



APPENDIX 1

THE DILYN WAY™ FRAMEWORK PROFILING TOOL & PROGRAMS



Executive Summary



Everyone has relevancy and value to contribute to our collective future. None less so than the leaders and specialists who guide that journey into a better future.

Adapt2Digital is solely dedicated in the advancement and evolution of government, business and work to make the world a better place. The Dilyn Way™ Framework has been supporting us and thousands of leaders across public and private sector to do just that since 2014. Because of this depth and breadth, we can tell the story of human and social systems transformation. A story very different to the projects and programs of digital transformation.

To thrive in the future, we must address the gap between digital transformation and leadership. Helping to raise the digital mindset of our digital profession to be recognised as modern leaders first and helping raise the digital maturity of our leaders to meet in the middle and bridge that gap. The Dilyn Way™ Framework launched in 2014 is now in its 8th edition and continues to grow as an experienced framework for shifting mindset at a leadership and specialist level.

Mindset shift is what provides lasting transformation. Where learning becomes practice. To do this we need coaches who are great at discovery and accountability, but we also need mentors. That's what Dilyn Way™ practitioners are. Mentors as well as coaches: with experience as senior leaders, or digital specialists to guide leaders as well as help them to discover their unique pathway towards digital maturity.

Making the shift

Working with a Mentor-Coach can support and guide an individual transformation journey. This person can also be instrumental in building awareness and guiding a leader along the way. However, by and large, humans are social animals and evolve far quicker in groups. Research now supports social learning techniques to accelerate learning outcomes. Following community design training for all employees at Adapt2Digital and the integration of social learning techniques into our Mentor-Coach programs and leadership programs, in 2019 we launched the LeadIn 4-D community platform. This is a platform dedicated to bringing together leaders and specialists unified in a purpose to raise the digital maturity of our human and social systems – to lead transformation and be transformational. The platform houses individual mentor-coaching programs, group leadership programs, as well as the global community of practice for our certified practitioners.

The platform is free to join and includes members from all over the world sharing, learning and contributing to the achievement of our mission: to evolve the way we think about business and work – one person at a time. (For more information, please refer to APPENDIX 3: or head to <https://www.leadin4d.com>)



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Power of Social Learning

Social learning techniques follow the principles of community design: unifying humans to a single purpose, creating a trusted rhythm, providing connection & belonging, sharing support and learning, being accountable, measurable, and fun. These techniques are included in all our designs and continue to be fed back by leaders and specialists alike for keeping them on the path, keeping them motivated and getting them to their intended outcomes.

This element is less WHAT and more HOW. The approach of shift outlined in The Dilyn Way™ is called The Power of One. This is where a leader supported by the other elements can break down their learning into micro shifts split between conscious and un-conscious behaviour. When we can make the shifts small enough, we are able to repeatedly expose ourselves to these shifts thus, over time shifting our identity: who we are – a digitally mature leader. The journey of digital maturity is not a destination. It is non-linear and evolving. The Dilyn Way™ isn't about leaders achieving a static place, it is about leaders becoming an evolving digital leader, aligned with the strategy set out by Sense to achieve their vision.



Observation & Stories



“...But what was even more awesome was landing in a meeting late yesterday and hearing Person 1, Person 2 and Person 3 talking about habits, power ups and ideas to join up to make a bigger difference when it comes to org readiness for change 😊.”

Digital Leader in Practice

It is in the observation and stories people share that we are able to see mindset shift in others through language and behaviour. It is important therefore to spend time on the design of metrics when working in human and social systems transformation. Encouraging people to share stories as well as putting in place techniques for observation and capture of shifts in the moments of daily life.

A word about measurement

How do you measure digital maturity success? How do you measure digital mindset shift?

The answer is twofold: one is through observation and stories of the human experience. The other is through a balance of data types.

Conclusion

At Adapt2Digital we are passionate about supporting organisations connecting leadership with transformation to achieve their vision and strategy. Leadership who in turn will become the role models for future leaders as they drive the modernisation of the organisation forward.

Is this an audacious intention? Yes, and we know it's possible when the focus becomes a focus on individuals. Crafting unique journeys that align with a leader's profile attitudes, purpose, and competencies.

As Marianna Mazzucato shared in a talk about whether public service organisations can deliver on their customer needs in the future? Her answer was: "Yes! If, individually, we are willing to commit to shifting our mindset and established beliefs as leaders first."



Mel Ross
Chief Architect The Dilyn Way™



THE DILYN WAY™ FRAMEWORK



The Dilyn Way™ Framework for human & social systems transformation



BELIEF: “The gift of the age we live in, is our ability to reconnect with our humanity, by leveraging digital and data for good to make a better world.”

MOONSHOT: Accelerate the evolution of business and work one person at a time.

MISSION: Manifest healthy, connected human and social systems.

TRAJECTORY: Human evolution is infinite & non-linear

The Dilyn Way™

A belief system grounded in philosophy

1. Generic **Frame** & **Approach** to follow
2. Inside - Out (Always a personal journey)
3. Leadership is the game
4. Duality (Now & Future)

AGNOSTIC – MALLEABLE - ADAPTIVE



THE HUMANITY PRINCIPLE

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The Dilyn Way™ Framework



The Dilyn Way™ Framework is a human and social systems framework for leadership and change. The Framework is used in parallel with established frameworks and methodologies used to drive digital transformation such as Agile, Scrum, PROSCI, Lean, etc. The Dilyn Way™ Framework has a mission to help organisations recognise the gift of the age we live in is our ability to reconnect with humanity.

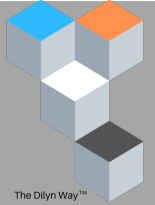
Successful digital transformation requires competent, active participation at a leadership level.

Digital maturity means being a role model. Leading with who you are before what you do. This requires a balance between the human centred skills and competencies of leadership in a digital age alongside the technical skills and competencies of a digital age around technology, Agile and data.

As the world continues to change with pace our digital maturity as leaders is ultimately measured by our capacity to evolve and evidence this evolution in our daily leadership practice. Whether we are an explorer, pioneer or settler, the key is to support every modern leader to be able to operate within these profile stages.

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THE DILYN WAY™ FRAMEWORK ON A PAGE



