



# Turning defences into resources using drama and story

Andy Harmon – Actors Mind

Tony Page – Page Consulting

# Now the Game begins...

Please think of a new challenge you are currently facing

- difficult, you don't know how
- you never faced this before.

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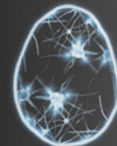
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# In every significant change...

... there is a moment of truth  
when it gets personal

... and progress stops

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# Then the leader needs to...

1. Notice defences are in play
2. Meet your own defences
3. Source your own wisdom

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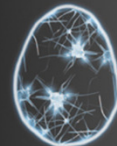
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# Andy Harmon begins...

A brief but intense dialogue:

- with your inner “fixer”
- with an opponent to your “fixer”

A DRAMA that values both characters.

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# Tony Page continues...

You weave your sense-making  
**STORY** of change:

- first personally
- then collectively.

You capture wisdom... to reduce  
anxiety.

You know where to go next.

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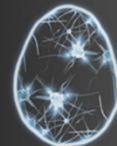
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# The benefit is...

You open up the possibility of transformation...

... in a real challenge you face today.

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# Write 3 adjectives describing...

Where were you on your challenge **BEFORE** the session with Andy?

eg. your state of mind, feelings, energy levels, readiness

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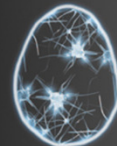
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# Write 3 words describing...

What did you achieve  
**DURING** the drama between  
your inner characters?

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# Write 3 adjectives describing...

## Where are you now **AFTER** the drama?

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# Points to underline...

1. Your anti-fixer changes a bit
2. Defences can be wise allies
3. You know where to go next.

The drama is clarifying!

The story distils the meaning.

(See article for more examples)

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# FREEING TRAPPED RESOURCES:

DRAMA, STORY AND LEADERSHIP



BY TONY PAGE AND ANDY HARMON

PICTURES BY JULIAN BURTON

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