



Distinctive approaches - enhanced capabilities

mindavation – (mind a vā shen) *n.*

*the use of the creative mind to
inspire motivation that results in
innovation, productivity and growth
– mindavate *v.**



Distinctive approaches - enhanced capabilities

The Language of Change

Presented by Haydn Thomas

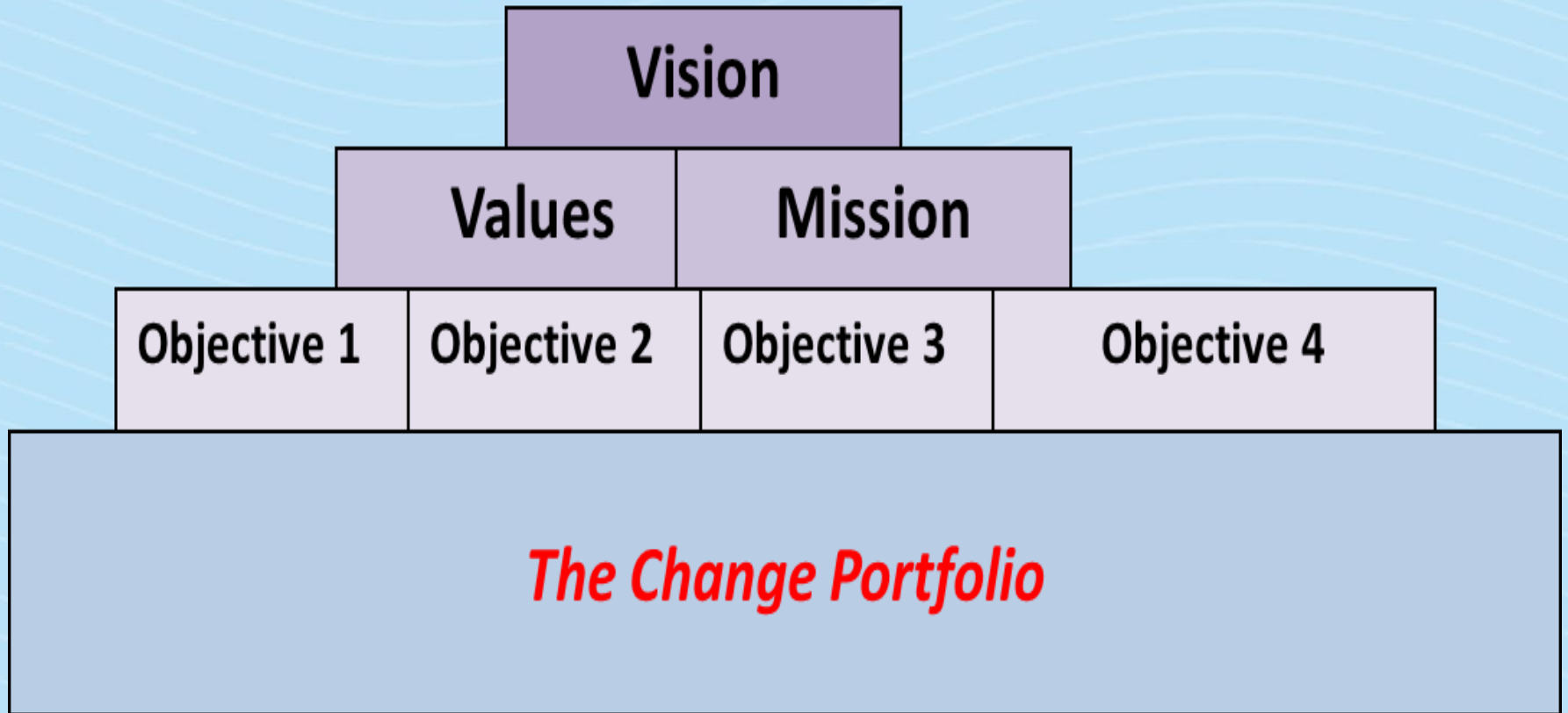
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The Language of Change

- **Understand the Alignment**
- **Determine the Leadership Lens**
- **Use Appropriate Language**

