

FISH!®

Creating A Culture of Excellence

with Harry Paul



Association for
Talent Development

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Harrythefishguy.com

OBJECTIVES

- Identify ways to have **FUN** at work
- Build Performance **AND** values
- Create stories that reinforce your desired culture
- Come up with ideas you can use right away

"Whatever you were doing
in the past that made
you successful, can't and
won't in the future."

The Business Case

Goin' FISH!in'

A Culture of Excellence

A Foundation of Commitment, Common Sense and Integrity

- **Passion:** Creating that zest inside us for life that causes us to smile even when circumstances are against us, to go that extra mile and to see our life and work as an opportunity, not something we have to "get through."
- **Competency:** Ensuring everyone has all the skills and information needed to give and be their best. It's not just important in the technical aspects of our work and lives but is also important in our relationships with one another.

A Culture of Excellence

- **Flexibility:** Have a plan then be prepared to change it. The only thing that remains constant is that everything changes. Flexibility is understanding this and helping employees deal with and manage these changes in a practical and professional manner.
- **Communication:** Perception is everything and perception is created by effective Communication that respects the balance between listening and talking.

A Culture of Excellence

- **Ownership:** It's a personal value and competency that promotes the knowledge that we have power and influence when we accept our responsibilities. Even in the face of constraints and barriers, we have the choice to operate using our judgment.

CHOOSE YOUR ATTITUDE

Decide to bring more
enthusiasm to work

“Everything can be taken from you: [but] the last of human freedoms to choose your attitude in any given set of circumstances”

Viktor Frankl, Holocaust Survivor

PLAY

Discover ways to have more fun
and instill more energy and creativity at work

"We do not quit playing
because we grow old, we
grow old because we quit
playing."

Oliver Wendell Holmes

"...discover more about a person in an hour of play than in a year of conversation."

Plato, Philosopher

Be There

Understanding the Vision and Mission
and Living it Everyday

Observe like a **VISITOR**



Think like a **CUSTOMER**



Act like an **Owner**

Make Their Day

Include **EVERYONE** in the energy and fun

www.HarrytheFishGuy.com

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