

CHOOSE | THE AMERICAN CANCER SOCIETY



Chris Perillo

SAVING LIVES

Director, Training Vision: A Catalyst for Positive Change



A little bit about me..

- 15 years in Talent Development: 8 with American Cancer Society
- Specializing in Change Management & Organizational Learning

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Creating a Learning Organization



You will leave this session with:

- thoughtful insight into your personal mastery, your vision, and your contribution to a shared vision for success
- strategies used by the American Cancer Society to create a learning culture on the talent development team and throughout the learning programs delivered to the organization
- practical implementation ideas to create a learning culture on your team and in your organization.

We Are
The American Cancer Society

WE HELP PEOPLE

A circular image showing a woman with long blonde hair, wearing a light-colored short-sleeved shirt, smiling broadly with her arms raised in a gesture of joy or triumph. The background is bright and slightly blurred.

STAY WELL

A circular image showing a woman wearing a white headscarf and glasses, looking slightly to the side with a thoughtful or concerned expression. She is wearing a white, textured top.

GET WELL

A circular image showing a close-up of a laboratory setting. A pipette is positioned over a petri dish, with a single drop of liquid falling into it. Several other petri dishes are visible in the background.

FIND CURES

A circular image showing a group of people from behind, standing on the steps of the United States Capitol building. They appear to be participating in a public event or protest, with some raising their hands.

FIGHT BACK

IN 2013, WE HELPED PEOPLE GET **ANSWERS, CARE,** AND **SUPPORT** WHEN THEY NEEDED IT MOST.



