REALITY-BASED LEADERSHIP

Ditch The Drama from your Training Programs

By Kelli Hinshaw, Vice President

www.realitybasedleadership.com

REALITY-BASED LEADERSHIP

Ditch the drama, restore sanity
to the workplace and turn
excuses into results.

REALITY-BASED LEADERSHIP

Open Chat:

What keeps your learning and development strategies from reaching their full potential?

1. The way we **think** about our circumstances

2. The way we **lead** people

MORE TRAINING, MORE DRAMA?

MORE HOURS SPENT IN TRAINING (PER EE)

30.54 — 2011
33.49 — 2015

MORE COURSES DEDICATED TO LEADERSHIP TRAINING

18.59% — 2011
19.49% — 2015

MORE TRAINING BUDGET DOLLARS (PER EE)

$1,181.98 — 2011
$1,251.54 — 2015

AND YET, ENGAGEMENT IS MOSTLY FLAT

31.3% — 2011
31.5% — 2015

Reality-Based Leadership

Sources: Gallup Engagement Index | 2016 ATD SOI Report

WATCH & LEARN webcasts   atd

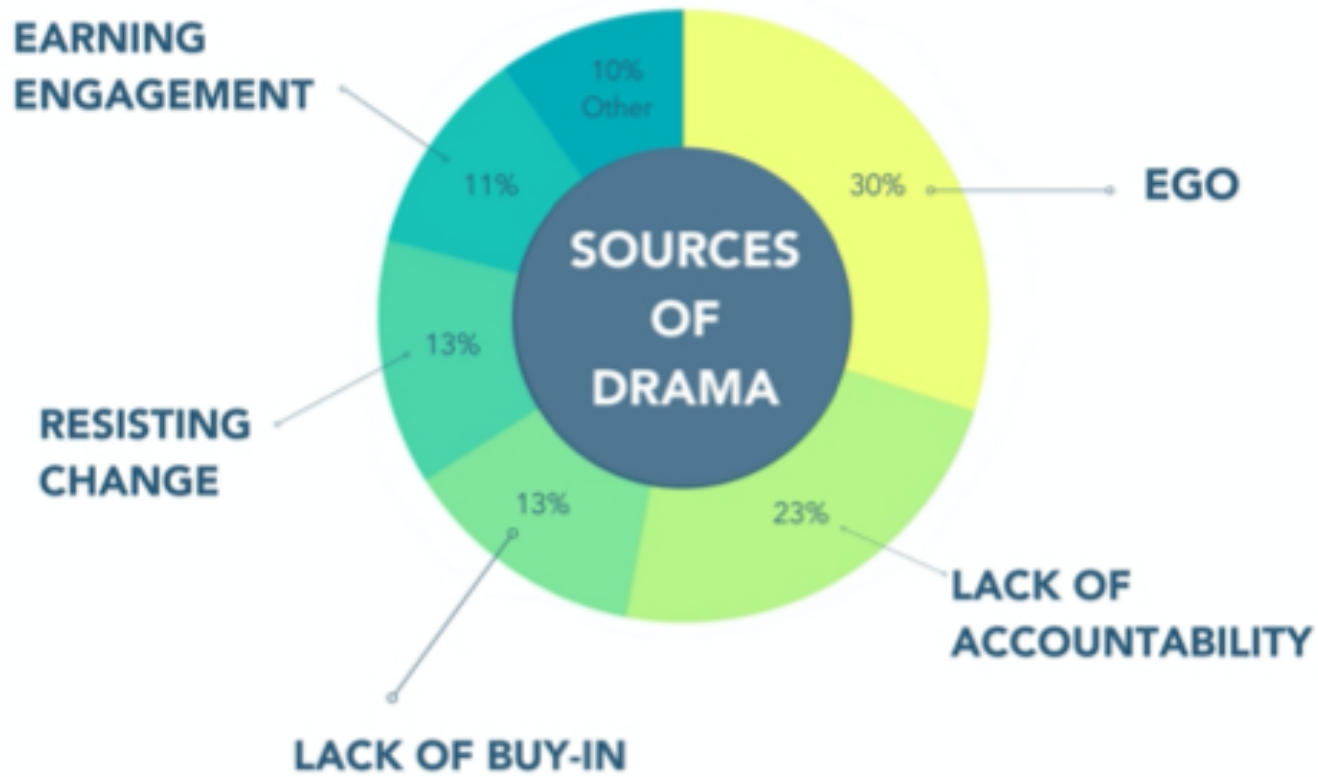# DRAMA & THE DATA

Nearly 2.5 hours a day

more than 17 hours a week

68 hours a month

816 hours a year

DRAMA. IT'S KILLING YOUR FUTURE POTENTIAL

EARNING ENGAGEMENT

10% Other

11%

30% — EGO

SOURCES OF DRAMA

13%

RESISTING CHANGE

13%

23%

LACK OF ACCOUNTABILITY

LACK OF BUY-IN

WATCH & LEARN webcasts atd

Our expertise and experience is that the traditional tools and programs being taught and used over the last few decades simply don't work.
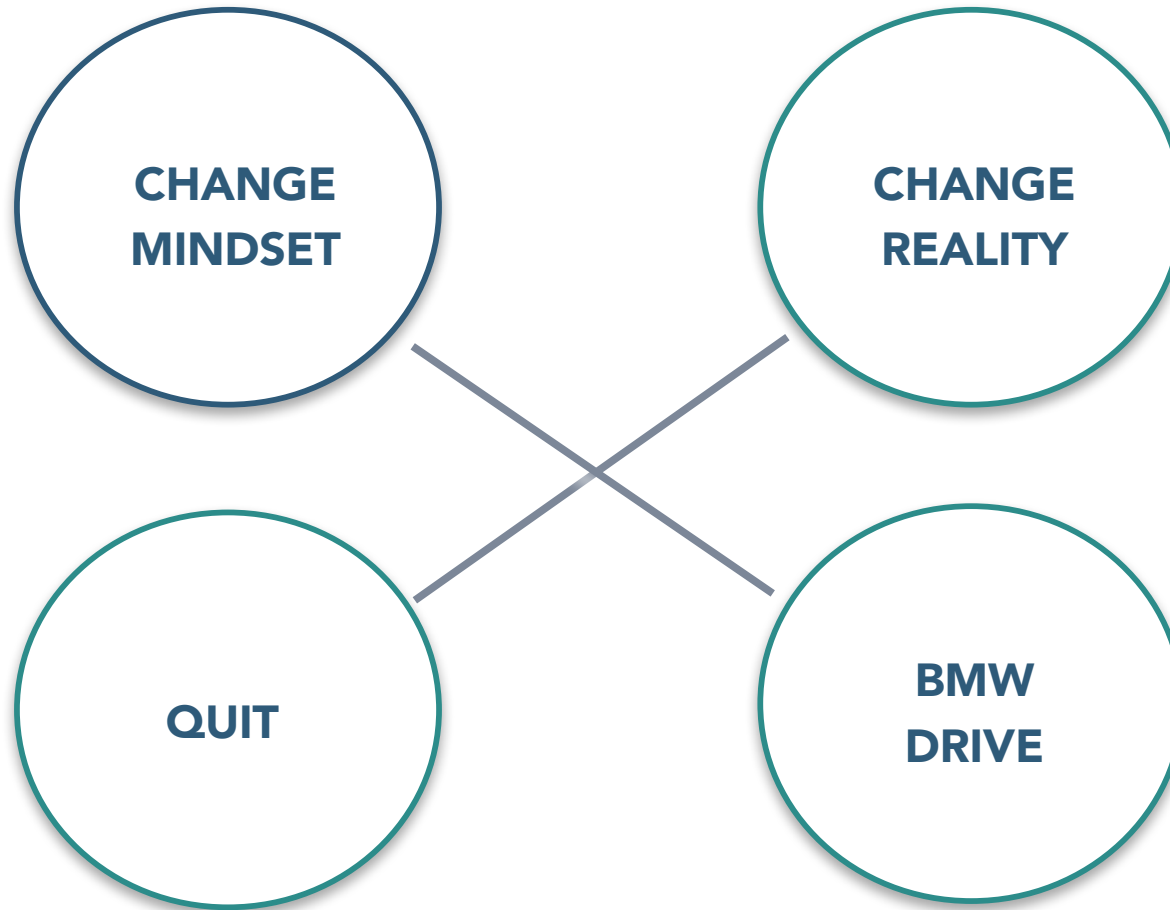
Your **ego** is NOT your **amigo**.

