

Breakthrough



Conversations



Bashaw's Story

Uncommon results from creating a breakthrough in causing and engaging their community.

Community: Groups that avoided working together started sharing and collaborating and raised over one million dollars towards community endeavours

New School: 10 year forecast capacity filled within 2 years requiring portables

RCMP: reported in 2 years Youth Crime charges dropped from 37 to 0



No One Left Out

"The social service provision system in Bashaw is functioning at the highest level of excellence, exceeding the performance of virtually any location across Canada."

Kierstin Hatt, Consulting Sociologist, Associate Professor of Sociology, University of Alberta



How was this possible in Bashaw?

How many can see these are shocking results: it's not common?

How this was possible was through a very unique methodology.

Bashaw went after their own mentality. They went after discovering their thinking. Instead of getting experts to find out, they looked at their shared thinking in town that caused their problems in the first place.

What does it look like to discover your own level of thinking ? /what they discovered is inside of 54 not for profits, inside of a town of 875 is, you won't listen, you won't care about myt ideas so now I'll wait you out tul you go or die and then I'll take over.



Your job today...

Understand the actual challenge (hint: It's context!)

Own what doesn't work in your current approach

Discover your hidden context inside a current conflict

Try on a new mindset

Discover the magic of owning and addressing the context



The Master Switch is Your Context

Your context, entirely and without exception, determines what you will think, experience, do, and say in every moment of your leadership and your life.

Your context is invisible to you.

In other words, your leadership and your life is being decided for you by something you haven't even been able to see.

Context Shapes Content





**Discover your
Context**

Speculate
for a
moment...

What is your
thinking when
someone from
the city,
corporations or
government
comes to town

Your Context is an *Invisible* Limit to Possibility

Unstoppable
Conversations



Survival Thinking/ Listening Unstoppable Conversations

I am just listening right now:

Is this right / wrong?

We did this already!!

Is this good / bad?

Is this true / false?

Do I agree / disagree?

What do they *really* want?

What's the point? get to the point!

Ok I get it, when do we do something?

How is this relevant?

I already know this,.

What's next, get on with it?

Do I like her / is she like me?

Can I trust her?



New Contexts To Listen From

"Shared Commitment"

"We're in this together"

"What's it like for you?"

"Everyone matters"

"What really matters to you?"

"This is the time, this is the place"

"Own it"

"Endless opportunities for collaboration"

"Anything is possible"

"What can we create together?"



Listening for Commitment

1. **Content:** what they said, how they said it
2. **Experience:** emotion, What it's really like for them?
3. **Commitment:** what's deeply important, what's the future they're striving for?



The Leadership Challenge from Kouzes & Posner

"As counterintuitive as it might seem, the best way to lead people into the future is to connect with them deeply in the present.

The only visions that take hold are shared visions – and you will create them only when you listen very, very closely to others, appreciate their hopes, and attend to their needs.

The best leaders are able to bring their people into the future because they engage in the oldest form of research: They observe the human condition."

Kouze & Posner, 2009.

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