THE NSSF SHADOW BOARD: SILVER LINING TEAM (SLT)

WHAT THE SLT IS:

- ➤ Intensive initiative for targeted mid-level managers
- ➤ A network of participants who routinely Anticipate economic transformation solutions, who Generate confidence of their own to dare VUCA who Initiate action without fear of failure, who Liberate their own thinking from fixed mindsets who Evaluate the impact of cocreated business value (AGILE)
- > An SLT cohort is composed of youthful members; 25-35 years; Cohort size is 25 and the cohort duration is one year with three full-day sessions per quarter. A cohort is recruited via a competitive application process
- ➤ The training curriculum is extensively practical-oriented.
- > A futuristic-oriented cohort of potentially restless disruptors, problem solvers, innovators, and talented individuals with demonstrated capacity/ability to create, capture and deliver premortem business value at NSSF
- > Member (s) drawn from sector-specific business and industry.
- > The Emergence Generation RE (Rethink, Reinvent, Reset, and Realign).



OBJECTIVES OF THE SELECTED NSSF TEAM

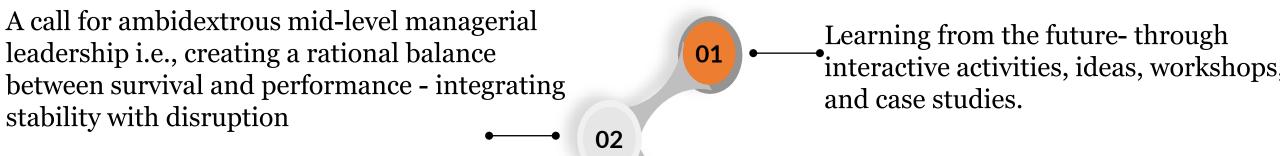
To inspire disruptive managerial leadership attitude, skills, knowledge, and character among the staff of NSSF

To facilitate peer-to-peer sector-specific networks, especially for female mid-level managers in the Fund.

Upskilling, Reskilling, Micro skilling of NSSF staff.



WHY SLT?



Enabling a robust strategy in times of When the present least resembles the uncertainty – the six forces of change. past—it makes little sense to look back in time for clues about the future of NSSF

05 prepare for an unpredictable future while managing the current demands A shift from **what** to think about the 06 of the present? future to **how** to think about it.



As a midlevel manager – how can you

FROM	ТО
Knowledge	Imagination
Planning and forecasting	Readiness
Silos	Networks of empowered teams
Arrogance and aloofness	Humility is the new smart
Failure is fatal	Failure is a badge of honor
Ladder climbing	Ladder building
Post-mortem	Pre- mortem
One source of truth.	No single source of truth



HOW THE SLT OPERATES

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Backcasting

Asks participants to work backward in time from a particular future to ascertain what in the present caused its emergence.

Contingency planning

Aids decision-making by preparing participants for specific events that are considered possible or even likely.

Crisis simulations and tabletop exercises

Have participants respond to specific scenarios and then analyze their actions, to help people prepare for real-life situations.

Forecasting

Involves making probabilistic predictions about the future and, as such, is a tool that practitioners of strategic foresight tend to avoid.

War games

Ask participants to engage an opponent in simulated conflict, often to explore reactions to novel circumstances.

Trend analysis

Ask participants to consider the potential influence of patterns of change that are already visible.

Scenario planning

Uses stories about alternative futures to challenge assumptions and reframe perceptions of the present.

Horizon scanning

Asks participants to search for "weak signals" of change in the present with an eye toward monitoring their development and assessing their potential impact.

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METHODOLOGY

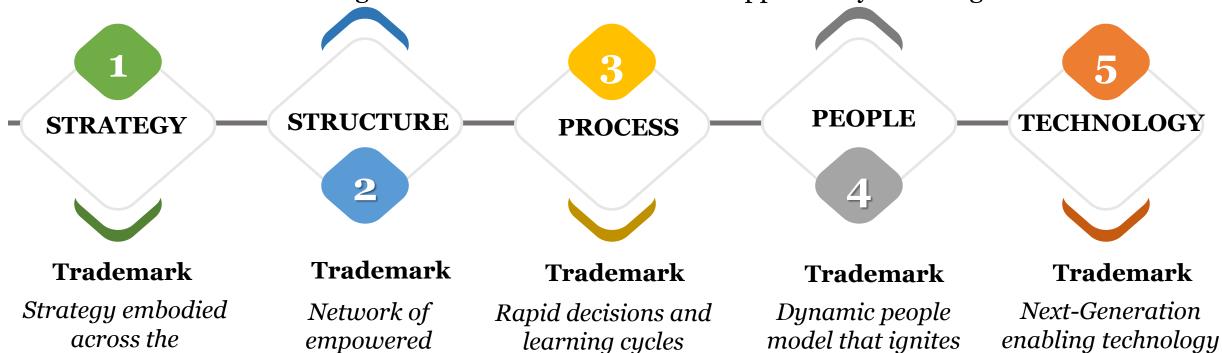




THE DELIVERABLES

MARKS FOR EACH COHORT

What are we missing as an NSSF? What is our next opportunity as an organization?



passion

☐ Membership in the team is strictly based on individual capacity to contribute transformational initiatives

committees

organisation

□ SLT works as a team with a team leader – whose primary responsibility is to harness productive synergies within the team.

