

Culture

Session Two: August 6, 2025



How have you contributed to the team's goal from July's session?

To be on the watch for people who need help, even if that's a word of encouragement or a listening ear.

How you have used your **3 WORDS** to act in alignment with who you aspire to be?





Communication



Culture



Vision



Emotional Intelligence



Team



Inclusion

A Transformative Leadership Experience

A blend of virtual + onsite workshops with coaching for lasting impact.

June

Kickoff Discovery Calls



In Person

July 23

- DiSC
- Foundational Models

Owning one's impact through clear, respectful communication. Using DiSC, leaders and teams will better understand ways to build greater clarity and connection in every interaction.



Virtual

Aug 6

- Accountability/ Drama Triangle
- Rounding

Aug 20

- Prioritizing
- Delegation

Building a culture of excellence by actively reducing threats, encouraging ownership, and building trust to elevate performance, loyalty, and meaningful relationships.



Virtual

Sept 3

- Leader Resilience
- Personal Brand

Sept 17

- Setting and Championing Values
- GROW and Conflict

Leading with a clear vision and purpose and setting clear expectations so that each decision reflects a personal commitment to the Burton values.



In Person

Oct 21-22

- Managing Self
- Influencing Others

Taking personal responsibility for self-awareness, self-regulation, and relational maturity through emotional intelligence.



Virtual

Nov 5

- Leader as Coach
- Coaching Beliefs

Nov 8

- Coaching and Developing Others
- Generative Communication

Developing and empowering others through coaching.



Virtual

Dec 3

- Leadership Styles
- Leadership Flexibility

Dec 17

- Developing Talent
- Building on Strengths

Empowering team ownership and growth by fostering mutual accountability, leveraging strengths, and delegating effectively.



Virtual

Jan 7

- Leading the Future
- Reviewing Key Concepts

Jan 21

- Leaving a Legacy
- Reviewing Key Concepts

Creating an environment that honors diverse perspectives, ensures others feel a sense of belonging, and builds a culture where everyone can thrive.

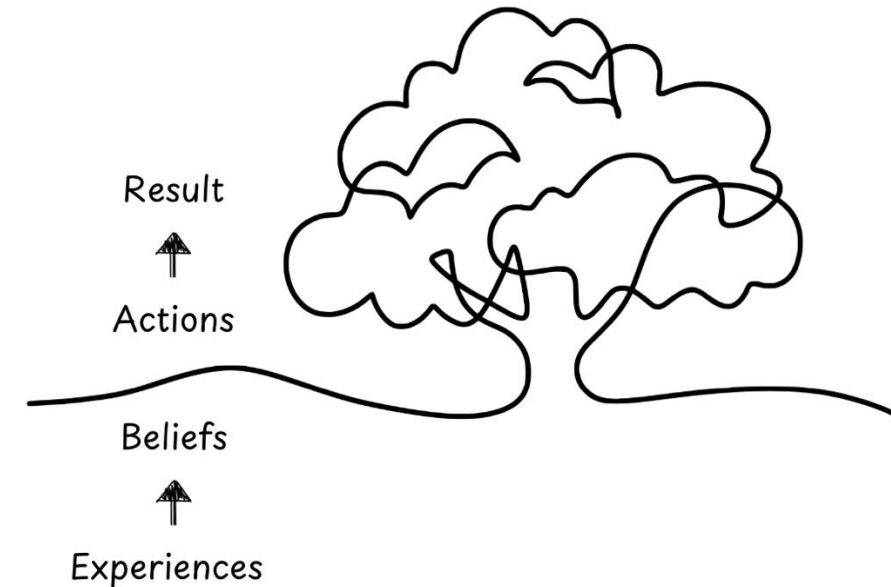
Coaching

Session One: Key Messages

- Your current rules are creating your current results
- To be clear is to be kind
- Sooner is smaller; later is larger
- What you say isn't what they hear
- What you intend isn't what others experience

Session Two: Key Messages

- Your PFC is priceless
- Threat to the brain is threat to the brain
- Emotions run the show
- Trust starts with YOU
- With every interaction, you are either creating threat or trust



Breakout:

Conduct a 1:1 conversation using the questions on page #.

Leader: Birthday closest to August 5
Ask the questions as if your partner reports to you.

Team member: Answer the questions as if you report to this leader.



