



Change Makers Webinar: Bringing Autonomy to Life
With Jeremy Leslie
Thursday 15th October 2020

As Change Makers, what's our role in bringing autonomy to life?

Anna Blomquist: autonomy is self-determination
JennyB: Stop being complicit in other peoples rules
Anna Blomquist: being able to get on with it

Power of Hierarchy Comments

Jana: And sometimes I wonder if the power of hierarchy is more about perception than actual power

Thoughts

Anna's iPad (2): Jeremy, I'm interested to know who on the call struggle with autonomy in their organisations or leadership
Fiona: Me
Anna Blomquist: This flows on nicely from the Monday session on networks
Anna Blomquist: hierarchical decision making is really time consuming.

What gets in the way/challenging when it comes to an autonomy movement in our organisation?

- Fiona: What's happening in our environment? eg election
JennyB: old school leadership
Anna Blomquist: accountability and the need for transparency..
Jana: different context for different people
Anna's iPad (2): I had technical problems. I'd like to answer the question a different way. what can we do to get things moving....how can we lead and role model
Di Solomon: Appetite for risk and accountability
Cathrine Austin: interesting commonalities in themes but for me there is a real tension - i love the idea and some staff do it really well, but others seem like they want to be old school staff - i only do what i have to and what you explicitly direct me to but i am not hearing a lot in the flexible working discussions that speaks to that
Anna's iPad (2): what do we do to show it works, and taking people with Us

How do we bring autonomy to life in our environments?

- Anna Blomquist: decision making?
Jana: relationships
Di Solomon: trust
Jana: I love that Anna
Anna's iPad (2): and imagine what could happen if we let the genie out!
JennyB: Nike - just do it - man!
Anna's iPad (2): agree just do it.
Anna Blomquist: I think that is the ideal from our ELT and why they are putting staff through changemakers.
Cathrine Austin: Isn't the genie kinda out now?... we just trying to work out how we stay good friends with it now
Anna's iPad (2): what's the worst that could happen? do it, AND keep those who are concerned across and comfortable with what is happening, and what we are trying.
JennyB: actively get out of our own way and keep the antennae up for opportunities to practice autonomy
Fiona: Love it Jenny
Jana: sometimes I think it's also about small steps at a time towards the bigger change. Small experiments can be quite effective.
JennyB: love that Jana - it is the chipping away that counts towards the bigger change
Anna's iPad (2): I have also made sure I am more visible while my team is awesomely working from home. that seems to have given those hierarchical people assurances.
JennyB: Jeremy I wonder whether as change makers we share our

autonomy/change experiments enough?