



In-Spire

Leadership Golden Notebook One

Vision driven leadership
Build inspiring relationships

JONATHAN (JONNY) SCHAUDER

In-spire:

Vision Driven Leadership

Jack is like any of us. He is trying to improve his leadership and relationships.

People keep telling Jack to improve the way he “inspires” others. The problem is that Jack has no idea what they are talking about. To Jack being inspirational is a talent you were either born with or not. Can you learn how to inspire?

In this first book of the Leadership Golden Notebook™ series Jack goes on a journey to try to improve his relationships, his leadership and his own personal development. He is looking for the ability to inspire.

Encouraged by his manager, Jack starts a quest to find new approaches for working with people that are practical and usable. He is seeking ideas that will be easy to understand and apply every day. Until now the things he has learned about people have seemed overly complex, simplistic, or too vague.

The ideas Jack records in his golden notebook will surprise you with their simplicity, engage you with their importance and power, and excite you to share with others.

You'll be able to apply the ideas in every situation where you are dealing with people or striving to feel more in control and effective within yourself.

Forthcoming titles in the Leadership Golden Notebook™ series:

The Language of Leadership

Leadership Golden Notebook Two
Making Sense of Strategy

Moments of Meaning

Leadership Golden Notebook Three
The Competencies of Communication

Creating Cultures

Leadership Golden Notebook Four
High Performance Explained

In-Spire

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productions

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What leaders have said about The Change Agent Network...

“Every person who joins any of my teams must be able to demonstrate these skills. Not only does it make them happier and more skilful, it builds a high performing culture where we can speak the same language and learn more effectively.”

Major Infrastructure Projects

“My personal leadership journey has been tremendously enhanced by The Change Agent Network. I’m so pleased Jonny has finally put these ideas in a book that everyone can access.”

State Water Authority

“As a doctor and a leader I was never given the critical tools that Jonny shares to make my role easier and my team more effective. I have my own golden notebook from Jonny’s coaching, and recommend this first step to you all on your journey to inspire others.”

Medical Organisation

“I just find that it all makes extraordinary sense. Our organisation has used ideas like FISH and Situational Leadership. Jonny’s writing and concepts fit that same easy-to-use but powerful tool kit. Everyone can understand them. Everyone can use them, and relationships and leadership improves across the board.”

Hospital CEO

About the Author

Jonathan (Jonny) Schauder continues the same mission and tradition as authors like Stephen Covey, Ken Blanchard and Roger Fisher to bring complex and academic ideas into formats that everyone can use.

Jonny is a registered psychologist with a commerce background. He has over 20 years' experience enabling Australia's corporate and community leaders to optimise their teams and strategies.

He started his career as a youth worker coaching young people and police to improve their interactions. After teaching final year organisational strategy and marketing subjects at Monash University, he went on to deliver advanced negotiation and mediation skills workshops with CMA. CMA is an offshoot of the Harvard Negotiation Project, based in Melbourne, Australia. Jonny was mentored at CMA by Eliezer Kornhauser, whose ideas impacted every dimension of his approach to the theory of interpersonal skills development.

Also as part of that CMA journey, Jonathan worked at Harvard Law School with Professor Roger Fisher, author of the best-selling, "Getting to Yes".

Since he began, more than 30,000 people have attended his workshops, mediations and seminars. He is known as an expert who can make the complex simple, and make important ideas both easy to remember and easy to use.

He now owns and runs "The Change Agent Network" based in Melbourne. Jonny is married to Emma with 5 children - Hannah, Ben, Daniel, Keren and Layla.

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1. Learning from the Psychologist

Positive Assumptions

Jack had never felt confident about his people skills. Nonetheless with his excellent technical and academic abilities, he had advanced in his career to people management roles in his large organisation.

He had a wonderful wife and two great kids. Well the situation at home was mostly great. Actually the kids, Chris aged 12 and Mia aged 15, had a difficult relationship with their Dad. It wasn't anything like a breakdown, just an awkwardness and tension that seemed to follow them all around.

At work Jack's manager, Sophie, had noticed it too.

An awkwardness or tension in the way Jack engaged with people. She insisted on Jack doing something about it. What exactly?... Sophie didn't know either. But she maintained that Jack needed to seek answers.

And she repeatedly suggested that Jack needed to improve the way he *inspires* others. In his team, and beyond.

Jack had never understood the idea of inspiration. Sure, he assumed that it meant to *motivate others*, but Sophie was asking for more than that. Something that Jack had probably accepted was not naturally part of his genetic make-up.

Sophie and the organisation expected great leadership from their team leaders. So Jack knew he needed to change.

Simply put, Jack needed a crash course in understanding people and creating inspiring relationships.

A smart and educated man, Jack started his quest methodically. Books and sayings. Articles from prestigious university professors.

Jack wasn't lazy. But he was frustrated.

Everything he read seemed so vague, theoretical, complex, or speculative. People gave him advice like "keep calm", or "do a personality test to know who you are".

He had once done an assessment of his leadership style where he checked boxes about his self-perception and the way others viewed him. They were good moments of reflection.

Overall however, he did not feel as if he was progressing.

In the absence of any other obvious input, Jack was trying to work out where to look next.

"Let's see", he thought. "I need someone who understands people."

The only new direction he could think of was a psychologist.

Jack's active search for new answers had begun.

Jack bought himself a big notebook with a gold cover.

He decided that when he found critical ideas about inspiring people, he would record them so he could share them with Sophie and others.

Jack had several friends who were psychologists. In the past they had told him about Pavlov's dogs and how

humans could be “conditioned” to respond to certain things in certain ways using rewards or punishments.

He’d also heard that people have basic personalities and preferences that they go back to in times of difficulty.

Yet another of his friends talked about the fight or flight response, brain chemistry and evolution. He’d also read somewhere an opinion that change was difficult if not impossible.

So far that advice had not helped Jack to improve his approach to people. So rather than anything specific he decided to summarise his existing learning into the first page of his notebook in six points.

He wanted to believe that there is some hope and that people can change. And he also couldn’t accept the idea that people are overly simple or overly complex.

