Thinking through the complexities of change: Lessons from the Wild Dogs of Africa

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Not here to arouse the darkness but to light a candle.

Winston Churchill
Environment, Health & Safety is a Wicked Problem

- Simple problem
  - Simple problem / simple solution
  - $2+2 = 4$
- Complex problem
  - Complex problem / simple solution
  - Space exploration
    - Xbox 360 100 X more power than space shuttle
- Wicked problem
  - is a problem that is difficult or impossible to solve because of incomplete, contradictory, and changing requirements that are often difficult to recognize. Moreover, because of complex interdependencies, the effort to solve one aspect of a wicked problem may reveal or create other problems
How we used to work?
No problem can be solved from the same consciousness that created it.

Albert Einstein
About Botswana

- British protectorate until 1966
- About the size of Texas & Alberta
- Population 2.0 million. median age 22
- Natural resources: diamonds, copper, nickel,
- Model Democracy
- Literacy: 81.2%
- HIV/AIDS adult rate: 24% (2nd in world in the late 2000s)
- Per capita GDP: $13,100
- Unemployment 8% (unofficially 40%)
How do we get results?
Zebra

- Individuals disguised by overlapping stripes…predator can’t distinguish
- Dangerous to be in the back of the herd
- Dangerous to look different (weak, young, old)
- Desire is to blend in
Lion

- Power, majestic mane
- King, respect demanded
- Eats the ‘lion’s share’ before others can partake
- Will kill cubs of previous lion when taking over a pride.
- Young males made to leave pride
- Makes kill 3 times for every 10 times hunts
Cheetah

- Speed up to 70 mph
- Not uncommon to hunt and live alone
- Kill ratio around 4/10
- Unsuccessful hunts means loss of energy for next hunt
Wild Dog

- Not particularly beautiful in appearance
- Perseverance lead to kills...3 day hunts recorded
- Highest kill ratio of any mammal – 8/10
- Very adaptive, goal focused
- Leadership on demand
- Collective responsibility for young
Key Characteristics

Pack Vision

Pack Leadership

Individual Skill

Tenacity
Teaming Process

Getting Together
Getting Down
Getting Real
Getting Results
Are you a wild dog?

• Lean in
  – And then I got into Memphis. And some began to say that threats, or talk about the threats that were out...Well, I don’t know what will happen now. We’ve got some difficult days ahead. But it doesn’t matter with me now... And I don’t mind. Like anybody, I would like to live a long life...But I’m not concerned about that now. I just want to do God’s will. And He’s allowed me to go up to the mountain. And I’ve looked over. And I’ve seen the promised land. I may not get there with you...And I’m happy, tonight. I’m not worried about anything. I’m not fearing any man. Mine eyes have seen the glory of the coming of the Lord.
  • Martin Luther King

• Be the 2nd guy
  Grab the mic
Creating your Pack of Wild Dogs

• **Pick** your Pack
• **Align** the visions
• **Create** using engaged spirits
• **Keep** going until successful