

# **All Change Is Personal First.**

**Relationship change is second.**

**Organisational change is a distant third.**

By Ian Berry

This is a Teal paper in pursuit of revitalisation, rejuvenation, open communication and clarity of thought.

This is a teal paper.

Teal is one of the colours of my logo.

Teal represents revitalisation, rejuvenation, open communication and clarity of thought. These are four key drivers of my life and work.

Recently I've been inspired by the so called Teal Independents who have changed the status quo in the Australian Parliament, perhaps forever.

[https://en.wikipedia.org/wiki/Teal\\_independents](https://en.wikipedia.org/wiki/Teal_independents)

Long before this I was inspired by the work of Frederic Laloux and his book 'Reinventing Organisations' <https://www.reinventingorganizations.com/>

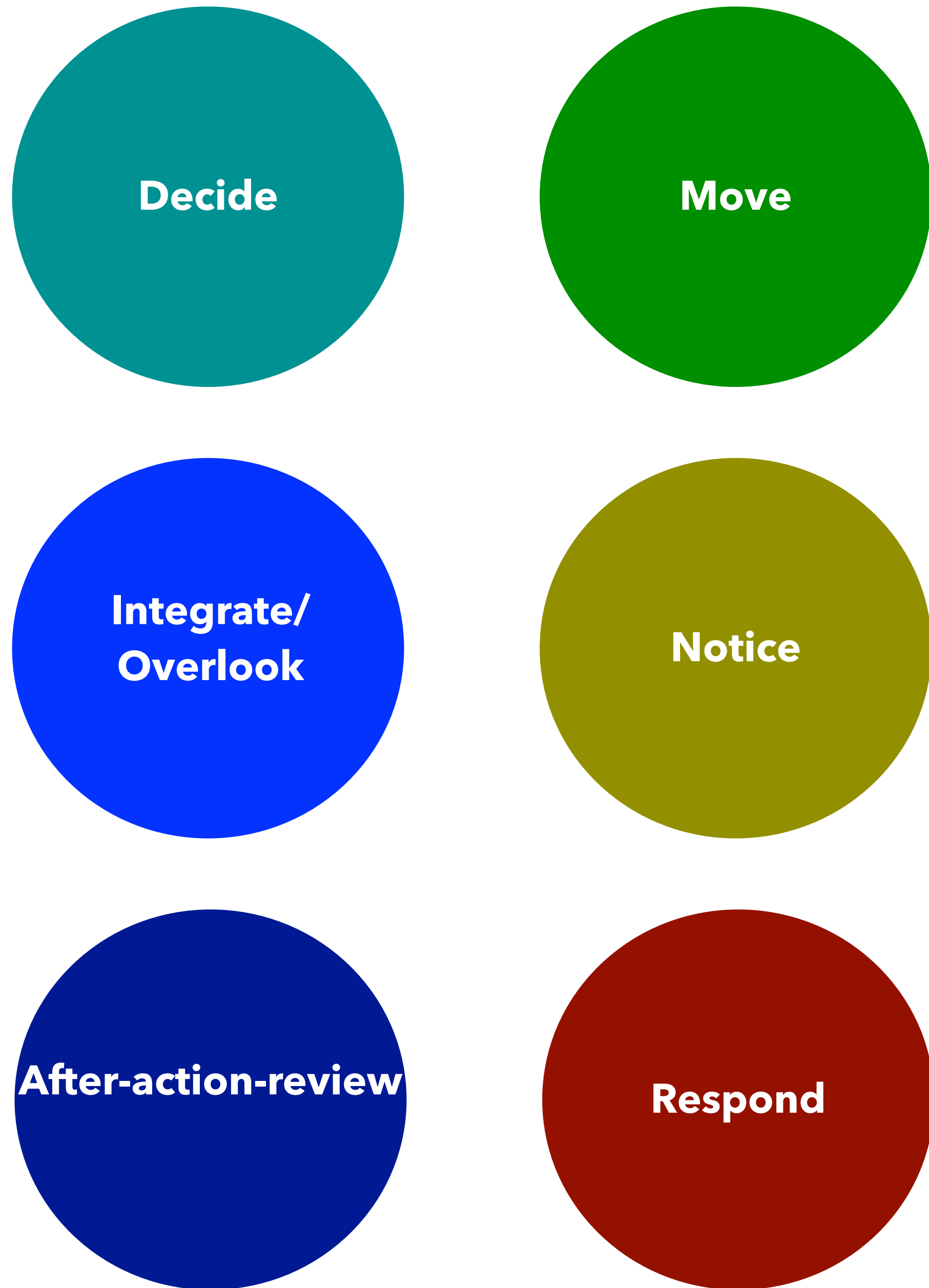
In his book Frederic refers to the best organisations on the planet right now as Teal Organisations.

