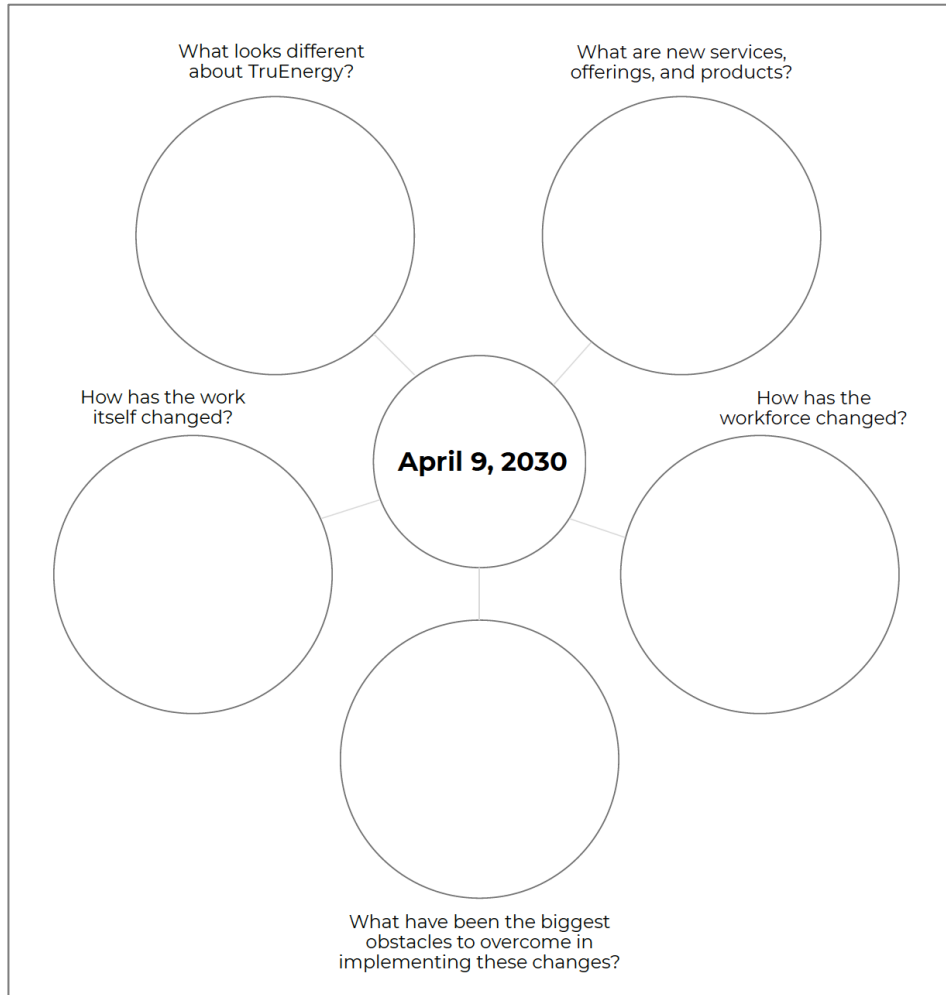


Respect

Session Eleven: April 9, 2026



Breakout

Page 1

The date is April 9, 2030

We are together five years into the future, look back.

What's changed?

 **2025-2026**



	Leadership & Teamwork In Person	Integrity Virtual	Vision Virtual	Humility In Person	Engagement Virtual	Respect Virtual	
September. 22	October 13	October 30	December 2	January 12	February 5	March 26	May 4
<ul style="list-style-type: none"> • Kickoff • Discovery Calls • DiSC 	<ul style="list-style-type: none"> • DiSC • Foundational Models 	<ul style="list-style-type: none"> • Brain and Threat • Rounding • Drama Triangle 	<ul style="list-style-type: none"> • Leader Resilience • Personal Brand 	<ul style="list-style-type: none"> • Managing Self • Influencing Others 	<ul style="list-style-type: none"> • Leadership Styles • Leadership Flexibility 	<ul style="list-style-type: none"> • Leveraging Strengths • Developing Talent 	<ul style="list-style-type: none"> • Leaving a Legacy • Reviewing Key concepts
		November 11	January 6		February 19	April 9	
		<ul style="list-style-type: none"> • Brain and Trust • Delegation 	<ul style="list-style-type: none"> • Living the values • GROW and conflict 		<ul style="list-style-type: none"> • Coaching Cultures • Leader as Coach 	<ul style="list-style-type: none"> • Promoting Innovation • Managing Stakeholders 	
					March 12	April 23	
					<ul style="list-style-type: none"> • Fostering Collaboration • Generative Communication 	<ul style="list-style-type: none"> • Recognizing bias • Promoting Inclusion 	
 <p>Coaching</p>							

TruValues

The Core Pillars of TruEnergy

You get what you give – always treat your teammates with kindness, courtesy, patience, humanity and give them the benefit of the doubt. In other words, follow the Golden Rule, treat others as you would have them treat you.