Understand the Alignment



Example of Language

Strategic Language

Alignment, Synergy, Innovation, ROI, Value Add,

Values, Mission, Strategic Objectives,

Customer Satisfaction, Shareholder Return,

KPIs, Outcomes, Results

**Breakdown Structures, Features, Tasks,
Requirements, Issues, Risks, Assumptions,
Budgets, Resources, Sprints, Milestones,
Estimating, Dependencies**

Operational Language

Processes, User Experience, SLAs, Support,

Procedures, Training, Exceptions, Throughputs,

User Documentation, Maintaining,

Lack of Resources

The Four Leadership Lenses



• **Cultural**

• **Organisational**

• **Rational**

• **Political**

***"It is not the strongest of the species that survive;
nor the most intelligent that survive.***

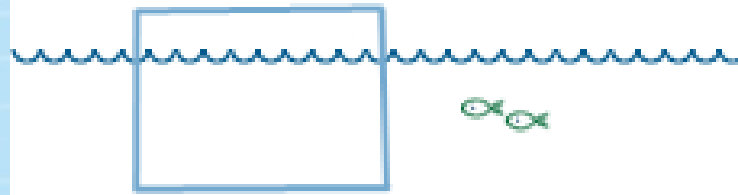
It is the one that is most adaptable to change".

Charles Darwin

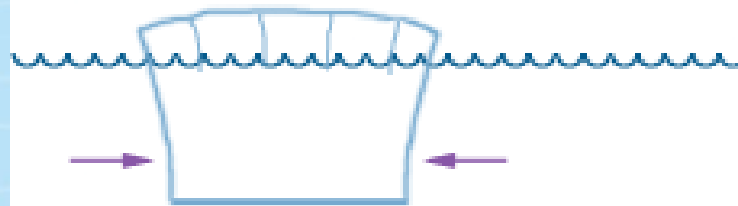




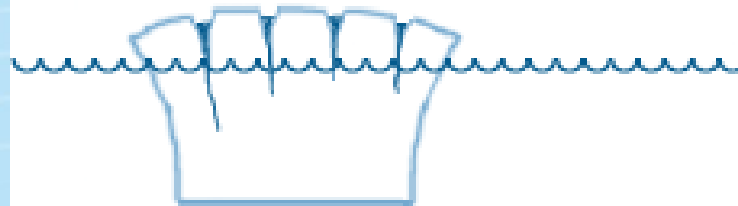
1. Newly calved iceberg



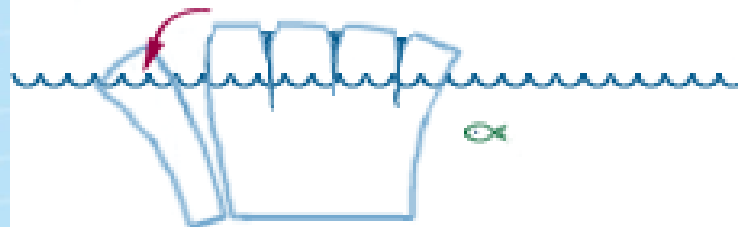
2. Buoyant force bends and cracks iceberg



