

Inside Out – Outside In

Changing the way we do Change



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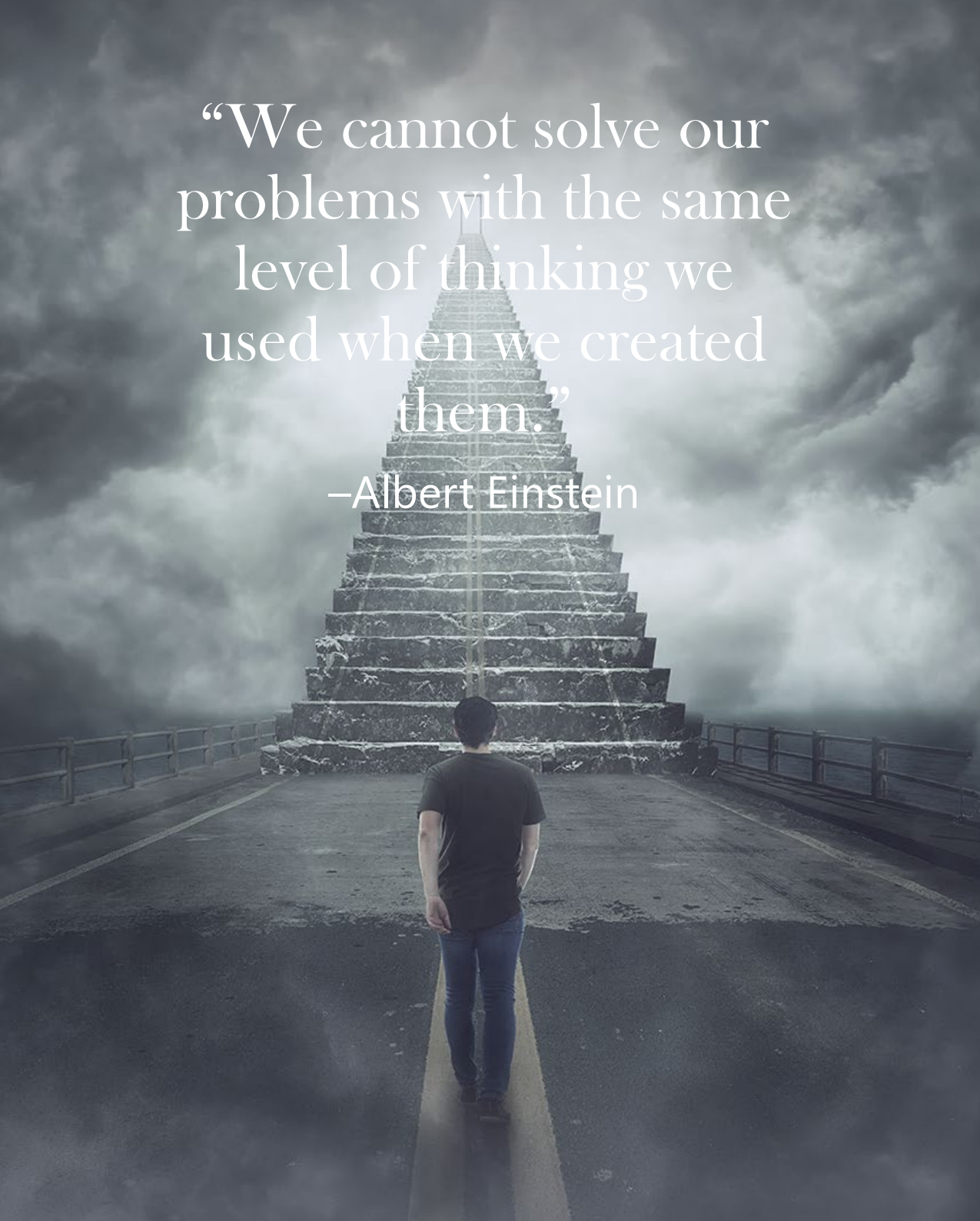
What's going on?