Start with Gratitude. When you're grateful for what you already have, you'll always find even more to be grateful for.

Constantly engaged in their work, seeking ways to improve their craft and offering their assistance to their teammates around them. Hard working engaged employees are esteemed and deeply valued.

We hire men and women of character. Integrity and trust are the fundamental starting point of any successful relationship. Integrity above reproach is the base requirement to work at TruEnergy, nothing is more destructive than energy without integrity.



When making decisions, take the long-term perspective. Step back from the needs of your person, or your site, and consider the good of the enterprise. As we witness the built-up progress of our colleagues, we will find opportunities to build the collective good and the pride of ownership.

Come before the team with a heart for service and a sense of humility. Always focus the best outcome for the customer and the company over being right. Never lose the desire to challenge your most deeply held beliefs. No matter how long we've been at it – we have more to learn and must approach life with curiosity, humility, and a commitment to personal growth.




Everyone is a leader, and everyone is a teammate. No matter your role with the company your actions matter. Somebody is always watching; somebody is always using your actions to justify their own; so, strive to inspire others. Put others first, lend a hand, push for the greater good.

Respect

You get what you give – always treat your teammates with kindness, courtesy, patience, humanity, and give them the benefit of the doubt.

In other words, follow the Golden Rule, treat others as you would have them treat you.

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Myth #1:
Innovation is a
nice-to-have.

Truth: Innovation is a must have.



What is a company that comes to mind that no longer is because they failed to innovate?

What is a company that comes to mind that still exists because they innovated?

CIRCUIT CITY









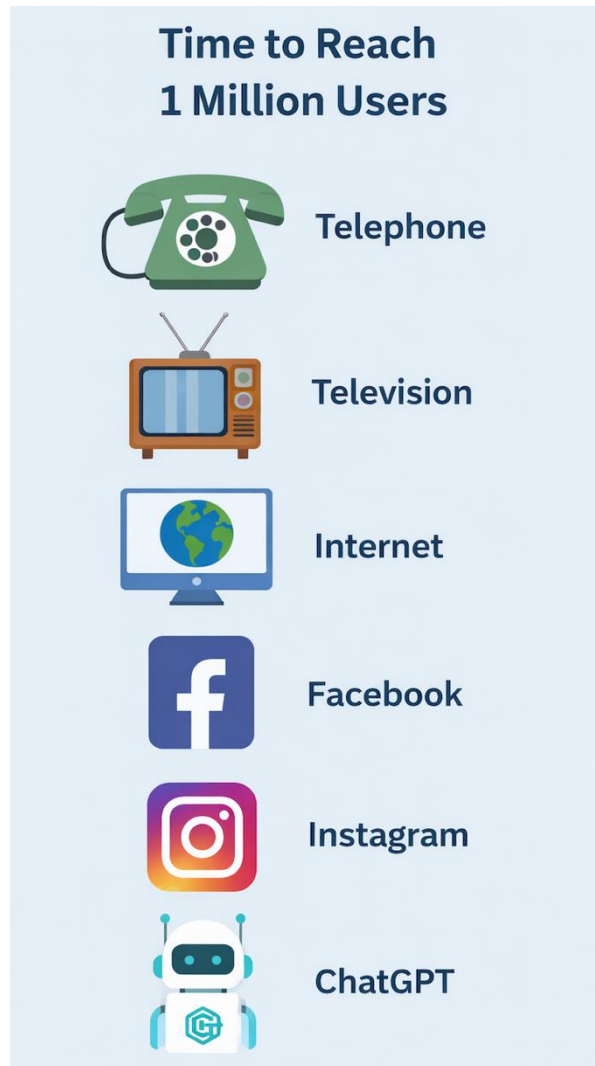
Myth #1: Innovation is a nice-to-have

By 2026, leadership won't be defined by hierarchy, title, or tenure, it will be defined by human connection, adaptability, and the wisdom to lead alongside technology, not against it. The leaders who will matter most are not the ones who know everything, but the ones who are willing to learn, experiment, and stay deeply human in the middle of all this change.

If there was ever a time for leaders to rise with courage, clarity, and humanity, it's now.