More <https://enliveningedge.org/understanding-teal/>

Long ago I was inspired by the work of Ken Wilber.

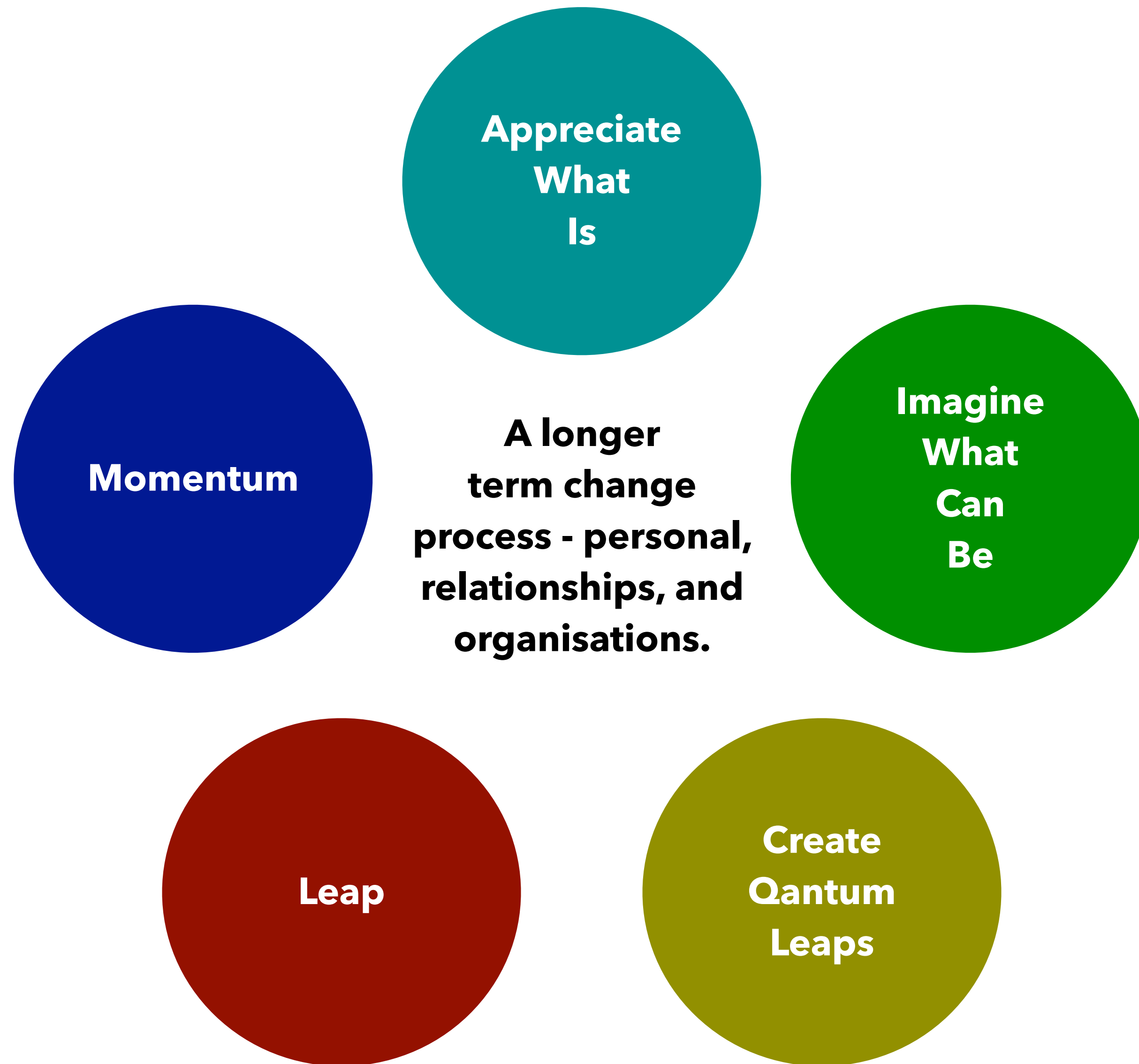
Here's a short summary <https://integralcity.com/2018/07/06/characteristics-of-the-integral-yellow-teal-perspective/>

