

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 **A**nticipate economic transformation solutions, who **G**enerate confidence of their own to dare VUCA – who **I**nitiate action without fear of failure, who **L**iberate their own thinking from fixed mindsets – who **E**valuate 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.

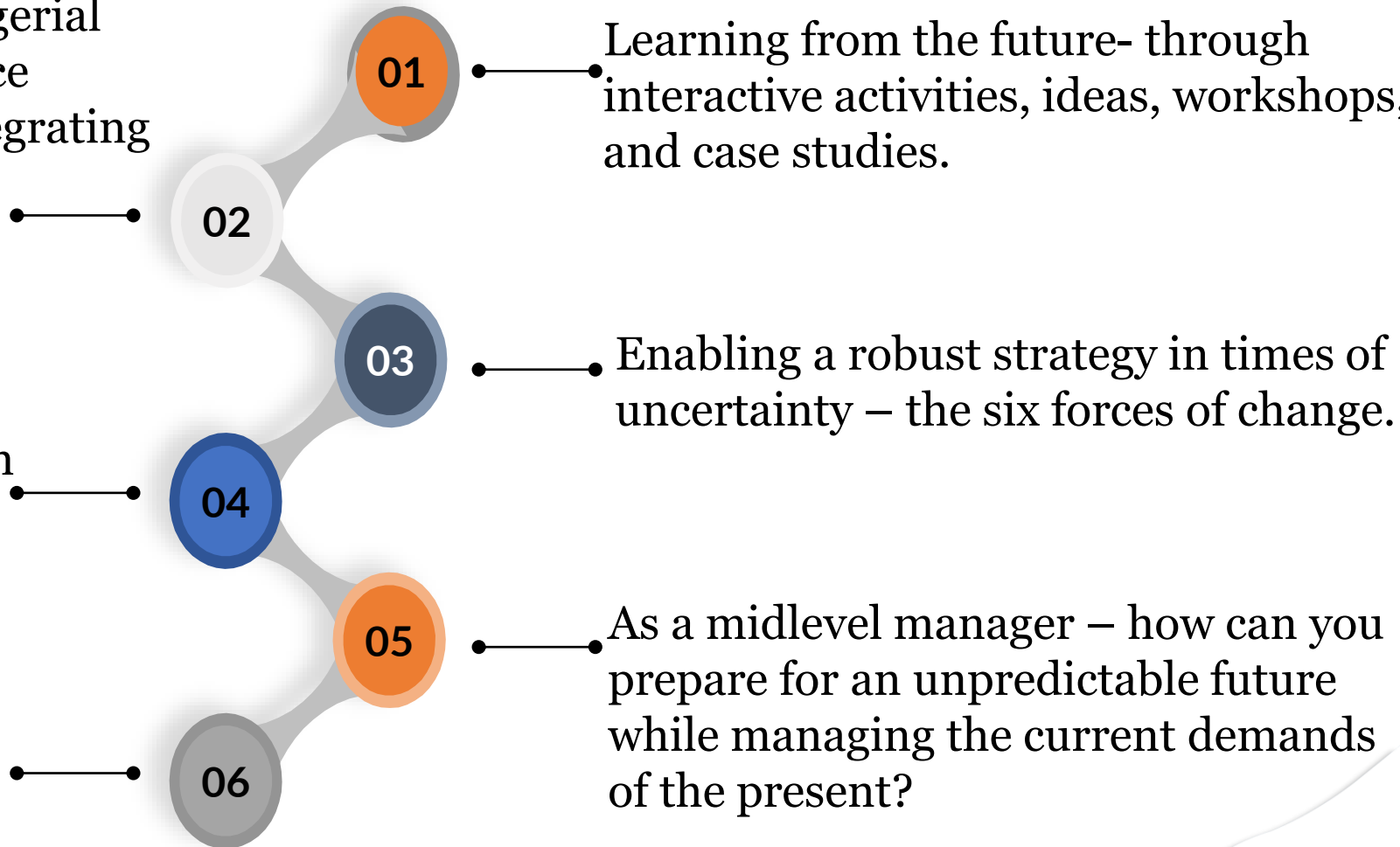
Upskilling, Reskilling, Micro skilling of NSSF staff.

WHY SLT?

