

AI Assistant: Claude 3 (OPUS) the top level GenAI from Anthropic, generally considered to be superior to ChatGPT4o (the most current offer from OpenAI)

Standard formatting practice for this project:

- ***My prompts are in bold, highlighted italics***
- Claude 3 OPUS responses are in regular text (Hint: it asks good questions for clarity if you give it an explicit chance) (that's smart)

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AI prompt engineering, advanced] an experiment in graduate level reasoning and synthesis in the areas of change management and leader development (20-30 min)

Begin:

I need a concise list of 54 Tips for Organizational Catalyst Action Officers: How to facilitate change in a world that is too busy for anything except following and reinforcing the hated current condition that no one likes, but which feels too hard to overcome because of the power of status quo, culture and inertia.

Organize the tips into 4 categories of 13 insights in each category of Plan, Prepare, Execute, Assess.

Number each of the tips in each category, starting at 1 for the first, easiest step and build up to number 13 as the most challenging, top level critical task.

Add 2 wild cards as "Jokers" or "Wild Cards" : Make one entitled "Inspiration" that highlights positivity and creativity, and entitle the other one "Perspiration" that has to do with commitment, the grind, and persistence.

For each tip include a statement of the task to be performed, the reason why it is important, the reason the recommendation works, and the thing to focus on that leads to success.

Remember, that Catalysts are change agents that foster success through soft-power and team-building, and they help people and teams discover their own inner strengths and agency,

and do not themselves become part of the solution or insert themselves in the chain of command.

Incorporate best practices from project management, organizational development, servant leadership, selfless service, Lean Thinking, Kaizen and Appreciative Inquiry as needed to create a common feel and theme of teamwork, design thinking, the use of checklists, integrity, evidence-based decision-making, accountability and transparency.

Ask follow up questions if you need more clarity before you begin this task. Thank you

Claude 3 OPUS replied:

Thank you for the detailed instructions. To ensure I create the most effective and comprehensive list of tips, I have a few follow-up questions:

1. Who is the primary audience for these tips? Are they intended for experienced change agents, or are they meant to be accessible to those new to the role of Organizational Catalyst Action Officers?
2. Is there a specific industry or sector these tips should be tailored to, or should they be broadly applicable across various organizations?
3. Are there any specific challenges or barriers to change that you would like me to address in the tips, such as resistance from leadership, limited resources, or competing priorities?
4. Do you have a preferred format for presenting the tips, such as a table or a more narrative style?
5. Are there any specific examples or case studies you would like me to reference or draw inspiration from when crafting the tips?

Please provide any additional context or guidance you feel is necessary, and I will be happy to create the list of 54 tips organized into the categories of Plan, Prepare, Execute, and Assess, along with the two wild card tips focused on Inspiration and Perspiration. My goal is to ensure that the tips are practical, actionable, and grounded in the principles of teamwork, design thinking, integrity, evidence-based decision-making, accountability, and transparency.

the primary audience includes newly promoted organizational leaders getting ready to embark on a new level of responsibility, as well as for senior leaders who might use these tips as a way to provide thoughtful guidance and mentoring to their subordinates or mentees or students.

The tips should be broadly appropriate for any small to mid-sized professional organization providing a service to the public and the tips should be useful to both for-profit and non-profit organizations.

The challenges or barriers should consider what to do when reasonable people that want the organization to succeed, nevertheless have a range of positions they might take including: cynicism, doubt, skepticism, naivete, disinterestedness, casual disregard, curiosity, efficiency and effectiveness, eager-to-support, resource provider, cost consciousness, risk management and safety considerations, competing priorities (as in the OCAI model of Cameron and Quinn) moral and ethical support, abundant enthusiasm or patient wait and see.

It would be fine to make specific references to a known effective model for further guidance and detail as well.

Finally, I would like the format to be in the form of a narrative paragraph for each numbered, categorized tip, that begins with the Bottom Line Up Front (BLUF) that gives direction and/or recommendation directly, and concisely in a style that is professional, direct, respectful, authoritative and confident, with vocabulary easily understood by a working professional, while avoiding overused cliches or trademarked mottoes.

At the end of each TIP paragraph, point to a reference and a case study as an exemplar of each tip.

Since this may require multiple chat messages to complete, I will prompt with "Continue" each time you pause so that you can immediately resume without having to restart. If there are any other follow up questions, ask them now or otherwise you can begin. Thank you!

Claude 3 OPUS got busy and worked thru all of the 54 tips as instructed. As an experienced Org Dev practitioner-scholar, I would use that as a reading at the doctoral level with students and with clients

Now envision that we have just written together this tip book above on "Advice to a Young Catalyst" who is starting their lifelong career of facilitating change management.

They are going to experience the full range of results and feedback along the way, and will be engaging in a personal and professional process of lifelong learning and professional development, seasoned by their own reflexive practice in conjunction with a set of 10 mentors patterned after legendary leaders, thinkers, practitioners, guides and wise men and women from history.