**What I say is important,  
yet nowhere near as important  
as what you hear yourself say to yourself,  
who you become, and what you do next.**



1. **Decide** the direction you are going to take.
2. **Move** in that direction.
3. **Notice** possibilities making themselves known to you.
4. **Respond** in the moment through wise choices in the space between stimuli and response.
5. **After-action-review** - review one action at a time and answer the following questions What happened and why? What did you learn, relearn, and unlearn? How can you be better, wiser and more valuable in applying these learnings? Who will you become? What will you do next?
6. **Integrate/Overlook.** Integrate above with what is already working well for you. Overlook everything else.

*"The art of being wise is the art of knowing what to overlook."* William James



### All change is personal first

We have a hunger for human connection from the moment we are born.

For several years most of us do what we think other people want us to. We behave to please. The key to being valued by people who really matter in our lives is to be ourselves, that one-of-a-kind human being that each of us is.

Andy Warhol said: *"They always say time changes things, but you actually have to change them for yourself"*

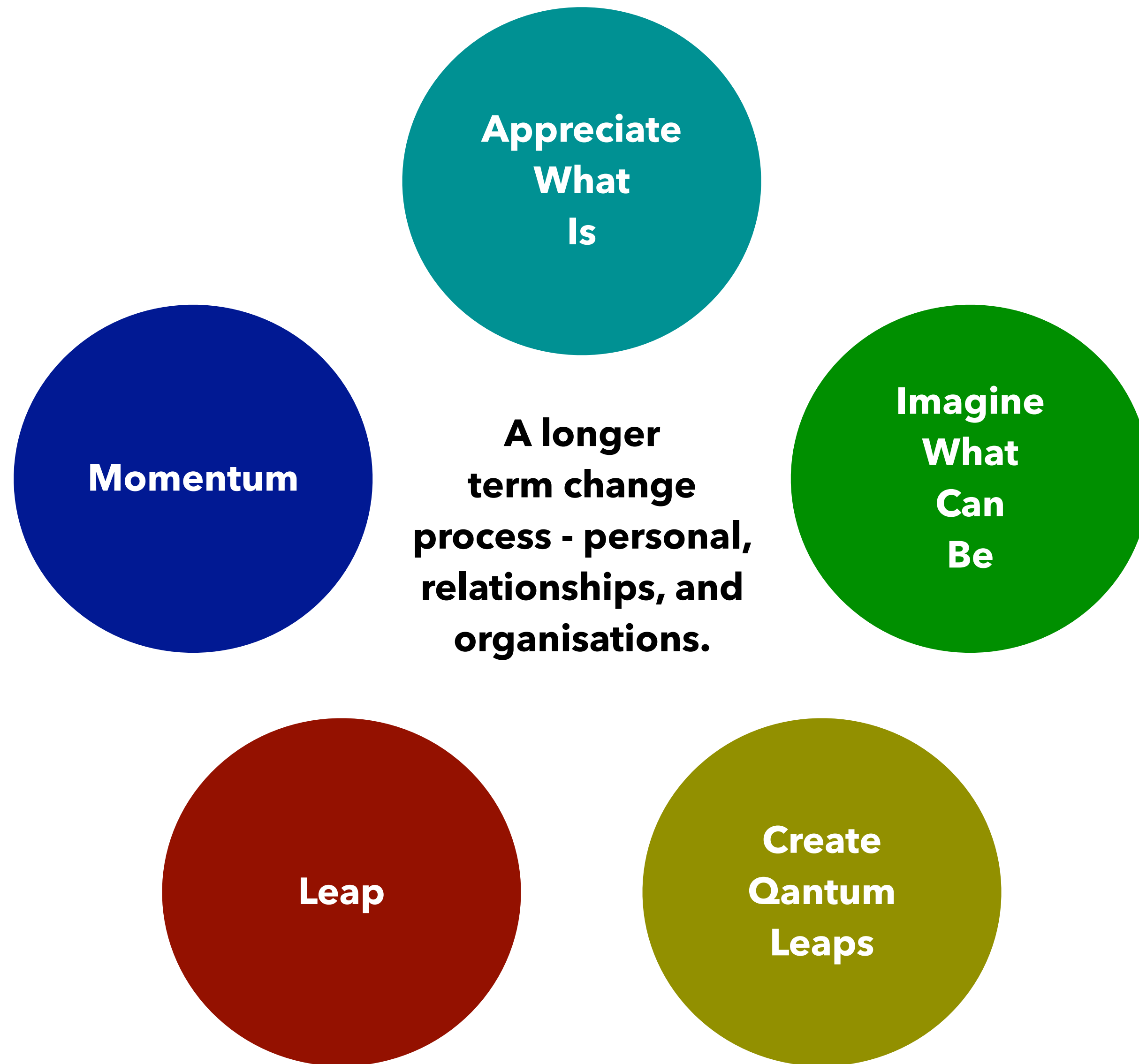
My pathway for personal change is to compete with yourself.

