

INSTIGATE

verb incite or initiate (an action or event). Comes from the latin word instigare meaning “to incite.”

“AN INVESTMENT IN
KNOWLEDGE

pays the best interest.” *Benjamin Franklin*



5i METHOD



INSTIGATE: What Does the Research Say?

1. Technical skills may get you the job but soft skills can make or break you as a leader. Soft skills were once thought to be “nice to have” for business leaders, we now know, for the sake of performance, leaders “need to have” soft skills (Goleman, 2000).
2. Innovation and adaptation is related to an organisation’s ability to learn (Jimenez-Jimenez & Sanz-Valle, 2011).
3. Soft-skills are directly related to individual, team and organisation performance (Deloitte).
4. Soft-skills enhance employee performance and reduce error rates which has a significant impact on safety (Rhona, O’Connor, & Crichton, 2008).

Common Mistakes #INSTIGATE

Organisations frequently begin a human-focused implementation with an all or nothing mindset. They either think they can do it all themselves, or, hand total responsibility over to an external consultant. Businesses may think the consultants have rare or unobtainable skills and knowledge. This is not the case. Brilliance comes from integrating the consultants’ skills and knowledge with the organisation’s contextual expertise and empowering your people to deliver the change.