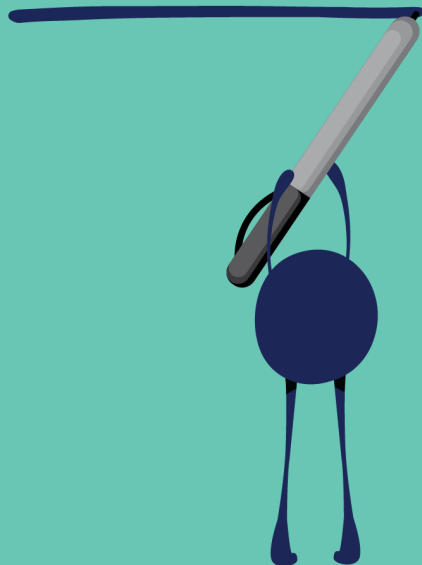


Activation



Get ready to innovate

Welcome to the NZ GovTECH Accelerator Leadership Programme. This is where we focus on you, the human behind the innovation.

This guidebook is the start of a process to activate you and your team to do your best work. It's designed so you can examine your strengths, limitations and natural tendencies.

Ultimately you'll get to know yourself better and give you a better understanding of the people that you're going to be working with.

The assessments and questions contained in this guidebook will take you at least two-hours to complete. This is not a test, there are no right or wrong answers, just your point of view.

Print out this Activation Guide to write up your notes. Or you can read on screen and use your favourite tools for making notes.

Bring your notes and the results of the self-assessments to the Accelerator Bootcamp Leadership Workshops so you can refer to the answers to speed up your participation and increase your contribution to the conversations we'll be having.

If you have any questions or get stuck, just ask for help. Email julie@justlead.co or Call 027 664 6335.



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Team Activation

ACTIVATING THE HUMAN SKILLS SO YOU CAN THRIVE ON THE HARD WORK
OF BEING AN INNOVATION TEAM.

The opportunity to bring novel, life-altering and public sector disrupting ventures into the world is exciting and inspiring. Innovation is about changing the status quo. It's a leap into the unknown and amongst uncertainty.

Daring to be a pioneer, an inventor, an innovator, an entrepreneur is a bold move. To do different, is not an easy path. The brutal truth is that human nature and the world in which you work will seemingly conspire against you.

To help you make the most of your entrepreneurial talents we want you activate your human and team building skills. That way you and your team to be inspired, creative and disciplined entrepreneurs. To do your best work and work well together means you need to hone your entrepreneurial leadership skills.

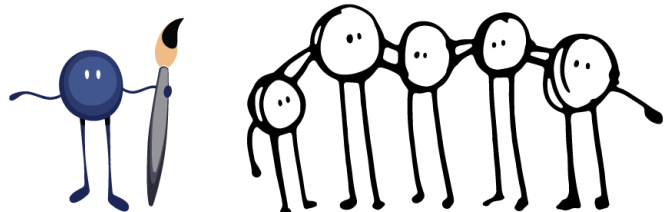
Great innovation teams run on synergy, intimacy and mutual respect. The stronger your bonds as a team, the better you'll perform. But, being human can be messy and glorious. We help you work with your deepest talents, your idiosyncrasies and imperfections – not around them.

When you master the invisible human dynamics at the core of being an innovator, you'll make smart progress and avoid the worst pitfalls being an accelerator team.

HOW ACTIVATION WORKS

There are five ways the Accelerator supports you to activate your entrepreneurial talents and perform really well as a team.

- Knowing yourself inside and out
- Learning the human dynamics of innovation
- Designing how your team works
- Finding your entrepreneurial flow
- Being coached and mentored.



NZGOVTECH ACCELERATOR LEADERSHIP PROGRAMME

Designed to activate your entrepreneurial leadership skills

PRE-ACCELERATOR PERSONAL ACTIVATION

You complete this Activation Guidebook to give yourself clarity of purpose and ambition as an accelerator entrepreneur.

This is a self-guided tour of yourself through a mix of behavioural diagnostic and thinking exercises that will set you up to participate fully in the intensive and immersive experience of the accelerator programme. You'll understand how your personal strengths and limitations amplify and diminish your performance as an entrepreneur. In short, you'll know yourself better inside and out.

