

I wish people will just give it a go. Even though they have never done the task before I think they will be great! If only they could see their potential the way I do!!

Think of a time when you decided to have a go...and the benefits that came from that decision. Stay in that moment and remember the feelings it generated before during and after. It will have generated feelings of excitement, trust, apprehension, joy, exhilaration...and it will have delivered an experience that you would never have had had you stuck to your habitual response not to do it.

Wisdom grows by acquiring new experiences, reviewing the value of those experiences (good or bad), and drawing on those experiences (along with other information) to make a wise decision in the current context. Experience by itself is not wisdom; unevaluated experience that is repetitively applied without considering the changed context is just a personal rule or habit. In many dynamic work situations the static nature of these rules or habits are a hindrance, unwise, create resistance and over time are often of little value to the individual and team.

85% of people will decide to adopt and support change when they believe in their own ability.

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Dr Jeffery Schwartz a leading international neuroscientist argues that habit driven decisions and actions which are controlled in the habit centre of the brain are all automatic...no thinking is required! Further to this habits create a blindness to opportunity and restrict our ability to benefit from the gathering of new experiences and the wisdom that comes from them. Dr Barry Schwartz adds to this. At an organisational level habits (or rules) of organisation's erode thinking and decision

making and as a result stifles the acquisition of wisdom restricting its ability to change.

Recent national and international studies have forecast over the next decade that upward of 50% of jobs which currently exist will be automated and /or disappear. The Digital economy is speeding up and many organisation's (of all sizes) are feeling that they are not able to keep up. Their segmented work, micro defined rules and processes and hierarchical structures are slow, costly and no longer efficient. Employees are reporting increased levels of anxiety and showing signs of

decreased wellbeing. Numerous articles report that an increasing number of people feel that job security is evaporating. And numerous managers report that the solutions they have to address flagging levels of employee engagement are a "waste of time", are "not working"; they feel powerless to fix this situation. The culture that exists in many organisations has not and cannot change fast enough to keep up with the technological and sociological changes we are having to negotiate in the coming decade.

The global digital economy we are in today requires increased levels of agility to respond to changing customer demands and competitive pressure. It requires us to be more creative with how we solve problems; more resilient to the increased level of stress created by velocity of information running over our desks every day; and wise decision makers who are able to think and act strategically.

As noted earlier, habit driven decisions are automatic and do not require thinking as they follow embedded rules over and over again regardless of the context. To flourish in the digital economy organisations do not need multiple rules, processes, policy, role segmentation, conformity, hierarchy... as they are too slow, restrict ideas, micro manage employees and inadvertently reward employees and managers for abdicating responsibility and accountability for the decisions they make. The mindset we bring to leadership in the coming years will determine our success. Leaders can choose to see this as an opportunity and refocus the people in their teams to reimagine work which will structurally and philosophically support and encourage them to increase their sense of commitment to themselves, the team and the customers they service.

This sounds very big, and it is! You only have to look at the most recent impacts of Uber in the taxi industry. Every industry will have their "Uber" over the next decade. Our research indicates that the single biggest advantage an organisation has over the next decade is a workforce that believes in its own ability. This is no cliché! Our research indicates that 85% of people will decide to adopt change when they believe in their own ability.

In a world that is changing quickly we cannot rely on the organisational habits we have established to date. We need to embrace wisdom rather than habitually follow rules and processes. Leaders need to focus on increasing each team members belief in themselves. By increasing an individual's belief in their own ability, they have greater connection to what they value and as a result are best placed to change unproductive / unhealthy habits.

In a time of rapid change we need to focus on shifting self-belief to change habits in order to transform culture rapidly.