

Authentizity

IFMA - From Manager to Coach:

Tips for Engaging, Igniting and Activating Success

September 12, 2019

WELCOME.



ABOUT AUTHENTIZITY, LLC

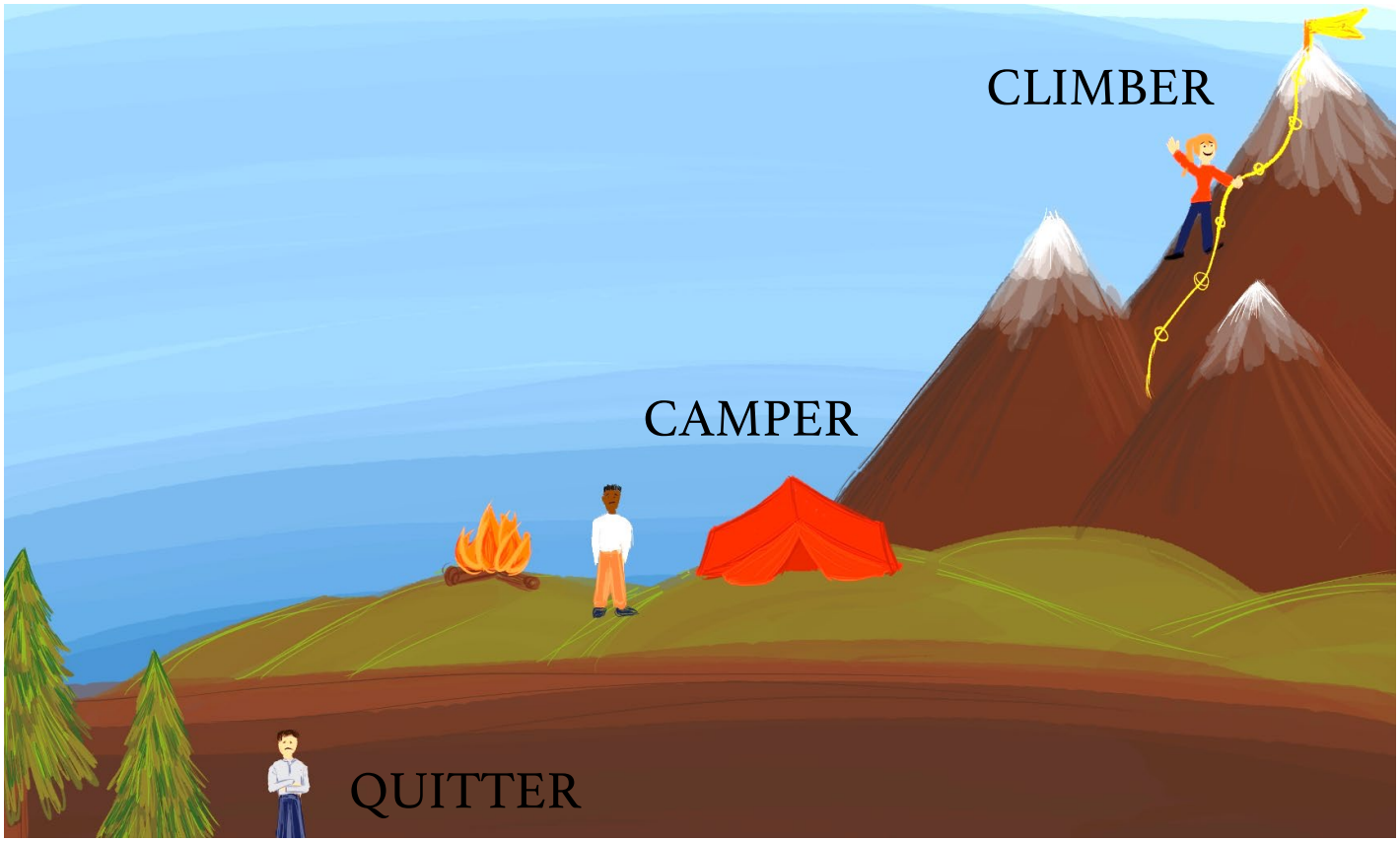
- Tenured Business Growth Strategist (26+ Years).
- Gallup CliftonStrengths Finder Certified Coach.
- Deep history of successfully assembling collaborative teams.
- Intuitive Mentor/Motivator, leveraging Individuals' talents to maximize engagement.
- Priority Optimization to farther, faster.
- Proven, Proactive, Results-Driven Problem Solver.