Rounding

Team Rounding



- ✓ Positive
- ✓ Focus on the team member
- ✓ Follow through on commitments
- ✓ Repeat monthly (or regularly)
- ✓ Prioritize the conversations

3

Big Deals



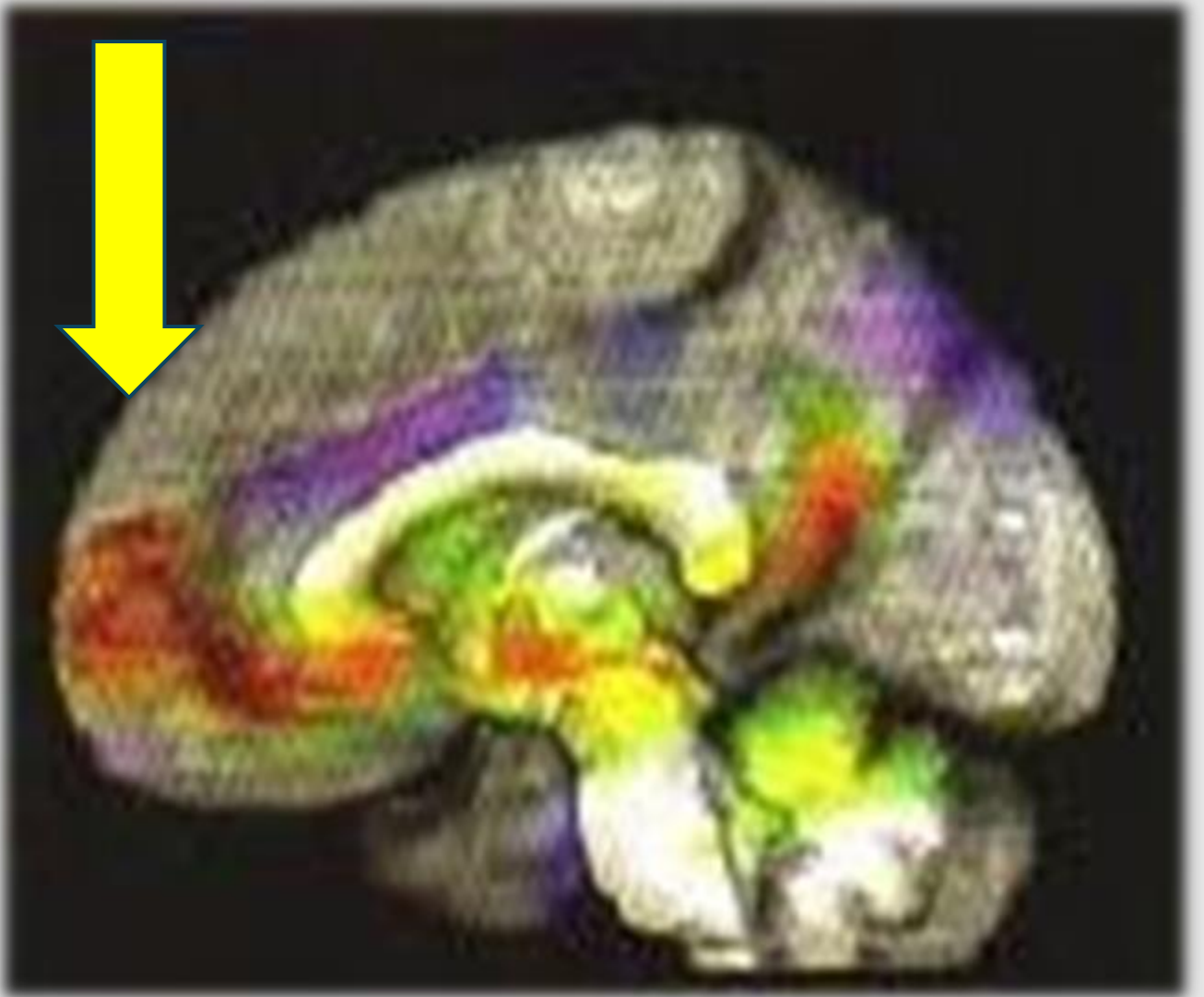
Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
- ✓ Speech
- ✓ Creativity
- ✓ Willpower
- ✓ Innovation
- ✓ Planning
- ✓ Forming goals
- ✓ Evaluating consequences
- ✓ The brain's "CEO"



- **Best self**
- **Willpower**
- **Perspective taking**
- **Flexible and fluid**
- **Curious and open**
- **Creative and innovative**
- **Focus and energy**



Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
- ✓ Speech
- ✓ Creativity
- ✓ Willpower
- ✓ Innovation
- ✓ Planning
- ✓ Forming goals
- ✓ Evaluating consequences
- ✓ The brain's "CEO"



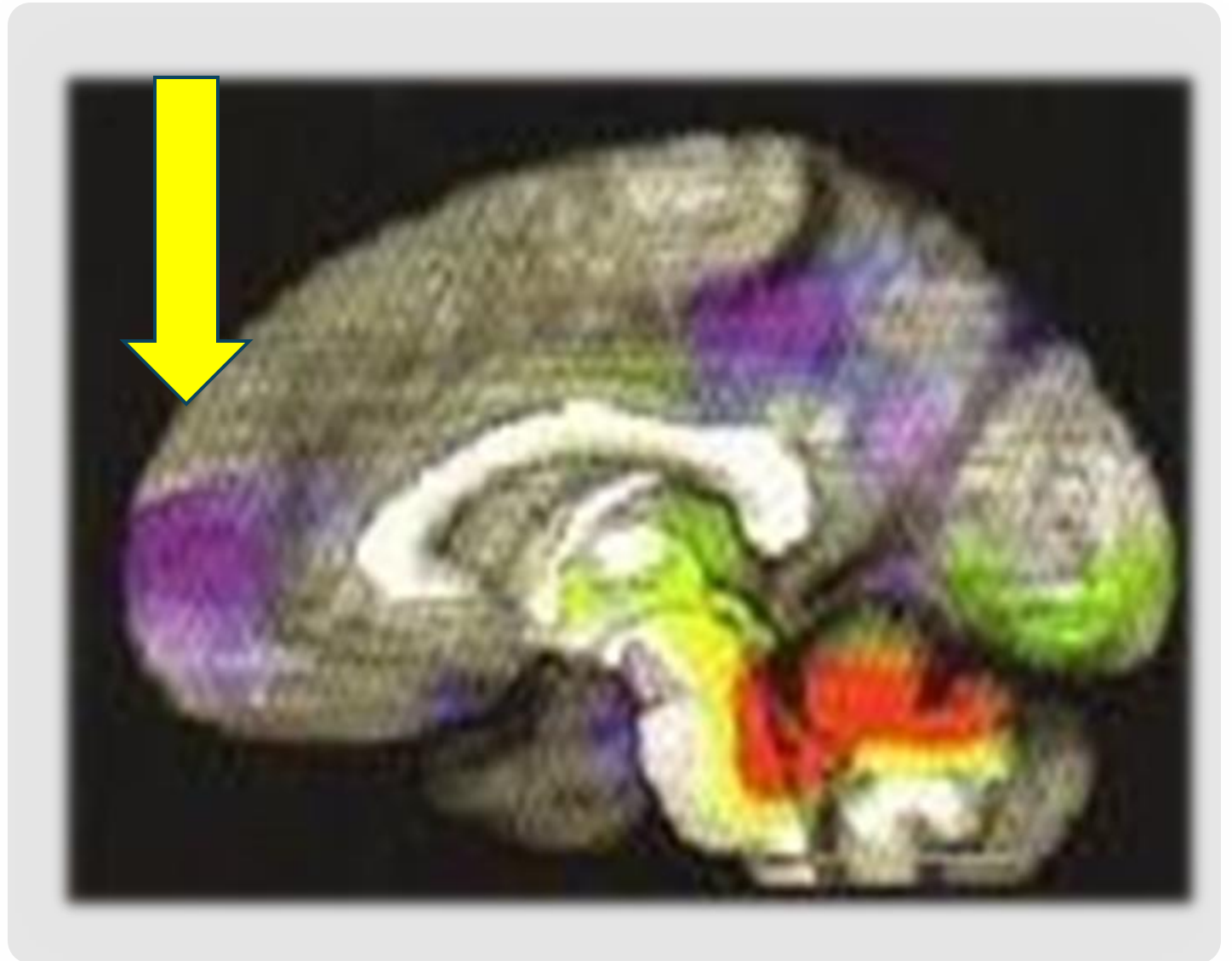
Big Deal # 2

2 THREAT TO THE BRAIN IS THREAT TO THE BRAIN

- ✓ Fight
- ✓ Flight
- ✓ Freeze
- ✓ Basic body function
- ✓ Especially triggered by threat and fear
- ✓ The brain's "bouncer"



- **Defensive**
- **Has to be right**
- **Reactive**
- **Compromised health**
- **Stuck (either/or)**
- **Protective of self**
- **Tunnel vision**
- **Missed opportunities**