Digitally Transforming

Role Model Leadership

- Experimental Practice
- Early Adopter

Humanity & Community

Human Centered Leadership

- Safety & Wellbeing
- Networked Effect

Regeneration

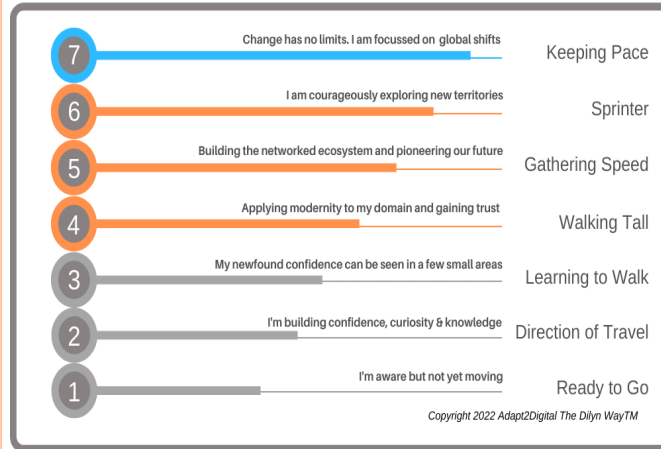
Conscious Leadership

Ethical practice/decision
Sustainably Aware

3 TENETS

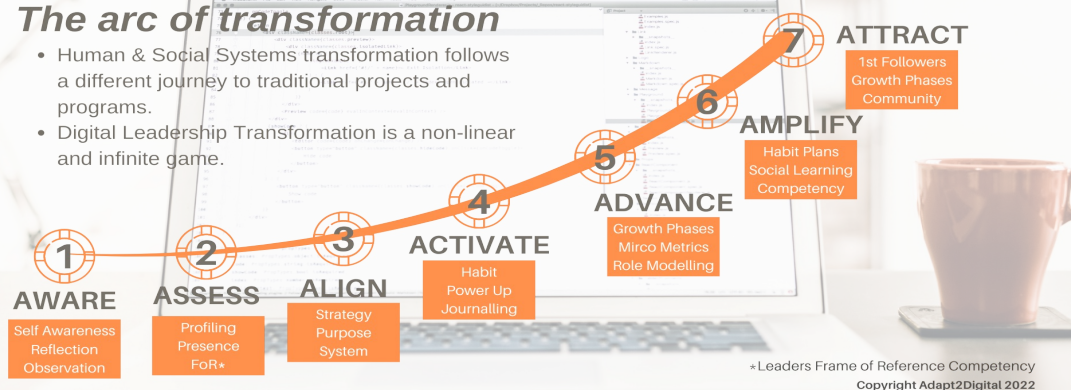
Structure: WHAT

	Digital	Digital Native Mindset
	Adaptive	Beginners Mindset
	Connected	Networked Mindset
	Open	Authentic Mindset
	Data Informed	Data Mindful
	Future Focus	Prepared Mindset
	Audience Focus	Human Centred Mindset



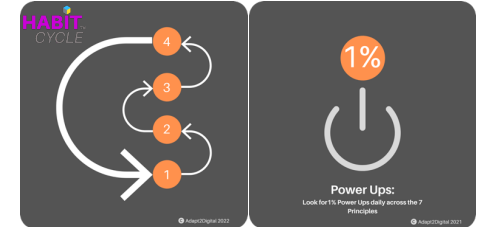
The arc of transformation

- Human & Social Systems transformation follows a different journey to traditional projects and programs.
- Digital Leadership Transformation is a non-linear and infinite game.

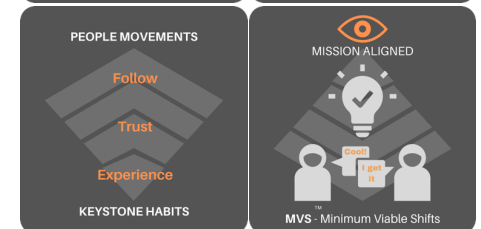


Approach: HOW

My Journey



Unconscious & conscious micro shifts



Our Journey



Personal awareness practice

The Power of ONE

The 3 Tenets



The Tenets guide us strategically in human & social systems transformation.

They break down into the 7 Mindsets at an individual level...

Modern Leadership Profile Mindsets



Key Differentiators:

No two leaders are the same
Strength based
Dynamic

The 7 Mindsets are how we
assess a leaders current
maturity using the Maturity
Stages...

	Digital	Digital Native Mindset
	Adaptive	Beginners Mindset
	Connected	Networked Mindset
	Open	Authentic Mindset
	Data Informed	Data Mindful
	Future Focus	Prepared Mindset
	Audience Focus	Human Centred Mindset

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How we work with the diversity of leadership mindsets



Unlike other more traditional psychometrics and digital maturity frameworks, The Dilyn Way™ maturity model does not focus on a sequential maturity for each leader only. It also helps identify which type of modern leadership profile best suits the strengths, values and attitudes of the leader and then focussing in on the uniqueness of their leadership practice as evidenced in the 7 mindsets.

The 7 maturity stages serve as the baseline helping leaders understand whether they are in a developing stage or a profile stage for digital leadership maturity. The design of the maturity framework has leveraged Blooms Taxonomy as well as drawing upon numerous frameworks and methodologies from positive psychology including PERMA and the Human Givens Approach.

No one person is the same. Every leader is unique.

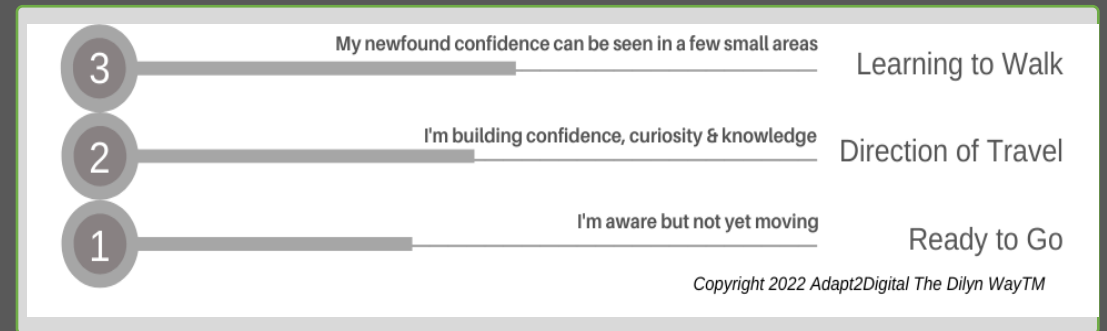


Modern Leadership Profile Types

Development Stages 1, 2 and 3



The Developmental stages are sequential. Our goal is to support all leaders to achieve the digital maturity to embody a profile stage (4, 5 or 6). Whilst all leaders have to operate across all levels given the complexity of work and government, the aim is to support every leader recognising which profile stage best aligns with their human qualities, professional ambition. Then to support them through a 4 stage (Growth Phase) transformational journey that culminates in their ability to evidence and keep evolving at their ideal profile stage.



Every leaders start point is different and unique to them. The Dilyn Way™ Profiling tool helps the leader understand where they are in development and where they are demonstrating strengths they may not have recognized as modern leadership strengths or understood how to transition a strength into digital maturity. For example: A leader who is open in terms of sharing their human side can leverage this existing habit to develop more transparent ways of working.

Modern Leadership Profile Types

Profile Stages 4, 5 and 6



The Explorer

The credible disruptor. Competent to step into uncharted territories when others are reacting to now.