HELPED **45 MILLION+**
GET CRUCIAL
INFORMATION
AND SUPPORT
AT CANCER.ORG



FULFILLED NEARLY
1 MILLION REQUESTS –
24/7 – FOR INFORMATION
VIA PHONE, EMAIL,
AND ONLINE CHATS



GAVE PATIENTS
283,000+ RIDES
TO AND FROM
TREATMENTS
OR MEDICAL
APPOINTMENTS



SAVED **\$38 MILLION+**
IN LODGING COSTS
FOR 43,000
PATIENTS AND
CAREGIVERS



OUR PATIENT
NAVIGATORS HELPED
77,000+ PATIENTS
UNDERSTAND THEIR
DIAGNOSIS AND
GET NEEDED HELP

3 MILLION
VOLUNTEERS
WORLDWIDE

LARGEST VOLUNTARY
GLOBAL PUBLIC HEALTH
ORGANIZATION

LARGEST NONPROFIT,
PRIVATE FUNDER OF
CANCER RESEARCH

IN THE US, INVESTING APPROXIMATELY
\$177.5 MILLION IN 2013, AND MORE
THAN \$4 BILLION SINCE 1946

UNITED STATES
CANCER DEATH
RATES ARE
DOWN

20%
SINCE 1991

THAT MEANS
MORE THAN
**1.3 MILLION
LIVES SAVED**
THAT WOULD
HAVE OTHERWISE
BEEN LOST

BRAND LEADER IN THE CANCER SPACE*

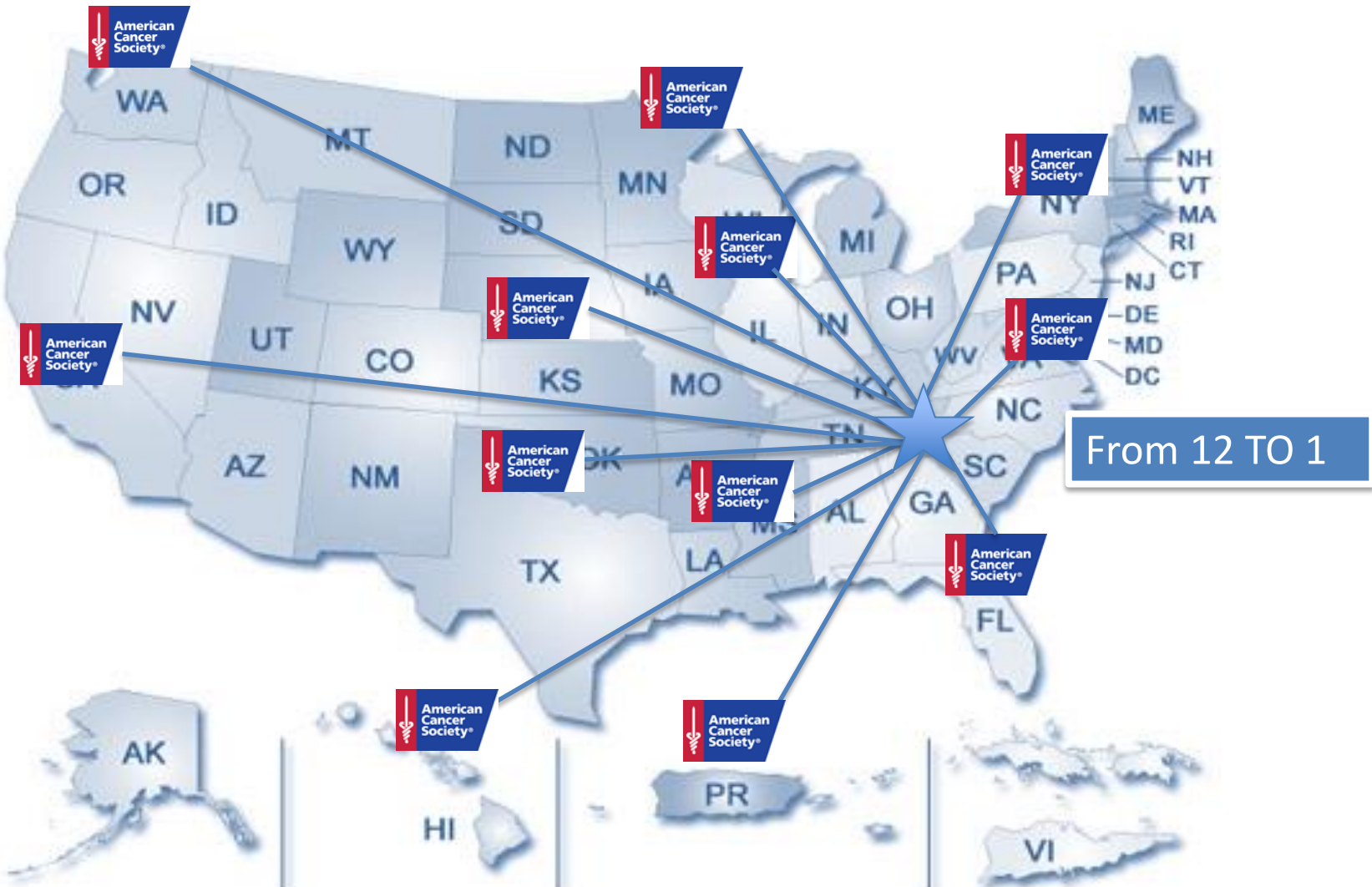
A black and white photograph of two women smiling together. The woman on the left is younger, with her eyes closed in a joyful expression. The woman on the right is older, with her hair styled in waves, and she is also smiling warmly. They are both wearing dark, patterned tops. The image is split horizontally by a white band containing text.