SO MUCH CULTURE COVERAGE



THE DOWNWARD SLIDE TO LIFE WITHOUT PURPOSE



REMEMBER / ENVISION YOUR BEST SUPERVISOR EVER?

- How did they communicate? How often?
- What were their values?
- How did they leverage your strengths, talents, engagement, etc.?
- How did they celebrate successes?
  - Both the organization's and their employees'?
- How did they drive teamwork and collaboration?



QUESTION

- What kind of supervisor do you want to be?



A DINOSAUR ONE, PERHAPS???

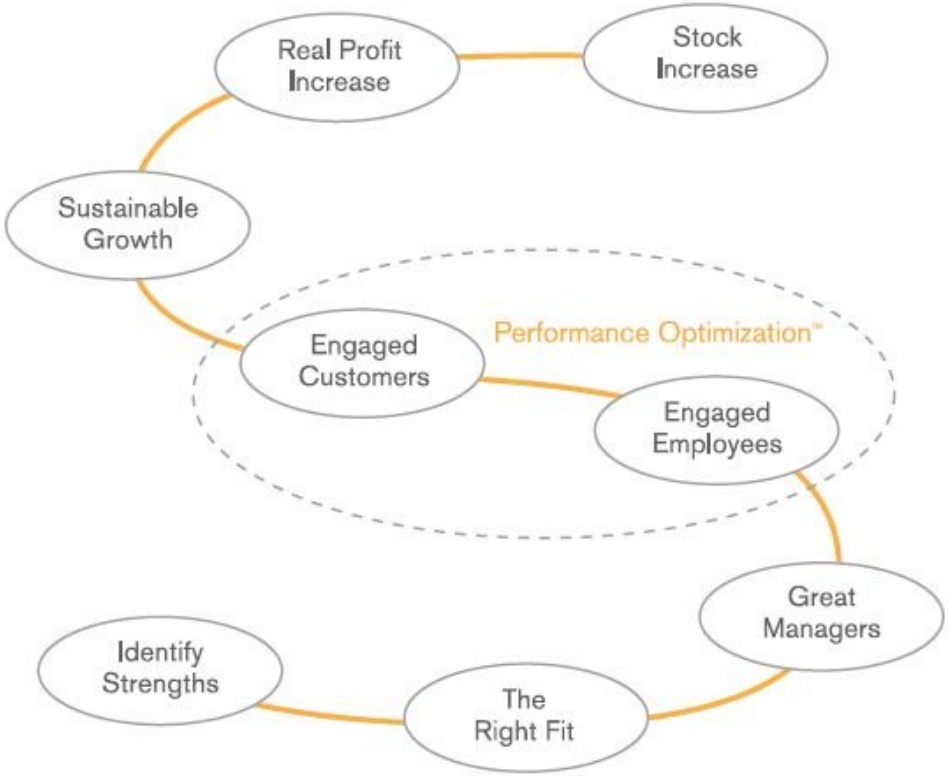


GALLUP MICROECONOMICS

GALLUP Path

Microeconomics

A behavioral economic model for organizations

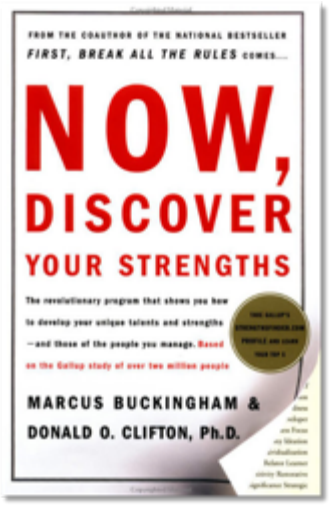


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Donald O. Clifton, Ph.D. psychologist and business executive. (1924-2003)

> **What** will **happen** when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?"



