

Leadership + Teamwork Integrity

SESSIONS 1-3

- D** : deals with problems and challenges
I : influences others to see their point of view
S : responds to the pace of the environment
C : reacts to rules and procedures by others

SPEAK THEIR LANGUAGE

3 Big Deals:

1. The PFC is priceless.
2. Threat to the brain is threat to the brain.
3. Emotions run the show.

PFC = Self-Control - motor, financial, emotional, cognitive, perspective

Top 10 Threats:

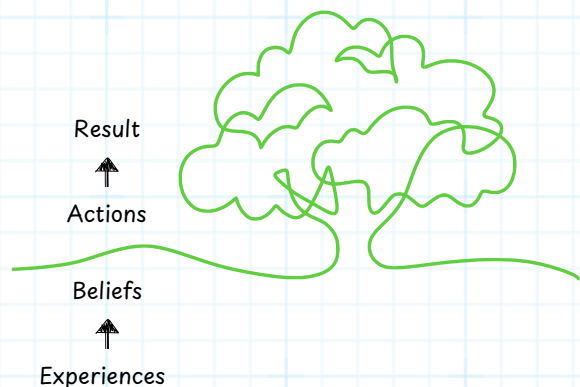
1. Social rejection
2. Lack of honesty or trust
3. Change
4. Unrealistic expectations
5. Lack of resources
6. Risk of loss
7. Humiliation
8. Micromanagement
9. Perceived favoritism
10. Lack of meaningful work

3C's of Negative Threat

- Confusion: We have more confusion than clarity.
- Control: We feel we have little control over or say in the situation.
- Consequences: We anticipate a negative consequence.



Your current rules are creating your current results.



Leadership & Teamwork Integrity

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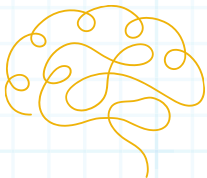
BRAVING:

Boundaries
Reliability
Accountability
Vault
Integrity
Nonjudgement
Generosity

TRUST TIPS:

1. Extend trust
2. Challenge the meaning you give events
3. Use power words like 'trust,' 'appreciate,' '...and here's why'
4. Don't withhold information
5. Be consistent
6. Demonstrate character and competence
7. Build a sense of belonging
8. Always be open to feedback and learning
9. Don't be the threat
10. Maintain a growth mindset
11. Stay above the line

And here's why...



Decrease threat.
Increase trust.



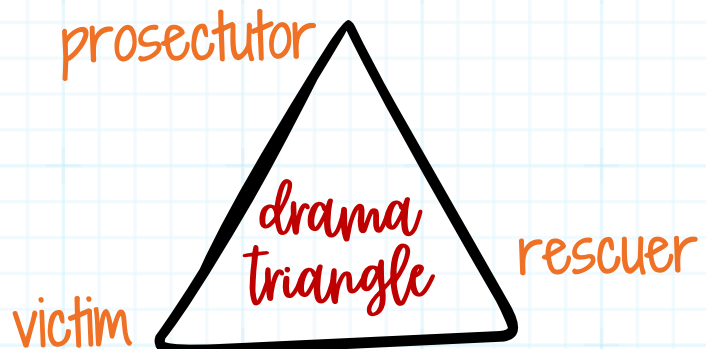
DELEGATE

- C** what does 'done' look like?
- L** what is the level of delegation?
- E** what are the non-negotiables?
- A** what is the cadence of accountability?
- R** Repeat and reflect



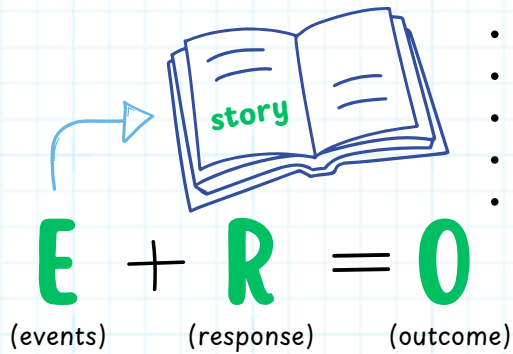
You can be right
or you can be rich.

You can have
control or you can
have growth



Vision

SESSIONS 4-5

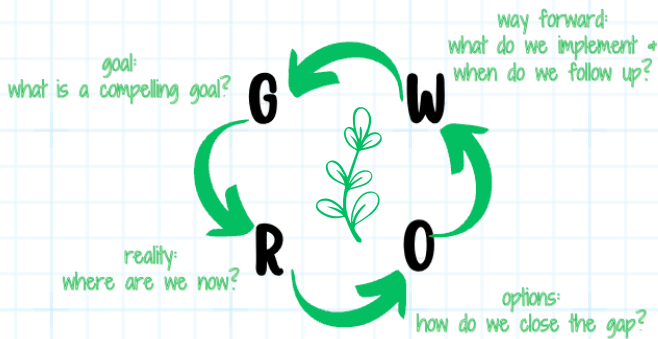


- Generalizations
- Distortions
- Deletions
- Beliefs
- Experiences

Personal brand -
by design
not default



Conflict is the place of possibilities



To be clear is to be kind

What's in best service?