Big Deal #1

1 YOUR PREFRONTAL CORTEX IS PRICELESS

- ✓ Analysis
- ✓ Speech
- ✓ Creativity
- ✓ Willpower
- ✓ Innovation
- ✓ Planning
- ✓ Forming goals
- ✓ Evaluating consequences
- ✓ The brain's "CEO"

Big Deal #3

3 EMOTIONS RUN THE SHOW

- ✓ Memory
- ✓ Health
- ✓ Emotions
- ✓ Critical role in learning
- ✓ Essential to memory
- ✓ Accelerating ingredient

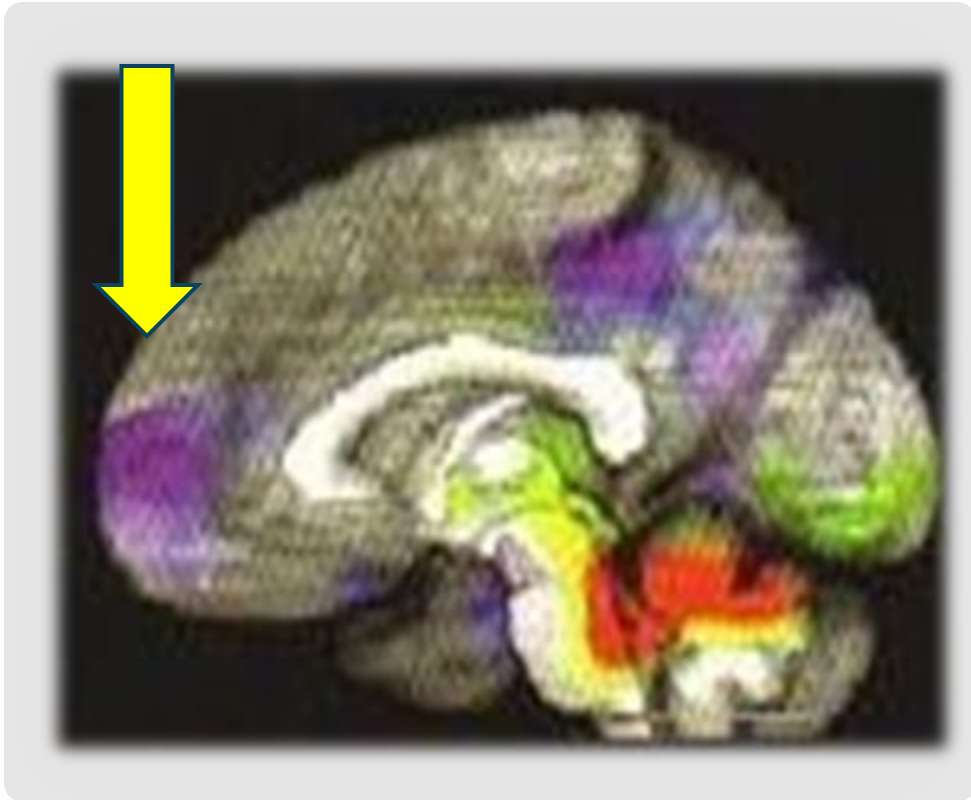
Big Deal # 2

2 THREAT TO THE BRAIN IS THREAT TO THE BRAIN

- ✓ Fight
- ✓ Flight
- ✓ Freeze
- ✓ Basic body function
- ✓ Especially triggered by threat and fear
- ✓ The brain's "bouncer"



Threat Characteristics



1. Confusion
2. Choice
3. Consequences
4. Comfort

Rounding

Team Rounding



Stakeholder Rounding



TrUSt starts with US

Accountability



Drama Triangle

Owner: “Hey, can you give me an update on the Johnson project?”

Project Manager (PM): “I can’t. I’m still waiting on a bunch of info from you to even get started.”

Owner (Persecutor): *Snaps* “Well, why don’t you just give me an f-ing list of things you need me to do for you?!”

