

**baldry +
sanford**

CHARTERED ACCOUNTANTS

Leveraging chaos

How to turn emerging 2023
business trends and leadership
challenges into opportunities

baldry + sanford Growth Hub

Tuesday 6 December 2022

Facilitated by Clinton Sanford

mindshop

Today's agenda

- ▶ Welcome / Updates / Networking with peers
- ▶ **Capacity:** Challenge your 2023 team attraction and retention strategies
- ▶ **Productivity:** How to get 2 hours back into your daily schedule and get rid of to do lists
- ▶ **Performance:** Avoiding self-sabotaging behaviours as a leader. Where are your opportunities?
- ▶ Coffee / networking with peers
- ▶ **Vision:** 2023 leadership vision. How to set your vision for the year ahead as a leader?
- ▶ **Trends:** Emerging trends roundtable
- ▶ Key actions from the day and summary

2023 Business Leader trends / performance survey

Hope you all get a chance to do the annual leadership trends / performance survey we sent as pre-work. If not we shall also send post workshop for you to do.

Provides confidential insights for the annual report that shapes these workshops each year.

Takes 12 minutes to complete.



Last workshop actions re: growth

To Do List



- Three ways to avoid stagnation
- Removing customer friction
- Referrals and shared great ideas
- Pricing and revenue models
- Rapid problem-solving exercise