Want to change or modify something in your personal life? Change, modify or nuance intention first, feelings second, thinking third, and then align behaviour.

The outcome you want will take care of itself.

### A common misconception about quantum leaps

A quantum leap does not mean a big jump even though many people use it that way. In fact it's an infinitesimally small change but the key is that it is a direct jump from here to there.



### **Relationship change follows personal change**

There are two keys to relationships of high value and mutual reward; serving and shared-view or common-ground.

### **Who are you serving? What value are you delivering?**

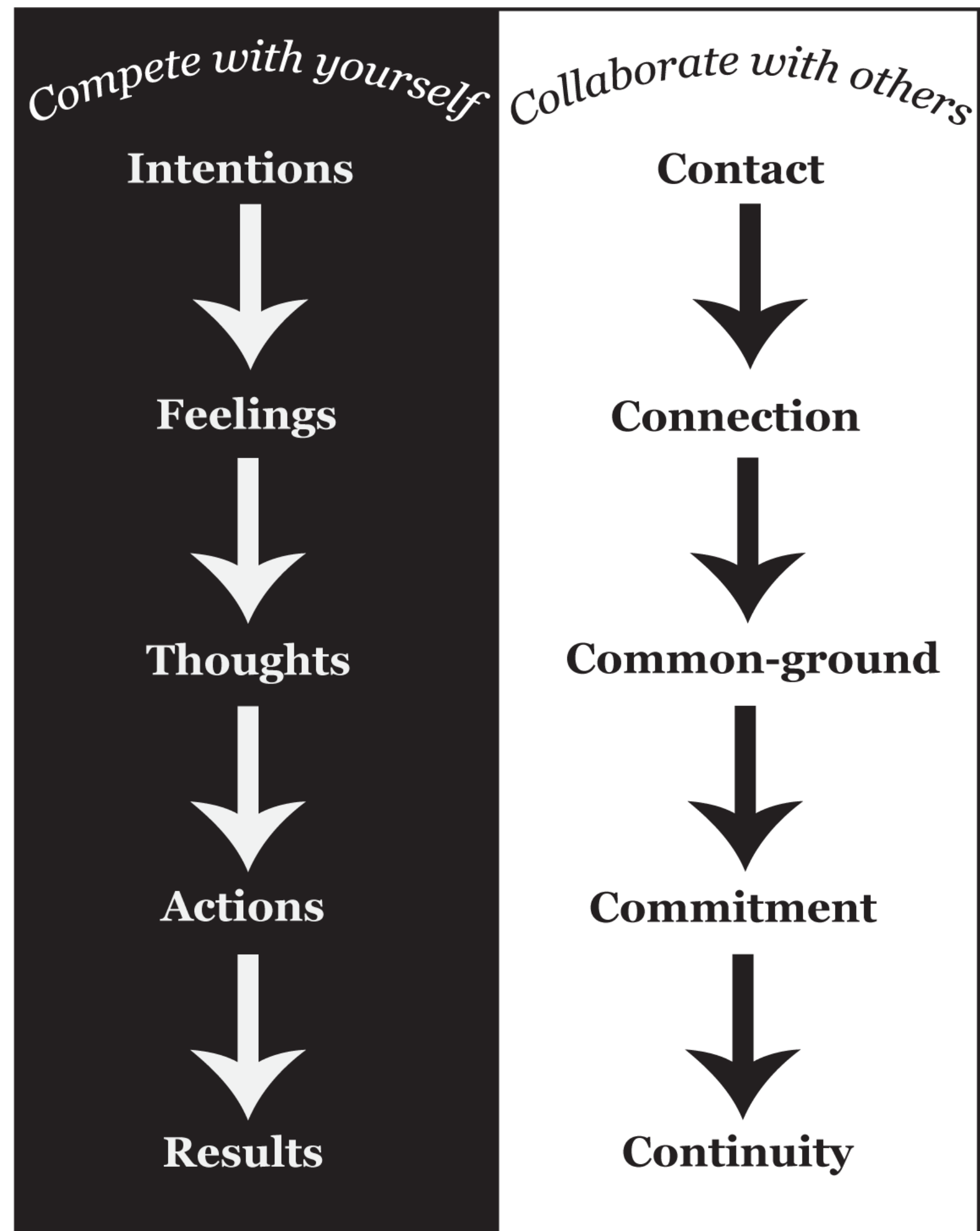
In a organisational sense your customer is whoever gets your work next. Are they receiving the value from you that they demand, desire, and feel that they deserve?