We need effective ways to create positive change now more than ever.

- The future of work is uncertain.
- Leaders and their teams need to be agile, adaptive and resilient.
- There is pressure to create and grasp new opportunities whilst delivering on current goals and KPIs.



It's like trying to juggle cats whilst doing the tango.

A person in a dark t-shirt and blue jeans stands on a paved walkway, looking up at a large, ancient stone pyramid. The pyramid is composed of many steps and is set against a dramatic, cloudy sky. The scene is captured from a low angle, emphasizing the height of the structure.

“We cannot solve our
problems with the same
level of thinking we
used when we created
them.”

–Albert Einstein

What’s going on?

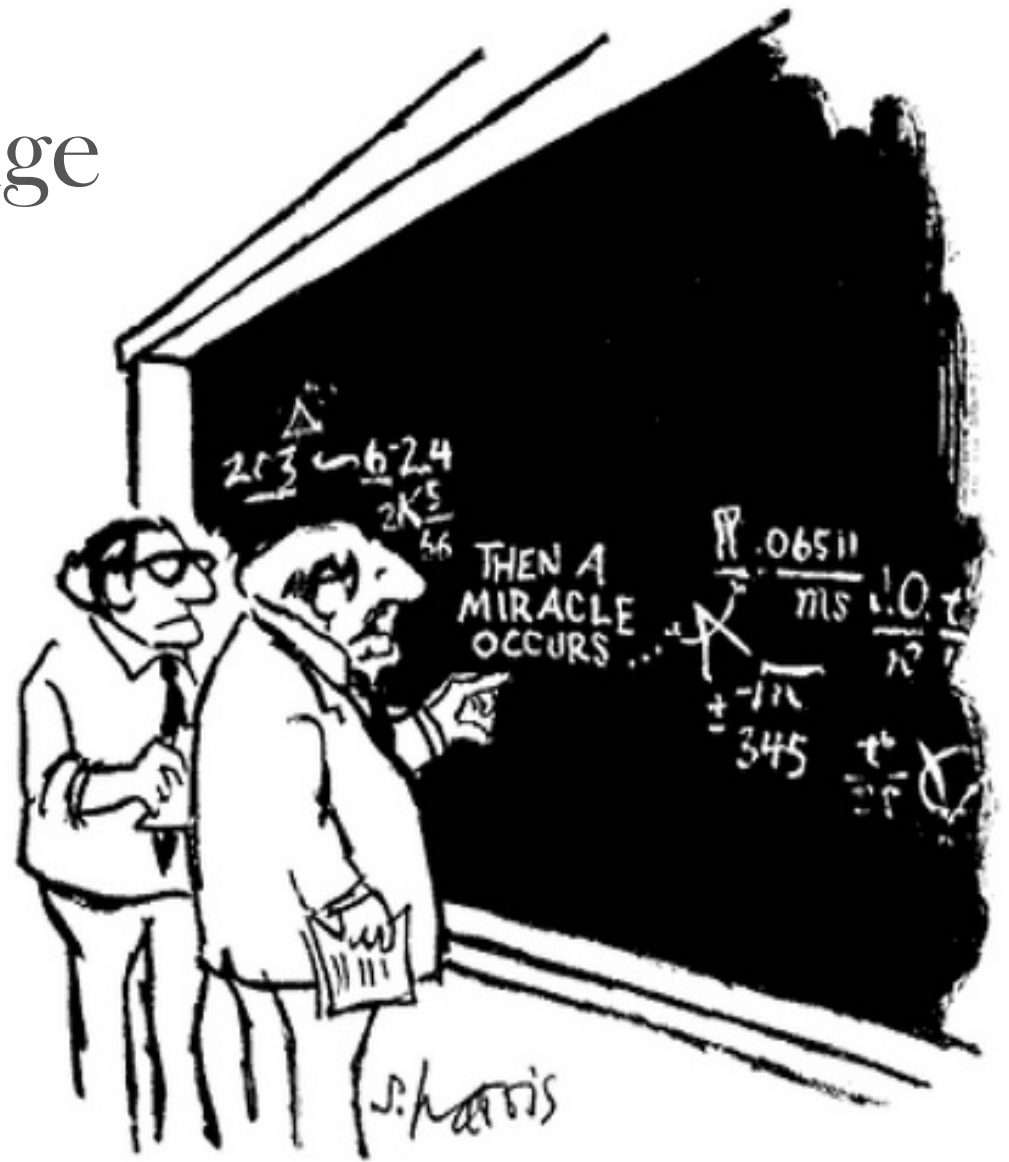
It is an appealing illusion that, in a VUCA environment, we can change a system through detailed planning and promises of rewards or threats of punishments.