WHERE IS YOUR LOCUS OF CONTROL

Economy

Increase prices

Supply chains

Cashflow

Cut costs

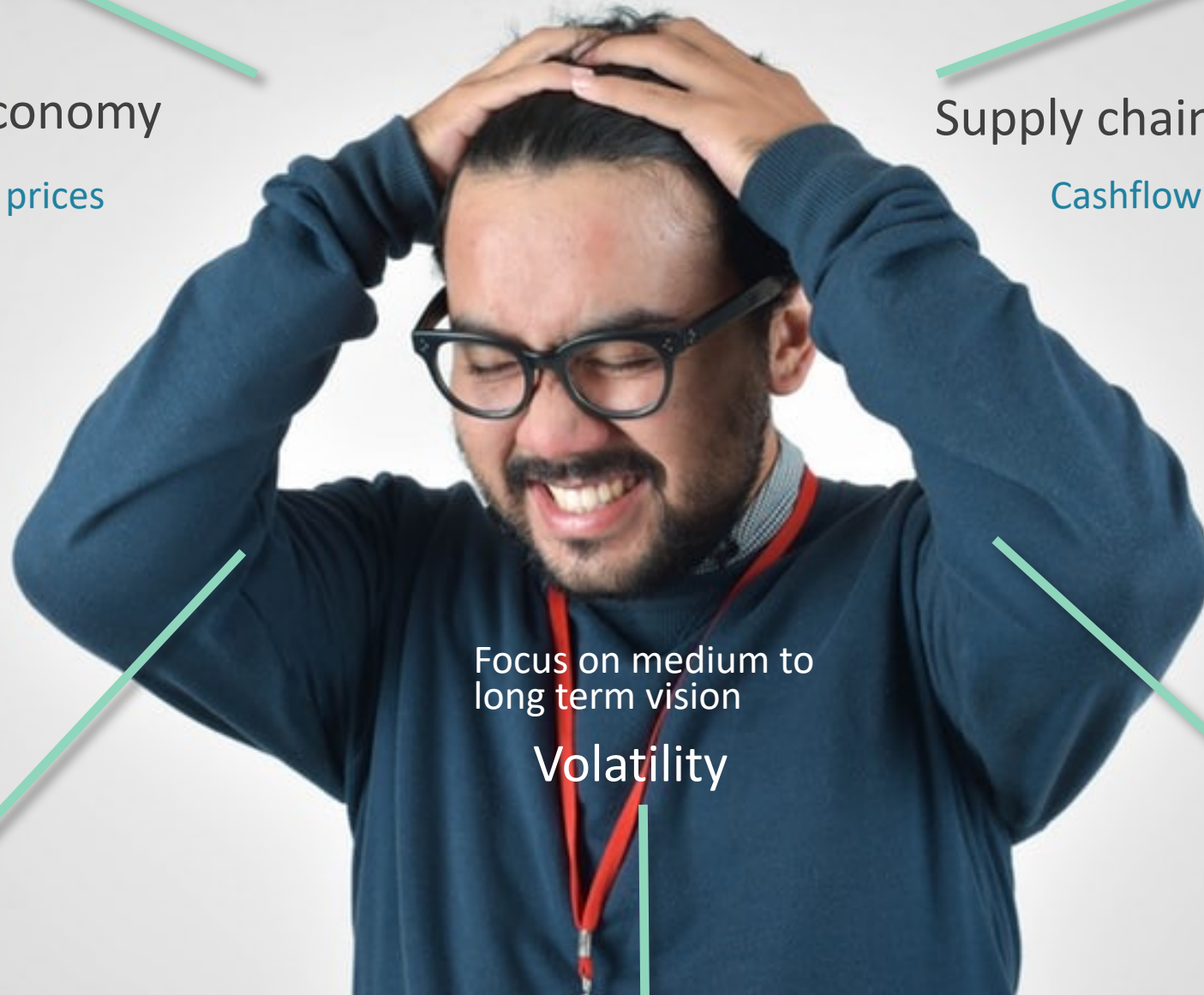
Increase engagement

Competitors

Focus on medium to long term vision

Customers

Volatility

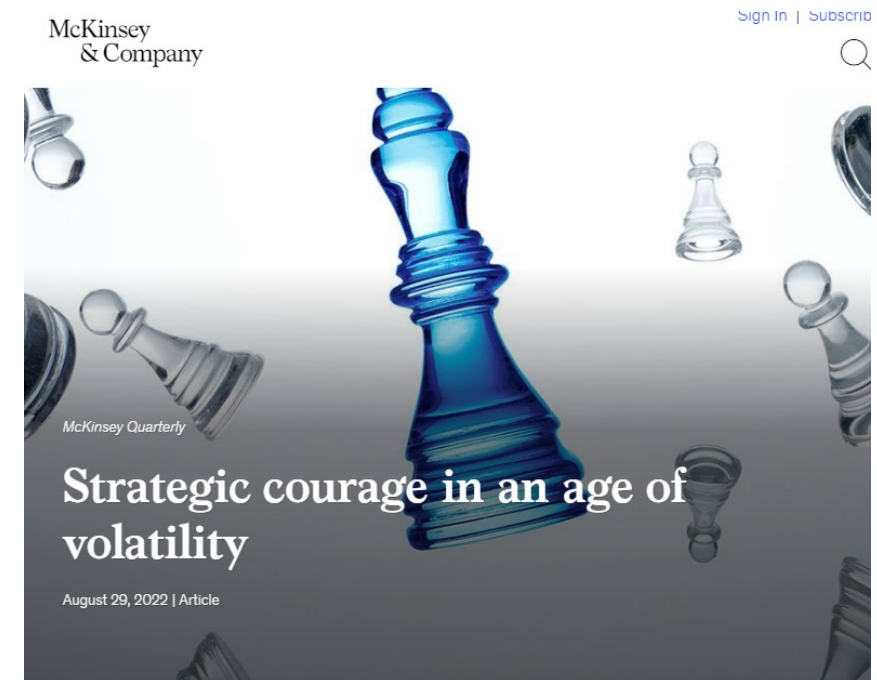


"Indeed, we see two types of business leader emerging. The first type adopts a cautious and defensive posture in dealing with the volatility and uncertainty. These leaders are hunkering down and concentrating on the threats here and now..... These leaders are in a strategic "wait and watch" mode as conditions unfold.

"But we see a second type of leader as well—one who is taking all the right defensive actions while also leaning into the volatility, using it as a catalyst to galvanize action around new opportunities. The current disruption has invigorated these leaders' mindset of moving forward boldly, and they are rejuvenating elements of their strategy that may have been dormant. These leaders are playing both offense and defence."

"The best leaders and companies are ambidextrous: prudent about managing the downside while aggressively pursuing the upside. These leaders are thinking about the next decade, not the next month."

Ref: <https://www.mckinsey.com/business-functions/strategy-and-corporate-finance/our-insights/strategic-courage-in-an-age-of-volatility>



By [Michael Birshan](#), [Ishaan Seth](#), and [Bob Sternfels](#)

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Today's challenging environment requires business leaders to hone their edge in three critical areas: insights, commitment, and execution.