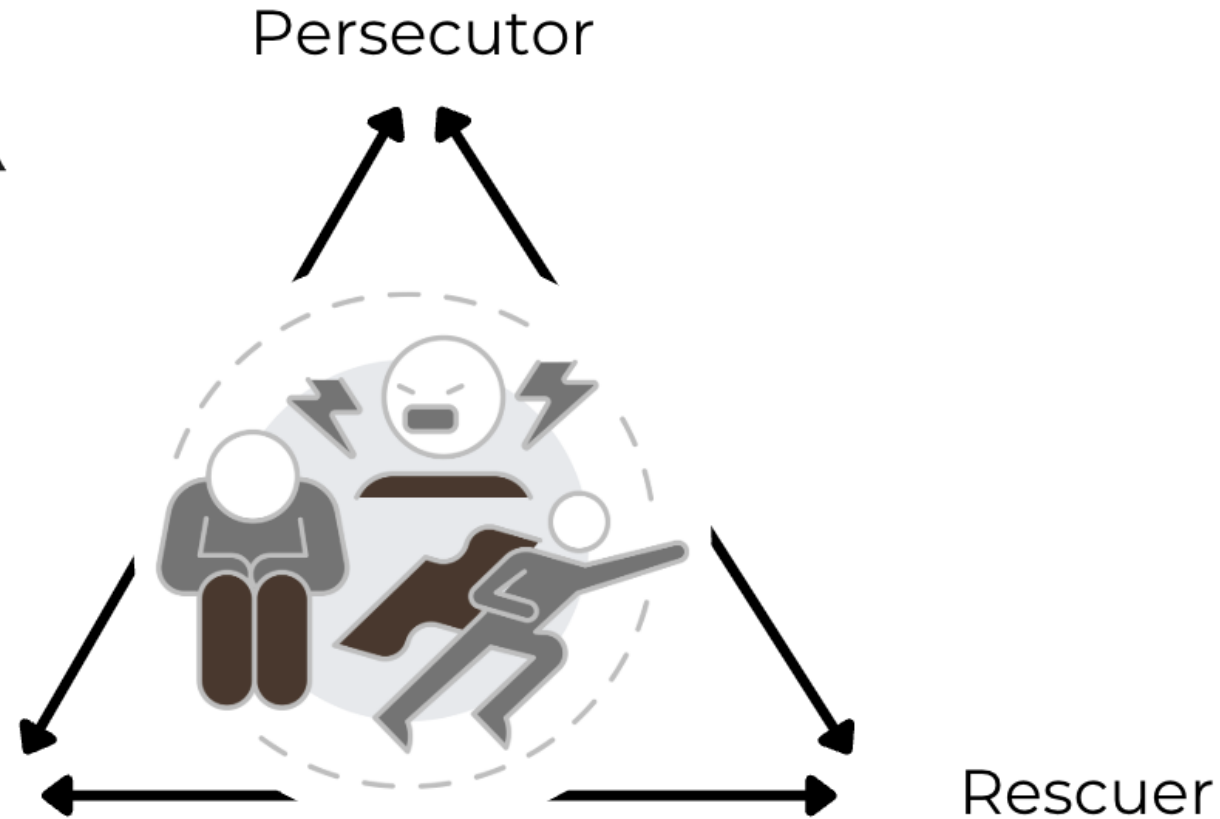
PM (Victim): *Defensive tone* “I’ve already sent you three emails. It’s not my job to chase you down every day.”

Team Member (Rescuer): *Trying to ease tension* “Okay, let’s all take a breath. I can help gather the missing pieces. Maybe we can go over the list together now and identify what’s still outstanding?”

Owner: *Grumbling* “Fine.”

PM: *Resigned* “Whatever.”

THE DRAMA TRIANGLE



Vulnerable, powerless, don't take responsibility

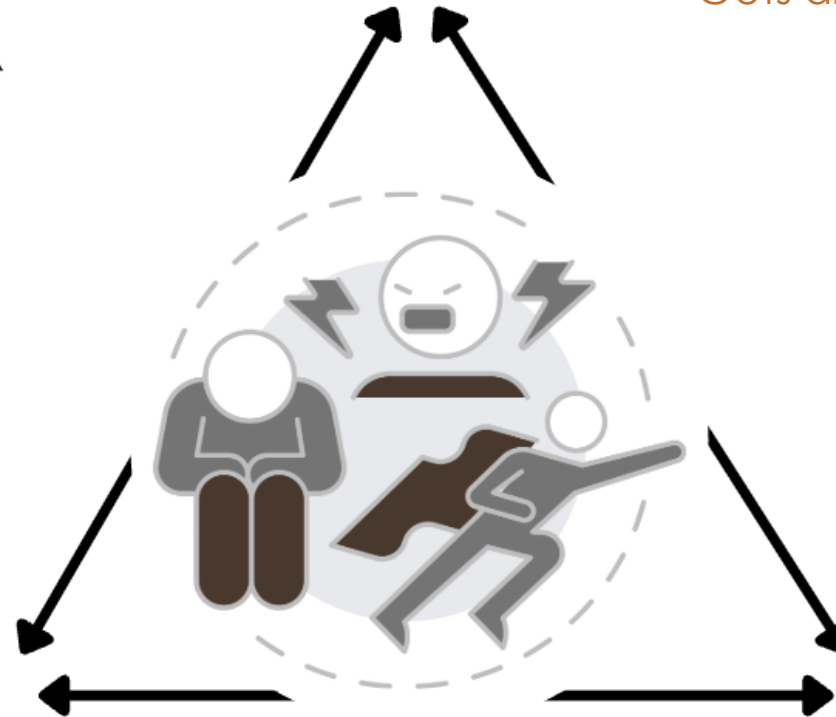
- Poor me, helpless, it's so hard
- Doesn't directly address the conflict (tries to work through others)
- Can be passive aggressive and manipulate

