Think
speak
During our time today…

A. Prelude – how did we get here?
B. Preparation – why?
C. Journey – what’s at the core?
D. Destination – the choice is yours!
Start with the premise...
WE CAN ACT INSTEAD OF BEING ACTED UPON

STEPHEN COVEY

PICTUREQUOTES.com

Live by Design
Not by default

Live With INTENTION
I am the master of my fate;
I am the captain of my soul.

William Ernest Henley
Chance
WHY

DO I EVEN BOTHER?
Choice
Life is like a roller coaster. It has its ups and downs. But it's your choice to scream or enjoy the ride.
LIFE IS:
WHAT HAPPENS TO ME
WHAT I MAKE HAPPEN
Being proactive rather than reactive provides you with an opportunity to control a situation, rather than letting it control you.
CHALLENGES

OR

Change
PERCEPTION
I may not always be able to change a situation, but I can always change the way I think about it.
May I have the **courage** to change what I must change and the serenity to accept the things that I can’t. And yes, the wisdom to know the difference!
You are not alone.
We wouldn’t be able to do the work we do without being able to draw on our own life experiences.

Your successes and losses have brought you to this point and they will continue to take you forward to what still needs to be done!
Here is Edward Bear, coming downstairs now, bump, bump, bump, on the back of his head, behind Christopher Robin.

It is, as far as he knows, the only way of coming downstairs, but sometimes he feels that there really is another way.

If only he could stop bumping for a moment and think — “is there a better way”.

Adaptation of an A.A. Milne quote
So, for something a little different in approaching leadership for ourselves and others
start with why
Act, Think & Communicate from the INSIDE OUT!

**WHY** - Your Purpose
Your motivation? What do you believe?

**HOW** - Your Process
Specific actions taken to realize your Why

**WHAT** - Your Result
What do you do? The result of Why. Proof
Macarthur NILS

**Why = values** – the purpose that underlies all that we do
Engage, Enable, Empower, Respect, Dignity, Advocacy

**How = vision** – how we fulfil the purpose
To improve the quality of life of people by facilitating successful financial outcomes.

**What = mission** - what we do to fulfil our purpose
Macarthur No Interest Loan Scheme provides financial opportunities that engage, enable and empower people to move towards financial inclusion.
Macarthur NILS

Because we believe in
Engage, Enable, Empower, Respect, Dignity, Advocacy

we
improve the quality of life of people **by** facilitating
successful financial outcomes.

**through**
providing financial opportunities that engage, enable
and empower people to move towards financial
inclusion.
Question:

Your organisation?

Vision   Mission   Values
what      how      why
Sharon

What?
I coordinate Macarthur NILS.

How?
By turning up every day.

BUT WHY???
Sharon’s professional values...

- giving of the self
- accountability
- empathy / empowerment
Sharon

What?
I coordinate Macarthur NILS.

How?
By turning up every day.

Why?
Because I believe in:
  - giving of the self
  - accountability
  - empathy / empowerment
Sharon

Why?
- giving of the self
- accountability
- empathy / empowerment

How?
By turning up every day.

What?
I coordinate Macarthur NILS.

Macarthur NILS

Why?
Engage, Enable, Empower, Respect, Dignity, Advocacy

How?
To improve the quality of life of people by facilitating successful financial outcomes.

What?
Macarthur No Interest Loan Scheme provides financial opportunities that engage, enable and empower people to move towards financial inclusion.
If we know the ‘why’ things might make sense!
Values (our why)

- principles or standards of behaviour, one’s judgement of what is important in life
- to regard or esteem highly.
Quick activity
1) Scan the ‘List of Values’
2) Circle any value that catches your eye as being important to you – as many, or as few as you like.
3) If a value you have is not listed, write it down.
4) 3 minutes – go!

Values =
- principles or standards of behaviour, one’s judgement of what is important in life
- to regard or esteem highly.
Activity

My top three...

List your top three professional values

Values =

- principles or standards of behaviour, one’s judgement of what is important in life
- to regard or esteem highly.
Sharon’s professional values...

- giving of the self
- accountability
- empathy / empowerment
Do your professional values align with what you do in the workplace?
Activity

My top three...

List your top three personal values.

Values =
- principles or standards of behaviour, one’s judgement of what is important in life
- to regard or esteem highly.
Sharon’s personal values...

- truthfulness
- personal responsibility
- depth / awareness
Can you relate your personal values to the job you do?
Do your professional values align with what you value personally?
How different are they?

personal values...
- truthfulness
- personal responsibility
- depth/awareness

professional values...
- giving of the self
- accountability
- empathy/empowerment
Reality check...

- Each day we are supposed to represent our organisation in the workplace by *living out* the mission, *fulfilling* the vision and *displaying* the values.

Well, that’s Sharon theory anyway!

- Realistically???

- Have you ever thought about whether you actually share, or believe in, your organisations mission, vision and values???
Why does any of this matter???

- Values don’t align with what you do = **struggle**

- Aligning *your* values with the work *you* do will give *your* work, and *your* day, greater purpose and meaning.

- Assisting your colleagues to discover their value base will bring a greater understanding of job satisfaction, or struggles.

If you value ‘caring’ – then care.
If it is ‘excellence’ – then be excellent in your own way.
If it’s ‘financial security’ – then work to keep your job.

Bring your values to work and invest yourself in your values.

This will help **everyone** feel more **fulfilled and purposeful**.
Jo has been a crisis worker for a community organisation for 17 years. Jo’s main issues with their organisation is that the goal posts keep changing when it comes to policy and practices. Jo is a straight talker and not afraid to speak up. Jo has come from a life of hard knocks and is a great support to clients. Jo is change resistant, and very vocal about it.

Jo attended this workshop and did the ‘values’ exercise and discovers 3 primary values are...???
Caring – crisis worker although own ‘hard knocks’
- speaks up
- change resistant

Consistency – 17 years working for one organisation
- crisis worker role
- has issue when organisation is ‘inconsistent’
- change resistant

Tenacity – straight talker
- not afraid to speak up
- crisis worker
- worked with ‘inconsistent’ organisation for 17 years
- survived life of hard knocks
- change resistant
When you know the **why**, *life* gets easier! But not always perfect!
Examining your values – those principles and standards by which you rule your life, is a great way to understand what your purpose is, your ‘why’ for getting out of bed in the morning.

Struggle can be turned to fulfilment by aligning who you are, with what you do; and by accepting that which can’t be changed and changing that which can!
So what does all of this mean in the real world?

- You need to be a little brave to take an honest look at what it is you truly value, and how that aligns with what you do personally and professionally.

- Through understanding your own value base, and the place from which you operate, you can have a better understanding of why you act, react and respond the way you do.

- Being able to understand what underpins your struggles gives you the opportunity to choose a different response, or not.

- Values are not static – your values will change over time, throughout the different stages of your life.
Choice
Informed choice
Invest the time...

- Go through the values activity with your staff, group, family, etc.

- Knowing and respecting a person’s value base will help add strength to your team, program, or organisation as these values can be utilised to add ‘value’ to whatever it is you all do.

- Understanding where others are coming from can help cut through to the heart of difficulties, rather than focusing on behaviours shown.
To lead well, know yourself!
Value yourself enough to know who you are and from what premise you operate, your why – and this honest, authentic approach will assist you to build trust and understanding in every relationship you have.

Values are highly personal, changeable, with no right or wrong.

Our values are as unique as we are!

It is an honour, a respectful process to know the place from which a person operates – a privilege not to be taken lightly.
we ALL bring our 'self' to work
Lead well...
Thank you for sharing this time with me.