Let us plan on these mentors being a set of personal advisors that can be called upon as needed at critical moments who will be able to offer thoughtful questions and perspectives that help the young catalyst change agent place their current challenges, whatever they may be, into a thoughtful wise frame of reference that respects the challenges of chaos, but acknowledges that a second look or adaptation may often turn life's setbacks into opportunities to discover new depths or pathways.

These lessons from mentors may be of direct help to the catalyst as well as helping them craft their own guided unique pathway through their emerging self-directed career of providing service to others.

Develop a list of 10 things to remember that each of these 10 mentors might advise the young catalyst on the basis of their lifelong body of work and writings, sayings, insights and record of their own performance.

Use the same style, assumptions and conditions from the 54 tips to create 10 pieces of concise advice from each of these Wise Mentors. and include a case study to reference for each piece of wise advice, for grounded reference.

I will provide a list of the 10 mentors I would like you to personify and model for these Wise Advice-Giving Mentors, after I ask if you have any clarifying questions to ask

Claude 3 OPUS engaged in a little psychological warfare with me by replying:

Thank you for the detailed and thoughtful instructions. I understand that we have co-authored a tip book titled "Advice to a Young Catalyst" aimed at guiding a young change management professional throughout their career. The book includes a framework where the young catalyst can seek advice from 10 legendary mentors during critical moments, helping them navigate challenges and turn setbacks into opportunities for growth and discovery.

To ensure I accurately capture the essence of your vision, I have a few clarifying questions:

1. Should the 10 pieces of advice from each mentor be structured similarly to the 54 tips we previously created, with a brief, concise statement followed by a more detailed explanation?
2. When you mention including a case study for each piece of wise advice, would you like me to provide a real-world example that illustrates the mentor's advice in action, or create a hypothetical scenario that demonstrates the application of the advice?
3. Regarding the 10 mentors, would you like them to be from diverse backgrounds and fields (e.g., business, politics, science, philosophy) or focused primarily on leadership and change management?
4. Should the advice be tailored to specific stages of the young catalyst's career (e.g., early, mid, late), or provide more general guidance applicable throughout their professional journey?
5. Would you like me to maintain a consistent voice and tone across all 10 mentors' advice, or adjust the style to reflect each mentor's unique personality and communication style?

Once I have a better understanding of your preferences based on these questions, I'll be better equipped to create the 10 pieces of concise advice from each of the mentors you provide, in line with your vision for this project.

1. the 10 pieces of advice should be structured similarly to the previous 54 tips previously created, with a concise BLUF followed by a more detailed explanation,

2. the case study should be a reference to a real world example for more info if needed by the young catalyst.

3. The 10 mentors should be diverse with different backgrounds, and include 5 men and 5 women and with at least 1 mentor from each continent except antartica..

4. the advice should be tailored to the 3 stages of their career, with 4 tips for the early stage of their career when they are personally acting on behalf of the team they are supporting, and tips for the middle stage of their career where they will be leading a team of catalyst practitioners and 4 tips for the later stage when the catalysts will themselves be acting as a mentor as well as a senior practitioner working directly with executive leaders in large organizations. So we will need 12 tips for each Wise Mentor, rather than 10.

6. Keep the tone professional and direct for each Wise Mentor, but allow for individual styles of expression that are consistent and respectful for each mentor's known and recognizable mode of expression to add some authenticity in a respectful way.

7. In the first part of this effort I want you to pick the 10 Wise Mentors from the constraints noted above and in the second part i will provide a list of 10 additional mentors to include,

for a total of 20. If there are no other clarifications needed you may begin, and I will prompt with CONTINUE as needed to get to completion

Understood. Thank you for providing those clarifications. Based on your instructions, I will now select 10 diverse Wise Mentors, with 5 men and 5 women, representing different continents and backgrounds. For each mentor, I will provide 12 pieces of advice structured similarly to the previous 54 tips, with 4 tips for each stage of the young catalyst's career (early, middle, and late). The case studies will reference real-world examples, and the tone will be professional and direct while allowing for individual styles of expression.

Here are the 10 Wise Mentors I have selected:

1. Nelson Mandela (Africa) - Political leader and philanthropist
2. Malala Yousafzai (Asia) - Activist and advocate for education
3. Wangari Maathai (Africa) - Environmental activist and Nobel laureate
4. Mahatma Gandhi (Asia) - Political ethicist and leader of the Indian independence movement
5. Angela Merkel (Europe) - Former Chancellor of Germany and scientist
6. Abraham Lincoln (North America) - 16th President of the United States
7. Michelle Bachelet (South America) - Former President of Chile and UN High Commissioner for Human Rights
8. Steve Jobs (North America) - Co-founder and former CEO of Apple Inc.
9. Marie Curie (Europe) - Pioneering physicist and chemist
10. Jacinda Ardern (Oceania) - Prime Minister of New Zealand

Please let me know if you would like me to make any changes to this list of Wise Mentors. If you are satisfied with the selection, I will proceed with creating the 12 pieces of advice for each mentor, starting with Nelson Mandela.

that's a good list, please proceed

Great, I will now provide the 12 pieces of advice from Nelson Mandela, the first Wise Mentor on our list.

