

# ASTD Sept 4, 2013



## 1<sup>st</sup> Milestone – BUILDING BUSINESS ACUMEN

### Change Speech



1. Pick one change initiative – the most important to you
2. Prepare Worksheet (5')
3. Roaming Change Speeches
  - Standup
  - In pairs: each give change speech
  - Switch after two minutes

### Say it in 60 seconds or less....

- What is changing?
- Why is it critical to succeed?
- .... and what stays same?

## 2<sup>nd</sup> Milestone – SPARKING INNOVATION

### Trust Continuum



1. Do a trust continuum for the organization you work for (or consult with)
2. Exchange: Why do you stand where you stand?
3. Discuss what needs to happen to move line up to more trust

### Change comes with risk for mistakes

If we make mistakes....

←—————→  
We are fired                      We are celebrated for trying



## 3<sup>rd</sup> Milestone – SILO BUSTING

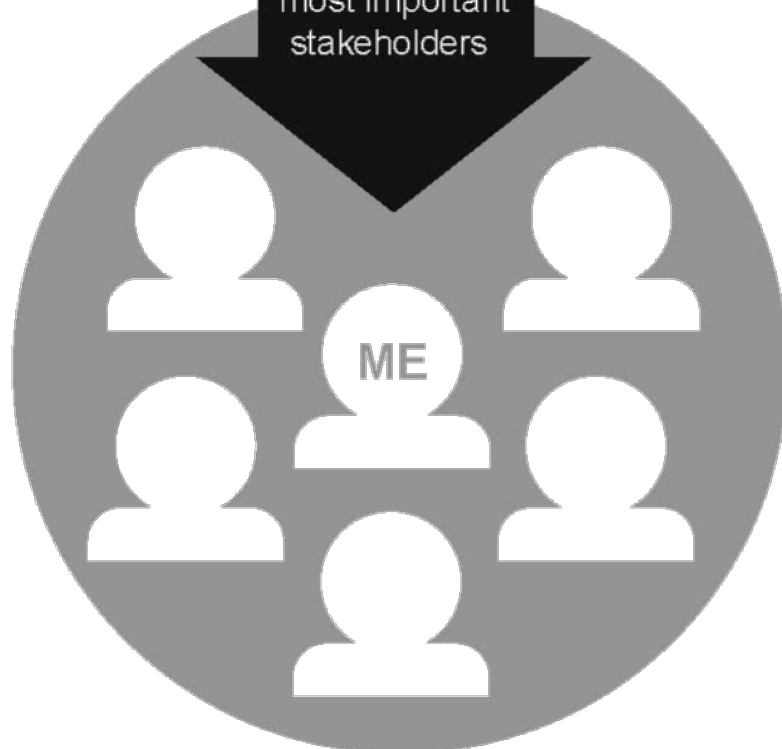
### Stakeholder Analysis

1. Who are your five most important stakeholders - outside of your team? (Put *Names* into faces)
2. What are their main objectives?
3. Who do you have the biggest challenge to collaborate with?
4. Peer Coaching: Exchange ideas regarding
  - Reasons for challenges
  - Options for improving collaboration

Who are your

# 5

most important stakeholders



## 4<sup>th</sup> Milestone – ENERGIZE THE TEAM

### Team play?

1. Identify team pictures
  - What are the characteristics of each team?
  - How do individuals play with each other?
2. What kind of team are we now?
3. What kind of team do we need to be to be successful?
4. How will we get there?



## 5<sup>th</sup> Milestone – MAKING IT PERSONAL

### Personal Dashboard

1. Rate 3 Dashboard Questions
  - What would it take to get you to a "5"
2. Reflect: Anywhere where you didn't chose "5":
  - What would it take to get you to a "5"
3. Discuss



#### JOB SATISFACTION



Dream job

Hate coming to work

#### PEAK PERFORMANCE PREDICTOR



At max performance

Could come to work and sleep all day

#### MY STRESS LEVEL



Working at ideal stress level

Too much stress OR Not enough stress