Inception Workshop

‘Global best practices on emerging chemical policy issues of concern under the Strategic Approach to International Chemicals Management (SAICM)’ Project 9771
inception
/ɪnˈsepʃ(ə)n/
noun
1. the establishment or starting point of an institution or activity.
"she has been on the board since its inception two years ago"

synonyms:

establishment, institution, foundation, founding,
formation, initiation, setting up, origination,
constitution, inauguration, opening; beginning, start,
starting point, outset;
birth, dawn, genesis, origin, rise;
debut, day one;
informal kick-off;
formal commencement
"the inception of the EEC in 1958"
Nadene Canning

ALLSystemsGO! (ASG) founded by Nadene Canning in 2004.

PURPOSE Developing and supporting agile behaviors, strengthening skills and competencies of professionals in all types of organizations. Facilitation approaches and management coaching practices to address change, ambiguity and complexity.
COLLABORATION

COMMUNICATE

TRUST
PURPOSE
APPRECIATION

LISTEN
AFFINITY

FEEDBACK
# Summary of Dweck's Mindset

## Fixed vs Growth

<table>
<thead>
<tr>
<th>Ability is Static</th>
<th>Ability is Developed</th>
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<tbody>
<tr>
<td>avoids challenges</td>
<td>embraces challenges</td>
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<tr>
<td>gives up easily</td>
<td>persists in obstacles</td>
</tr>
<tr>
<td>sees effort as fruitless</td>
<td>sees effort as necessary</td>
</tr>
<tr>
<td>ignores useful criticism</td>
<td>learns from criticism</td>
</tr>
<tr>
<td>threatened by others</td>
<td>inspired by others’ success</td>
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Learning Agility

- **Results agility**: Delivers results in challenging first-time situations.
- **Self-awareness**: Extent to which an individual knows his or her true strengths and weaknesses.
- **Change agility**: Likes to experiment and comfortable with change.
- **Mental agility**: Ability to examine problems in unique and unusual ways.
- **People agility**: Skilled communicator who can work with diverse types of people.
• What happens in the room stays in the room – Chatam House
• Bring a fresh perspective to every discussion
• Sharing is caring, be constructive with your feedback
• Trust the process
• Be realistic
• Stay focused
• No phones, no laptops
What does this mean to me?
Leading Through VUCA

**Be Direct**
in complex situations
Transparency in information communicated and received will gain mutual trust and collaborative efforts.

**Be Understandable**
in ambiguous situations
Clarity in purpose, direction, and responsibilities will empower others.

**Be Reliable**
in volatile situations
Follow through on what is said and agreed to will accelerate positive momentum.

**Be Trustworthy**
in uncertain situations
Invest in people, keep teams engaged, involve partners, seek to understand, speak to be understood, act with respect always.

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Nadene Canning
Putting Emotions to Work

High Energy

1. Optimistic
   Confident
   Receptive
   Excited
   Enthusiastic
   Proud

2. Carefree
   Calm
   Peaceful
   Mellow
   Passive

3. Angry
   Frustrated
   Impatient
   Irritable
   Anxious
   Incensed

4. Exhausted
   Sad
   Depressed
   Hopeless
   Tired

Source: Adapted from Carr (2004); Loehr & Schwartz (2003)
Disruptive Innovation Time
Five skills

- Associating
- Questioning
- Observing
- Networking
- Experimenting

Jeff Dyer Prof of strategy at Wharton author of The Innovators DNA

Nadene Canning