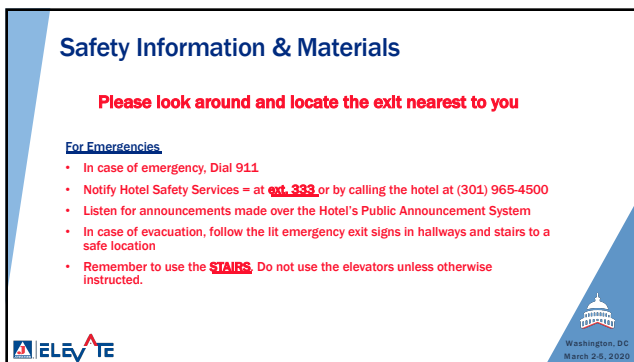




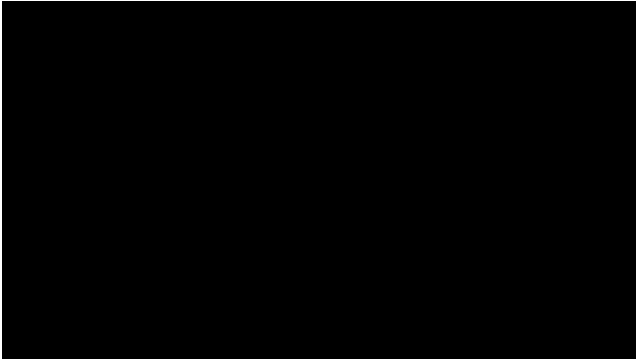
2



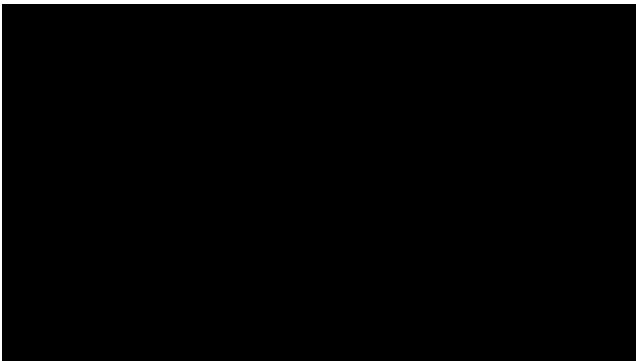
3



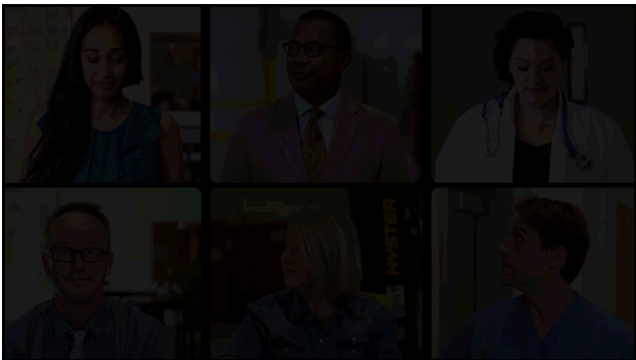
4



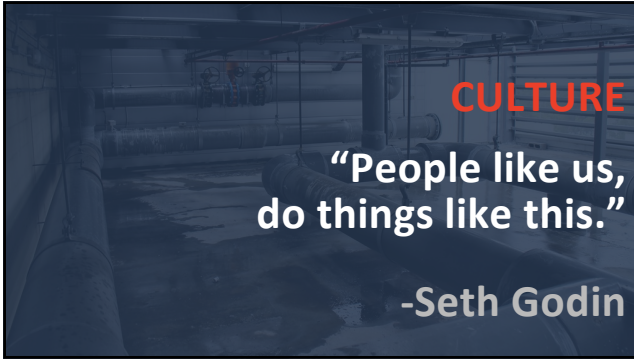
5



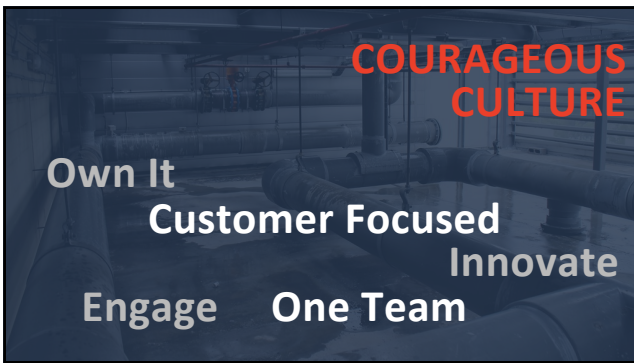
6



7



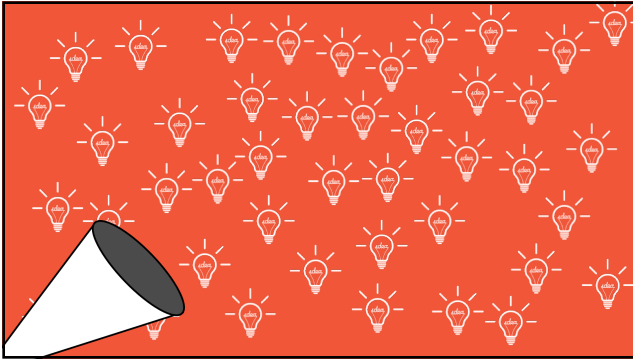
8



9



10



11



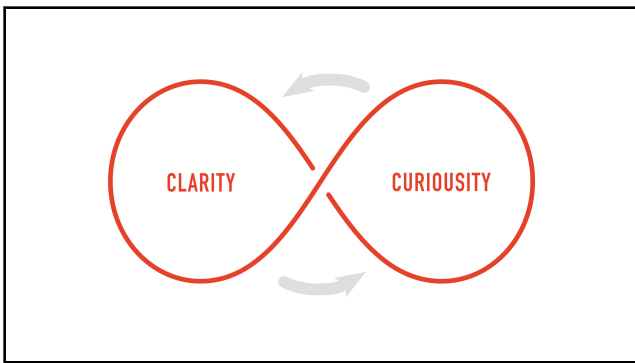
12



13



14



15



16



17



18



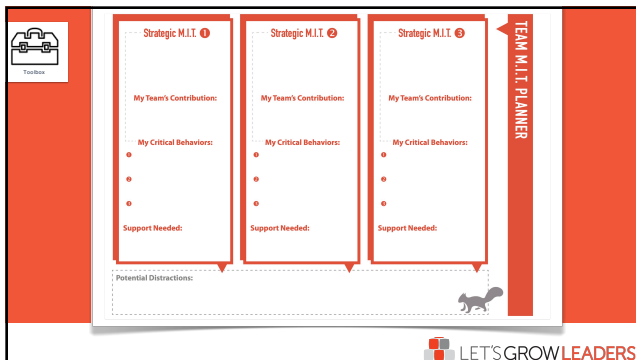
19



20



21

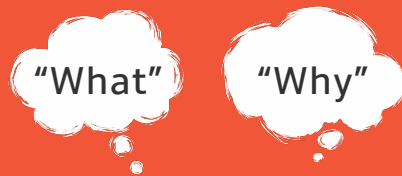


22



Matt's First Job

23



24

Connect



25



In a World Where...

26

THE FOLLOWING PREVIEW HAS BEEN APPROVED FOR
ALL AUDIENCES
BY THE MOTION PICTURE ASSOCIATION OF AMERICA



27



WINNING WELL

1. BRAINSTORM

In a world where... (tension, problem)

One... (hospital, recruiting team, group of medical miracle workers)

Will (change/stand up/ do x)

To (what you do)

2. SIMPLIFY

Ask a question:

We help ____ by doing _____

EXAMPLE

In a world where managers are burned out, frustrated and disillusioned one team of internationally recognized leadership experts will stand up against cynical, dehumanizing leadership to share practical tools to help leaders get results without losing their soul.

Q: Have you ever had a bad boss?

We help managers be better leaders and get results without being a jerk.

28

In a world where...
(tension or problem)



29

One...
(heroic team / woman /
man...)