[https://www.leaderonomics.com/articles/leadership/leadership-trends-2026?
utm_source=chatgpt.com](https://www.leaderonomics.com/articles/leadership/leadership-trends-2026?utm_source=chatgpt.com)

Adaptability



75 years

13 years

7 years

10 months

2.5 months

5 days

Adaptability

Leadership is shifting from *static expertise* to *adaptive capability*.

IQ How smart are you?

EQ How are you, smart?

AQ How can you use your IQ and EQ to match what the moment requires?



Adaptability

Ad = to, toward

Aptare = to fit, to make suitable

Aptus = fit, appropriate, suitable

Adapting isn't just changing.
It's making yourself fit for a new reality.

Adaptability IQ

The ability to recognize when conditions have changed, adjust beliefs and behaviors accordingly to thrive in a new environment.

Unlearning

Pivoting

Redefining

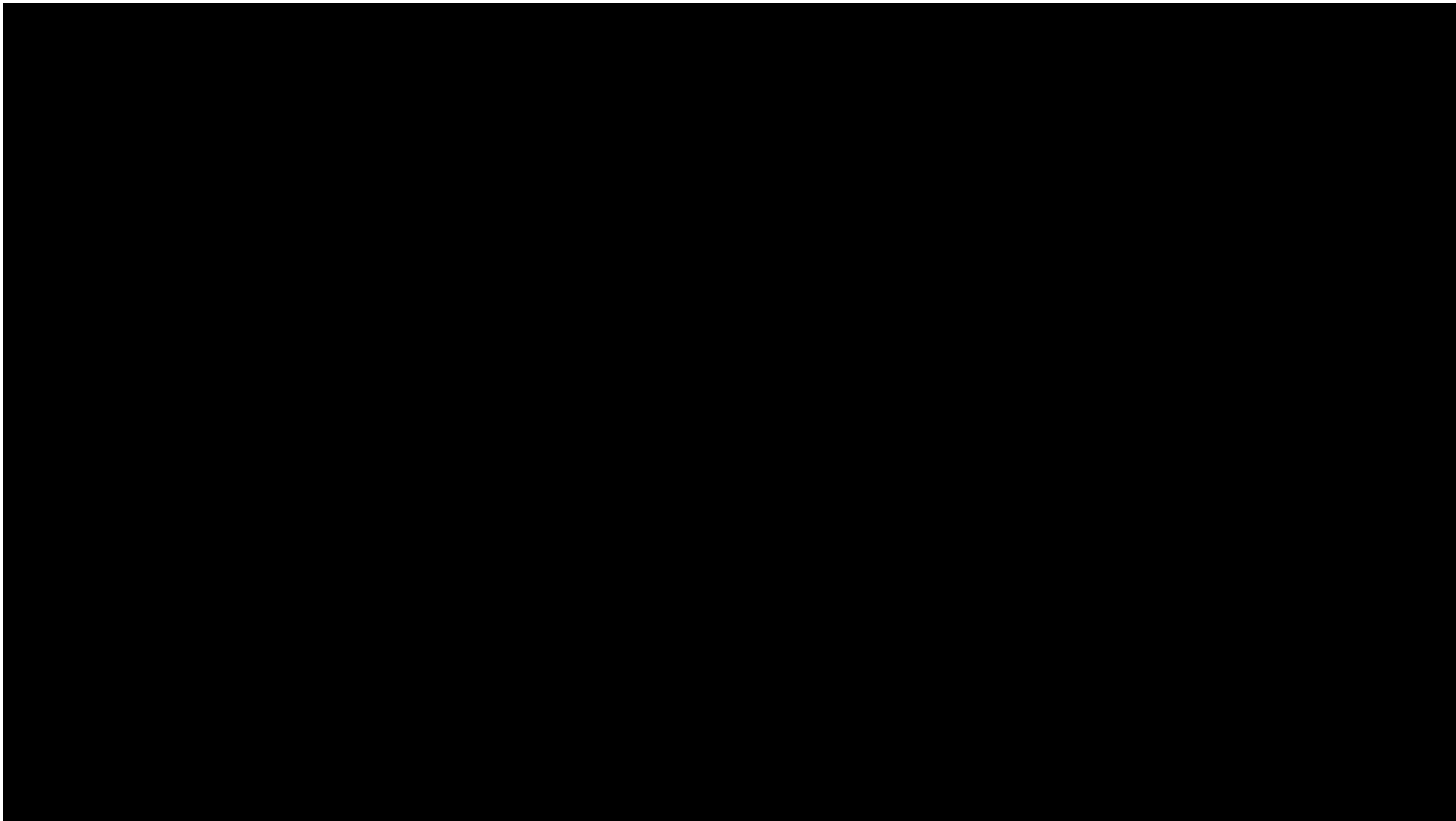
Adaptability isn't tested when things are going well.