LEADERSHIP BOOTCAMP

As part of the Accelerator Bootcamp you'll spend two half-days focusing on you and your team. You'll learn how to show up powerfully as member of an accelerator team and stay sane, savvy and satisfied. The bootcamp is a mix of training, coaching and co-working. You'll need to bring this completed Activation Guide, an open mind and a willingness to participate fully to get the most from the bootcamp sessions.

Entrepreneurially You

At the first workshop, we'll show you the human dynamics of working at pace, under pressure and how to test your creative talents to the limit so you develop yourself as you innovate.

You'll learn about the neuroscience and behavioural science behind innovation and how to be emotionally and creatively agile as an entrepreneur.

You also set yourself up as an entrepreneurial leader.

Tight Teaming

Because your accelerator life depends on your ability to fuse as an entrepreneurial team, you'll design ways of working so every individual raises the collective performance.

In workshop two you'll learn what it takes to sharpen your team's strengths through powerful co-leadership. Working together you'll decide on team fundamentals like work ethic, team talks and team practices that build a tight team.

You'll assess your team against a Tight Team Performance model that builds:

- *Team Trust – personal rapport, trust and openness*
- *Team Talks – that are creative, constructive and candid*
- *Ownership – making decisions you stick to*
- *Action – show up and do the work*
- *Results – focus on collective a collective agenda and success.*

You'll also design ways to navigate the discipline, grit and empathy required to be innovative and achieve your entrepreneurial flow.

During the accelerator you'll be working in a series of sprints, so you concentrate your efforts as a team. Working this way, you should fit more into each day than you think possible and develop team working habits that allow you to do more than you think you're capable with a healthy sense of doing well and feeling great.

The bootcamp is a perfect way to plan and design how you're going to work as a team and what you need to make to maintain your entrepreneurial attitude, creative thinking and action-orientation.

NZ GovTECH
Accelerator focuses
on leadership that's
human-centric.

leadership for ~~leaders~~ humans



TEAM LEADERSHIP COACHING

Being in an accelerator is like taking on an extreme form of self-development, so alongside the coaching and mentoring for your venture, you'll get leadership coaching as a team.

Regular team coaching will keep you focused on your strategies for teaming and ensure team dynamics are strong for everyone. The Programme Team will provide a balance of challenge and support to help bring the best out of your team.

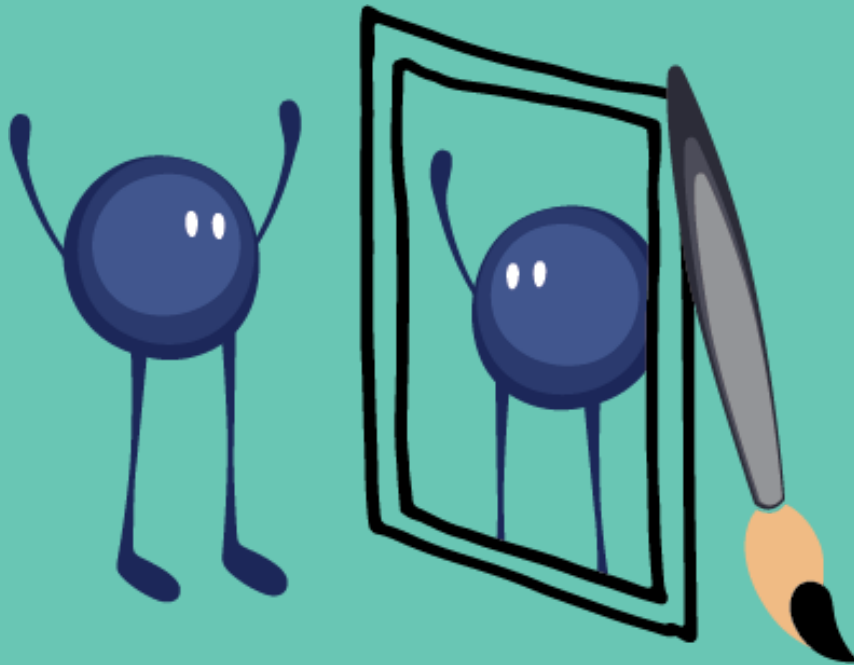
You'll also have access to expert leadership coaches for troubleshooting and supporting teams facing particularly challenging situations.

Each team is matched with an experience leadership and team coach who volunteer for the Accelerator programme.

This means teams get access to high quality leadership coaching normally only available to paying clients.

All coaches are members of the International Coach Federation, the global professional training and accreditation organisation for coaches.





