

How to fix things when you're the Minion not the Manager

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The College of
Animal Welfare



How did I get here?



The Usual

Move into a role



Notice things you'd like to change



Tell others your plans



Not get the reaction you were hoping for



Keep going to the point of exhaustion /
give up / upset a few people / get bored...

Prepare for Success

Move into a role



Notice things you'd like to change



Think through the benefits and challenges



Use a range of influencing styles



Choose your battles and see what you can do

Make your list...



What do you want to change?

Why?

What will be the benefits of that change?



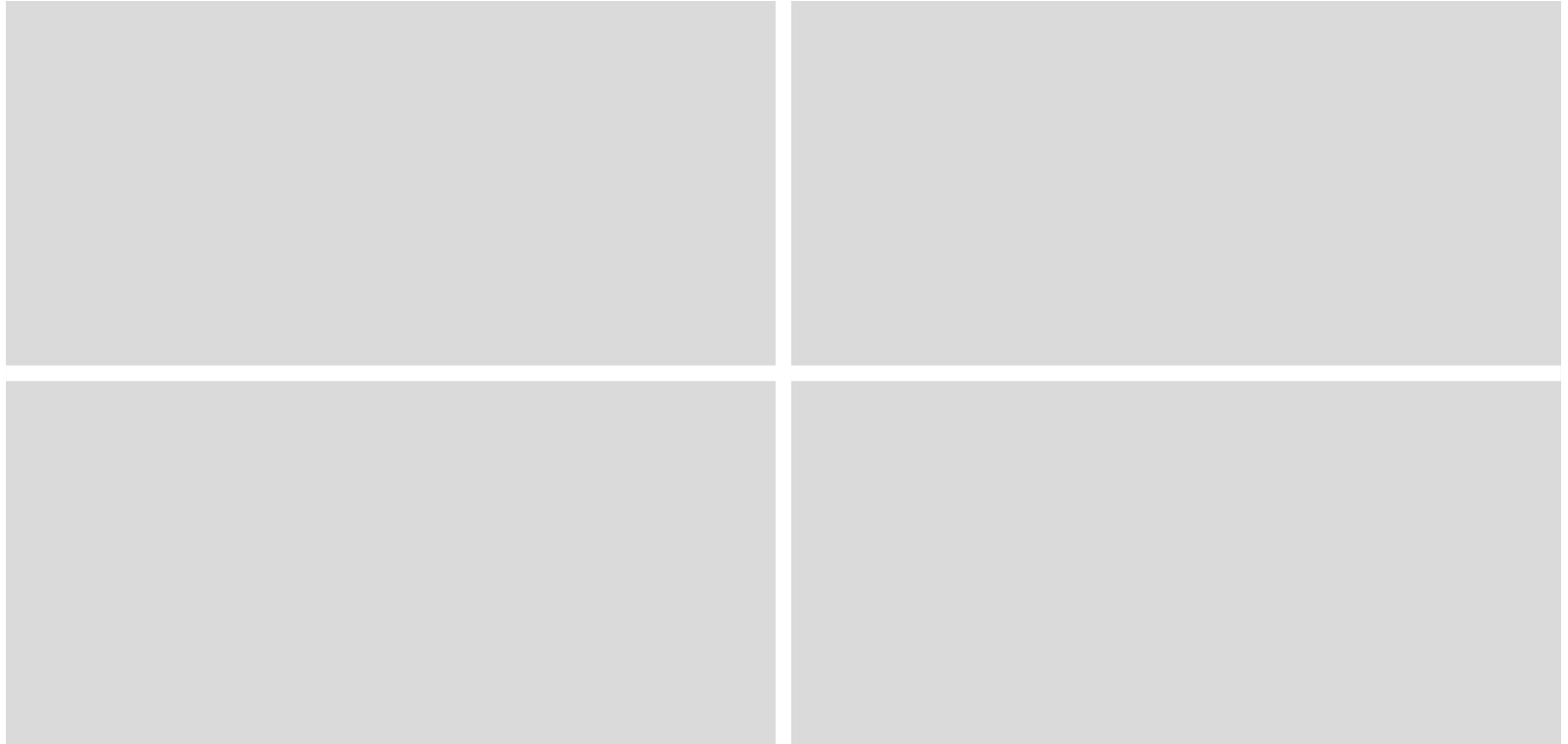
If you don't like something,
CHANGE IT.