But it is just that, an illusion.

Research suggests that it does more harm than good and drains a system of its vitality.

The rate of change is surpassing our capacity to keep up and traditional approaches no longer work.

The Miracle of Change



"I think you should be more explicit here in step two."

Why we need a new approach

1

The Wrong Focus

Little to no attention is given to the power of the brain and the individual or collective mindset in the creating the conditions for successful positive change.

2

Not Human Centred

Change is treated as a technical problem, rather than a complex adaptive one. Rational, plan and goal oriented models give little consideration to individual and personal factors that can influence change.

3

Process Driven

Traditional change methods focus mainly on the stages and process of change rather than the leverage points that can help it happen.

4

Inappropriate Tools

Traditional models present change as a linear process. In the real world it's complex, dynamic and messy. Leaders are trying to navigate without a map... or a compass.

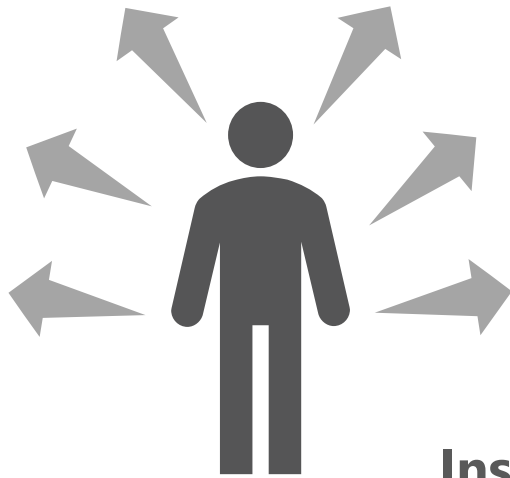
I believe there is a better way...



A different question

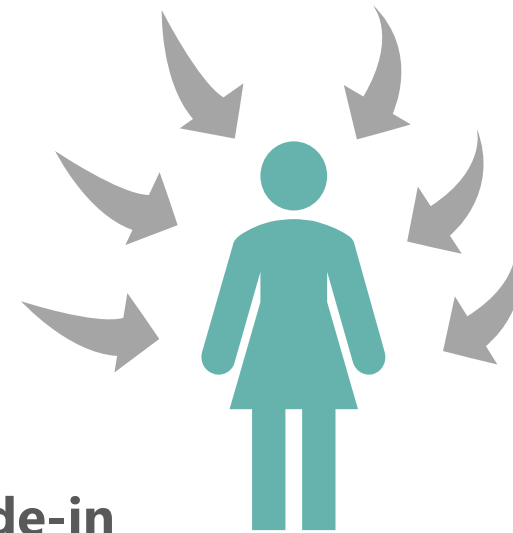
Where do we want change to occur?

In addition to a understanding the why and what of change, the Inside-out Outside-in approach explores where change needs to take place to be successful – is it inside individuals, or outside in the organizational context?



Inside-out

Things that are 'inside' us, such as energy, attitudes and mindsets generally, and importantly, specifically towards the change program.