THE DRAMA TRIANGLE

Persecutor

Bully, superior, the most motivated person in the interaction

- Inflicts punishment when they can't get their way
- Uses guilt to control and manipulate others
- Gets angry or resorts to the "silent" treatment



Victim

Vulnerable, powerless, don't take responsibility

- Poor me, helpless, it's so hard
- Doesn't directly address the conflict (tries to work through others)
- Can be passive aggressive and manipulate

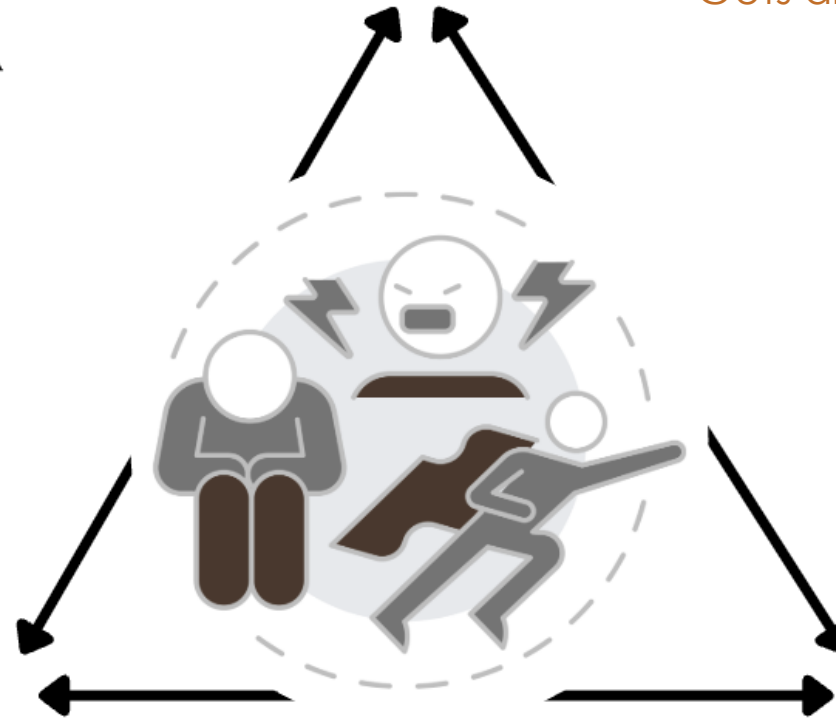
Rescuer

THE DRAMA TRIANGLE

Persecutor

Bully, superior, the most motivated person in the interaction

- Inflicts punishment when they can't get their way
- Uses guilt to control and manipulate others
- Gets angry or resorts to the "silent" treatment



Victim

Vulnerable, powerless, don't take responsibility

- Poor me, helpless, it's so hard
- Doesn't directly address the conflict (tries to work through others)
- Can be passive aggressive and manipulate

Rescuer

Overowner, superior, resentful

- Is stressed and resentful
- Tries to rush in and fix everyone's problems
- Driven by guilt and obligation



Victim ➔ Creator	Persecutor ➔ Challenger	Rescuer ➔ Coach
New belief: Where a problem exists, the solution exists	New belief: People's choices make sense to them	New belief: People are whole, resourceful, and capable
Ask: What action can I take?	Ask: What do I want?	Ask: How can I help?

Drama Triangle Escape Plan

Stop

Recognize you're in the drama triangle
Breathe

Drop

Get curious: What meaning are you giving this event?

Roll

Choose your belief
Ask better questions

TrUSt starts with US

Personal Commitment

Team Commitment