3. In warm conditions, melt fills cracks



4. Melt leads to calving of new iceberg











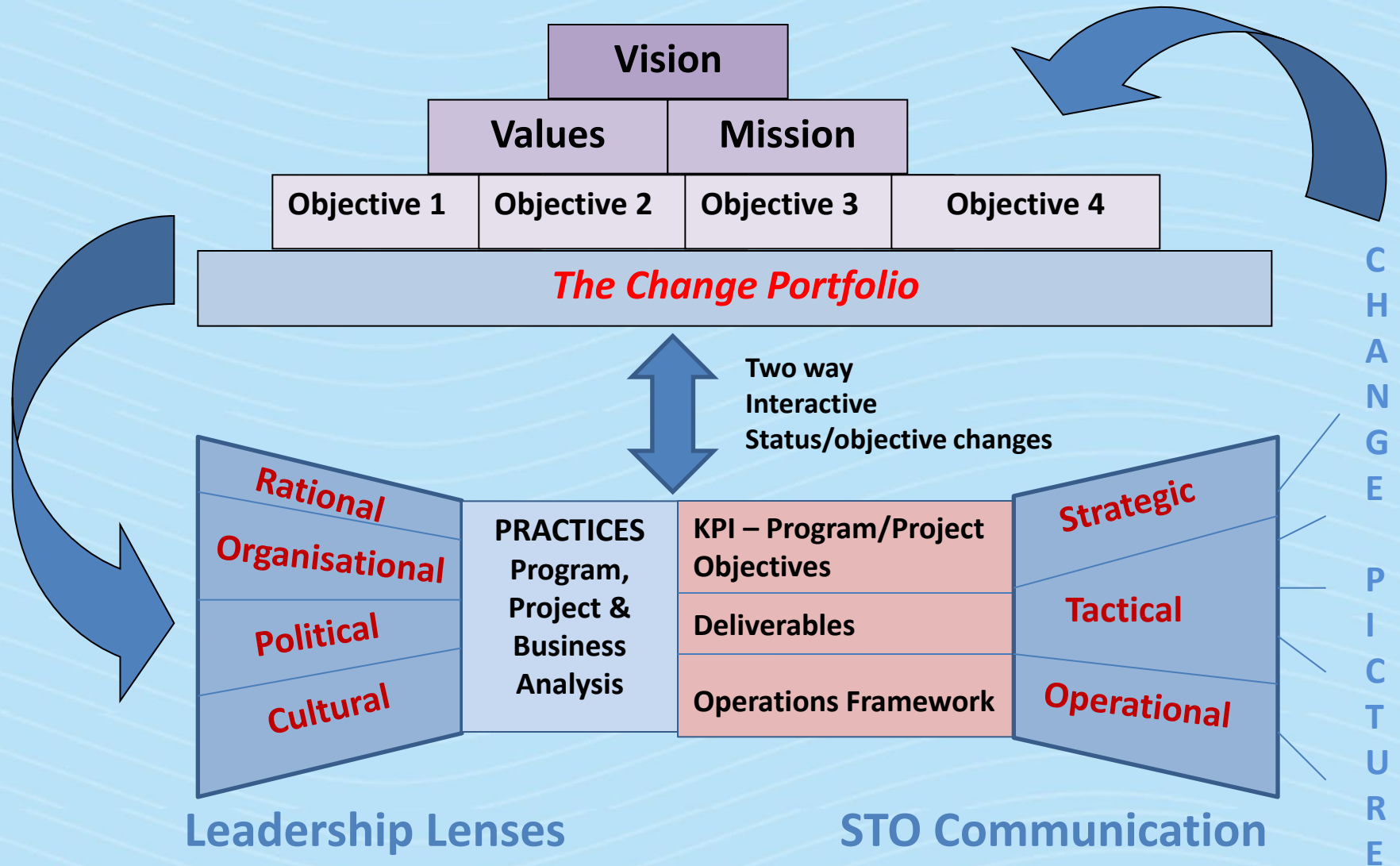








STO Change Management Model



The Language of Change

- **Understand the Alignment**
- **Determine the Leadership Lens**
 - **Rational, Organisational, Political, Cultural**
- **Use Appropriate Language**
 - **Strategic, Tactical , Operational**

Questions



How To Communicate With Mindavation

Think **ACT** - on the back of your business card write the following letters as appropriate:

- **A** – means you want a free article and template each month related to projects and leadership.
- **C** – means you want Mindavation to contact you for some reason. We'll give you a call!
- **T** – means you want the electronic version of the Mindavation templates discussed during this presentation (for free!)

About the Presenter

Haydn Thomas

Project Manager / Business Analyst/ Coach / Facilitator/ Mentor / Negotiator/ Keynote Speaker

Haydn has over 20 years of real world experience in project, business analysis and business consulting. He has worked extensively in large international and domestic banks, semi government organisations, solution providers and small start-up companies in defining and implementing structure, business solutions, change management and efficiencies across Australia, New Zealand & North America. Haydn's experience in complex integrated solutions and working knowledge of various project management methodologies (PMBOK, PRINCE2, SDLC) assists in delivering on client's project and training needs. Haydn also provides mentoring and coaching services in project management & business analysis and is active in delivery of the below mentioned categories and list of courses enabling capacity building across many organisations.

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