START YOUR ACTIVATION HERE

To start your personal activation, complete the exercises on the following pages.

Take time to muse (to ponder thoughtfully) on what you're learning about yourself.

Take notes. You're going to need them during bootcamp.

YOUR AMBITIONS

WHAT
DRIVES
YOU?

THINK ABOUT ALL YOUR IDEAS AND ASPIRATIONS YOU HAVE FOR MAKING AN IMPACT IN THE WORLD.

Describe in one sentence the change you wish to make in the world.

Why is it so important for you to do this work?

What is it that you personally want to (a) GIVE and (b) GET from being part of the Accelerator?

GIVE:

GET:

How would you know when you've met your ambitions?

YOUR ENTREPRENEURIAL EXPERIENCE

UPS
AND
DOWNS

THINK ABOUT WHAT IT HAS BEEN LIKE SINCE YOU DECIDED TO JOIN THE ACCELERATOR PROGRAMME.

What have been the highs and lows?

- What have been the best bits and the worst bits so far?
- What has challenged you most personally?

Jot down your reflections along the timeline below making a note of the specific challenges and points of success you've experienced.

BEST BITS



WORST BITS

THINK ABOUT YOUR ACCELERATOR EXPERIENCE SO FAR:

What has tested you most so far becoming part of the accelerator team? What made this such a challenge for you?

What's the biggest lesson you've learned so far about becoming an innovator?

What does belonging to the accelerator mean to you? What makes it so significant for you personally and/or professionally?

If you could start the process of joining the team all over, what would you personally do differently?

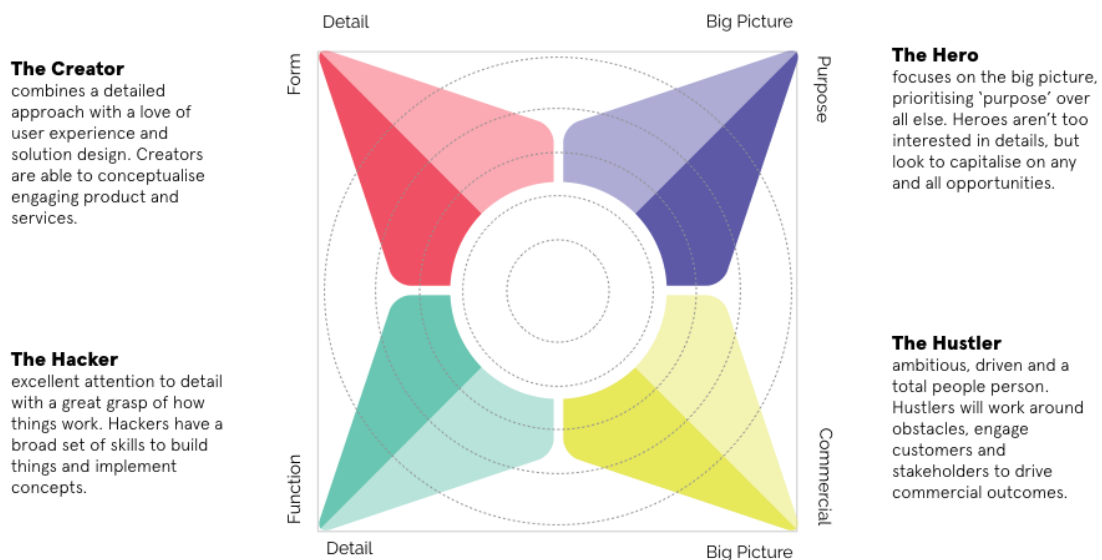
HOW DO YOU ROLL AS AN INNOVATOR?

Entrepreneurially You

You've completed the Creative HQ entrepreneurial aptitude assessment. This has characterised your entrepreneurial tendencies, strengths and potential limitations.

Look at the results of the assessment and reflect on the results by completing the following analysis.

Which of the CH3 personas were selected for you?



Primary persona

Secondary persona

How far do you think that this entrepreneurial persona is true to you?

Which characteristics of your persona most resonated with you?

Which characteristics of your persona least resonated with you?

ENTREPRENEURIAL APTITUDE

You were given a score for each of the characteristics considered to be important to be a successful innovator. You were given a score out of 100 for each of the dimensions.

List your best and worst characteristics. i.e. the highest and lowest scores note down your own thoughts about those characteristics - how do they help or hinder you?

