

A hand holding a flaming torch against a dark background with bokeh light effects.

MAXIMUS

Democratising Leadership

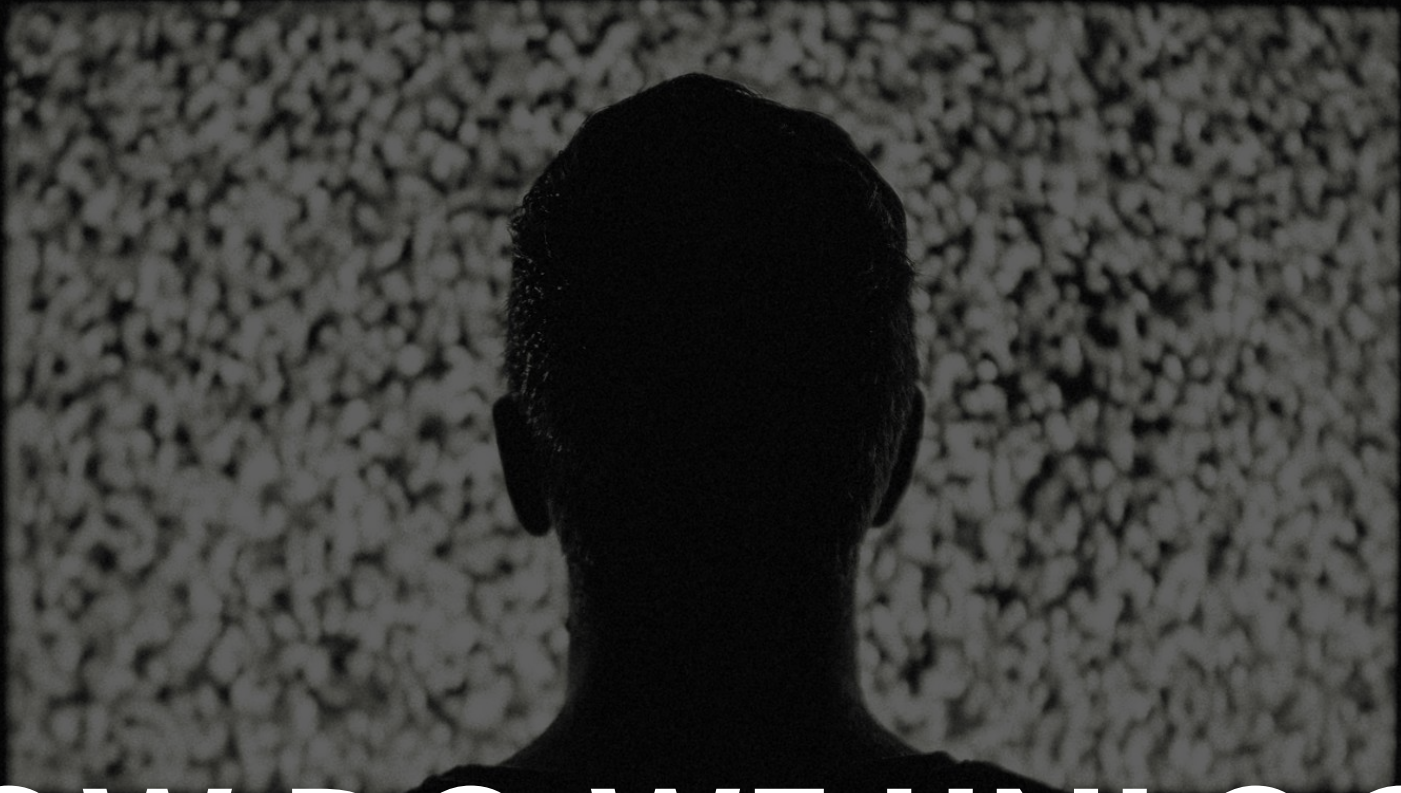
Part 2

A Livestream Event | Leadership Community



LEADING FROM THE EDGE

VIDEO



**HOW DO WE UNLOCK
THESE SUPERPOWERS?**



REIMAGINING LEADERSHIP

How leadership needs to shift to unlock potential



DEMOCRATISING LEADERSHIP DISTRIBUTED ACCOUNTABILITY

PURPOSE + CLARITY +
COURAGE + CAPABILITY =
CONVICTION



BREAK OUT DISCUSSION

To what extent are you getting distributed accountability?

Where is it and where does it need to be?



DEBRIEF

MAXIMUS



THE LEVERS TO PUSH AND PULL

The HOW of Democratising Leadership

Shift the collective mindset.

Create the conditions and systems for distributed impact.

Activate the collective with the courage.



COURAGE



THE PSYCHOLOGY OF COURAGE

PURPOSE

Clarity of how I
create value

COURAGE

FEAR

Stepping
into fear

ACTION

Choosing
growth/action



BREAK OUT DISCUSSION

Striking balance between purpose, fear and action is key: how could you activate courage across the organisation?



DEBRIEF

MAXIMUS



DEMOCRATISING LEADERSHIP

5 STEPS TO GET YOU STARTED | UNDERSTANDING THE SYSTEM

1. Always start with the **future state** front of mind. You can't democratise accountability if you can't provide the end state.
2. Think in terms of the whole ecosystem. Start with a full view of the **value chain** and address the parts from there.
3. **Create your criteria to disrupt.** Establish the rules to loosen up guard rails
 - What do you need to keep it tight
 - What can you loosen and completely democratise
 - How do you need to pivot the approach
 - What do you need to remove or make redundant
4. **Mindset** before action. Look how you are **distributing authority**. Assess your **levers** to push and pull. Look to activate the collective through **creating courage**
5. Reinforce **quick wins**. Hold the standard for outcomes through accountability and radical candour. Encourage freedom within the framework.



THE EXPERIMENT

YOUR INVITATION TO DEMOCRATISE LEADERSHIP IN YOUR ORGANISATION

Will you join us?

**Scan for opportunities to distribute
accountability**

Follow the 5 steps to get you started

Join the experiment

**Accept the WhatsApp invitation, engage and
connect with your leadership community**

We are here to help

We are largely better at doing than thinking.

Nassim Nicholas Taleb, 2012





THANK YOU

MAXIMUS