

TIPS TO EMBED THE METHOD AND TOOLS

METHOD

Create the one team imperative

- Facilitate a discussion on challenges
- Explain the Technical - Adaptive model
- Discuss implications of co-creation

Model and reinforce one team behaviours

- Read the Values Based Leadership book
- Discuss the Five Shares model
- Reinforce above-the-line behaviours

Build and sustain the ACL loop

- Reflect on your team and partnering loops
- Deliberately 'spin' the loop
- Prioritise action debriefing

TOOLS

Team Diamond (focus on the essential)

- Put on the wall
- Communicate to partners
- Use to prioritise

Team 90 Day 'ADEP' Plan (road map for sustainable performance)

- Get the 'A' single-point accountability
- Debrief monthly
- Use as road map and to define performance partnering loops

Partnering Quadrant (trust-based partnering)

- Make it your mindset
- Use it to structure meetings
- Schedule one-on-ones

Performance Partnering (engage and learn together)

- Get your own ADEP clear
- Go one-on-one with staff (coach)
- Set the check-in rhythm

PROBED (everyone is a problem solver)

- Use for all problems to create shared language
- Put reports in PROBED framework
- 'Invite the stranger'

5P's (co-create on the run)

- Any time you need a plan
- Use to confirm understanding
- Insist on co-creation

Action Debrief (reflect, learn and adapt)

- Close the loop on meetings
- Ask for feedback to encourage deliberate practice
- Pause: ask reflective questions

Team Profile (understand strengths and derailers)

- Share profiles with colleagues
- Moderate or blend your style
- Bring diversity to teams

Navigation Guide

OVERVIEW

Values Based Leadership equips Unitec leaders and teams with the framework, skills and tools to adapt, innovate and perform in a complex and rapidly changing environment. Our values are the foundation of this approach, supported by the Think One Team method to provide a simple, easy to implement method and toolkit to apply to a single project, to a team or across the whole organisation. No matter the need - we apply the same five steps in an adaptive manner.

1 CREATE THE IMPERATIVE FOR ONE TEAM

The majority of business challenges are complex and adaptive, however most of us are conditioned to treat them as technical problems.

Key Prompts

- Define your big challenges
- Choose the focus for applying Values Based Leadership
- Write the goal / ROI you want to achieve
- Identify the key partners in this challenge

2 INSTIL A ONE TEAM CULTURE BY MODELLING ABOVE-THE-LINE BEHAVIOURS

People and teams who successfully collaborate and learn across 'silos' and hierarchy do five things differently from their more traditional counterparts.

Key Prompts

- Familiarise with the 'Five Shares'
- Select the critical few behaviours and practices
- Confirm your personal commitment

SHARE THE BIG PICTURE	SHARE THE REALITY	SHARE THE AIR	SHARE THE LOAD	SHARE THE WINS AND LOSSES
PURSUE SEPARATE AGENDAS	AVOID AND DENY	STIFLE COMMUNICATION	LOOK AFTER YOUR OWN TURF	PLAY I WIN, YOU LOSE

3 BUILD AND SUSTAIN THE ACL LEARNING LOOP IN TEAMS AND PARTNERSHIPS

Nimble, collaborative teams establish and sustain a learning loop to navigate through change and challenges.

Key Prompts

- Apply ACL thinking to learn through challenges
- Assess your team and partnering relationships
- Be deliberate about the operating rhythm

4 CHOOSE THE MICRO-SKILLSETS AND TOOL(S) TO ACHIEVE YOUR GOALS

Values Based Leadership provides you with a suite of eight micro-skillsets to align, collaborate and learn. Each of the eight micro-skillsets features one core tool to provide the framework for easy application and practice.

Key Prompts

- Assess your needs / priority
- Review the guidesheet for the micro-skill
- Apply the tool and learn through practice

MICRO-SKILLSET	CORE TOOL PRIORITY
Align	Align the whole team with a shared and unequivocal view of success and priorities Team Diamond <input type="checkbox"/>
	Create and commit to the road map of team goals, actions and accountabilities for the next 90 days Team 90 Day ' ADEP' Plan <input type="checkbox"/>
Collaborate	Engage colleagues and teams as partners to successfully navigate adaptive challenges Partnering Quadrant <input type="checkbox"/>
	Engage and develop staff to create a culture of performance, learning and collaboration Performance Partnering <input type="checkbox"/>
	Learn and embed a shared language and method to quickly and effectively resolve problems together PROBED Collaborative Problem Solving <input type="checkbox"/>
Learn	Co-create on-the-run with fast collaborative planning and design thinking skills 5P's Fast Collaborative Planning <input type="checkbox"/>
	Instil the habit to reflect, learn and adapt into the operating rhythm of the team and partnerships Action Debrief <input type="checkbox"/>
	Raise awareness of behavioural style to leverage strengths and avoid derailers Team Profile <input type="checkbox"/>

5 MAKE THE ALIGN-COLLABORATE-LEARN LOOP YOUR OPERATING RHYTHM

Your operating rhythm needs to suit the speed of the environment.

Key Prompts

- Drive the rhythm of planning, meeting, communication, measuring and reviewing
- Embed ACL into project plans
- Close the loop - be diligent in deliberate practice