TROUBLESOME TRENDS

CHANGE MINDSET

CHANGE REALITY

QUIT

BMW DRIVE

EGO BYPASS TOOL

EMPLOYEE VALUE EQUATION

$=$

Current Performance
(Am I fluent in the now?)

$+$

Future Potential
(Am I ready for what's next?)

$-$

3X Emotional Expense
(What's my drama quotient?)

5 EMOTIONALLY INEXPENSIVE COMPETENCIES

Driving for Results

Reality-Based Thinking

PERSONAL ACCOUNTABILITY

Capitalizing on Change

Organizational Alignment

PERSONAL ACCOUNTABILITY

PERSONAL ACCOUNTABILITY

The **mindset** that results
happen because of
one's actions, not in spite of
them.

Accountable people believe
that they **choose**
their own destiny.

PERSONAL ACCOUNTABILITY

COMMITMENT The willingness to do whatever it takes to get results.

RESILIENCE The ability to stay the course in the face of obstacles and setbacks.

OWNERSHIP The acceptance of the consequences of our actions, good or bad.

CONTINUOUS LEARNING The perspective to see success and failure as learning experiences to fuel future success.

EMPATHTY VS. SYMPATHY

WATCH&
LEARN
webcasts

atd

EGO BYPASS TOOL

ACCOUNTABLE L&D ACTION PLANNING

With the team:

1. Identify what the team would like to improve in their skills/training/outcomes (sheet 1).

2. Have the team identify those things that they are willing to do to make those changes happen (sheet 2).

3. Have the team identify what others can do to support the team in making it happen (sheet 3).

4. Set goals and develop action plans.

ENSURING OUR TEAMS ARE READY FOR WHAT'S NEXT

POLLING QUESTION:

How would you rate your team's current level of "change stress"?

1 — Chill, totally accepting, bring it on

2 — Have a few tough days each month but we are able to adapt quickly

3 — Feel daily stress from the current pace of change in our world

4 — Battle-fatigued, having a hard time catching our breath

5 — Overwhelmed, frustrated and a bit worried about being able to keep up with it all

CHANGE MYTHS

CHANGE IS HARD

NEED TIME TO GRIEVE

TOO MUCH CHANGE

WE ARE CHANGE FATIGUED

CHANGE IS HARD

NEED TIME TO GRIEVE

Get fluent but
not attached.
Attachment, not
change creates
suffering.

TOO MUCH CHANGE

How do you get teams ready for what's next? Stop coddling and enabling them in the now.

atd

WE ARE CHANGE FATIGUED

Not everything is
a change initiative
– most of it is just
your daily job.