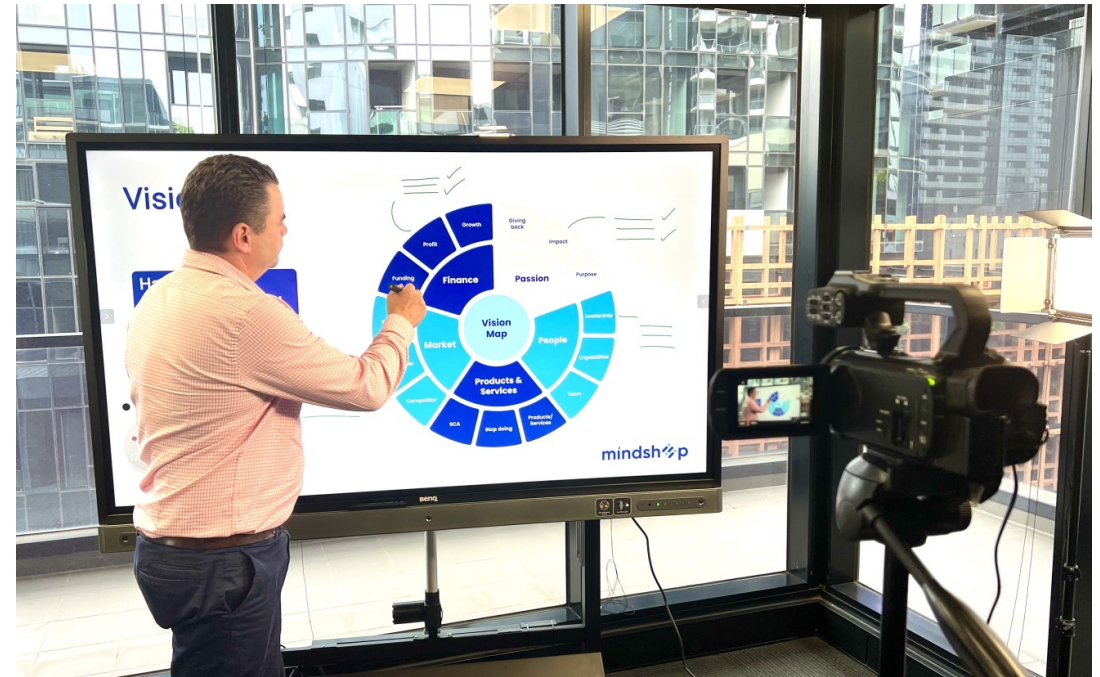
Mindshop Online update

New Mindshop Online Training technology to make learning easier.

Ensure you and your team have a 'well stocked mind' in 2023

New Mindshop Online training technology out **21st November.**

Easier navigation, all new videos and complete re-write in progress across all courses.



Introduction & updates

Let's hear a **key trend** that you see as the **biggest challenge for 2023** for you and why?



Capacity: Challenging your 2023 team attraction and retention strategies

4 ways to attract and retain talent

Brian Kropp, Distinguished VP, Research, at Gartner, predicts that “companies will need to plan for a year-over-year turnover rate that is 50% to 75% higher than they are accustomed to”. Do you agree? Let’s look at four strategies you could embrace.