A call for ambidextrous mid-level managerial leadership i.e., creating a rational balance between survival and performance - integrating stability with disruption

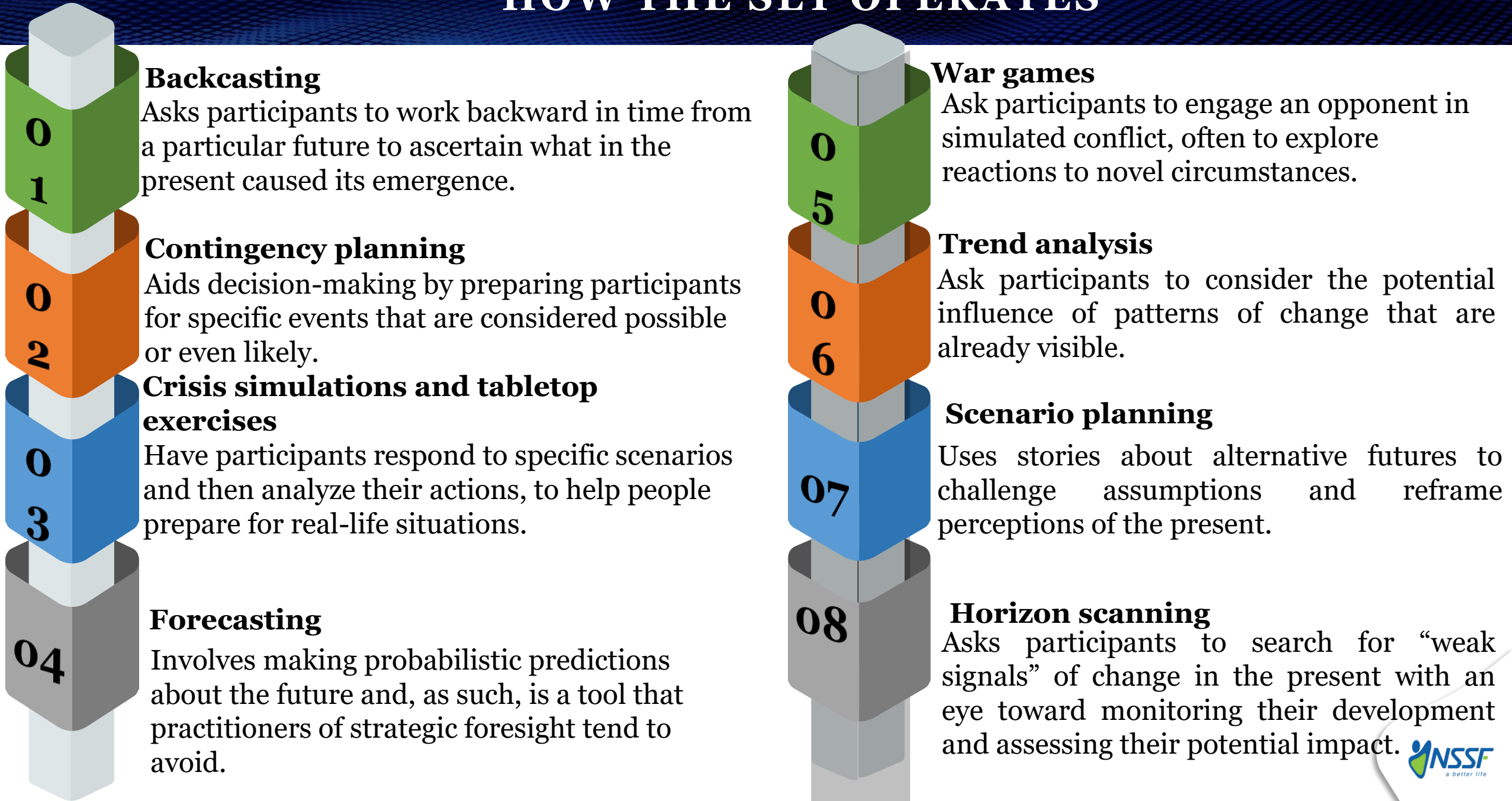
When the present least resembles the past—it makes little sense to look back in time for clues about the future of NSSF

A shift from **what** to think about the future to **how** to think about it.



