


### Leadership Styles to Embed Change

<b>Transactional</b>	<b>Transformational</b>
<ul style="list-style-type: none"><li>• Establishes initial trust</li><li>• Provides structure &amp; clarity for:<ul style="list-style-type: none"><li>- roles</li><li>- responsibilities</li><li>- expectations</li></ul></li><li>• This grounds people.</li></ul>	<ul style="list-style-type: none"><li>• Forge deep trust</li><li>• Strong collective group identity forms</li><li>• Strong organization commitment and greater willingness to change results.</li></ul>

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### How do you achieve utopia?



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## High Level Ideas

<p><b>Mental Model</b></p> <ul style="list-style-type: none"> <li>• Valuing everyone's ideas</li> <li>• Open door attitude</li> <li>• Failure is okay – it's an opportunity to tweak</li> <li>• Collegiality</li> </ul>	<p><b>How this is lived</b></p> <ul style="list-style-type: none"> <li>• Continuously solicit ideas</li> <li>• Journal Clubs</li> <li>• Unit Council</li> <li>• Champions for projects</li> <li>• Social networking sites</li> <li>• Social events</li> <li>• Staff Retreat</li> </ul>
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## Thinking Shift

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