MANAGING CHANGE

1. Diagnosis:

Why is change needed?

- Performance Gaps
- Opportunity Gaps

2. Design

• What sort of change is called for?

3. Delivery:

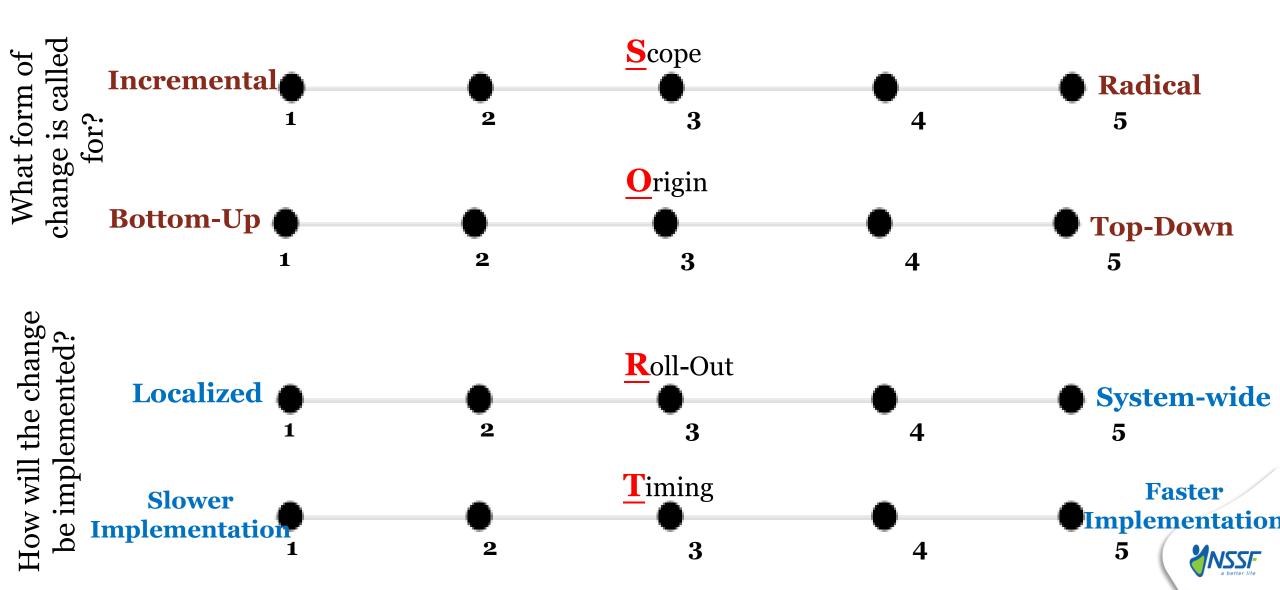
- How can change best be implemented?
- Who will be affected?
- What skills and support do leaders need as they manage the process?

4. Evaluation:

• How can the impact of the change be assessed and measured?

LEADING CHANGE: What SORT of change are you contemplating?

Place a hash mark on the continuum lines below to demonstrate the emphasis placed







THE IMPACT



BECOME A LEADER.

Use the leadership experience to develop new, more meaningful ideas.



BECOME A NEUROSCIENTIST.

Understand how decisions, impressions, and behaviors will be made in shaping innovation outcomes



BECOME A MAD SCIENTIST.

Experiment in creative ways and take calculated risks to explore the "what if?"



BECOME A REVOLUTIONARY.

Challenge the status quo by asking probing questions (like "why not?").



BECOME A CATALYST.

Facilitate incessant iterations within the innovation process to drive collectively the transformation of strategy, organization, and market presence.



BECOME A

NETWORKER.

Maintain relationships with talent, experts, and consumers, and build internal and external communities to spark "crowd-accelerated"

innovation



BECOME A

POLITICIAN.Engage a variety of stakeholders with insightful, transparent communications and/or relevant content while establishing positive relationships that help build an innovation environment.



BECOME A

MERCENARY.

Seek out a diverse set of collaborators who will use creative conflict and productive friction to spark iteration and sustainable innovation



GET STARTED...

It's a Journey: Start Now. Future-proof investments

Embrace Creativity, Learn from Mistakes Lead with Ethics, Empathy & Cultural Sensitivity

Clarity of Purpose and Value

Upskill Leaders and Teams

Adopt New Metrics

Focus on the Customer

Culture Change

Some things you cant delegate

Understand the Role of Technology

Embed digital in every function

Think Ecosystem.

Be Agile and

Responsive

SOURCE: TraceCorp Solutions