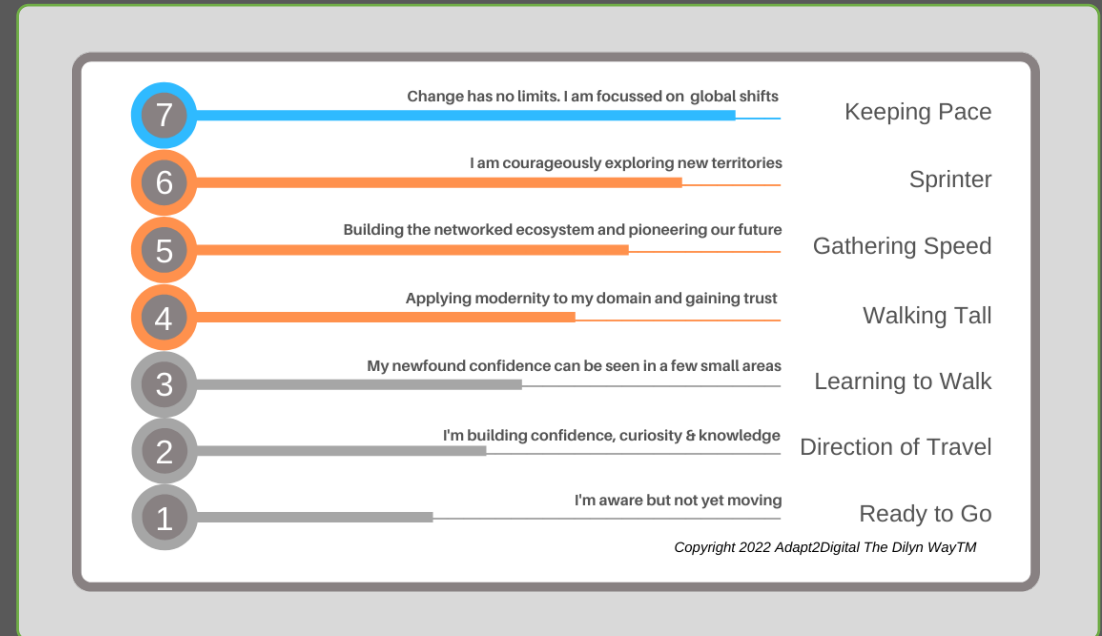
The Pioneer

The networker. Brave like the explorer but focused on de-risking the future through innovation & connection.



The Settler

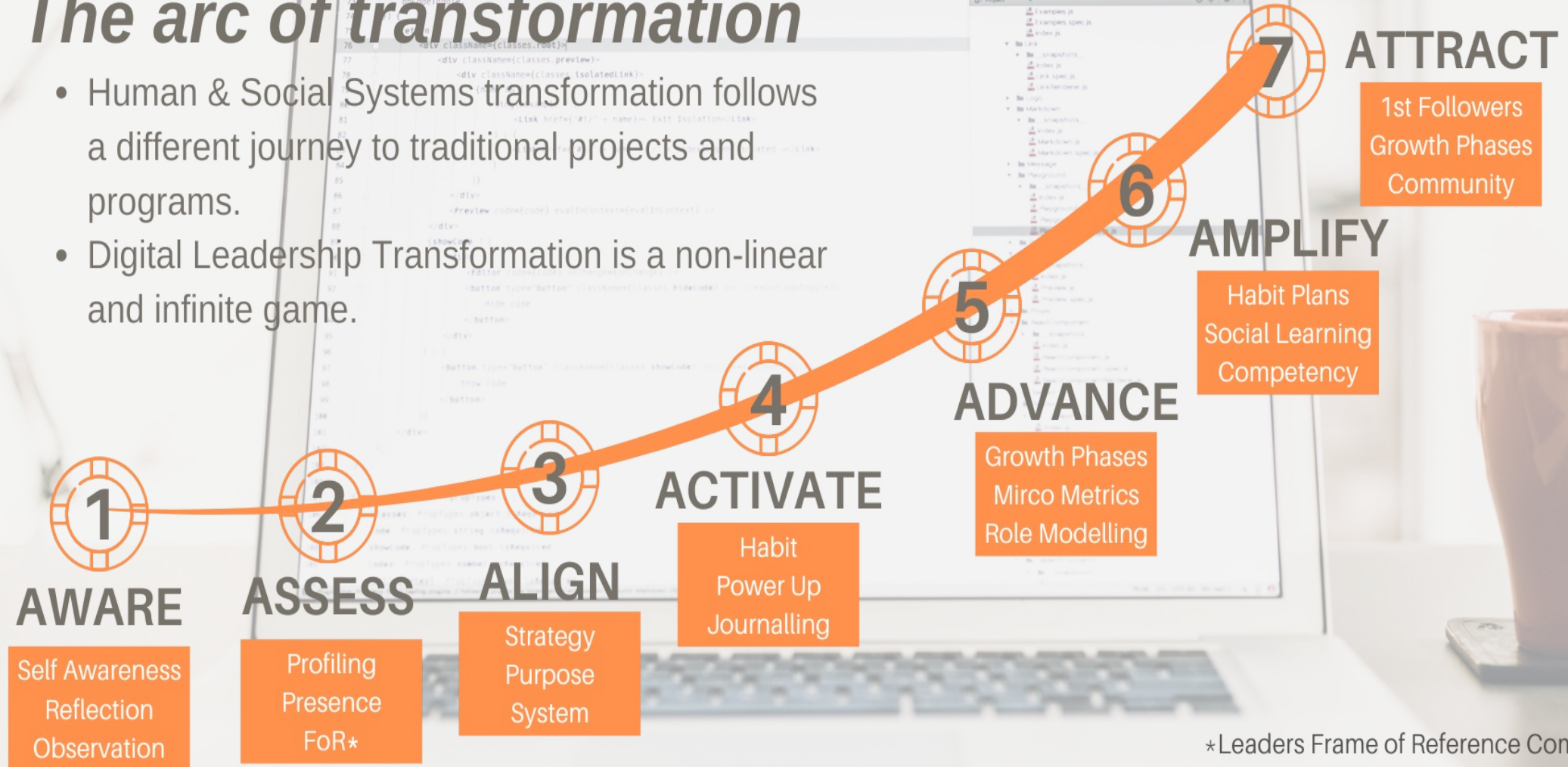
The trusted lead. This leader guides the majority into the new world leveraging community and role modelling.





The arc of transformation

- Human & Social Systems transformation follows a different journey to traditional projects and programs.
- Digital Leadership Transformation is a non-linear and infinite game.



*Leaders Frame of Reference Competency

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THE DILYN WAY™ PROFILING TOOL



The Dilyn Way™ Profiling Tool



Digital Maturity is more than simply being able to use, design and transform services with technical competency, or even design thinking capability. Digital Leadership Maturity is the ability to role model modern leadership and future workforce behaviour, demonstrate human centred leadership and more recently have the ability to practice conscious leadership – where ethical decision making, and ethical practice alongside societal and environmental awareness are within every leader's frame of reference (The 3 Tenets). To evidence all three tenets a leader must have evidence across 7 dimensions: The 7 Mindsets of Digital (Modern) Leadership.

The tools and techniques of The Dilyn Way™ are not designed to focus the leader on achieving a particular destination point – the tools and techniques are intended to support the leader to become a consciously evolving leader with a cadence in line with the pace of change, the inevitability of change and the forces of change converging around us.

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The Dilyn Way™ Profiling Tool



The Dilyn Way™ profiling tool and the transformational mentor-coaching techniques used to shift a leader's baseline, leverage in the two areas of human and social system transformation specifically: Neuroplasticity and the ability for humans to shift belief systems through developing neural pathways using habit work and principles of anthropology where observational techniques are used to accelerate transformation through awareness.

The Dilyn Way™ Profiling Tool is an experiential tool that allows an individual to reflect as well as assess who they are as a leader as well as what they do as a leader within the context of modernity.

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The Dilyn Way™ Profiling Tool

User Experience

Participants usually have a 1-2-week period to complete the experience by scheduling a confidential debrief session with a qualified mentor-coach in The Dilyn Way™. The debrief session is a hybrid mentor-coaching session that allows for reflection, self-discovery and provides guidance and insight to help them understand current maturity baseline.