SAVING LIVES | CREATING A WORLD WITH LESS CANCER



A Transformation Challenge

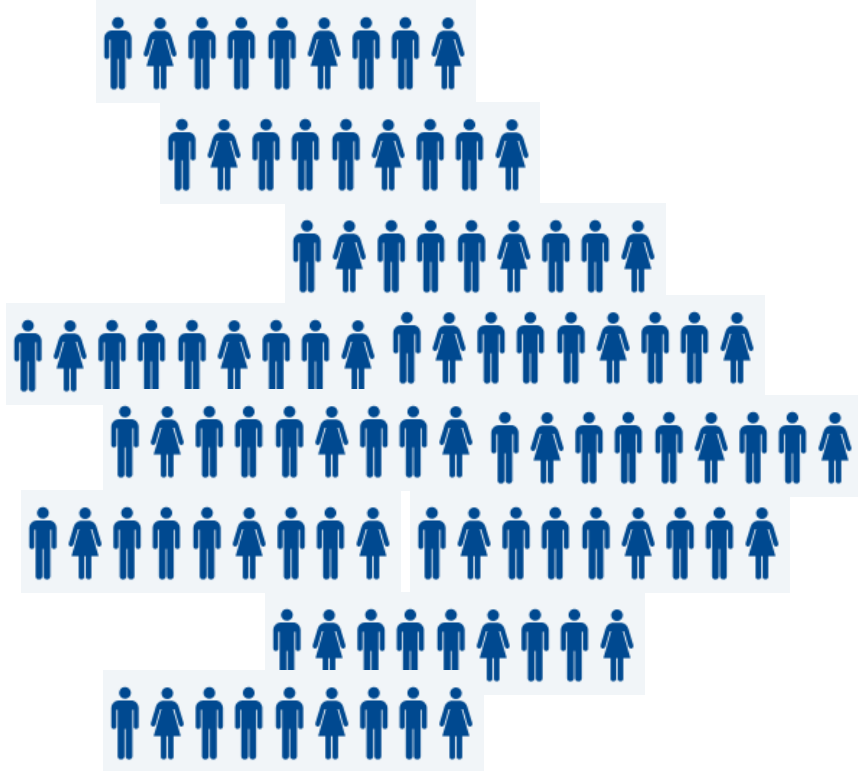
From Many To One



From 12 TO 1

A Merging of Talent

Pre-Transformation



Post Transformation

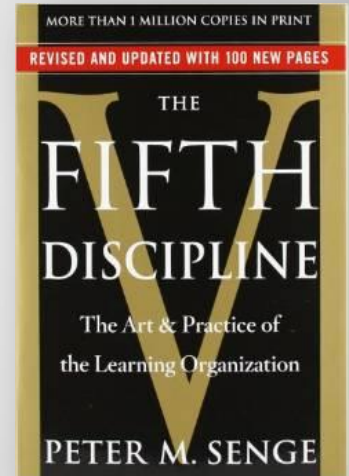


Creating A Learning Culture

CREATE A LEARNING CULTURE

PETER SENGE THE 5TH DISCIPLINE

- **Create a Shared Vision**
- **Team Learning**
- **Personal Mastery/Vision**
- **Mental Models**
- **Systems Thinking**



SHARED VISION

We Will Create A Centralized Learning Department That Delivers High Quality And Consistent Learning Delivery Aligned To Our Organization's Priorities That Meets The Needs Of The Society's Learners To Impact Our Mission.

The Solutions Will Be Innovative, Applicable And Support Organizational And Individual Success. *Save Lives. Fulfill Yours.*

Training Vs. Development. We Focus On The Development Of The Individual, Not The Training Event. End To End We Are A Team Of Development Professionals.



CREATING A SHARED VISION

IDEAS

AS MUCH AS POSSIBLE, LET THE TEAM DO THE CREATING.

YOU CAN START WITH A SIMPLE STATEMENT THAT THE TEAM CAN REACT TO AND BUILD UPON.

WHAT MIGHT THAT LOOK LIKE?



Team Learning



WIDE OPEN SPACE

Play space: What did you learn on the playground? Play together

Wide Open: “If I know it, I’ll share it with you.”, “what do you think?”

Open Dialogue: “All questions welcomed & answered”

Space to Take Risks: Perfection is BORING

Open & Free Praise: You ROCK!

Use Your Leadership Toolkit: Use Your FULL tool kit



Team Learning: Examples

...What do you want to learn?

“Sand Box” Calls

Inappropriate Questions

Virtual Water Coolers

Study Groups

Group Learning & Research Library

Tools: Yammer, Group Zap, SharePoint, Blackboard




CREATING A LEARNING CULTURE

QUESTION TO CONSIDER

TO CREATE A LEARNING CULTURE, WHAT WOULD
YOUR TEAM/DEPARTMENT/ORGANIZATION NEED TO
STOP START AND CONTINUE TO DO?



POWERFUL QUESTIONS FOR SUCCESS

- WHAT ARE THE KEY FACTORS THAT MAKE UP YOUR CULTURE
 - DO THEY HAVE THE OPPORTUNITY TO SHARE THEIR STRENGTHS?
 - ARE THERE OPPORTUNITIES TO SHARE KNOWLEDGE?
 - DO THEY HAVE THE OPPORTUNITY TO PLAY?
 - WHAT ELSE SHOULD YOU ASK YOURSELF/YOUR TEAM?
- 



WHERE TO START


QUESTION TO CONSIDER

TO CREATE A LEARNING CULTURE, WHAT WOULD
YOUR TEAM/DEPARTMENT/ORGANIZATION NEED TO
STOP START AND CONTINUE TO DO?

