



# Rethinking SIMPLICITY

*To allow oneself to be carried away by a multitude of conflicting concerns, to surrender to too many demands, to commit oneself to too many projects, to want to help everyone in everything is to succumb to the violence of our times.*

- Thomas Merton

## What is it?

We know it when we see it. Blue anemones in a glass bowl, a clear diary, a story well told, a decision made, a clear way forward.

## Why does it matter?

Our cluttered lives, diaries and minds are causing overwhelm and burnout. This presents a risk to our people and our business and also denies us the opportunity for creativity and agility.

## Where does it show up?

The aim is simplicity in all things. Simplicity of message, of information, in structure, decision making and execution, simplicity in rules and simplicity in expectation.

## What does it take?

It takes intentionality and preparedness. Leaders need to refine and practice their stories and to invest time in building meaningful, trusting relationships with their teams. Leaders also need a sense of perspective and intuition which in turn depend on calmness and acuity.

## Things to Try and Questions to Ponder

- Practice your story find the pithiest language then keep telling it to the point that people parrot it back at you.
- Get to know and trust your team intimately. Time spent on relationships now means time and hassle saved in process later.
- Do not let communications go out about 'initiatives' or 'just for information' unless they are contextualised within your story.
- Think about what it would look like to empower rather than control? Can you resist setting up another committee?
- How can you centre your purpose in all your decision making, small and big? What rituals or habits or heuristics could you embed?
- What questions can you ask to ensure that you're focusing on outcomes rather than process?
- Stop assuming that your way of doing things is the only way, or even the best way!
- Get some rest, tune into your intuition around what really matters, and be guided by that.