Pay to play via compensation and benefits



Pay to play via time and workload

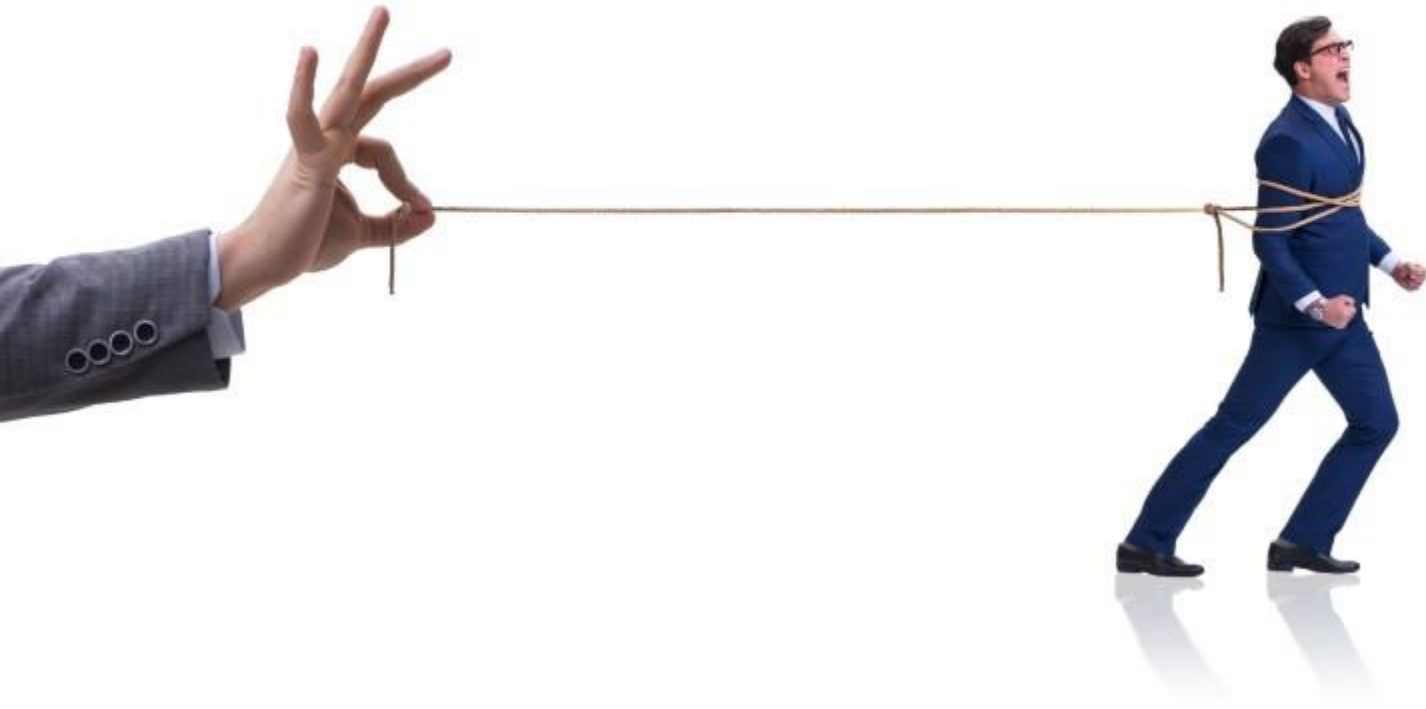


Bet heavily on your existing employees



Radically expand your talent pool

What is working? What is not?



Exercise:

Let's discuss as a group what is working and what is not in attracting and retaining talent for you?

Productivity: How to get 2 hours back into your daily schedule and get rid of to do lists

Productivity secrets

15 surprising things productive people do differently

Secret #1: They focus on minutes, not hours.

Secret #2: They focus only on one thing.

Secret #3: They don't use to-do lists.

Secret #4: They beat procrastination with time travel.

Secret #5: They make it home for dinner.

Secret #6: They use a notebook.

Secret #7: They process email only a few times a day.

Secret #8: They avoid meetings at all costs.

Secret #9: They say "no" to almost everything.

Secret #10: They follow the 80/20 rule.

Secret #11: They delegate almost everything.

Secret #12: They theme days of the week.

Secret #13: They touch things only once.