At the end of the debrief session (1 hour to 90 mins) each participant is then sent a profiling report that includes the following information:

- Introduction and insight into The Dilyn Way™ Framework
- Understanding of modern leadership
- The participants current overall level for modern leadership
- A maturity score against each of the 7 Mindsets
- Detailed scores for the statements within each Mindset
- A mentor-coach commentary
- Indicators split between development and strength specific to the participants results, story and leadership ambitions.
- Top line guidance on ‘how’ the participant might act on the themes and indicators included within their profile.

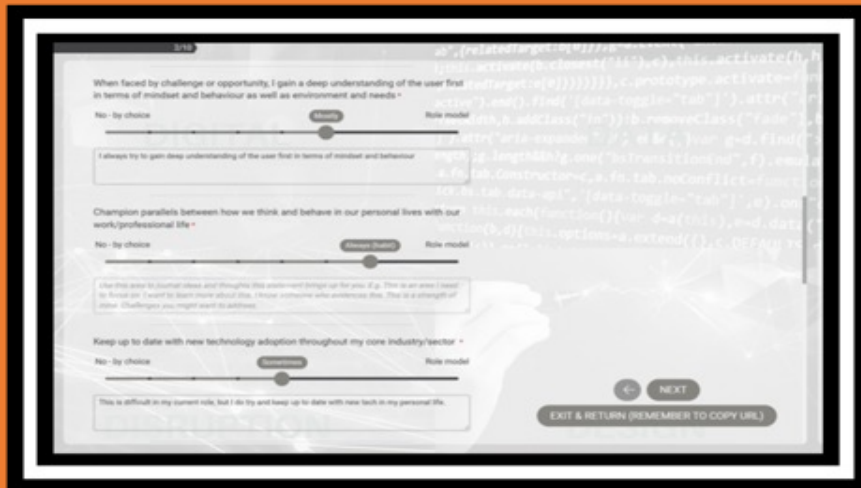


The Dilyn Way™ Profiling Tool - Assessment



User Experience

- With Journaling – 90 mins
- Without Journaling – 60 mins
- 7 Sections – 7 Mindsets
- Explainer Videos to support accuracy
- Realtime outcome screen result
- Online scheduling assistant on completion

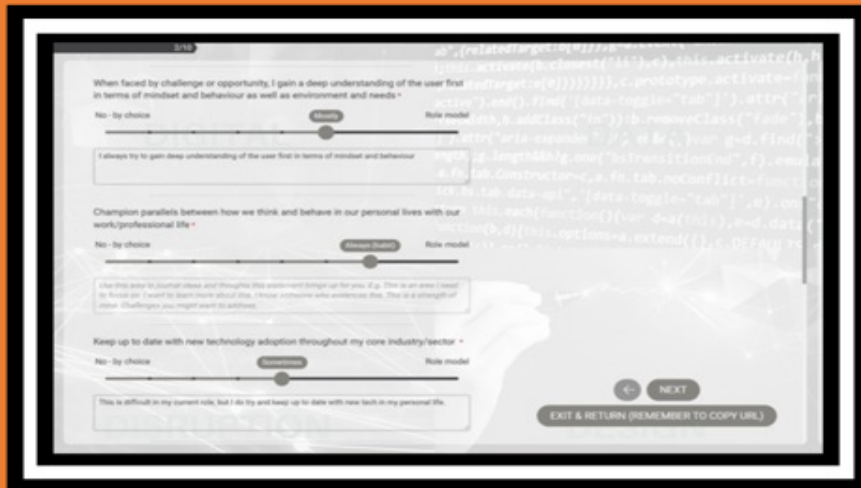


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The Dilyn Way™ Profiling Tool

General

- Customised Branding
- Online & Mobile Responsive
- Easy Silder Functionality
- Save & Return
- Mapped to The Dilyn Way™ Framework



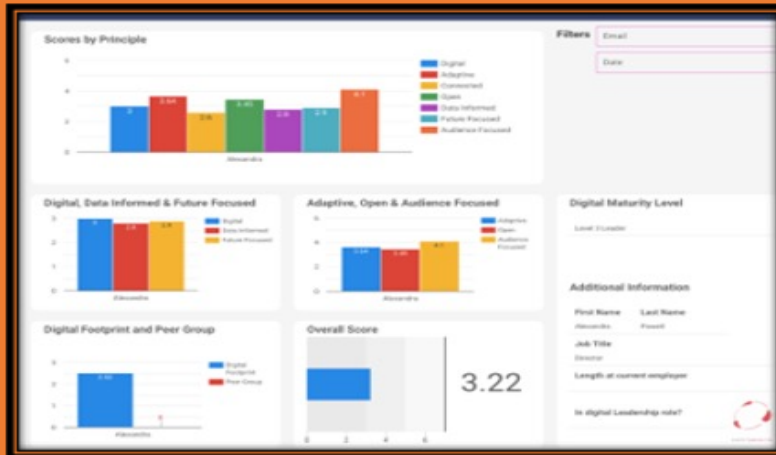
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The Dilyn Way™ Profiling Tool - Debrief



User Experience

- 90 min virtual mentor-coaching session
- Confidential
- Qualified Mentor-Coach
- Framework overview
- Data results shared
- Thematic & Specific guidance to guide digital maturity capability immediately

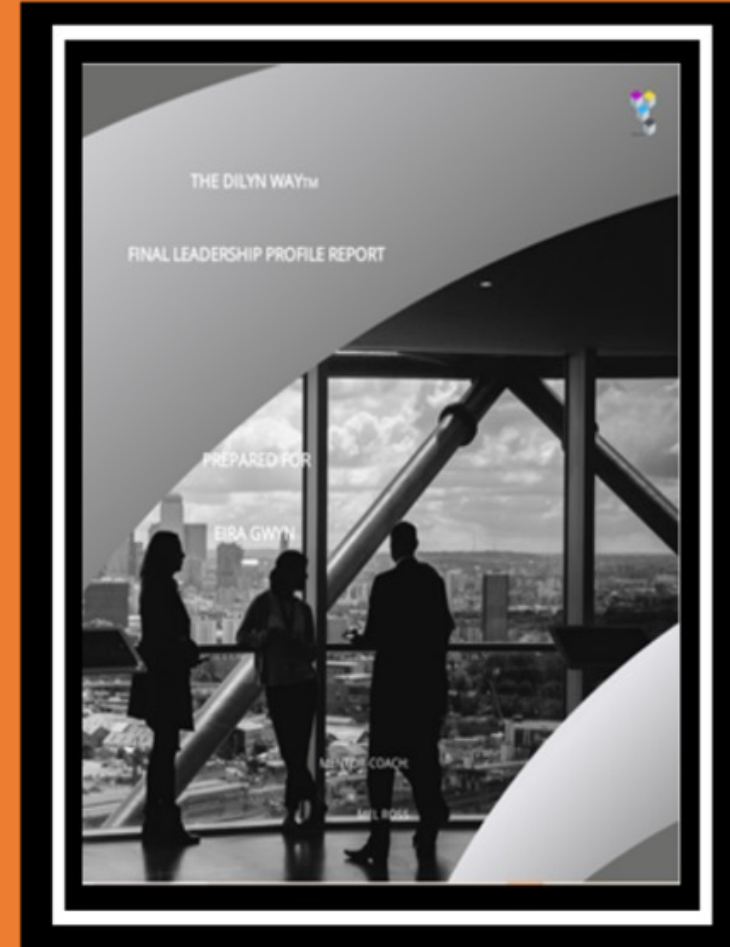


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The Dilyn Way™ Profiling Tool – Mentor-Coach Journey

