

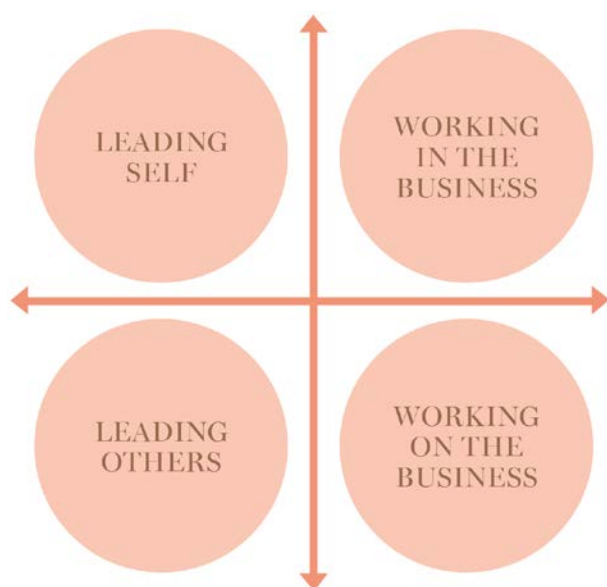
# Leadership Tensions



This activity is designed to help you understand the leadership tensions you might face in your role. You will also learn more about how to work through tensions in a team based environment.

## Leadership Tensions Recap

Handling leadership tensions is all about facing issues that have no clear right or wrong answer. They often require you to make a judgement call between two equally important priorities or valid perspectives. Below are the four leadership tensions that we all must consider when working at Myer. See the leadership tensions learning moment to learn more about these tensions.



## Steps to Spotting Tensions:

### Name It

Name the tension to balance it effectively in decision-making.

### Embrace It

Admit what you 'do not know'. Make the best decision possible with incomplete data.

### Make Meaning

Connect the different messages to Myer's purpose and strategy you can help to create meaning.

### Support Competing Priorities

Communicate with stakeholders, align competing agendas, and make decisions regarding one goal over another on a case-by-case manner.

### Think of the big picture

Look for the bigger picture and how different perspectives may be interrelated.

### WHY Do It?

To understand the balancing act that we need to maintain when leading through tensions

### WHAT You Need

- ☐ Time and space to reflect
- ☐ Your Leader Journal for capturing reflections

### WHEN To Try It

- ☐ You're motivated to understand your leadership tensions, and when you want to get a better understanding of the perspectives of those you lead

### WHO Is Involved?

This activity can be completed autonomously and then results can be discussed as a group.

# Spotting Our Tensions Worksheet

Using the principles outlined on the previous page, completed the questions below. If you are making decisions as part of a broader team, consider getting each team member to fill out the sheet and collate all the information together. This will provide a balanced perspective on the tension.

## Name the tension

The most difficult tension to balance is: \_\_\_\_\_.

## Embrace it

Based on the information at hand, I think the best approach is: \_\_\_\_\_.

## Make meaning

My decision and approach connects to our strategy and purpose by: \_\_\_\_\_.

## Support competing priorities

My decision and approach takes into account (Who & How): \_\_\_\_\_.

## Think of the big picture

My approach fits into the bigger picture of what we do by: \_\_\_\_\_.

## Follow Up Questions

What are the key risks and opportunities associated with each side of the tension?

How will you manage risk?