Nelson Mandela (Africa) - Political leader and philanthropist

Early Career:

1. BLUF: Be willing to stand up for your convictions, even in the face of adversity. Explanation: As a young catalyst, you may face opposition when trying to facilitate change. Remain steadfast in your beliefs and continue to push for what you believe is right, just as Mandela did in his fight against apartheid. Case Study: Mandela's unwavering commitment to ending apartheid, even during his 27 years of imprisonment.
2. BLUF: Embrace education as a powerful tool for personal and societal growth. Explanation: Continuously expand your knowledge and skills to better serve your cause. Encourage others to do the same, as education is essential for fostering understanding and driving change. Case Study: Mandela's pursuit of a law degree while imprisoned on Robben Island.
3. BLUF: Build strong relationships and alliances with like-minded individuals. Explanation: Surround yourself with people who share your vision and values. Collaborate with them to amplify your impact and create a support network that can help you overcome challenges. Case Study: Mandela's role in forming the African National Congress Youth League to mobilize young people against apartheid.
4. BLUF: Practice empathy and strive to understand the perspectives of others. Explanation: To effectively facilitate change, you must be able to put yourself in others' shoes. Listen to

their concerns, acknowledge their experiences, and work towards finding common ground. Case Study: Mandela's efforts to reconcile with former adversaries and build a united South Africa post-apartheid.

Middle Career: 5. BLUF: Lead by example and inspire others through your actions. Explanation: As a leader, your behavior sets the tone for your team. Demonstrate the qualities you wish to see in others, such as integrity, resilience, and compassion. Case Study: Mandela's leadership during his presidency, focusing on reconciliation and nation-building.

6. BLUF: Empower your team members and foster their growth. Explanation: Recognize the potential in your team and provide them with opportunities to develop their skills and take on new responsibilities. Encourage them to think creatively and contribute their unique perspectives. Case Study: Mandela's establishment of the Nelson Mandela Foundation to promote education and leadership development.
7. BLUF: Communicate your vision clearly and inspire others to join your cause. Explanation: Articulate your goals and the reasons behind them in a way that resonates with others. Use storytelling and personal experiences to create an emotional connection and rally support for your initiatives. Case Study: Mandela's powerful speeches, such as his "I Am Prepared to Die" statement during the Rivonia Trial.
8. BLUF: Be adaptable and open to new approaches when faced with challenges. Explanation: As your responsibilities grow, you may encounter complex problems that require innovative solutions. Be willing to adjust your strategies and explore alternative paths to achieve your objectives. Case Study: Mandela's decision to negotiate with the apartheid government, despite initial resistance from some of his supporters.

Late Career:

9. BLUF: Mentor and guide the next generation of catalysts. Explanation: Share your knowledge and experiences with younger professionals to help them navigate their own journeys. Provide support and encouragement, and create opportunities for them to grow and succeed. Case Study: Mandela's ongoing activism and public appearances, even in his later years, to inspire future generations.
10. BLUF: Advocate for change on a larger scale and use your influence to drive systemic transformation. Explanation: As a senior practitioner, you have the opportunity to shape policies and practices that can have a far-reaching impact. Collaborate with executive leaders and other stakeholders to promote inclusive and equitable change. Case Study: Mandela's work with international organizations and world leaders to address global issues like poverty and HIV/AIDS.
11. BLUF: Reflect on your journey and share your lessons learned with others. Explanation: Take time to examine your experiences, both successes and failures, and distill the key insights that have shaped your approach to change management. Share these lessons with your peers and the wider community to contribute to the collective knowledge of the field. Case Study: Mandela's autobiographical works, such as "Long Walk to Freedom," which shared his personal journey and the lessons he learned along the way.
12. BLUF: Remain committed to lifelong learning and personal growth. Explanation: Even as a seasoned catalyst, there is always room for growth and improvement. Stay curious, seek out new experiences, and continue to challenge yourself to expand your perspectives and capabilities. Case Study: Mandela's pursuit of education and personal development throughout his life, including earning a Master's degree in law while in prison.

After OPUS had completed this task for the 12 mentors. I provided a list of a dozen personally chosen “Mentors” with an eye towards reviewing its summary for accuracy and directional correctness for “mentors” whose work I was very familiar with since they have been my “cognitive mentors and exemplars for 60 years”

I am very impressed with Claude 3’s ability to engage at graduate level discourse, and I found the experimental technique of “asking the AI for clarifying questions” to be a personal breakthru for me, and it produced a much better product (available upon request)