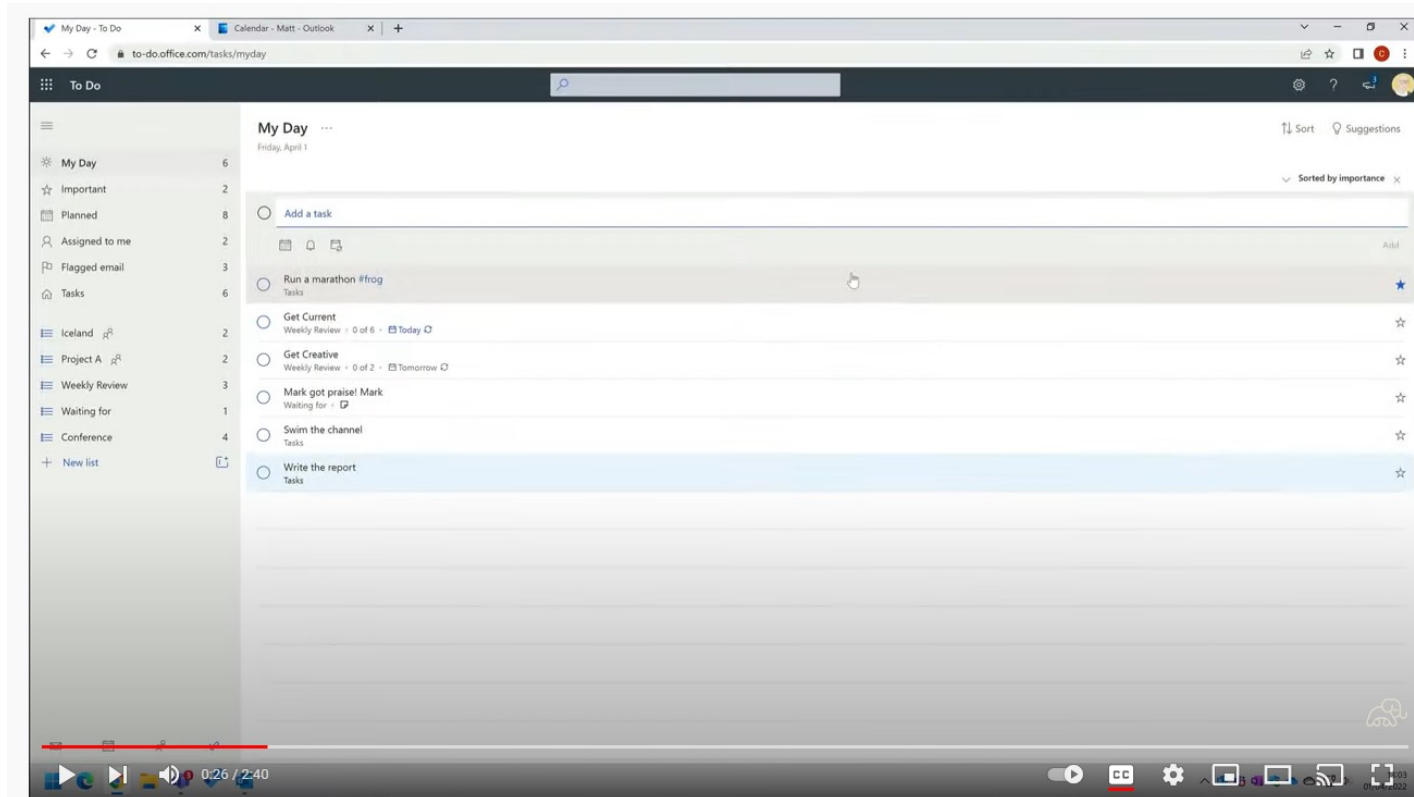
Secret #14: They practice a consistent morning routine.

Secret #15: Energy is everything.

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Ref: <http://onforb.es/1Jjd51x>

Time boxing tasks with outlook



Microsoft To Do and Outlook | Block Time for Tasks with To Do

24,732 views Apr 12, 2022 In this video I'm going to show you how you can use To Do to block out time in your Outlook calendar to get your tasks completed ...more

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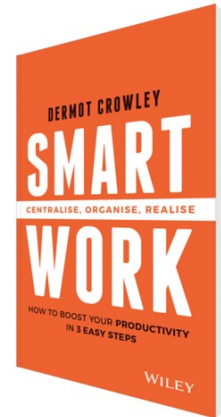
Add a comment...

Friday ROAR process



Description

1. **R**eview week gone – Reschedule unfinished tasks and actions and check meetings for actions to add to calendar. Review inbox and tasks
2. **O**rganise next week – Review meetings and priorities – Schedule, plan including travel times
3. **A**nticipate - Review 3 to 4 weeks ahead. Identify deadline, review travel and start/book in proactive actions
4. **R**ealign – Review OKRs/TOP 3 & review larger projects – schedule actions, calls and meetings



