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A hand holding a small globe of the Earth against a blurred background of a city and mountains.

# The Hidden Worlds of Stakeholders

Why is  
Stakeholder  
Management  
so Important?

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## A New Approach

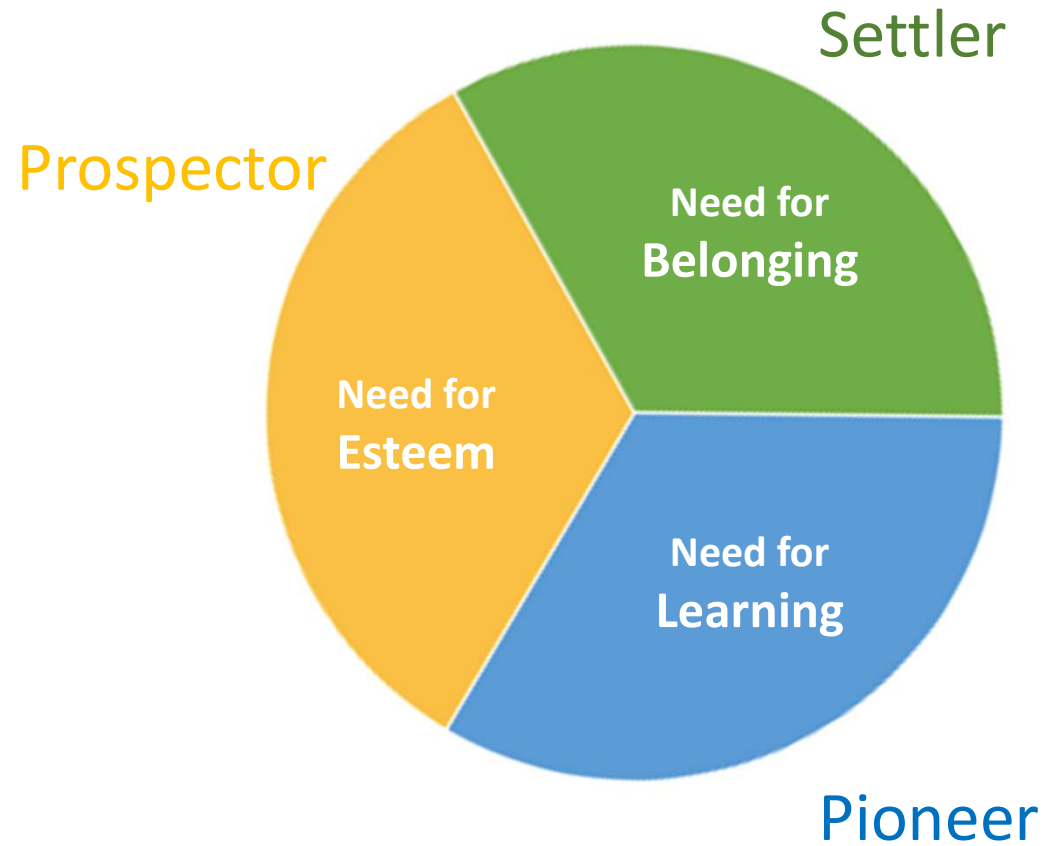
“We don’t see things as they are,  
we see them as we are”

Anonymous



# The Three Worlds

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# Who is the Settler? #belonging

## Spotting Settlers...

- Typically resistant to change
- Value the past
- Keep things small and manageable