Mentor-coach Experience

- Notification of successful completion of tool by participant
- Link to data online for preparation & analysis
- Debrief time & preferred channel confirmed
- Maximum of 72 hours post debrief final report completed and shared with participant
- Results integrated into nudge coaching app if agreed



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The Dilyn Way™ Profiling Tool – Mentor-Coach Completion



Mentor-Coach Report Completion

- Online link connects Mentor-Coach with Participant's data
- Mentor-Coach Commentary/Summary uploaded
- Indicators to guide participants journey customised based on assessment results and debrief session
- Final report sent to participant no later than 72 hours after debrief
- Follow up sessions delivered as per the Mentor-Coach program design.

Profile Summary for Elra Gwyn:
Overall Level 3

Level by Principle

- Digital 3
- Adaptive 4
- Connected 4
- Open 3
- Data Informed 3
- Future Focus 3
- Audience Focus 3

Mentor-Coach completion Part 1: Qualitative Context
Overall Comments & Recommendations

Introduction *

← NEXT

Mentor-Coach Qualitative Feedback

This is the completion point for Elra Gwyn's digital age leadership profile report. The place where you add qualitative context that includes:

1. Overall story, insights, themes and recommendations you want to share with your leader.
2. Indicators you choose that best reflect the results and the focus areas for the participants journey pathway (Habit Cycle™).

First we need to enter your practitioner details for the report:

Your First Name *

Mail

Your Last Name *

Role

Your Organisation Name

Adapt2Digital

Your Email

mel.nes@adapt2digital.com

← NEXT

The Dilyn Way™ Profiling Tool – Mentor-Coach Completion



Eira's Shift based Indicators:

Current Level for Principle 1: Digital is 3

Please choose a maximum of 5 indicators for each Principle Mindset

- Think about how you can shift from digital being a conscious effort, to digital becoming intrinsically a part of who you are as a leader?
- A digital age leader has a duality of focus around the art of the possible, having a solid understanding of key emerging technologies as well as having a constant eye on shifts at an audience and societal level. Explore how you can bring both into balance within your leadership frame of reference.
- Think about habits that will help you access the knowledge and build the confidence to challenge and drive digital transformation?
- Getting under the skin of what being digital is about will support this principle's development. Start to create habits that shift from consciously 'being' digital to unconsciously 'being' digital in small ways.
- A key part of being digital is your active commitment to engaging with new technologies in the workplace and new data access points. Demonstrate your participation as an early adopter. You can then explore the benefits of new ways of working and role model for

[NEXT](#)

Eira's Strength based Indicators:

Current Level for Principle 1: Digital is 3

Please choose a maximum of 5 indicators for each Principle Mindset

- You have made the shift from 'being digital' to 'being digital'. How can you champion as well as role model the mindset, behaviour and actions that together create effective leadership for a digital age?
- You have a balance of understanding between the uniqueness of the digital age and the value still to be had from more conventional leadership attributes and behaviours. How can you champion this practical and pragmatic view of leading in a digital age to alleviate uncertainty, even anxiety amongst some of your peers?
- You champion the digital opportunity balanced with the need to ensure safety and security are top priorities for all design or change efforts. Think about habits that ensure this is experienced by others. Reflect on your role model status in driving leadership accountability in this area.
- You value automation and the continued inevitability of technologies that remove manual & transactional work from humans. Ensure this focus is led by your message of the benefits and outcomes: an increased human experience and the possibility of more fulfilling work with

[COMPLETE](#)

Great! You've completed the digital age leadership profile report for Eira Gwyn.

Click the download button to access the final report. The link will also be sent to you via email to forward to your participant along with a Habit Canvas and any additional Dilyn Way™ materials you may have discussed during the debrief session with your participant.

[DOWNLOAD REPORT](#)

[EXIT](#)

OPTION DESIGN

The Dilyn Way™ Profiling Tool – A User Perspective



An important part of any improvement programme is to establish a benchmark and clarity around the outcomes you are looking to achieve. An assessment of digital maturity is often a subjective measure which in my experience can often lead to a false sense of self. The Dilyn Way™ profiling tool enabled me to complete a quantitative self-assessment across a number of mindsets and behaviours. As a reflective process, this then enabled me to identify areas for conscious development and those for role modelling. Presenting them on a spectrum of maturity helped me understand that this profile remains in flux and can vary depending on the nature of my leadership role in a given environment. My understanding of the profiling was reinforced through a qualitative assessment and debriefing across the 7 Mindsets.

While I had been provided with a brief as to the outcomes the Quantum Leadership programme had been designed to deliver, I was unaware of the community that the programme would allow me to become part of. Over seven weeks the cohort was guided through a personal transformation that generated insight from our ability to collectively think, critically evaluate how we behave and understand the actions that flow as a result. This was achieved through action and experimentation rather than purely thought and process. The community has remained present after I completed the Quantum Leadership programme. Providing access to the network of diverse professionals whose work relates to digital transformation and to a source or socialised learning who embrace new voices who are willing to contribute.

The formal programme was also supported with a series of coaching sessions. These allowed me to unpack tools like the habit canvas, power ups and minimum viable shift, so I could apply them in the context of my own working practice. This deconstruction helped me redefine what modern leadership means to me and define my own unique perspective on how I engage with my work. The principles and mindsets introduced by the programme have cascaded out and are benefiting not just me, but the team and wider network that I am part of. This attraction is the first step in the next cycle of the programme for me. As someone who conditioned themselves to operate within a formal and structured environment (just take a look at my photo attached!) this was a highly disruptive experience for me and one which caused me to evaluate my own values and beliefs.



David Clegg,
Service Manager, Highways & Planning
UK Government

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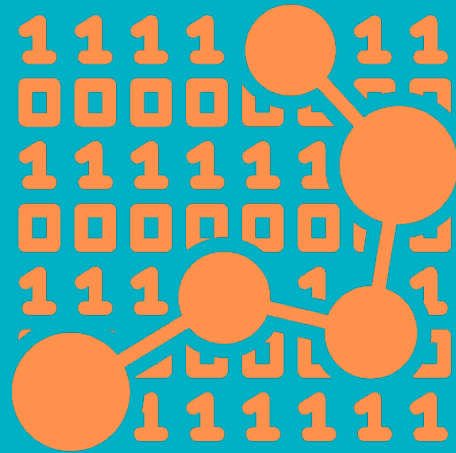
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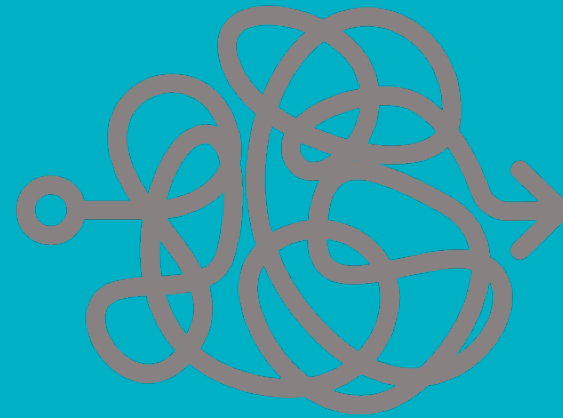
Social



