



Changing the Game - Webinar Chat
10am Thursday 9th April 2020

What do you like about working from home?

Digby Scott:	Not ironing shirts
Karin Thomas:	Sleeping in a bit later
Jana Froehlich:	more spare time
Alex Smith:	morning dog walks instead of flights
Jann Watt-Drake:	walks in middle of the afternoon
Natasha George:	More walks
carla Drayton:	More time in the day because I don't have to commute
Laura Feasey:	Even though it's short, no commute so more time for other things!
Laura Feasey:	Spending more time with my cat!
Jana Froehlich:	more quiet

ACTIVITY: Join all 9 dots with 4 straight lines without your pen leaving the paper.

Natasha George:	Done! :)
Jann Watt-Drake:	yep
Karen:	Yep

pete holliday: done
 Rebecca Foley: yep
 Jana Froehlich: yep
 carla Drayton: yep
 martyn pinckard: yep
 Austin: done
 Genevieve Just: yep
 Frances Turner: ok

QUESTION: What's your relationship with rules?

Sam Allen: Trust is a base to following
 pete holliday: context dependant based on the impact
 Natasha George: Nah, if I see the value - I follow rules but if I see some holes - I challenge it
 Karen: compliant but like to know WHY?
 I used to be blindly compliant and that led to an unfulfilled life so I reward myself not to assume rules are there to be followed. I challenge the rules ..
 Alex Smith: situational - if I know the 'arena' I feel comfortable challenging. If I'm new e.g. new to a company I'll follow along until I become more comfortable
 Corinna Chin: A challenger with respect when I see a gap or don't understand why a decision has been made
 Caroline Saufoi: Often start looking at guidelines and willing and keen to disrupt when the rules no longer fit for purpose
 Frances Turner: wondering about how you can interpret rules...may mean different things to different people
 Jana Froehlich: Look for improvement opportunities.
 Jim Baun: the why determines the response.
 Shane Williams: Have to always stop myself going on without considering/understanding better
 Karin Thomas: Also depends who has set the rules - others or self, as well as the why and what's the benefit - default rules or purposeful rules?
 Laura Feasey: As times / context change, rules can sometimes no longer be fit -for-purpose. To move ahead, sometimes the rules need to be challenged.
 carla Drayton: Being "right" or being happy
 Karin Thomas: Context determines impact
 pete holliday: love that book
 Jana Froehlich:

ACTIVITY: What rules govern your day to day lives?

Alex Smith:	boys don't cry
Alex Smith:	respect you elders
martyn pinckard:	Trust needs to be earned
Rebecca Foley:	being on time for things
carla Drayton:	Don't drink and drive :)
Alex Smith:	stocks and stones will break my bones.....but
pete holliday:	i only have one rule, get my wife her chai EVERY Morning or suffer the consequences
martyn pinckard:	lateness is redness (my mom said)
Natasha George:	Follow through on what you say you will do
Sam Allen:	no fishing during lockdown
Rebecca Foley:	2 metres from others!!
Frances Turner:	show up for other people
Corinna Chin:	say 'sorry' when you're not really e.g. bumping into someone etc
Jim Baun:	exercise every day.

ACTIVITY: Rate your rules on a scale of 1-6.

pete holliday:	only 1 rule, but its easy to change - so its a 6
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QUESTIONS: What's the rule? What might you try? What do you hope might happen?

Karin Thomas:	I have to know the answer and I can;t make mistakes
Alex Smith:	I don't have to know it all , especially with my children

QUESTION: Whats the rule you want to play with?

Laura Feasey:	My experiment is that it's okay to experiment (rather than try to make it perfect first)
Megan Whitaker:	How my kids hang out the washing!
martyn pinckard:	How honest could I be with people?
Natasha George:	How to stack the dishwasher!
Genevieve Just:	Rule: Have to be in the office working till 5pm to be valued. Experiment in progress - encouraging team to "leave loudly" when finishing earlier
Jim Baun:	Don't have to answer all the problems of my team members.

Alex Smith: no until 7 or8
Frances Turner: I need to "produce" something new everyday
Natasha George: Sorry Digby, what was the name of that book you mentioned?
Natasha George: Lying by Sam Harris
Alex Smith: Thanks Digby. Karin and Laura, gotta go.
Laura Feasey: Cheers Alex :-)
Caroline Saufoi: Thanks so much Digby!

What has this webinar got you thinking?

Genevieve Just: Be more conscious of the "rules" that I am living by.
Jana Froehlich: some good food for thinking
Caroline Saufoi: Rules! On autopilot so much, but I appreciate this downtime to reinvent myself :)
martyn pinckard: The degree of emotional response that this process can generate
Karin Thomas: How we can change rules during such 'interesting' times
Frances Turner: I'm working with people who agree there is a paradigm that can shift and I'm keen to help facilitate them through - what you've shared with us will help me help them open up their minds for the disruption - thank you!!
carla Drayton: I'm thinking about the BAU rules and operating in non BAU times like COVID-19
Sam Allen: made me realise I don't actually hold many rules that stop me. Any stops are self imposed. As long as I accept the outcomes regardless, its all good to go
Karin Thomas: Thanks Digby
Frances Turner: Thank you as always, Digby! Kia kaha
Megan Whitaker: Thanks Digby
Laura Feasey: Thanks heaps Digby!
carla Drayton: Thank you!!