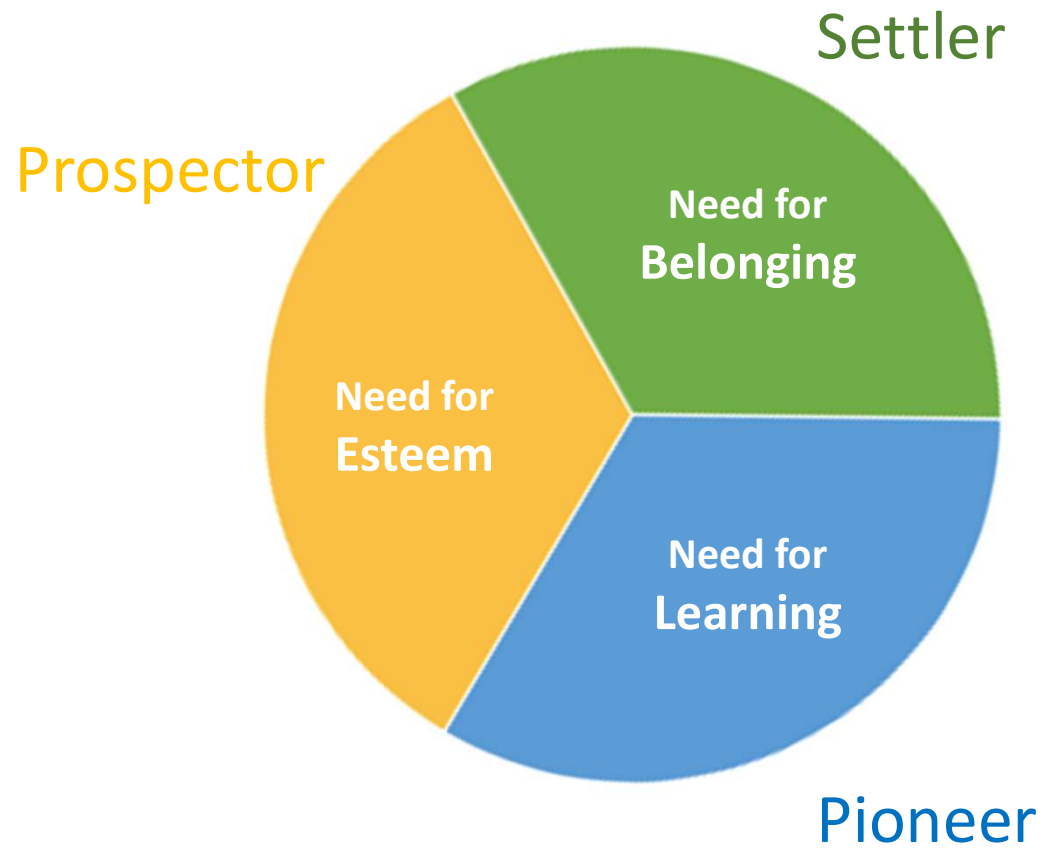
Who is the Pioneer?  
#learning

Spotting Pioneers...

- Societal betterment
- Everything connects
- Innovative
- Drawn to complexity

# The Three Worlds

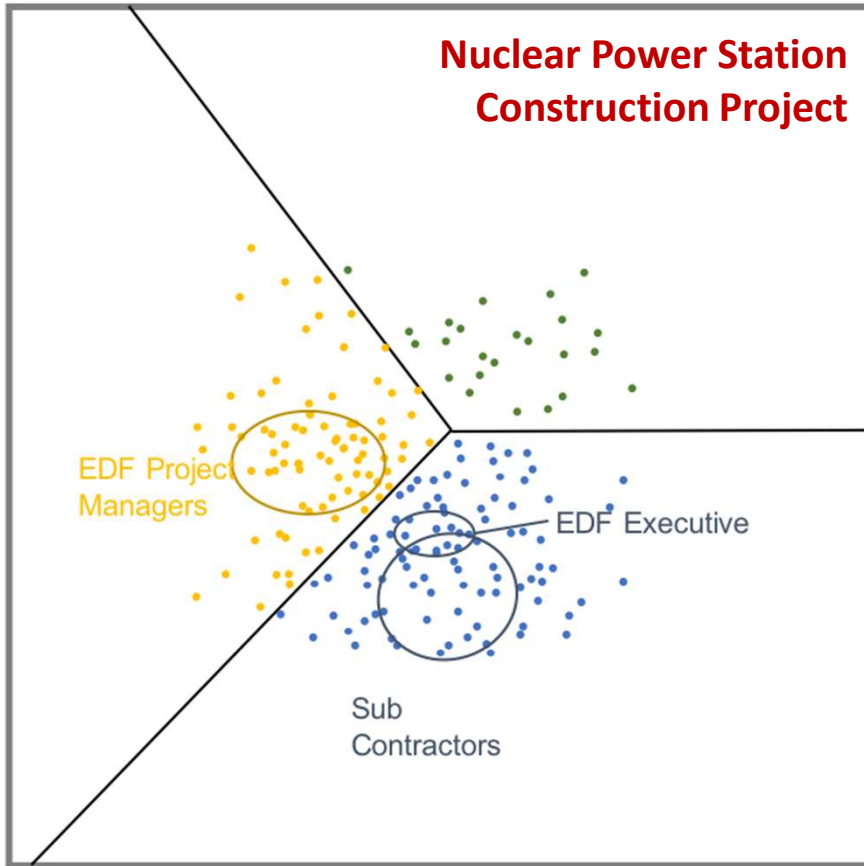
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## Culture Constellation™