It's revealed when something you care about stops going your way.




Myth #2: Innovation requires different actions.

Truth: Innovation requires different beliefs.

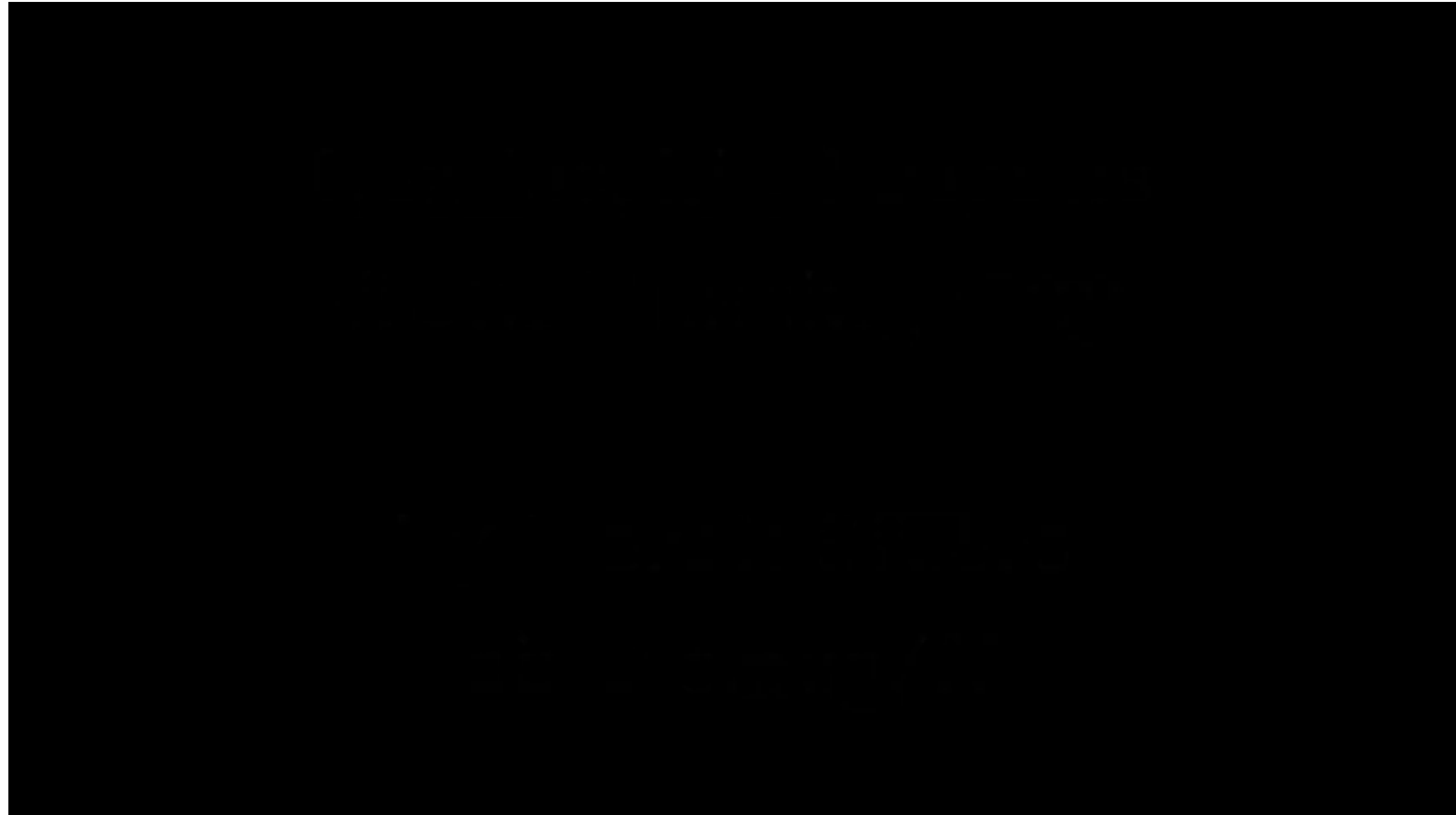






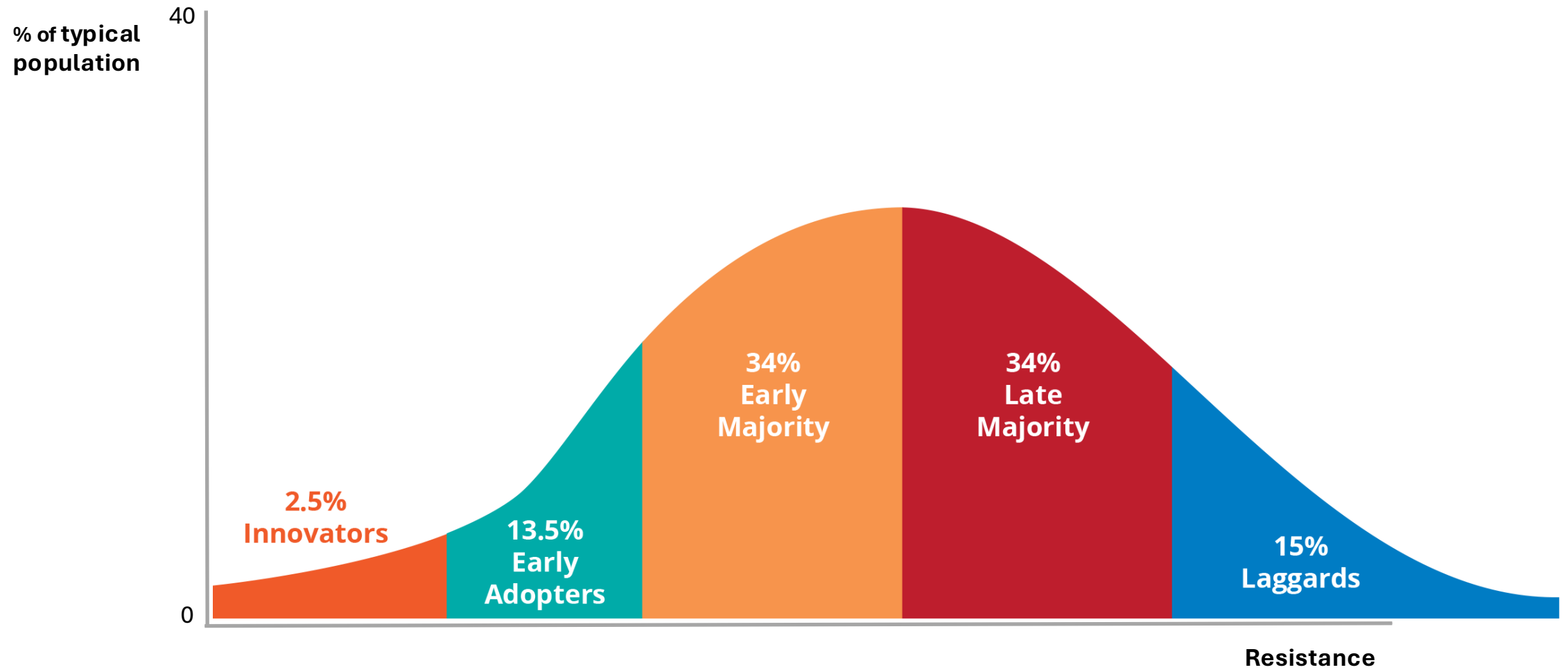
Myth #3: Innovation happens quickly.


Truth: Innovation requires time and resilience.