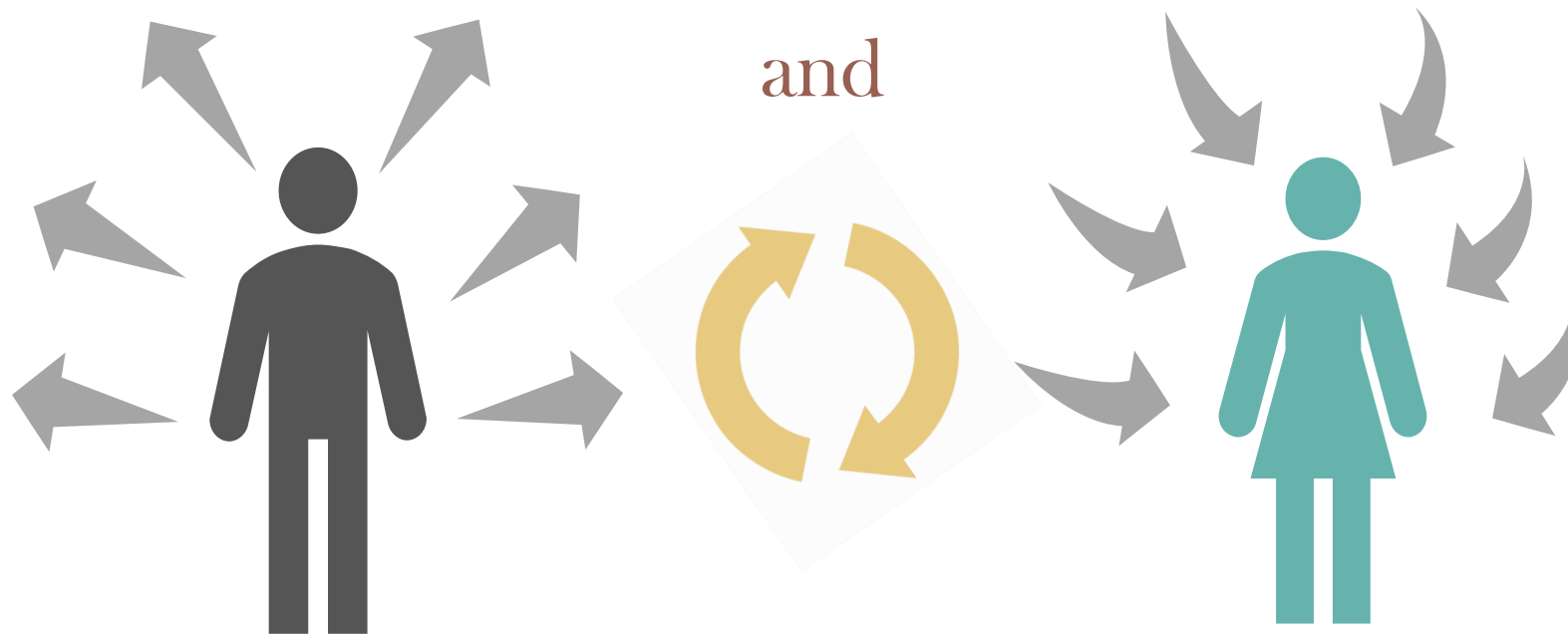


Outside-in

Leadership, the work environment and workplace culture are 'outside' us but have significant influence on our experiences of work and change.

A different perspective

We need create change from the Inside-out and Outside-in



Cognitive processes act as joining mechanisms between inside-out and outside-in which means they support, reinforce and 'feed' each other. This can accelerate pick-up, engagement and embedding of change, making it sticky and sustainable.

A different understanding

We need to use the most effective processes and leverage points

1

Powerful Leverage Points

The IO-OI model seeks to access the most effective change levers available – the individual and collective energy, attitudes and mindset.

2

A Focus on Change Location

Rather than examining the stages and process of change, the IO-OI model focuses on where changes need to happen to achieve the desired outcomes.

