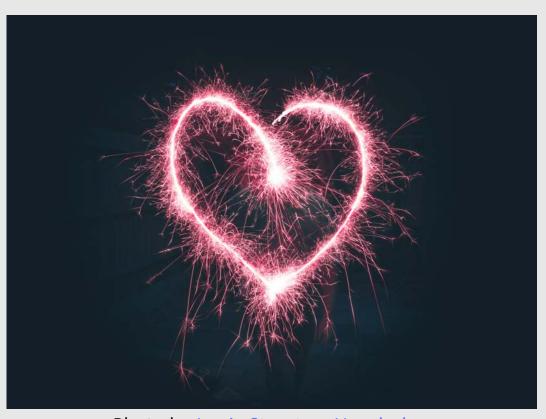
3 • Love your Boss

"My boss is old school"



Photo by Randy Fath on Unsplash

3 • Love your Boss



What is "love"?

Photo by <u>Jamie Street</u> on <u>Unsplash</u>

3 V Love your Boss

Your boss controls your fate.

If you don't work to build that relationship, you will fail.



Image by Pixabay

4TH WAY
TO
KNOCK IT
OUTTA
THE PARK

- 1 Healthe Pain
- 2 < Share Shamelessly
- 3 Love your Boss
- 4 \$ Show me the money

5

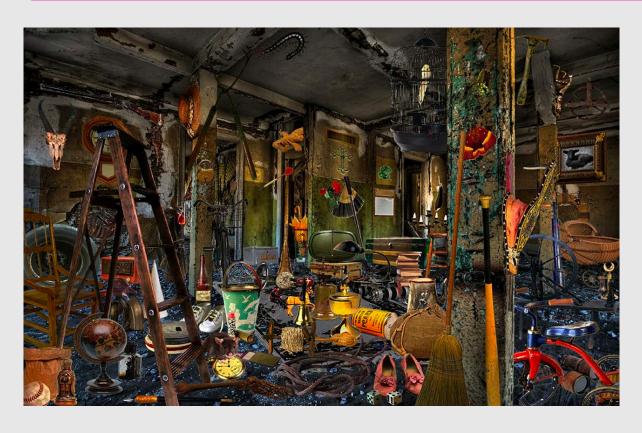
4 \$ Show me the Money

"The only thing that can win a contest of opinions is MONEY."

- Don Reinertsen



4 Show me the Money



- Client: Agile practices were sloppy.
- Focus on delivering value sooner.
- Result: Met
 yearly financial
 target in 6
 months.

4 \$ Show me the Money

Litmus test: Measure something meaningful to the business and your sponsor



5TH WAY
TO
KNOCK IT
OUTTA
THE PARK

- 1 Heal the Pain
- 2 Share Shamelessly
- 3 V Love your Boss
- 4 \$ Show me the money
- 5 Drop the Ego

5 Drop the Ego

If you took this job to secure a future promotion, you will fail.



5 Drop the Ego

It's not about you.



5 WAYS TO KNOCK IT OUTTA THE PARK

- 1 Heal the Pain
- 3 V Love your Boss
- 4 \$ Show me the money
- 5 Drop the Ego

Want more? Transformation Lead Training

We're teaching the stuff no one is talking about.



Core Skills

Defining your Big Questions Systems Thinking What it means to truly lead a transformation



Emotional Intelligence

Self-awareness
Establishing Rapport
Resiliency and Recovery



Leadership and Communication

Mobilizing People

Taking Responsibility for the Impossible

Resolving Organizational Conflict



Org Development and Strategy

Navigating Politics

Changing Structures that drive Behaviors

Seeing and sequencing interconnected parts