Dancing Guy <https://www.youtube.com/watch?v=fW8amMCVAJQ>

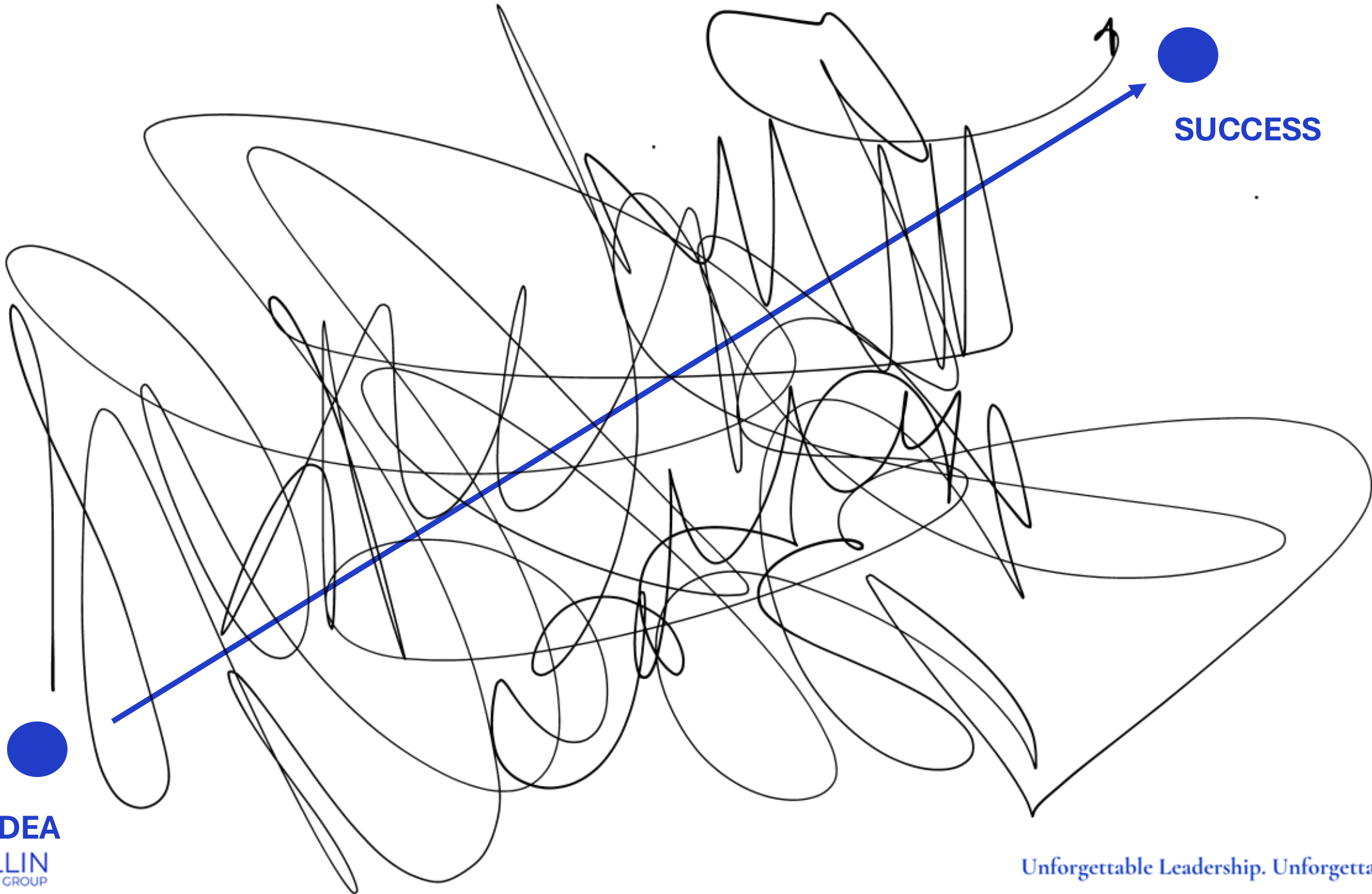
Diffusion of Innovation Theory



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Myth #4:
Innovation
happens in a
straight line.

Truth: Innovation is messy and recursive.