Digital



Data



Disruption

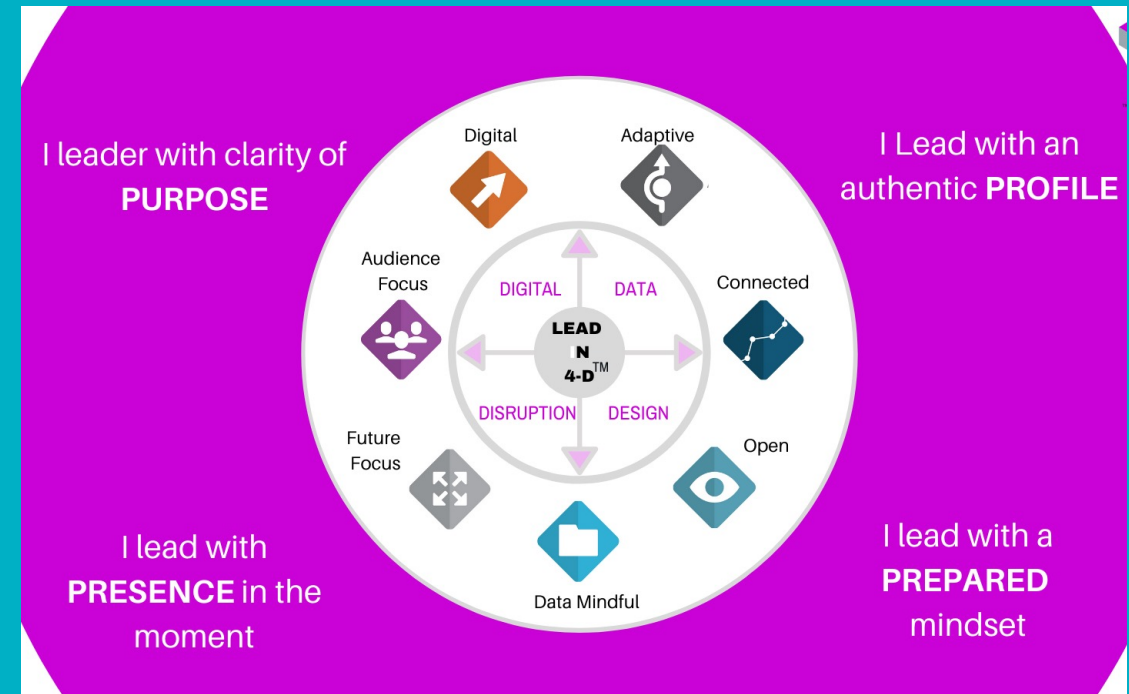


Design

The Dilyn Way™ Mentor-Coach Digital Maturity Programs



- The Dilyn Way™ programs focus on the personal transformation journey of the leader to drive the systems transformation journey through trust.
- Social learning, through group work, networking and coaching circles accelerate transformation and encourage lasting engagement.
- All programs are mobile compatible with informal chat available for peer-to-peer connection as well as Mentor-Coach communication.
- All programs are delivered through the LeadIn 4-D global community where leaders can connect beyond their cohort or alumni, out to the world of leaders and digital specialists unified in purpose.



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Participant Experience Mix

Mentor-Coach-social-personal



- Regular group sessions (bi-monthly/monthly)
- Networking & mentoring opportunities
- Social connection via chat



- Warm up techniques to maintain interest and momentum
- Competency challenges (5, 15, 21 Day Challenges)
- Content focus: Guest interviews, stories of interest



- Experimental practice, working out loud
- Competency challenges, guest interviews, stories of interest

Participant Experience Mix

Mentor-Coach-social-personal



- Mentor-Coaching sessions at regular intervals
- Realtime access for live support & chat via community / mobile



- Self-reflection, journaling and working out loud
- Leadership physiology techniques
- Reward & Share



- Actions inform insight - shifting into action at every step
- Practice of MVS™ Minimum Viable Shifts (it is not how much we need to do, it is how little to be most effective)

The Cadence of Digital Leadership Maturity

The transformation arc can be different in timing for each person. Each stage can be extended or accelerated depending on the data from stages 1, 2 & 3). This will be fully guided by the Mentor-Coach.

Weekly Cadence of: Warm ups, Habits & Power Ups

Transformation Arc

Awareness & Assessment



Observe and build personal awareness
Assess current mindset & capability



Clarify purpose & professional ambition

Align & Activate



Align all data points create 1st digital maturity growth phase map



Start to activate initial growth phase - Foundational Habits; Personal Habits & Power Ups

Advance & Amplify



Once cadence of digital maturity established – we start to stretch from where we are



Start to shift practice beyond initial scope of focus

Attract



First followers – evidence role modelling and shift towards Mentor-Coach



Rolling accountability / motivation mapping beyond 8 – 12 months

At all times personal journeys are supported with social learning techniques: Please refer to Appendix 4 for detail of group & social learning available to the participant.

The Cadence of a Prototype Program over 8 – 12 months

Growth Phase 1

Initial awareness, assessment & alignment stages complete

First Growth Phase Map completed with Mentor-Coach

Activation begins with focus on core habits and quick wins. 4P foundations (Profile & Purpose, Prepared & Presence)

Growth Phase 2

Working with the Mentor-Coach, the leader will naturally sense the end of a growth phase when mindset & behaviour shifts are evident.

Second Growth Phase Map completed with Mentor-Coach

Second phase of activation begins with stretch habits & competency work agreed (experimental practice, Datamindfulness™ etc)

Growth Phase 3

Full evaluation of identity shift completed

Subject to agreement, a second Dilyn Way™ Profiling Assessment is completed

Growth Phase 3 Map completed

Activation now focuses more on role modelling and emerging competencies

Growth Phase 4

Final Growth Phase Mapping completed

The Dilyn Way™ Profiling tool re-assessment

First followers – evidenced role modelling and shift towards Mentor-Coach

Rolling accountability / motivation goals put in place beyond 8 – 12 months

Potential practitioner route pursued

Example Only - Design Template for 4D-Quantum

LIVE LABS OUTLINE – Weekly, fortnightly, monthly

<p>AWARE</p> <p>Intro Orientation Focus Topic</p>	<p>ASSESS</p> <p>Warm up Review Game Focus Topic E-tech spotlight 1 Competency 1 Reflective Close</p>	<p>ALIGN</p> <p>Warm up Review Game Focus Topic E-tech spotlight 2 Competency 2 Reflective Close</p>	<p>ACTIVATE</p> <p>Warm up Review Game Focus Topic E-tech spotlight 3 Competency 3Reflective Close</p>	<p>ADVANCE</p> <p>Warm up Review Game Focus Topic E-tech spotlight 4 Competency 4 Reflective Close</p>	<p>AMPLIFY</p> <p>Warm up Review Game Focus Topic E-tech spotlight 5 Initiative Prep Reflective Close</p>	<p>ATTRACT</p> <p>Warm up Review game Focus Topic E-tech spotlight 6 Initiative Kick off Reflective Close Alumni Details</p>
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PERSONAL TRANSFORMATION

<p>Profiling / Coach Session 1</p>	<p>4P Foundations Growth Phase Mapping</p>	<p>Coach Session 2</p>	<p>1st Power Up Challenge</p>	<p>1st Habit Canvas</p>	<p>Habit Tracker</p>	<p>Coach Session 3</p>
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SOCIAL ACCELERATION

<p>Frame of Reference Game</p>	<p>Buddy Sessions</p>	<p>Social Sharing – Mentor- Coach led (profile not label)</p>	<p>Journaling Challenge</p>	<p>Social Sharing – Working out loud</p>	<p>Garage Session</p>	<p>Trigger Challenge</p>
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4P Foundations Modern Leadership



Profile



I am focussed on my professional brand and have a clear, meaningful narrative that serves my current goals.

