Six keys to leading positive change!

ROSABETH MOSS KANTER AT TEDX TALKS

YOUTUBE
SUMMARIZED BY OTREE.EU
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Kanter has written numerous books on business management techniques, particularly change management.
Six keys to leading positive change!
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Goal: “making the world a better place”

Try to provide other people tools for making the world a better place, by giving people leadership skills.

YouTube TEDx Talks
1. Show up

Make yourself available

Your presence can make a difference …

Example:
- Movie “Being There” with Chance the Gardener. (Wiki)
- President Barack Obama, relatively unknown at the time, but he showed up as key note speaker during a democratic convention, he spoke … and the rest is history!
2. Speak up

Use the power of voice!
Voice your opinion ... just talk ...
Shaping the agenda ...
Framing issues for others, make people think in other way ...
Thought leaders facilitate thinking ...
Most influential person in a meeting, is the person that names the problem and gives people an idea for action.

Example: Brazilian journalist managed through his columns to transform a neighborhood into a learning neighborhood.
3. Look up

Think about the higher principles, bigger issue
Leadership without bigger Vision and Values is hollow!
Values is not about being profitable, but more about trying to achieve something for the world!

Every meeting should start with reminding people about our Values, this would lighten up the meeting.

Example:
  (EFMD; HBR)
4. Team up

Everything goes easier with partners!
Nothing is so difficult than doing it on your own.
Finding partners who believe, is essential!

**Example:**
- Facebook (versus MySpace) had good partners!
- Hilary Clinton, she sees development as part of diplomacy, initiative about women cooking on open fires, the clean cook stoves project. Massive teaming-up of governments and NGO. (Also nature benefits from this initiative)
5. Never give up!

Cantor’s law: everything can look like a failure in the middle. There will always be roadblocks ...

Perseverance until you book the first success is key!

“Giving up by definition is a failure!”

“Key skill of leaders: they hang in there and never give up.”

Example:

◦ innovation is healthcare can take 10+ years from idea to medicine.
◦ Nelson Mandela: 27 years in prison, emerged without revengance, became president and changed things for the better!
6. Lift others up

Share success, elevate other people within the team
Build support for the future
Feel positively about the first achievement and share it!
Feel proud, and show it!