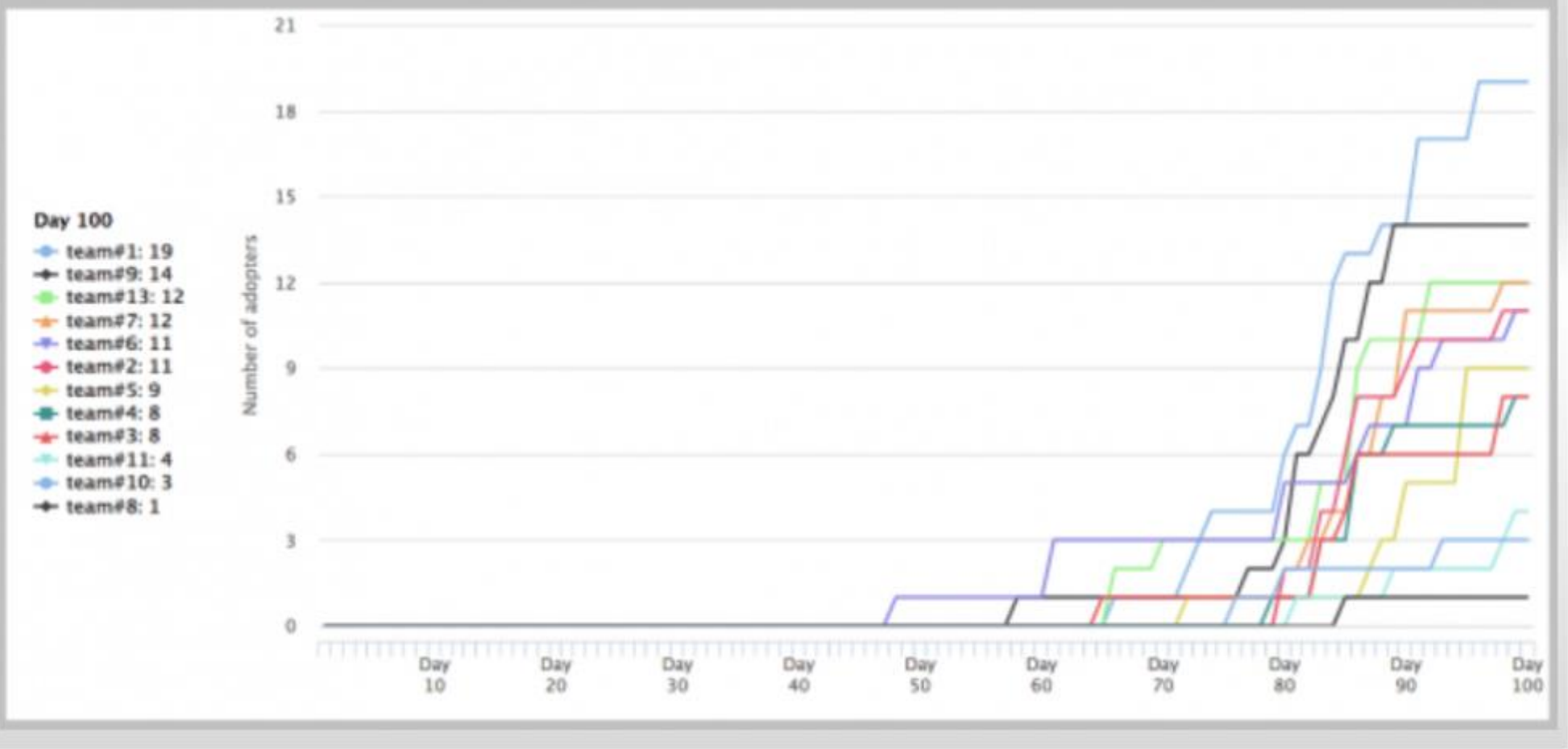
SUCCESS

IDEA


YELLIN
GROUP

Unforgettable Leadership. Unforgettable Results.

Adopter Evolution







Myth #5: Innovation is based on logic.

Truth: Innovation is based on emotion and
justified by logic.



8 step change model by John Kotter



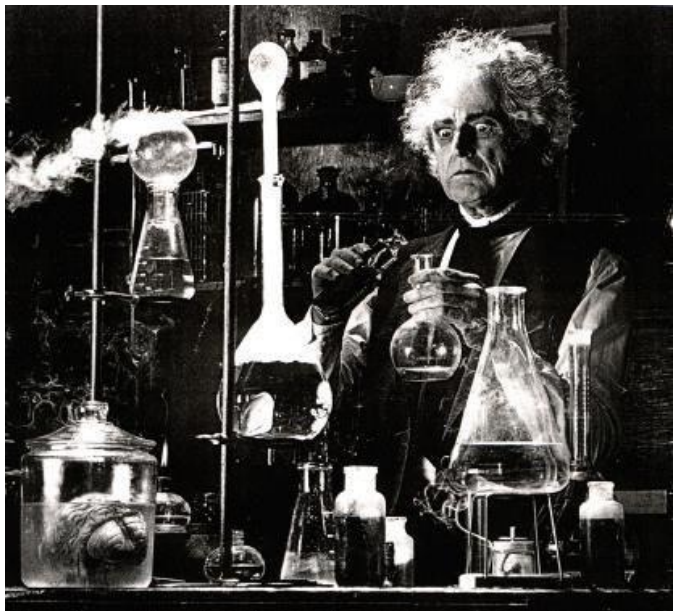
OLD COUNTRY STORE





Myth #6: Innovation happens in isolation.

Truth: Innovation requires buy-in from
multiple stakeholders.



