



LEADERSHIP COMPETENCIES

Awareness &
Insight

Building High
Performing Teams

Building Networks

Building Trust

Business &
Financial Acumen

Coaching &
Mentoring Others

Communication &
Listening

Driving for Results

Influence &
Diplomacy

Risk Taking

Strategic Thinking &
Visioning

Taking Initiative

BUSINESS & FINANCIAL ACUMEN

“Don’t think of cost.
Think of value.”



JOHN SPENCE

LEADING IN TIMES OF GREAT CHANGE

In this Success Talk you’ll learn how to:

- Identify strategic opportunities by using business acumen
- Implement change more effectively by supporting others
- Positively influence those who resist change

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APPLICATION SHEET

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John Spence recommends that leaders use strategic opportunity to identify changes that would benefit their organizations. Consider your strategic opportunities:

Identify Your Strategic Opportunities

What is core to your business (that which you will not change)?

What patterns have you observed which can help you make changes to your organization that out-innovate others?



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John goes on to describe how vital it is to support people during change and to react to those who resist in ways that positively influence.

1. How can you use John Spence's "6 steps for change" to be more effective at supporting your people during change right now and in the future?
2. How can you use the "antidotes to resistance" to positively influence those who are resisting or might resist change in your organization?