If you can't change it,
change your **ATTITUDE.**

MAYA ANGELOU

Prioritise the list

Size of benefit



Speed of Win

Prioritise the list

Size of benefit

Slow gain

Quick wins

Not worth your time

Mini quick wins –
or a distraction?

Speed of Win

Prioritise the list

Size of benefit



Speed of Win

PUSH

RESULTS

Proposing
Reasoning
Persuade

DETAILS
Expectations
Evaluating
Incentives

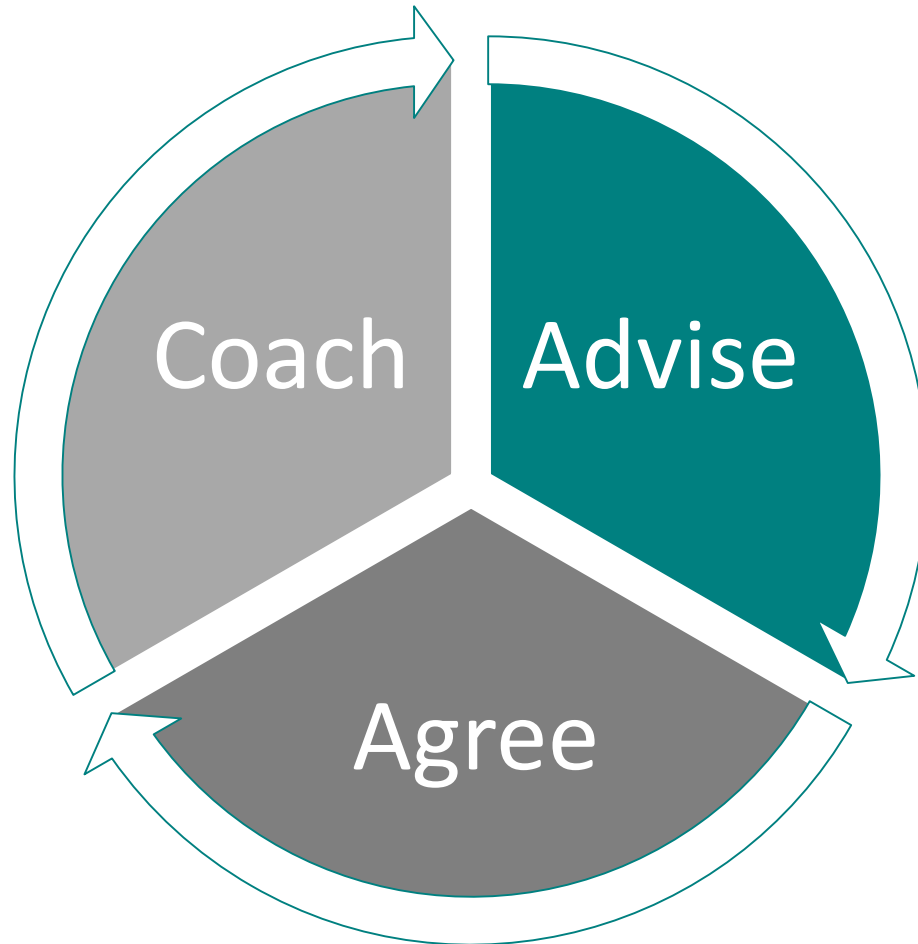
PEOPLE

Listening
Disclosing
Bridge

IDEAS
Sharing Visions
Building Common
Ground
Attract

PULL

Great conversations...



Prepare for Success

Move into a role



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COMING SOON...

Google: “WVA Learning”

Or go to wva.learning.education

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