

TITLE: That's Not How We Do It Here! (2016)

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My Story:

Many conversations with coachees often refer to the debate of the directive and non-directive scale of leadership. When introducing change or developing subject knowledge and capacities of staff, leaders will question as to which strategies should be adopted and the timely nature of when to adopt these. This is a book that I have read and shared frequently when working with leaders who are implementing change or being coached, and it clearly highlights the rise and fall and opportunities to rise again when embarking on something new within an organisation.

Why do I think this is a great book?

The book follows a story of meerkats and highlights the need for a best of both worlds' organisation, the power of growing others within a setting to create that 'bit opportunity'. The format of it being a fable allows it to tackle big issues and the reader is then able to relate to the characters and scenarios presented. It tackles the concept of change being tricky but allows the thought process to see those changes as exciting opportunities if handled appropriately.

The Key Learning

- Directive approaches don't always lead to better outcomes, the meerkats in this story needed the opportunity to question the rationale behind decisions
- Communication needs opening for all
- Ideas and concepts need exploration opportunities and ample time to review the successes
- Visions are collective and motivation is required to bring those shared visions to fruition
- Allow time for reflection and notice the developments
- Leaders enable and support the networks of staff to thrive
- There are distinct differences in terms of the actions, processes, and behaviours for leadership and then management, they serve different ends
- A leadership plus management structure is crucial

Final comment

The book follows a linear storyline and needs to be read in its entirety. The journey of the story and scenarios will provide ample opportunities for the reader to reflect and then relate to their own organisations: some the reader will recognise and others will raise questions. This is the ideal recipe for you to consider 'What next?' in your capacity as a leader or a coach.