TALENTS

1 score

2 score

3 score

4 score

5 score

LIMITATIONS

1 score

2 score

3 score

4 score

5 score

THINK ABOUT YOUR THE RESULTS OF YOUR CH3 ASSESSMENT.

Which three entrepreneurial characteristics do you most want to improve during the accelerator?

What support do you most need from the Programme team to improve your entrepreneurial skills?

What support do you most need from your team colleagues to improve your entrepreneurial skills?

Pick one entrepreneurial characteristics you think is a real strength for you. How could you help others looking to improve this characteristic?

NATURALLY YOU

TRAITS & TENDENCIES

Successful people know themselves intimately. They know what core strengths, behavioural traits, idiosyncrasies and imperfections they live with. They learn to work with them not around them.

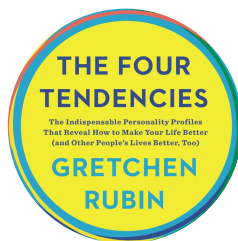
To help you know yourself better, here are some self-assessments for you to complete. Taking these quizzes will help you become crystal clear what helps or hinders you in the way you think, feel and act.

Click the links images below to take the test and then reflect on the results, making notes on the results.



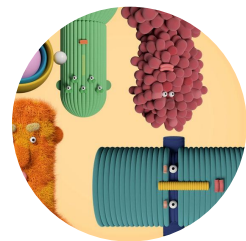
Play to Your Strengths HIGH5 Strengths Finder

Find out patterns in your thoughts, feelings, decisions and actions that make you strong.



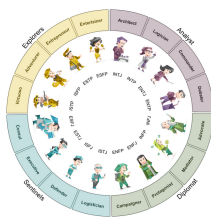
Stop Being Disappointed 4 Tendencies Quiz

Know your preferences and responses to inner and outer expectations.



How Do You Create? Your Creative Type Quiz

We're all creative whether we think we are or not. Find out how you create best.



What's Your Type? 16 Personalities Quiz

Know what makes you tick as a person.



Be Emotionally Agile Test Your Emotional Agility

Get to know your emotional responses.



What Matters to You? Personal Values Discovery

Values are encoded into your psyche and drive what you do. How well do you know yours?

KNOWING YOU

YOUR REFLECTIONS

THINK ABOUT YOUR THE RESULTS OF THE SELF ASSESSMENT YOU'VE COMPLETED USING THE LINKS ON THE PREVIOUS PAGE.

Use this page to write down key results and insights you learned. You were asked to discover:

1. your core strengths (using [HIGH5 Strengths Finder](#))
2. your behavioural tendencies (using [4-Tendencies Quiz](#))
3. your creative type (using [Adobe Creative Type Quiz](#))
4. your personality type (using [16 Personalities Quiz](#))
5. your emotional intelligence (using [Emotional Agility Quiz](#))
6. your personal values (using [Barrett Values Assessment](#)).