INSPIRING MOMENTUM

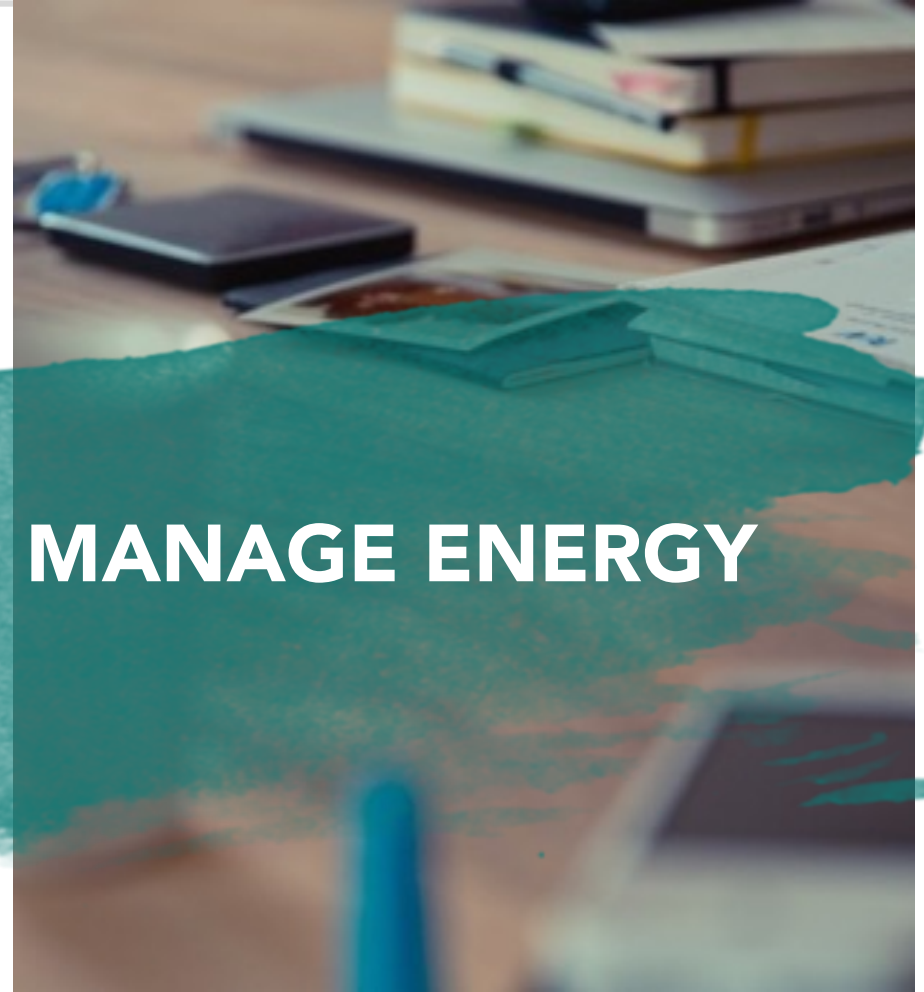| RESISTANCE	MAINTENANCE	VISION
Threat	Play it Safe	Opportunity
Belief	Lacks Meaning	Creativity
Reaction	Don't Care	Resource
Past	Past/Future	Present

ISSUE or **EVENT**

WORK WITH THE WILLING

LEADERS MANAGE ENERGY

Resistance to change is the work of the ego leading one to value preference over potential.

CLIMATE VS. **CULTURE**

EGO BYPASS TOOL

THINKING INSIDE THE BOX

GOAL

Constraint 1

Solutions
"How I/We
Can…"