Purpose



I lead with a clarity of purpose that is aligned between my personal and professional life.

Prepared



My commitment to embracing change allows me to respond rather than react to change or opportunity.

Presence



I am conscious in the moment and always strive to meet others 'where they are at'.

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Emerging Competencies of Modern Leadership



Datamindfulness

I am ethically driving in my decision making. Favour data evidence over process in my behaviour.



Power Skills

Humanity and community are core competencies I role model in my daily leadership practice.



Attention Management

I focus my leadership practice on managing my attention and energy, rather than being a slave to time.



Experimental Practice

I am comfortable with experimental thoughts and actions to drive ideation and innovation in business as usual.



Platform Technologies that support our Programs

Collaboration & Co-Design

- Zoom – Online & Live Sessions
- Teams – Meetings & Catch ups
- SharePoint – data sharing, informal chat, material & asset co-design
- Planner – project management
- SessionLabs – event management & timings
- MURAL – Brainstorming & Reflection Sessions

The screenshot displays the SessionLabs interface for a day on Jan 15, 2020. The interface is divided into several sections:

- Overview / Day View:** Shows a vertical list of sessions on the left sidebar, including "Welcome from Mel", "Session 1 - The Digital", "Session 2 - The world", "Session 2 - STORMZ - how we feel about this", "Session 3 - Business Macro VIEW", "Morning Coffee", "Session 4 - DIGITAL", "Session 5 - The Dilyn Framework - WHA", "Session 7 - Great leadership hack part 1", "Session 8 - The great leadership hack! Part 2 - current & future maturity", "LUNCH", "Session 9 - the world", "Session 11 - My habit canvas", "Afternoon tea", "Session 11 - complete Brand Triangle", "The great leadership hack part 3 - SESSION 12", "The great leadership hack part 4 - SESSION 13", "Digital fast facts", and "Close".
- Main View:** Displays details for selected sessions. For example, "Session 1 - The Digital Definition Game" (09:40, 15m) includes the text: "Simple individually focussed quiz. A bit of fun and get familiar with the technology." The "TIMINGS" section for this session lists: "Approach to the day - SEE SLIDE experiment & Rome", "Via Stormz; get everyone to join in the multiple choice game that is to get common agreement of the key terms we use around the digital agenda.", "Digital", "Paul BOAG", "Digileaders", "Oxford dictionary", "Digital Leadership", "Digital Transformation - maturity framework", and "Agile - The 4 values: Data Over 2.5 quintillion bytes of data are created every single day, and it's only going to grow from there. By 2020, it's estimated that 1.7MB of data will be created every second for every person on earth".
- Other Sessions:** "Session 2 - The world has changed" (09:55, 10m) includes "WEF video showing how the world is changing around us. 12 mins" and the instruction "1) watch the video together". "Session 2 - STORMZ - how we feel about this" (10:05, 20m) includes "Then Go to SESSION 2 STORMZ HOW WE FEEL ABOUT ALL THIS 20 mins" and the instruction "LOGIN TO STORMZ 2) share ideas under the cards in stormz: how does this make you feel. What does this make you think about in context of your own leadership and the current transformation?".

**SessionLabs –
online/realtime/collaborative
event management**

Platform Technologies that support our Programs

Collaboration & Co-Design

MURAL TEMPLATE

Creating a Modern Leadership Persona

INSTRUCTIONS

Using the simple mind mapping method, start to build out a modern leadership persona for the leader you have been assigned.

The aim is to focus on the 'What's' and try to build them down to build a picture for your leader. Think, BEHAVIOUR as well as ACT in their domain.

Using this will allow you to understand the WHY behind their current career choice, and also help you start to identify triggers that could be either positive or negative.

LINKS

Describe how your approach (MURAL) compares to other methods (e.g. mind maps or personal journals)

- How do they think (what does their value system look like)?
- How do they feel (what does their emotional state look like)?
- How do they communicate (what language do they use)?
- How do they connect to others (Team, Peer, Customer)?
- What skills do they demonstrate?
- How do they think about work?
- What is their network look like?

TOOL TIPS

Create connections at the speed of thought

- Click and drag to create a connection
- Click on the connector points to change the shape and colour
- Click on the connector points to change the line style and colour
- Change connector styles
- Build connections between different shapes and they notes quickly
- Click and drag to change the shape of the connector
- Click and drag to change the shape of the connector

LEAD N 4-D

Jonathon McDonald

Sally Jordan

MURAL - Brainstorming, reflection, co-design

Jan 15, 2020 7h 45m CHB - Digital Age Leader... All changes saved

Overview Day View + Add day

WELCOME FROM MEL

Session 1 - The Digital

Session 2 - The world

Session 2 - STORMZ - how we feel about this

Session 3 - Business Macro VIEW

Morning Coffee

Session 4 - DIGITAL

Session 5 - The Dilyn Framework - WHA

Session 7 - Great leadership hack part 1

Session 8 - The great leadership hack! Part 2 - current & future maturity

LUNCH

Session 9 - the word

Session 11 - My habit canvas

Afternoon tea

Session 11 - complete Brand Triangle

The great leadership hack part 3 - SESSION 12

The great leadership hack part 4 - SESSION 13

Digital fast facts

Close

TIMINGS

Approach to the day - SEE SLIDE experiment & Rome

09:40 15m **Session 1 - The Digital Definition Game**

Simple individually focussed quiz. A bit of fun and get familiar with the technology.

Via Stormz; get everyone to join in the multiple choice game that is to get common agreement of the key terms we use around the digital agenda.

Digital

Paul BOAG

Digital Leaders

Oxford dictionary

Digital Leadership

Digital Transformation - maturity framework

Agile - The 4 values:

Data Over 2.5 quintillion bytes of data are created every single day, and it's only going to grow from there. By 2020, it's estimated that 1.7MB of data will be created every second for every person on earth

09:55 (30m) **SESSION 2 - THE WORLD HAS CHANGED**

09:55 10m **Session 2 - The world has changed**

WEF video showing how the world is changing around us. 12 mins

1) watch the video together

10:05 20m **Session 2 - STORMZ - how we feel about this**

Then Go to SESSION 2 STORMZ HOW WE FEEL ABOUT ALL THIS 20 mins

LOGIN TO STORMZ

2) share ideas under the cards in stormz: how does this make you feel. What does this make you think about in context of your own leadership and the current transformation?