FROM	TO
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



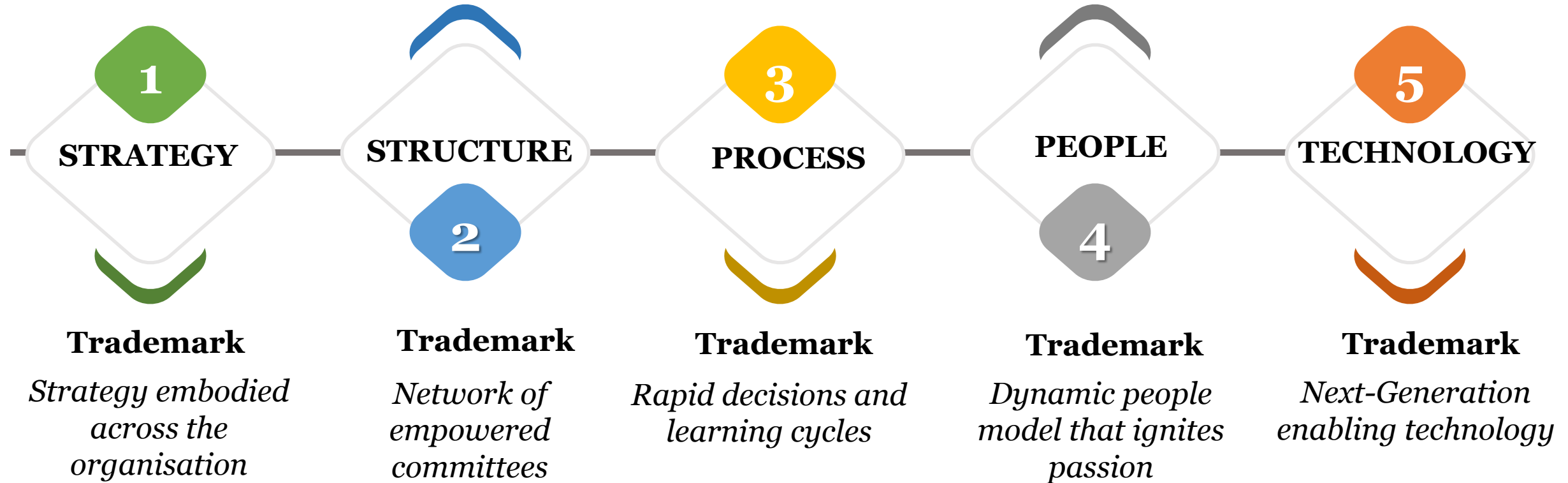
METHODOLOGY



THE DELIVERABLES

MARKS FOR EACH COHORT

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



- ❑ Membership in the team is strictly based on individual capacity to contribute transformational initiatives
- ❑ 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?

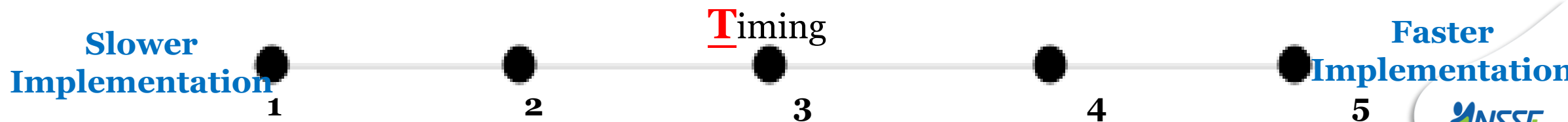
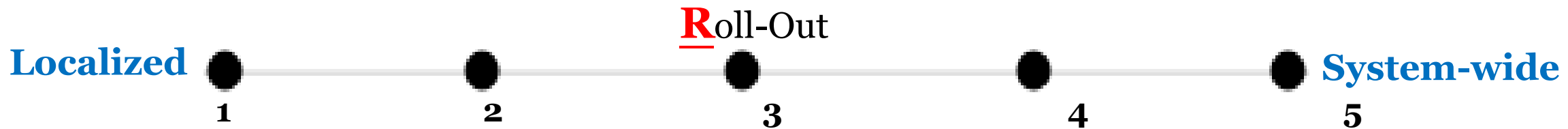
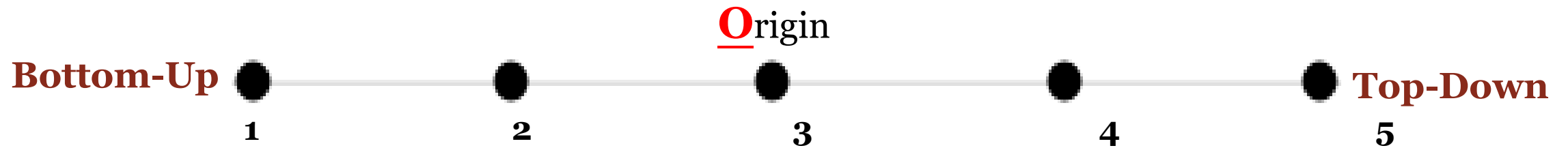
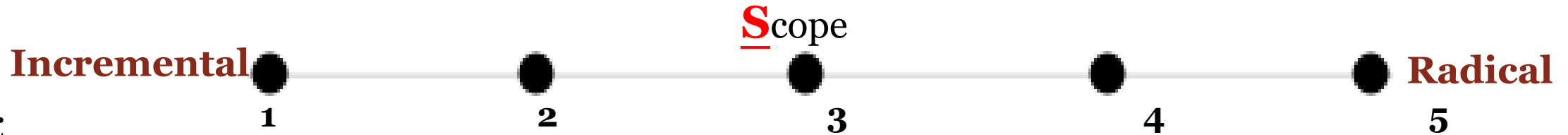
4. Evaluation:

- 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

What form of
change is called
for?





THE IMPACT

01

BECOME A LEADER.

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

05

BECOME A CATALYST.

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

02

BECOME A NEUROSCIENTIST.

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

06

BECOME A NETWORKER.

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

03

BECOME A MAD SCIENTIST.

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

07

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.

04

BECOME A REVOLUTIONARY.

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

08

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...



SOURCE: TraceCorp Solutions