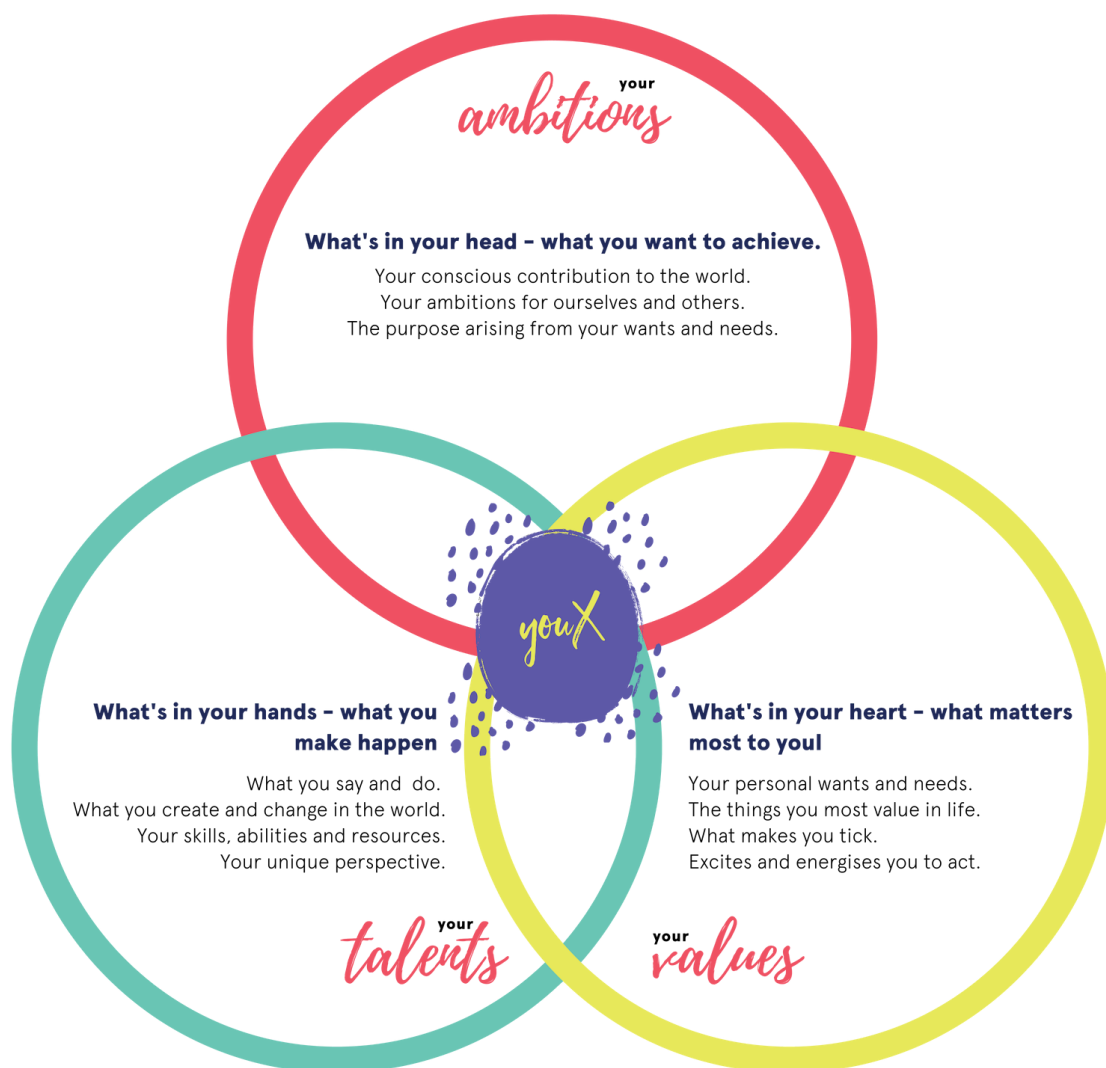
youX - LEADERSHIP THAT'S PERSONAL

UNIQUELY YOU

Leadership happens when you experience it yourself, and other people experience this in you too. It's a combination of your style and the substance of what you're aiming for, what you're make happen and why this is meaningful to you. We call this youX.

youX leadership is made up of three perspectives that are unique to you - your personal talents, values and ambitions. At a human level these represent what's in your head, your head and your hands.