Feedback is a gift

ACCOUNTABILITY



LINE OF ACCOUNTABILITY, RESPONSIBILITY, SELF-AWARENESS



	Urgent	Not Urgent
Important	Q1. Crisis (Do It)	Q2. Planning and Investing (Dedicate to It)
	Q3. ROPEs (Delegate It)	Q4. Timewasters (Delete It)
Not Important		

4P PLANNING

Projects
People
Priorities
Praise

Humility

SESSION 6

Intrapersonal Intelligence

Self-awareness
Self-confidence
Self-control
Adaptability
Initiative
Optimism

Interpersonal Intelligence

Empathy
Service
Inspiration
Assertiveness
Influence
Teamwork

Every brain is tuned into the station

WII-FM -
What's In
It For Me?



Your team's favorite radio station is WII-FM. If you're not speaking to their priorities, you're getting static.

If culture drives business results, what drives culture?

Roughly 50-70% of how employees perceive their organization's culture can be traced to the actions of one person: their leader
(Primal Leadership)

Abilities such as being able to motivate oneself and persist in the face of frustrations; to control impulse and delay gratification; to regulate one's moods and keep distress from swamping the ability to think; to empathize and to hope.

(Goleman, Emotional Intelligence, 1998)

Sooner is smaller;
Later is larger

EMPATHY

Take someone's
perspective

Stay out of judgment

Recognize their
emotions

Communicate what
you recognize



Green Zone: Pedal to the Metal

Peak Focus. High Output. Strategic Work.
Best time to tackle hard tasks
This is your brain's high-performance gear - use it wisely.



Yellow Zone: Cruise Control

Reflect. Organize. Brainstorm.
Ideal for planning, processing, light collaboration, or creative thinking.



Red Zone: Pull Over

Low Energy. Foggy Focus. Time to Rest.
Schedule breaks, admin work, walks, naps, or brainless tasks.

neurosequencing:

REGULATE

RELATE

REASON

Engagement

SESSIONS 7-9

? *be lazy
stay curious*

AWE

(And What Else?)

The greater the **interaction** and **accountability**, the greater the likelihood of behavior change

ACTIVE LISTENING: listening for and not listening to
GENERATIVE QUESTIONS: questions to generate insight and listening

4 LEVELS OF LISTENING (OTTO SCHARMER)

- Level 1: Downloading
- Level 2: Factual
- Level 3: Empathic
- Level 4: Generative



Coaching Beliefs - Believe Like a Coach

- Belief #1: Better solutions result when we come to a conversation in a state of not knowing.
- Belief #2: People respond to their view of reality, not to reality itself.
- Belief #3: The more choices we generate, the more control and ownership we feel.
- Belief #4: People are whole, resourceful, capable beings.
- Belief #5: People are more motivated by a compelling vision.
- Belief #6: The presenting problem is usually not the real problem.
- Belief #7: There is a reward for all choices, behaviors, and actions.
- Belief #8: Tell them, they comply. Involve them, they commit.
- Belief #9: There is no failure, only feedback.
- Belief #10: The meaning of communication is the response you get.



**TAME THE
ADVICE
MONSTER**

leadership styles:

- >> visionary
- >> coaching
- >> affiliative
- >> democratic
- >> commanding
- >> pacesetter

Be more interested than interesting

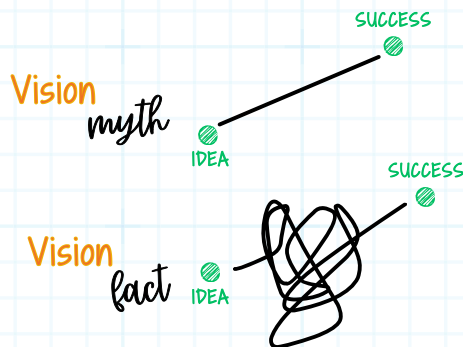
Respect

SESSIONS 10-12

CHALLENGE CONVENTION.

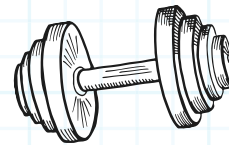
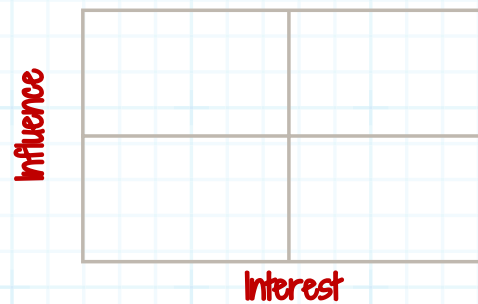
NUDGE IMAGINATION.

- The word **create** means "to bring into existence."
- The word **innovate** means "to nudge or alter."
- The word **novelty** means "new."



Novelty isn't a "nice to have."
It's a "must-have."

MAP STAKEHOLDERS



GROW for Strengths



VALUE DIFFERENCES. CREATE BELONGING.

Bias: the lense through which we see
the world and make decisions