Personal Mastery...is a discipline of continually clarifying and deepening our **personal** vision, of focusing our energies, of **developing** patience, and of seeing reality objectively."



CHARACTERISTICS OF PERSONAL MASTERY

- Purposeful
 - Secure, honest truth-seeker
 - Works with-not against change
 - Curious and hunger for a better understanding of reality
 - Connected to others but clearly an individual
 - Sees and accepts their part in the “big picture,” which is much bigger than just him/her
- 



LOOKING AT OUR NEXT STEPS

**What's Your
Vision?**



IT ALL STARTS WITH A PERSONAL VISION

The Rules:
Just write, don't judge.



IT ALL STARTS WITH A PERSONAL VISION

Think of a time where you felt successful,
happy, in the “zone”.



IT ALL STARTS WITH A PERSONAL VISION

What is important to you?

Ex. My family, my car, traveling, my dog, my health

accomplishment accuracy acknowledgement adventure authenticity
beauty calm collaboration community compassion comradeship
confidence connectedness contentment contribution cooperation courage
creativity curiosity determination directness discovery ease effortless
empowerment enthusiasm environment excellence focus freedom
friendship fun generosity gentleness growth happiness harmony health
helpfulness honesty humor idealism independence integrity joy kindness
learning love loyalty orderliness participation partnership passion patience
peace productivity recognition respect romance self-esteem service
simplicity spirituality spontaneity strength tact thankfulness tolerance
tradition trust understanding unity vitality -



IT ALL STARTS WITH A PERSONAL VISION

What Does That Give You?

Ex. I love to travel, for the adventure.



IT ALL STARTS WITH A PERSONAL VISION

Prioritize the Top 10



IT ALL STARTS WITH A PERSONAL VISION

This is where you begin

This is where our time together ends



A black and white photograph of a smiling man looking through binoculars. The man's face is the central focus, with his eyes behind the lenses and a wide, joyful smile showing his teeth. He is holding the binoculars up to his eyes with both hands. The background is a bright, out-of-focus white, which makes the man's features stand out. The overall mood is one of optimism and forward-looking vision.

LOOKING AT OUR NEXT STEPS

What Will You Do?

Award Winning Best Practices



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THERE'S STILL MORE WORK TO DO

6 IN 10 HAVE HAD IMMEDIATE FAMILY OR CLOSE FRIENDS WITH CANCER.*

1 IN 4 HAVE SERVED AS A CAREGIVER TO SOMEONE WITH CANCER.*

1 IN 2 MEN AND **1 IN 3 WOMEN** WILL DEVELOP CANCER DURING THEIR LIFETIME.**



IN THE **UNITED STATES** THIS YEAR **1.6 MILLION NEW CANCER CASES** AND **580,000 CANCER-RELATED DEATHS** WILL OCCUR.**

CANCER COSTS THE US **\$216.6 BILLION PER YEAR**, INCLUDING **\$86.6 BILLION** IN DIRECT MEDICAL COSTS.***

GLOBALLY, CANCER CASES SKYROCKET TO 14 MILLION NEW CASES AND 8.2 MILLION DEATHS.****

*AMERICAN CANCER SOCIETY MARKET RESEARCH: 2013 BRAND TRACKER.

**AMERICAN CANCER SOCIETY. *CANCER FACTS & FIGURES 2014*. ATLANTA: AMERICAN CANCER SOCIETY; 2014.

***NATIONAL HEART, LUNG, AND BLOOD INSTITUTE. *NHLBI FACT BOOK, FISCAL YEAR 2012*. BETHESDA (MD): NATIONAL HEART, LUNG, AND BLOOD INSTITUTE; 2013.

****HELLMICH, NANCI. "NEW CANCER CASES WORLDWIDE EXPECTED TO SKYROCKET." USA TODAY ONLINE. 4 FEB, 2014.

Q&A



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ATD's BEST Webcast Series Schedule:

- [Lupin Limited—Creating an Aspirational Learning Mindset](#)
February 4, 2015 9:00 a.m. – 10:00 a.m.
- [Innovation in Education – Supporting a Changing Health Care Environment at WakeMed Health & Hospital](#)
February 24, 2015 2:00 p.m. – 3:00 p.m.