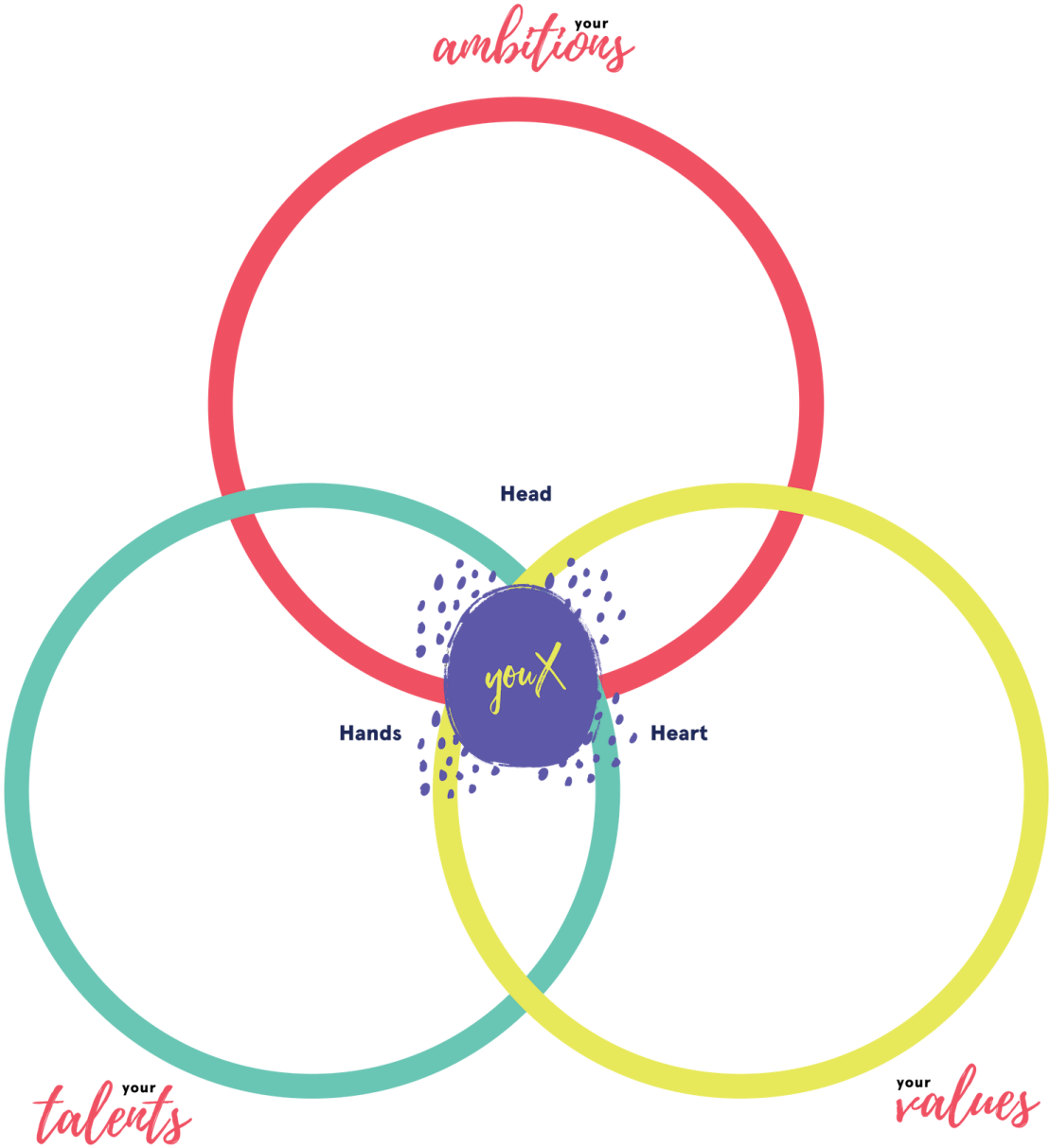
Knowing your youX means you can talk more clearly, confidently and powerfully about yourself with other people. Take a look at the model below and refer to your notes so far in this workbook. Then make notes on the next page to summarise what you wish to share with others about makes leadership personal to you.



MAP YOUR youX

UNIQUELY
YOU

Jot down your thoughts on what are the ambitions, talents and values that you'll contribute to your accelerator team.



HUMANLY YOU

**YOUR
BEST
VERSION**

THINK ABOUT ALL THAT YOU'VE LEARNED ABOUT YOURSELF BY COMPLETING THIS ACTIVATION GUIDE.

What's most important for your team to know about you?

What contribution to the team and its work can you be most relied upon to make?

What are your biggest stressors or limitations that you must minimise to be a success?

What do you most want to learn from others as part of the Accelerator Programme?

SUCCESSFULLY YOU

GOALS AND INTENTIONS

THINK SPECIFICALLY WHAT YOU WOULD CONSIDER SUCCESS FOR YOU FROM THIS ACCELERATOR. CREATE GOALS USING THE PROMPTS BELOW.

The Accelerator will be the time that I.....

During the Accelerator I will.....

by the end of the Accelerator I will have....

What I most want from the Accelerator experience is.....