Smart Tip 33

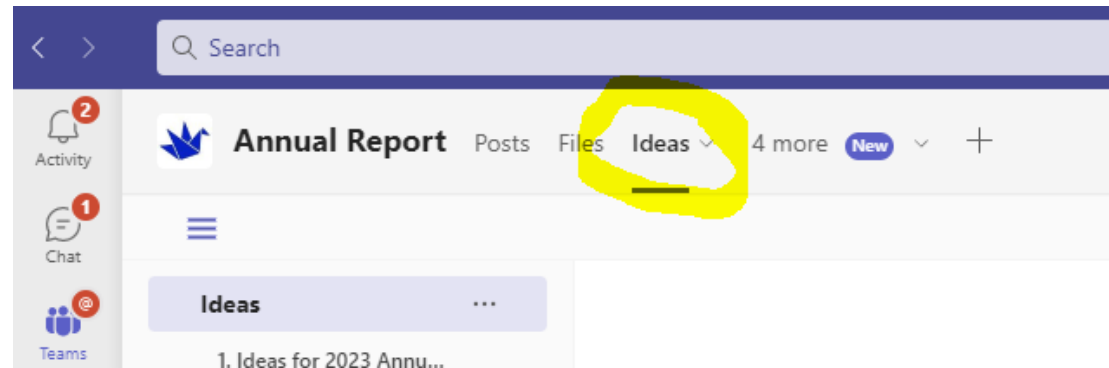
**Plan each week with a ROAR!
(Review, Organise,
Anticipate, Realign)**

Dermot Crowley, author of Smart Work
dermotcrowley.com.au

What are the benefits of this?
What are others doing?

Incubate ideas in Microsoft teams

- ▶ Do you find it difficult to come up with clever ideas on the spot for major strategies or new initiatives? Do you need time to incubate clever ideas?
- ▶ Why not use an application like Microsoft teams to create 'buckets' to collect clever ideas from applicable team members in advance of the meeting on a key strategy or initiative
- ▶ Avoid good ideas being lost in individual notepads or emails and becomes a single source to fast track ideas



Exercise

In pairs discuss for **10 minutes** what you could be doing differently to identify two hours of daily time saving from:

- ▶ 15 secrets
- ▶ Ditching to do lists (time boxed calendars)
- ▶ ROAR process
- ▶ Incubate ideas in Microsoft teams

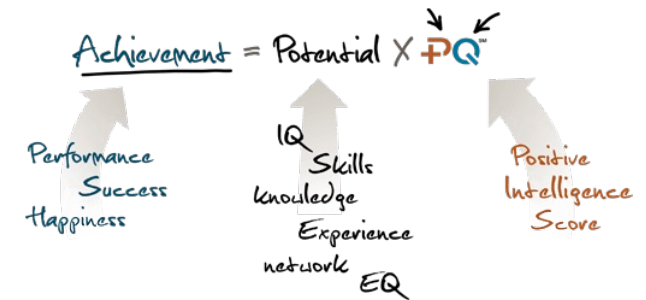
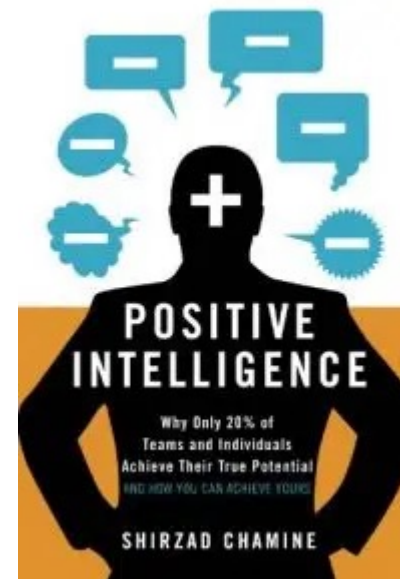


Performance: Avoiding self-sabotaging behaviours as a leader. Where are your opportunities?

What is PQ (Positive Intelligence)?

Positive Intelligence Quotient, or PQ, is the measure of your mental fitness.

A component of this research looks at understanding specific saboteur behaviours and how they impact us as leaders



<https://support.positiveintelligence.com/article/129-where-do-i-take-the-sab-assessment-and-pq-assessment>



Meet the Judge, Your Master Saboteur

The Judge is the universal Saboteur that afflicts everyone. It is the one that beats you up repeatedly over mistakes or shortcomings, warns you obsessively about future risks, wakes you up in the middle of the night worrying, gets you fixated on what is wrong with others or your life, etc. Your Judge activates your other Saboteurs, causes much of your stress and unhappiness, reduces your effectiveness, and harms your relationships.