SessionLabs – online/realtime/collaborative event management

Platform Technologies that support our Programs

Delivery & Engagement

- LeadIn 4-D Community – Core Delivery Platform
- Zoom / Team – Online & Live Sessions
- Stormz – Virtual/Hybrid Workshop Facilitation
- Planner – Habit Planning & Tracking
- MURAL – Brainstorming, Reflecting, Experimenting

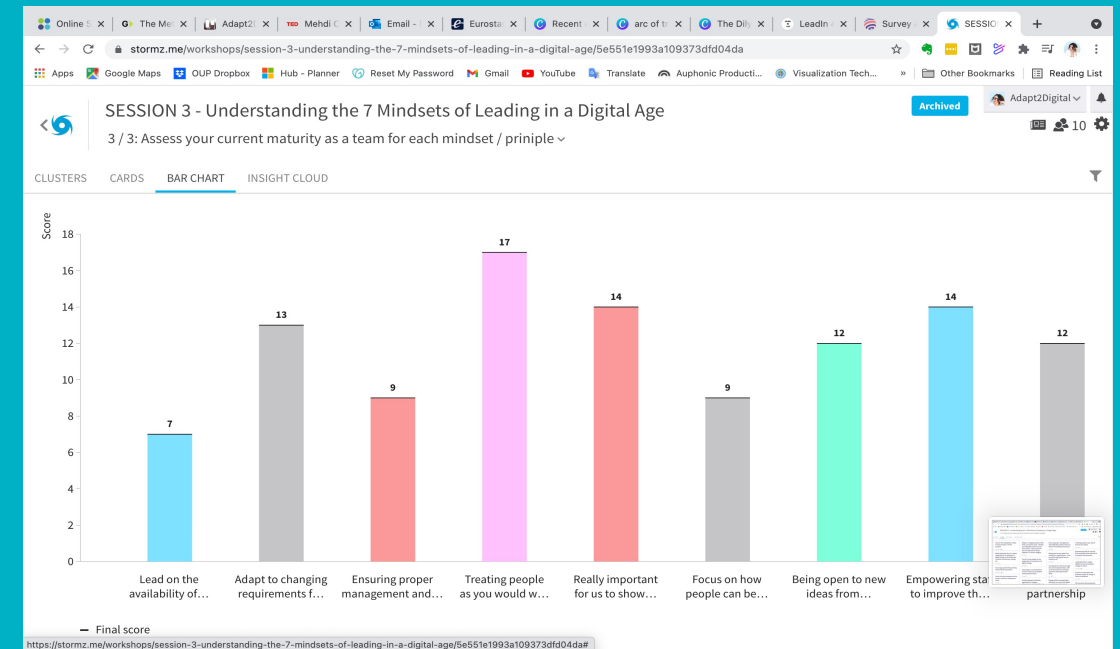
Platform Technologies that support our Programs

Collaboration & Co-Design

SESSION 3 - Understanding the 7 Mindsets of Leading in a Digital Age
3 / 3: Assess your current maturity as a team for each mindset / principle

CLUSTERS CARDS BAR CHART INSIGHT CLOUD

Card ID	Score	Comments
#54	7	Lead on the availability of data to ensure that it is fit for purpose
#52	17	Treating people as you would wish to be treated.
#58	9	Ensuring proper management and leadership of the process to deliver the identified outcomes
#74	13	Adapt to changing requirements from our service users - flexible and adaptable in terms of our focus areas - look across the piece as opposed to being aligned to a certain category
#66	14	Empowering staff to improve their analytical skills and feed in to system improvements
#47	14	Really important for us to show leadership in the adoption of digital which can be evidenced to deliver efficiencies, savings etc
#76	12	Being open to new ideas from outside our organisations - how are others doing what we are hoping to do?
#73	4	Leadership that is visibly adaptive and encouraging a change of culture
#50	9	Focus on how people can be supported via innovation and digital change
#77	12	Empowering staff to improve their analytical skills and feed in to system improvements
#69	18	Encourage an environment of trust to create a truly flexible working environment
#75	12	Being open to new ideas from outside our organisations - how are others doing what we are hoping to do?
#65	7	Creating forums that encourage new and innovative ideas, with an environment to encourage openness and experimental ideas
#46	12	Encourage partnership working with external businesses
#56	11	Ensure we understand the potential impact of change in order to transform
#60	10	Focus on how innovation can be used to transform business as usual
#67	18	Actively Network Inside My organisation; Category Managers are not aligned to one
#68	18	Engage with key stakeholders and users to ensure that digital is appropriate and relevant
#63	11	We should be discussing data



STORMZ –
Virtual/hybrid workshop
facilitation platform

Platform Technologies that support our Programs

Collaboration & Co-Design



The screenshot displays a grid of workshop cards on the STORMZ platform. The cards are arranged in three rows and three columns. The first row contains three cards: "Introduction - Provocation" (with a "SCENE SETTING" header), "Fast Facts" (with a "DIGITAL FAST FACTS" header and a lightning bolt icon), and "SESSION 3 - Understanding the 7 Mindsets of Leading in a Digital Age" (with a blue header and navigation icons). The second row contains three cards: "SESSION 9 - THE POWER OF ONE" (with a chalkboard header), "SESSION 4 - Exploring my strengths as a modern leader" (with a green digital background header), and "SESSION 5 - My Digital Age Leadership Brand" (with a blue header and "BRAND TRIANGLE" sub-header). The third row contains three cards: "SESSION 5a - Fast Facts" (with a "DIGITAL FAST FACTS" header and a lightning bolt icon), "SESSION 6b - Building Social Capital" (with a landscape header), and "SESSION 6a - Narrative Norms" (with a landscape header). Each card includes a small profile picture icon and a question mark icon.

STORMZ – Virtual/hybrid workshop facilitation platform



“Before entering the Programme, I knew there was more to digital than just the tech. Through its seven principles this programme has allowed me to explore all aspects of digital, where I stand on my own path to greater understanding and ideas for how I can develop further. As a leader in ICT I already understood a lot of the new technologies, but I wasn’t living digital myself. I have learnt that to be a leader in the modern world you need to fully immerse yourself in digital.”

RACHEL WAS CEO AT THE TIME OF SUBMITTING THIS TESTIMONIAL. SHE CURRENTLY SITS ON NUMEROUS BOARDS SUPPORTING DIGITAL LEADERSHIP AND DIGITAL TRANSFORMATION FOLLOWING HER JOURNEY



“The Programme from Adapt2Digital is a fantastic training resource that provides practical and detailed insight into what it means to be a leader in a digitised world. The programme covers theory, practice and feedback – combining a unique profiling tool, practical exercises, regular check-ins with a coach-mentor, and links to further materials – and focuses on the mindset and behaviours essential for leaders to demonstrate. Taking part in the Programme has been invaluable for my own coaching and mentoring work, and I highly recommend this programme to anyone interested in supporting others to develop the leadership profile that will allow them to deliver real success.”



CHRIS RILEY, ICT DIRECTOR AT TIME OF SUBMISSION – NOW AN EXECUTIVE MENTOR-COACH AND STRATEGIC DIGITAL TRANSFORMATION CONSULTANT TO GOVERNMENT FOLLOWING HIS JOURNEY

LEAD IN 4-D™
DIGITAL-DATA-DISRUPTION-DESIGN



Thank you



ADAPT2 DIGITAL