3

Accepts the Messiness of Change

The IO-OI approach takes account of the influence of both inside-out and outside-in factors in change success and the dynamic interplay between the two, which is dynamic and messy.

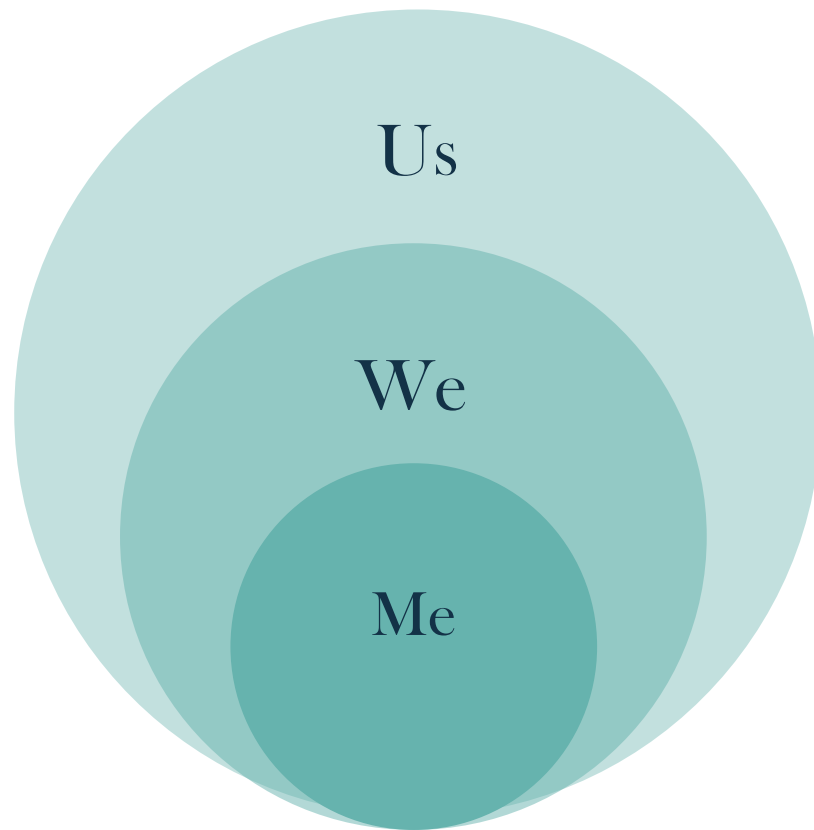
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Change Energy that Sustains Itself

The linking processes identified can be intentionally used by leaders to strategically design change programs to trigger feedback loops that support self-sustaining spirals of positive change at various levels throughout an organisation.

The IO-OI Framework in Action

Whether you want to **create change** in your **personal life**, your **professional role**, the way your **team** works or your **whole organisation** or **community**, the IO-OI approach will help...



In a system; at a community or organisation level

Within your 'tribes'; at home, work, within circle of friends or family

Individual goals; personal or professional

“

We need a new approach to change that takes account individuals and their experiences at work.

When we do that, it creates, supports and sustains change that puts people at the centre and wraps a change supportive context around them and that's what makes change viable in a VUCA environment.”

– Dr Paige Williams

About Paige

Paige helps leaders have positive purposeful impact.

Using a potent blend of positive psychology, neuroscience, leadership, her own research, and over 15 years international business leadership experience, Paige provides practical, evidence-based pathways to accelerate positive change and make purposeful progress.

Considered a wellbeing, change and leadership expert, Paige is an Honorary Fellow of the Centre for Positive Psychology at the University of Melbourne and an Associate of the Melbourne Business School. She helps leaders in business, government, NGOs and education get to the root cause of success by leveraging their energy, attitude and mindset and has seen the impact it has – for them, their teams and the organisation.

If you'd like Paige to help you or the leaders in your business, let's talk. You can reach me at: connect@drpaige.au



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