30

Will...
(heroic action:
change / stand up / do ____)



31

To...
(what you do)



32

And help...
(who benefits from
what you do)



33



5 X 5

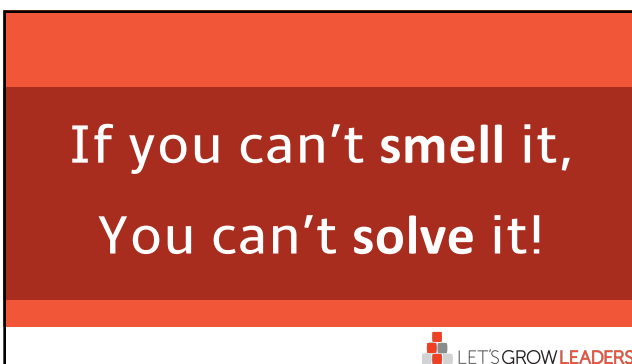
34



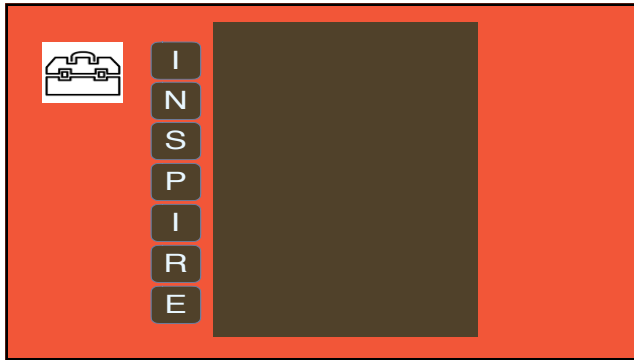
35



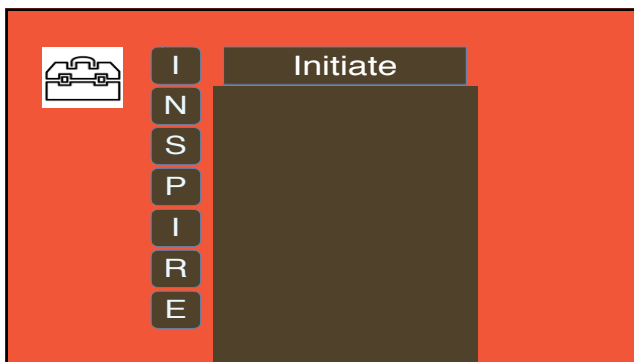
36



37



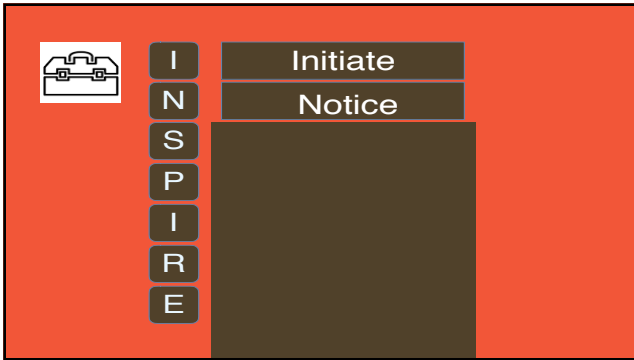
38



39



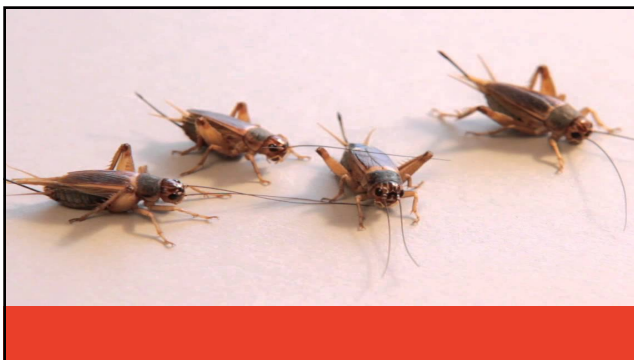
40



41



42



43



I	Initiate
N	Notice
S	Support
P	Probe
I	
R	
E	

44



I	Initiate
N	Notice
S	Support
P	Probe
I	Invite
R	
E	

45



I	Initiate
N	Notice
S	Support
P	Probe
I	Invite
R	Review
E	

46

I Initiate
N Notice
S Support
P Probe
I Invite
R Review
E Enforce

LET'S GROW LEADERS

47

ASKING for
A FRIEND

REAL QUESTIONS—
REAL ANSWERS ...