### Nuclear Power Station Construction Project



## Values clash



# Working smart with the 3 worlds...

## Settler

Make them feel safe and secure

Clear, simple & direct instructions

Provide time to consider requests

Do not put them on the spot

## Prospector

Praise and be positive

Be concise and move along quickly

Don't challenge their ability in public

Treat them as special

## Pioneer

Show care and interest

Create space for curiosity

Expect lots of questions

Ask for criteria to get to decision

# How to work with the trouble makers

## The Narcissist

- Special projects to distract them
- Remove them from the project entirely

## The Righteous

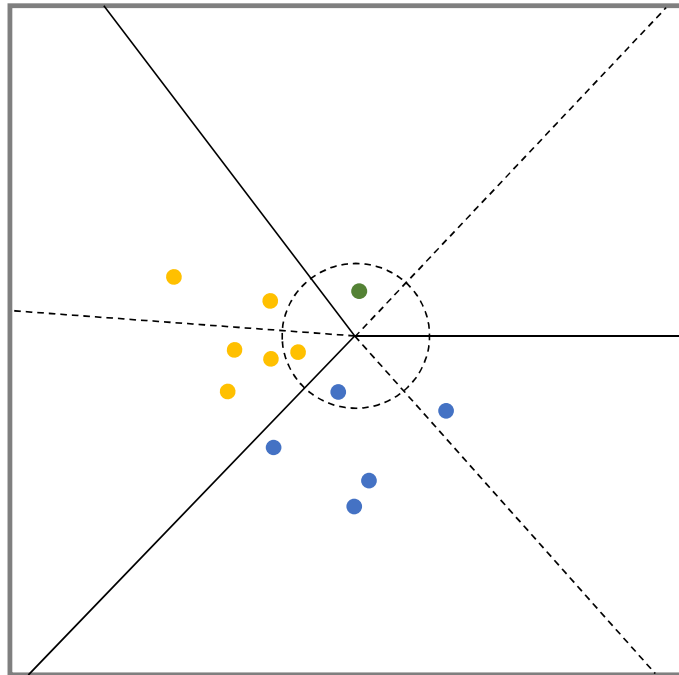
- Listen to their ideas
- Appeal to the greater good

# Culture Constellation™

Values mode survey  
was complete by some  
people here at the  
conference prior to  
this session

Let's find out in which  
world they reside

## Culture Constellation™



■ Pioneer ■ Prospector ■ Settler

## Values Harmony?





What did we really learn

- A new step to stakeholder assessments
- A new approach to getting the best out of your stakeholders
- How to win over your partners (maybe)

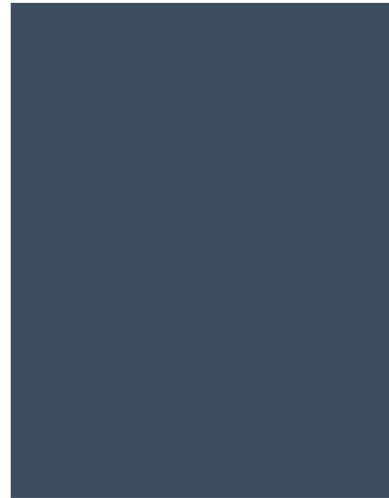


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Taleo Project Services

1. Drop your business card
2. Get your Values Modes™ profile

# CULTURAL DYNAMICS

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