

Transformation Leadership

- Copenhagen, Denmark
- Body Mind Academy, Europass
- Angela Milne



TEAM

T together

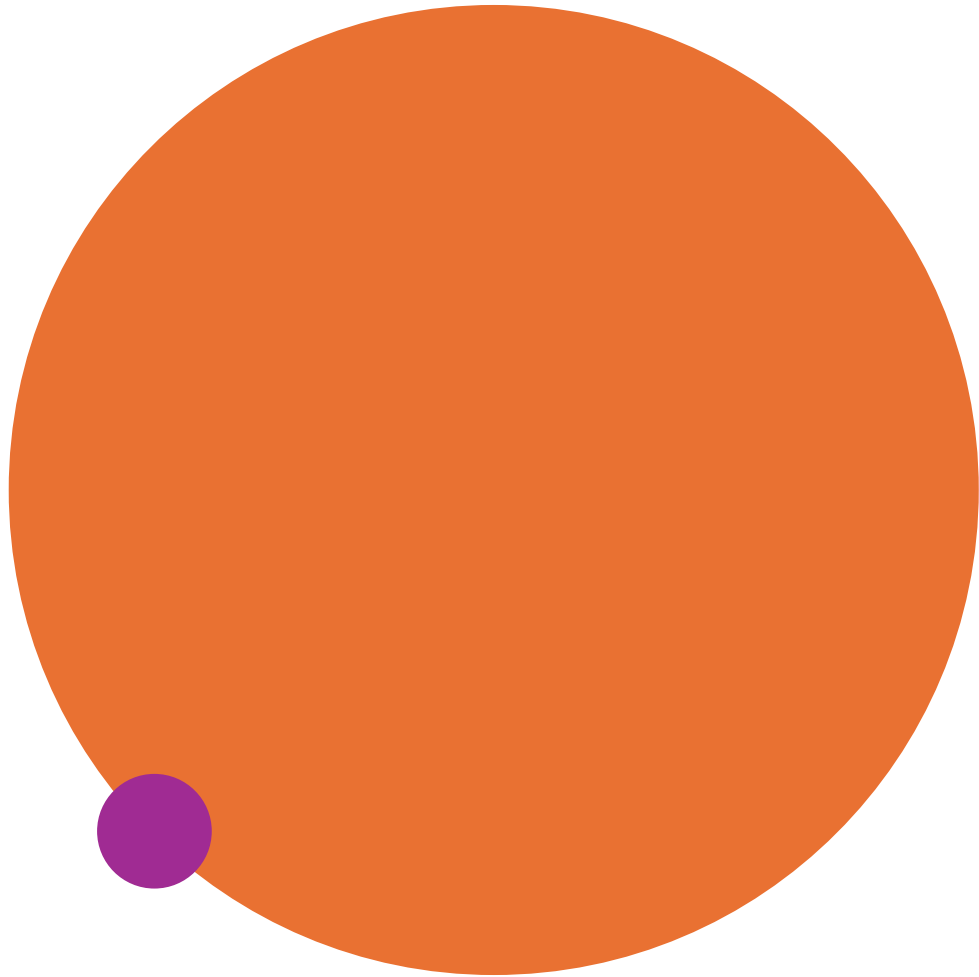
E everyone

A achieve

M more







‘You will never hear anyone say,
That’s not my task’, in a school
based on teamwork.’ Ken
Blanchard





Shared Vision – Important

- 200,000 people were surveyed and came up with:
 1. Safe and secure – felt needed to have 1 good colleague to have their back
 2. Like me – valued, felt important
 3. community

Results

- Results  T + F + A
thoughts + feelings + actions

Management – actions

Leadership – thoughts and feelings

Staff don't want to do tasks only because they are paid for it.

If people are motivated then they will want to do it.

Team Development Stages

1. Intro phase
2. Dissatisfaction phase
3. Integration phase
4. Production phase

Management – mostly go from 1 to 4



2. Dissatisfaction



Some followers will
always be against
everything – 20%



Another group will always
be loyal – 20%



Middle group – 60%



The group in the middle
can go either way



Most important thing I learned....

85% of our time we spend on the ones who are negative!

We won't change those people and we lose energy – 20%

Let them speak for awhile and then stop them.

Focus on the people who are willing to change or are open-minded. 80% of the people.



One of the Italian
principals on the
course always
told us:

Don't fight the
system, dance
with the system!





- Good leaders make people feel good about the leader – excellent leaders make people feel good about themselves.