ASK Karin & David Your
LEADERSHIP QUESTION

LET'S GROW LEADERS

48

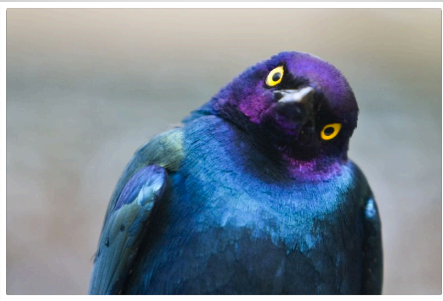
Cultivate
Curiosity

49



What prevents abundant ideas and solutions?

51



No one asked

52

49%

53

The **problem**
with your
open door...



54

"Whenever **we hear**
something is '**allowed**' or '**OK**'
human beings have a natural
tendency to become **sheepish**"

-John Dore, London Business School Review

55

Nothing
Happens

56

57%

57

"BECAUSE WE HAVE
ALWAYS DONE IT
THIS WAY"



58

67%

59



Fear

60

40%

61

What would those ideas improve?

- **Efficiency** in a process
- Customer **service**
- Employee **performance**

62

"A mere **3 out of 10** U.S. workers strongly agree that their **opinions seem to count** at work.

Move that ratio to 6 in 10 employees, organizations could realize a 27% reduction in turnover, a 40% reduction in safety incidents, and a 12% increase in productivity."

-Gallup

63

Where do you
most need
a great idea



64



Help people have a good

Interesting
Doable
Engaging
Actions

LET'S GROW LEADERS

65



How to find valuable ideas?

66



MBWA Or OCHTC?


67



 LET'S GROW LEADERS

68

U - What are we Underestimating?
G - What's gotta Go?
L - Where are we Losing?
Y - Where are we missing the Yes?



OWN THE UGLY

Take responsibility for mistakes; recognize vulnerabilities.

WINNING WELL
www.throughthetunnel.com

Own the U.G.L.Y.

69



How Can We?

70



Respond With Regard

71



Idea Feedback Tool

Start with Thank You!



72



Idea Feedback Tool

4 Responses to Use When You're Given an Idea.


The idea is...

1. Already Implemented.

Explain where and how the idea is in use and who the team member might talk with to learn more.



73




Idea Feedback Tool

4 Responses to Use When You're Given an Idea.

The idea is...

2. Incomplete.

What additional information can you give the team member? What questions or obstacles do they need to address? Can you ask them to resubmit their idea with the additional information thought through?



74



Idea Feedback Tool

4 Responses to Use When You're Given an Idea.

The idea is...

3. Ready to be trialed and tested.

Can you invite the team member to help with the trial?


LET'S GROW LEADERS

75



Idea Feedback Tool

4 Responses to Use When You're Given an Idea.

The idea is...

4. Not moving forward.

What considerations made the idea less valuable right now? Is there additional information that would help the employee come up with better ideas next time?


LET'S GROW LEADERS

76

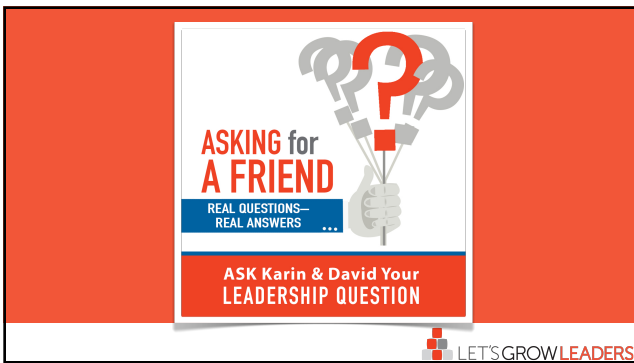
What do you do with an idea like this...