Accomplice saboteur – part 1



Avoider

Focusing on the positive and pleasant in an extreme way. Avoiding difficult and unpleasant tasks and conflicts.



Controller

Anxiety-based need to take charge and control situations and people's actions to one's own will. High anxiety and impatience when that is not possible.



Hyper-Achiever

Dependent on constant performance and achievement for self-respect and self-validation. Latest achievement quickly discounted, needing more.

Accomplice saboteur – part 2



Hyper-Rational

Intense and exclusive focus on the rational processing of everything, including relationships. Can be perceived as uncaring, unfeeling, or intellectually arrogant.



Hyper-Vigilant

Continuous intense anxiety about all the dangers and what could go wrong. Vigilance that can never rest.



Pleaser

Indirectly tries to gain acceptance and affection by helping, pleasing, rescuing, or flattering others. Loses sight of own needs and becomes resentful as a result.

Accomplice saboteur – part 3



Restless

Restless, constantly in search of greater excitement in the next activity or constant busyness. Rarely at peace or content with the current activity.



Stickler

Perfectionism and a need for order and organization taken too far. Anxious trying to make too many things perfect.



Victim

Emotional and temperamental as a way to gain attention and affection. An extreme focus on internal feelings, particularly painful ones. Martyr streak.

Exercise

Your top three saboteurs (work in pairs)

- ▶ From the nine options discussed, think about which three saboteurs most apply to you.
- ▶ Discuss strategies to address them in pairs
- ▶ See handout for descriptions on saboteurs



Coffee Break

Vision: 2023 leadership vision.

How to set your vision for the year ahead as a leader?

**Leadership
Vision
Mapping**



- How will you continuously stay on top of best practice and innovations in your industry?
- Where do you need to improve your business / financial acumen?

- What successful outcomes have you achieved in the business and as a leader?
- What is your role?

- How will you improve your productivity levels, delegation skills and ability to get things done in a timely fashion?

- What is your authentic, personal brand? What are you known for?

- What communication / negotiation skills do you need to improve?
- What networks are you part of to drive new business and relationships?

- What are your core values? What is your why?

- What skills do you need to build to improve your ability to drive change, stay agile and implement strategies effectively?

- How will you give back to the community?

- What skills do you need to accelerate your ability to develop a strong vision, strategies and problem solve more effectively?
- What skills do you need to improve the growth and profit in the business?

- Where do you need to improve to ensure you have strong levels of mental resilience to cope in high pressure situations?

- What skills do you need to build to better coach / develop / inspire your team?

- How will you ensure you are fit and healthy with high energy levels? What are your goals?

- What organisations, people or solutions will assist you in building the capabilities you require for success? Who will be your coach / mentor?

- What self-sabotaging behaviours do you want to address about yourself? Where do you need to improve your emotional intelligence?

Exercise

- ▶ Have a discussion with the person next to you regarding your **2023 personal brand** as a leader.
- ▶ What are you known for?



Trends: Emerging trends roundtable. Discuss and debate key emerging trends impacting your industry, leaders, and business.

Exercise

- ▶ Spend 15 mins in small groups noting down what you see are the top 4-5 trends impacting your industry, leaders and business for 2023.
- ▶ We shall then discuss as a group the key areas and high-level thoughts to tackle each.



The 2023 schedule of workshops

- ▶ Tuesday 7 March 2023
- ▶ Tuesday 13 June 2023
- ▶ Tuesday 12 September 2023
- ▶ Tuesday 5 December 2023

Summary from today

- ▶ Watch for new technology Mindshop Online
- ▶ Need to be offensive and defensive as leaders to navigating chaotic markets
- ▶ Reflect on applicable attraction and retention strategies
- ▶ Take on board productivity hacks – 15 secrets, time boxing, ROAR, Incubation of ideas
- ▶ Avoiding self-sabotaging behaviours as leaders
- ▶ Leadership vision mapping
- ▶ Emerging trends roundtable – What are the key ones for you?
- ▶ 2023 workshop schedule
- ▶ Please do the annual trends / performance survey sent in pre-work

Thank you for attending

Good luck with your growth strategies

Next workshop date Tuesday 7 March 2023