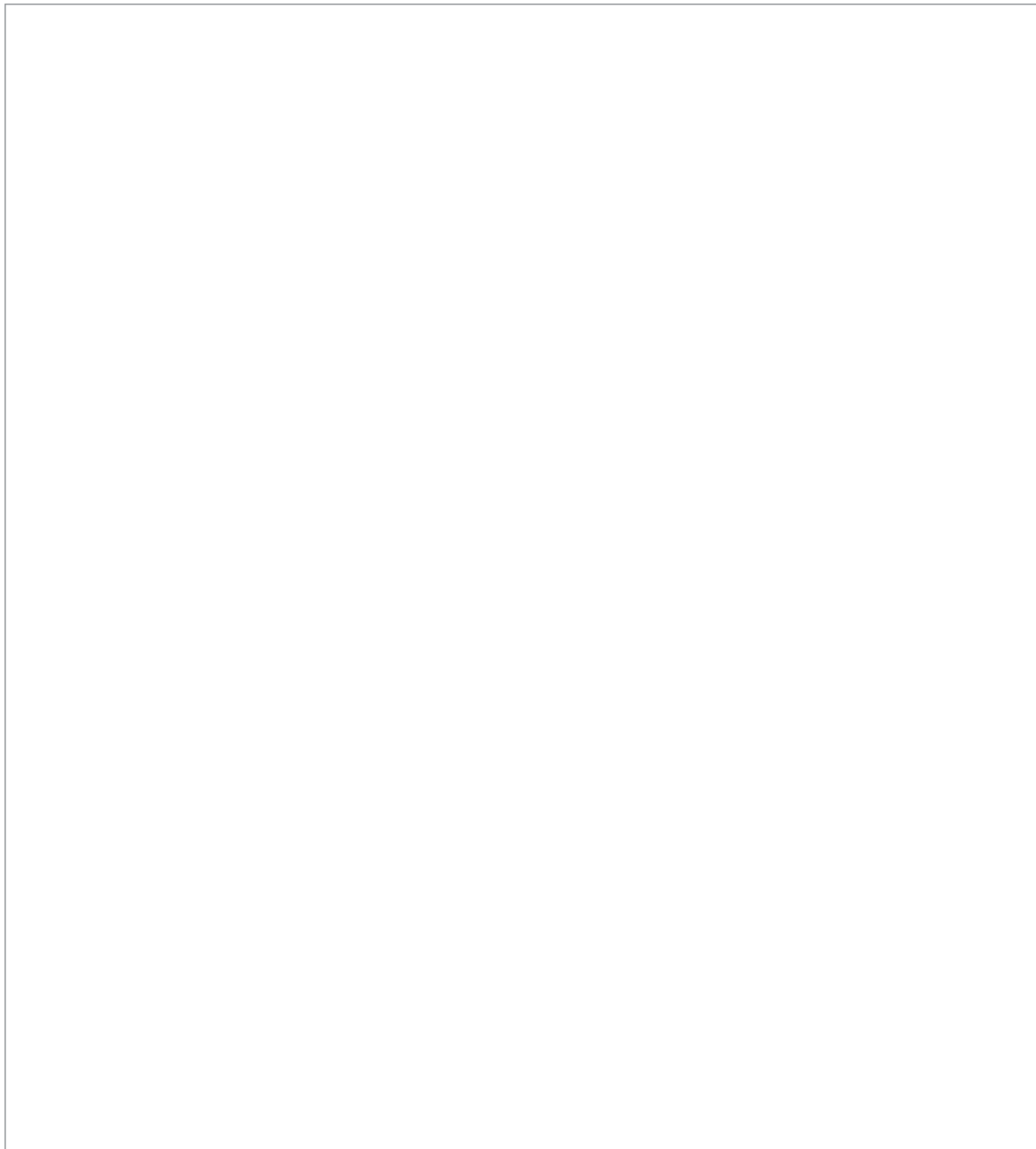
THINGS OF NOTE

**IDEAS,
INSIGHTS &
PERSPECTIVES**

LOOK BACK ON THE ANSWERS YOU'VE WRITTEN DOWN IN THIS ACTIVATION GUIDE.
WHAT DO YOU MOST NOTICE ABOUT YOUR ANSWERS?

WRITE DOWN WHAT YOU'VE MOST LEARNED ABOUT YOURSELF.

WHAT IDEAS, INSIGHTS AND NEW PERSPECTIVES DO YOU MOST WANT TO EXPLORE
WITH YOUR TEAM, YOUR COACH, YOUR MENTORS OR YOURSELF?



And, finally...

Congratulations for getting this far. If you've completed this guidebook in full, you've gone a long way to activating your entrepreneurial talents and leadership.

Don't forget to bring your completed guide to the leadership workshops.

Your notes will help you give, and get, the most from the conversations.



About Your Activation Coach

Julie Treanor is a leadership developer,
business activation coach and flower farmer.

[You can read more about Julie here.](#)

Julie has designed and delivered Leadership
Programmes for Creative HQ since 2017.