LET'S GROW LEADERS

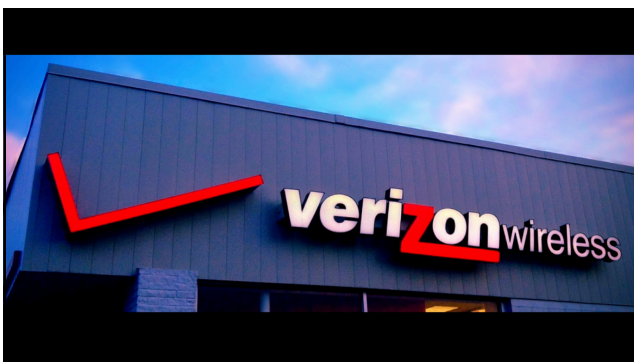
77



78



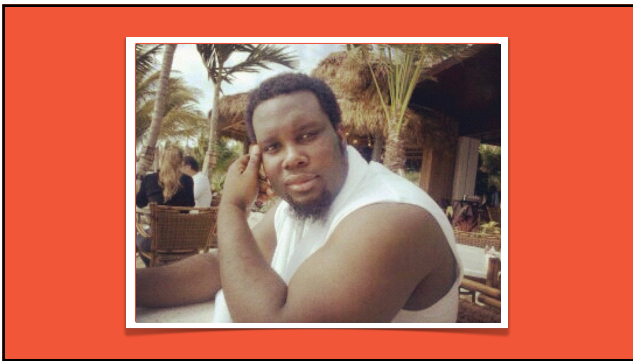
79



80



81



82



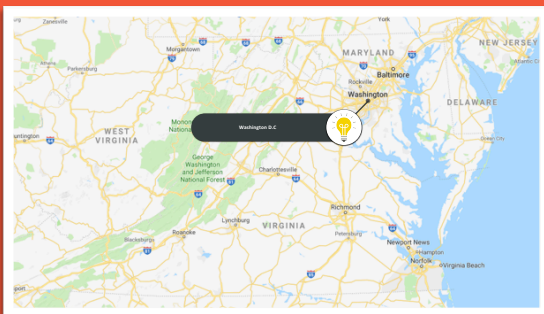
83

Time to be
in the hope business.

84



85



86



87



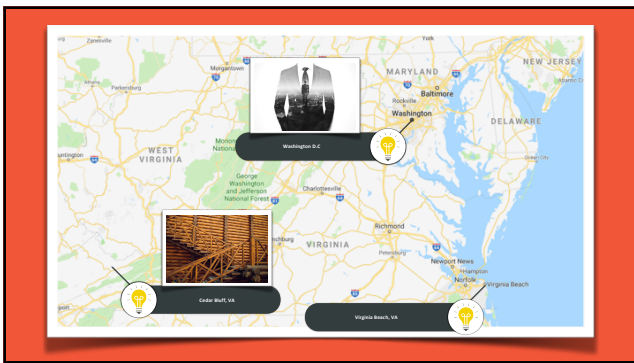
88



89



90



91



92



93



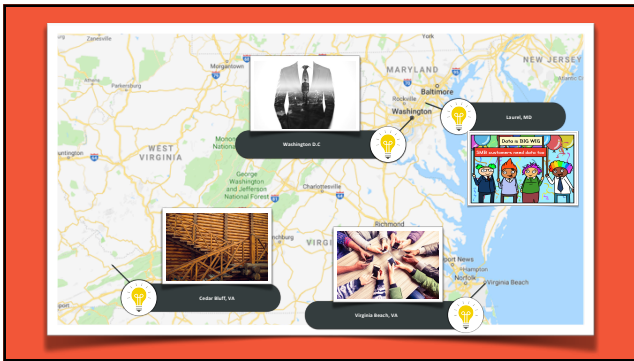
94



95



96



97



98



99



100



101



Please let us know what you thought of this session!

Go to the **Aventri Johnstone Meeting** App
Click on **"Agenda"** in the app.

Select the session you are in and
click the **"Survey"** button,
complete the questions and hit **submit**.

At the end of the meeting a random name
will be drawn and prizes given out to the winner!

Thank You!

Washington, DC
March 2-5, 2020

102



103



104