Constraint 2

Think "and" – we do have healthy alternatives most of the time

Open your mind – "or" blinds us to other possibilities

Kick-start your brain – to higher level more complex thinking

PYRAMID OF READINESS

BUSINESS READINESS

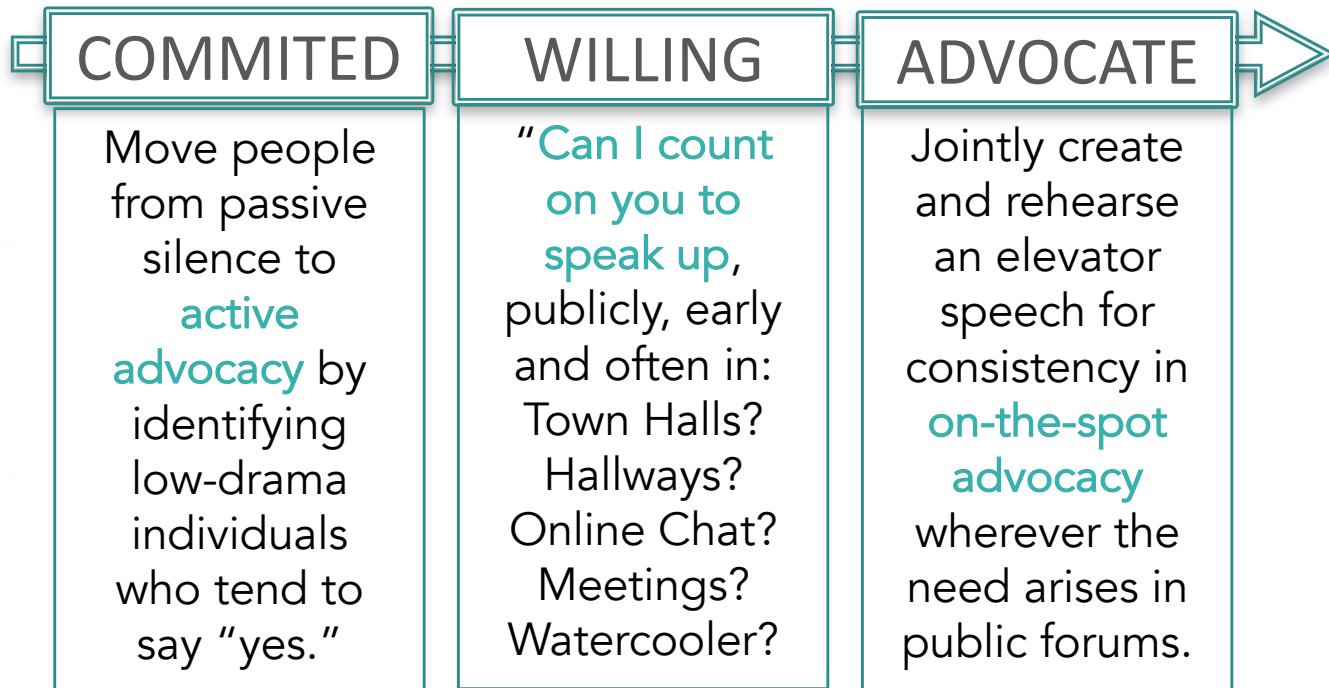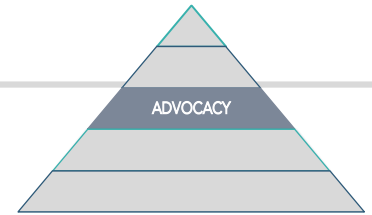| CHANGE MANAGEMENT (LEAST DISRUPTIVE TO THE PEOPLE)	BUSINESS READINESS (LEAST DISRUPTIVE TO THE BUSINESS)
Traditional Change Management is transactional	Business Readiness is a transformational strategy
It works to help people cope and survive change	The goal is making change less disruptive to the business..
It places the responsibility of making change least disruptive on the leadership team	It requires the ability to quickly align and adapt as a given and the responsibility of the employee.

PYRAMID OF READINESS

DRIVER
ACTIVE PARTICIPANT
ADVOCACY
WILLING
AWARE

ACTIVATING THE SILENT MAJORITY TOOL

COMMITED

Move people from passive silence to active advocacy by identifying low-drama individuals who tend to say "yes."

WILLING

"Can I count on you to speak up, publicly, early and often in: Town Halls? Hallways? Online Chat? Meetings? Watercooler?

ADVOCATE

Jointly create and rehearse an elevator speech for consistency in on-the-spot advocacy wherever the need arises in public forums.

ADVOCACY

In today's world, willingness trumps functional expertise – build teams accordingly.

WANT MORE?

www.RealityBasedLeadership.com

Twitter & Instagram: @kellihinshaw

@cywakeman

LinkedIn: /in/KelliHinshaw

Facebook: /cywakeman

/rbleaders