**Power
(Influence
Decision Maker)**

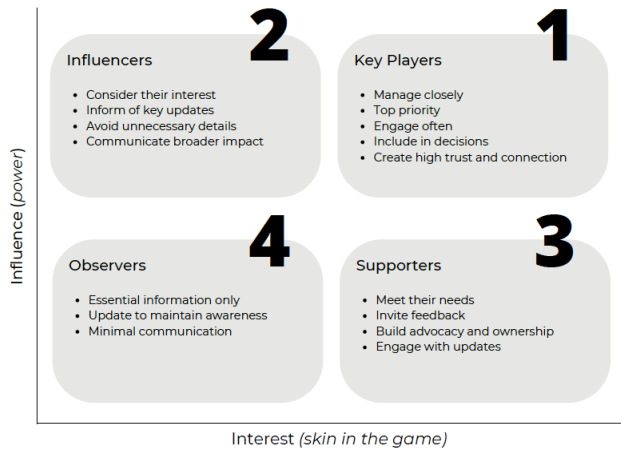


Interest (skin in the game)

Breakout

Page 5-6

Myth #6: Innovation happens in isolation, and a great idea sells itself.



1

2

3

4

TruEnergy is rolling out a new AI system in 90 days to automate routine tasks.

Communication has been limited and rumors are starting to spread.

Employees are worried about job security, roles are unclear, and some leaders are feeling pressure and are actively resisting.

Your task is to ensure stakeholder support and minimize resistance.

1. Identify stakeholders (Who is impacted by this change?)
2. Plot them on the matrix
3. Build a communication strategy for at least one stakeholder in each of the four groups:

- What do they care about most? (WII-FM)
- What is their likely reaction?
- What message do they need to hear?
- How often and through what channel should you communicate?



Myth #7: Innovation happens organically.

Truth: Innovation happens when people feel safe to speak up and take risks.

As a leader I.../As a team we...

	Almost Never				Almost Always		
1. Make time for fun.	←	1	2	3	4	5	→
2. Allow team members to think differently without repercussion.	←	1	2	3	4	5	→
3. Value all team members' ideas and opinions.	←	1	2	3	4	5	→
4. Take the time to think strategically about what's next.	←	1	2	3	4	5	→
5. Ensure my team is well positioned for the future.	←	1	2	3	4	5	→
6. Invest in my and my team's professional development.	←	1	2	3	4	5	→
7. Continuously seek to bring in new practices from different industries.	←	1	2	3	4	5	→
8. Clearly communicate with the team.	←	1	2	3	4	5	→
9. Recognize and effectively address conflict.	←	1	2	3	4	5	→
10. Build on the strengths of each team member.	←	1	2	3	4	5	→
11. Give team members continuous, real-time feedback.	←	1	2	3	4	5	→
12. Consistently reward and recognize.	←	1	2	3	4	5	→
13. Don't have to be right.	←	1	2	3	4	5	→
14. Involve people in decisions that affect them.	←	1	2	3	4	5	→
15. Seek feedback from others on how I can improve.	←	1	2	3	4	5	→
16. See opportunities where others see setbacks.	←	1	2	3	4	5	→
17. Give candid, direct feedback in a timely matter.	←	1	2	3	4	5	→

**Leadership styles shape the moment.
These behaviors shape the culture.**



Put in the reps

Personal Commitment

Team Commitment

LEADERSHIP

Month	Day	Date	Time	Location	Cohort
October	Monday	10/13	10:00-2:00	Norman OK	Leadership/Foundations
	Thursday	10/30	9:00-10:30	Zoom	Leadership
November	Tuesday	11/11	9:00-10:30	Zoom	Leadership
December	Tuesday	12/2	9:00-10:30	Zoom	Leadership
January	Tuesday	1/6	9:00-10:30	Zoom	Leadership
	Monday	1/12	10:00-2:00	Norman OK	Leadership/Foundations
February	Thursday	2/5	9:00-10:30	Zoom	Leadership
	Thursday	2/19	9:00-10:30	Zoom	Leadership
March	Thursday	3/12	9:00-10:30	Zoom	Leadership
	Thursday	3/26	9:00-10:30	Zoom	Leadership
April	Thursday	4/9	9:00-10:30	Zoom	Leadership
	Thursday	4/23	9:00-10:30	Zoom	Leadership
May	Monday	5/4	10:00-2:00	Norman OK	Leadership/Foundations

FOUNDATIONS

Month	Day	Date	Time	Location	Cohort
October	Monday	10/13	10:00-2:00	Norman OK	Leadership/Foundations
	Thursday	10/30	12:30-2:00	Zoom	Foundations
November	Tuesday	11/11	12:30-2:00	Zoom	Foundations
December	Tuesday	12/2	12:30-2:00	Zoom	Foundations
January	Tuesday	1/6	12:30-2:00	Zoom	Foundations
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	Thursday	3/26	12:30-2:00	Zoom	Foundations
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	Thursday	4/23	12:30-2:00	Zoom	Foundations
May	Monday	5/4	10:00-2:00	Norman OK	Leadership/Foundations