In a personal sense we serve others in all kinds of ways. A key question to ask: **Is what you are giving to others exactly what they want?**

There are three worlds. The world in here, that's my world. The world out there, that's your world. The world that really matters though is the world we share (Ours).

In all our relationships we need a shared-view about where we're going, why we're going there, how we will get there, and who will do what and when.





**My pathway for relationship change is collaboration.**

**Want to change or modify a relationship in your life?**

Change, modify or nuance how you make contact with the other person first, how you connect second, how you discover common-ground (shared-view) third.

Then align how you demonstrate commitment to one another.

The relationship modification or change you want and the continuity of the relationship will take care of themselves.

**Organisational change follows relationship change**

Connection is all about who we are. It's about our true selves meeting other people's true selves.

There is nothing more important than who we all are when it comes to boosting employee performance.

On the next page are 9 ways to really connect with your employees and as a consequence boost performance

Employee engagement is an outcome of human connection. We must be engaging before engagement is even remotely possible.

1. Only recruit people who live your values or whose personal values are aligned with yours.
2. Professionally induct people into your culture, the way you do things. Sometimes called on-boarding you are looking to be so engaging with people that they quickly become on board.
3. Celebrate what's working as well as what's not. Authenticity, candor, honesty, and openness are the currency of the connection economy. They lead to trust which is the bedrock of true collaboration.
4. Help people identify and cultivate their unique gifts/talents. This is your number one role as a leader. When people are bringing who they truly are to their work on a consistent basis high performance is a natural consequence.
5. Co-create with people their unique piece of your strategy execution map. Most strategies fail to get executed because employees, the chief executors of strategy, haven't yet bought into the strategy or as is more often the case, they don't yet understand or own their unique piece of the execution map.
6. Fulfill the promises you made to employees when you employed them and make it simple for your employees to fulfill the promises they have made to you and that are articulated in their unique piece of your strategy execution map.
7. Co-create a culture with your employees where appreciation and accountability conversations are integral to daily work.
8. Agree with your employees on what continuous improvement means in the reality of everyday work and never deviate without a shared-view about possible change/s.
9. Ensure that everything you do and how you do it means your employees have continuous opportunity to enhance their gifts and live happier lives.



For in depth work on Competing With Yourself and Collaborating please undertake my complimentary online course as follows: <https://www.ianberry.biz/guarantee-results-course>

For in depth work on Appreciating What Is, Imagining What Can Be, Quantum Leaps, Leaping, and Sustaining Momentum please undertake my complimentary online course as follows:  
<https://www.ianberry.biz/appreciative-leader-handbook>

For advanced work on sustaining shared-view please undertake my complimentary online course as follows:  
<https://www.ianberry.biz/sustaining-shared-view>

**I'm adding resources all the time.**

**Bookmark this page to stay up to date. <https://www.ianberry.biz/read-watch-listen>**





## Acknowledgements

**This Teal paper is created with gratitude to the following people whom I'm in regular conversation with:**

We Need To Talk Participants and Members of Wise Leaders Peer Groups: Terry McGivern, Allan Parker, Paul Schmeja, Donovan Ryan, Richard Merrick, Claudia Brose, Jamie Wilson, Peter Milligan, Lindsay Christian, Dan Knight, Jody Tucker, David Sproules, Hoby Wedler, Joanna Maberly. Brad Smith, Navinder Narang, Simon Collier, Stacey Berlund, Alan Clark, Simone Boer, Caroline Harvey, Leon Buck, Andy Adler.

**Like some help in adopting the ideas presented here? Please contact me on +61 418 807 898.**

**We begin with a complimentary conversation.**

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