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CLIFTONSTRENGTHS FINDER ®

Identified 34 prevalent talent themes

More than 33 million potential combinations

Positive language to describe:

- How we think
- Why we behave in certain ways
- What's great about us

THE 34 TALENT THEMES

Achiever	Connectedness	Harmony	Relator
Activator	Consistency	Ideation	Responsibility
Adaptability	Context	Includer	Restorative
Analytical	Deliberative	Individualization	Self-Assurance
Arranger	Developer	Input	Significance
Belief	Discipline	Intellection	Strategic
Command	Empathy	Learner	Woo
Communication	Focus	Maximizer	
Competition	Futuristic	Positivity	



4 DOMAINS OF TEAM STRENGTHS

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

GALLUP RESEARCH FINDINGS

One-third of global employees strongly agree with the statement:

"The mission and purpose of my organization makes me feel my job is important."

By moving that ratio, business units have realized:

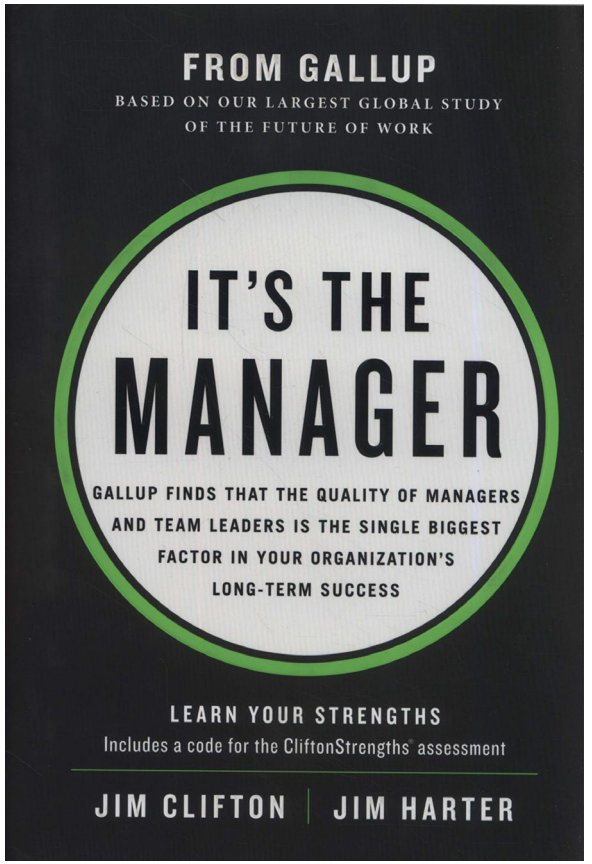
- a 51% reduction in absenteeism,
- a 64% drop in safety incidents and
- a 29% improvement in quality.



IT'S TIME TO TURN MANAGERS INTO COACHES

Gallup research indicates that:

- *"Only one in five employees strongly agree that they are managed in a way that motivates them."*



GALLUP HAS IDENTIFIED THE 5 TRAITS COMMON TO THE BEST MANAGERS ARE:

1. **Motivate:** Inspire teams to get exceptional work done.
2. **Approach:** Set goals and arrange resources for the team to excel.
3. **Initiate:** Influence others to act; push through adversity and resistance.
4. **Collaborate:** Build committed teams with deep bonds.
5. **Investigate:** Take an analytical approach to strategy and decision-making.

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GALLUP®

THE BEST MANAGERS ARE TRANSITIONING TO COACHES



THREE REQUIREMENTS OF COACHING

- Establish Expectations.
- Continually Coach.
- Create Accountability.



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5 CONVERSATIONS TO DRIVE PERFORMANCE



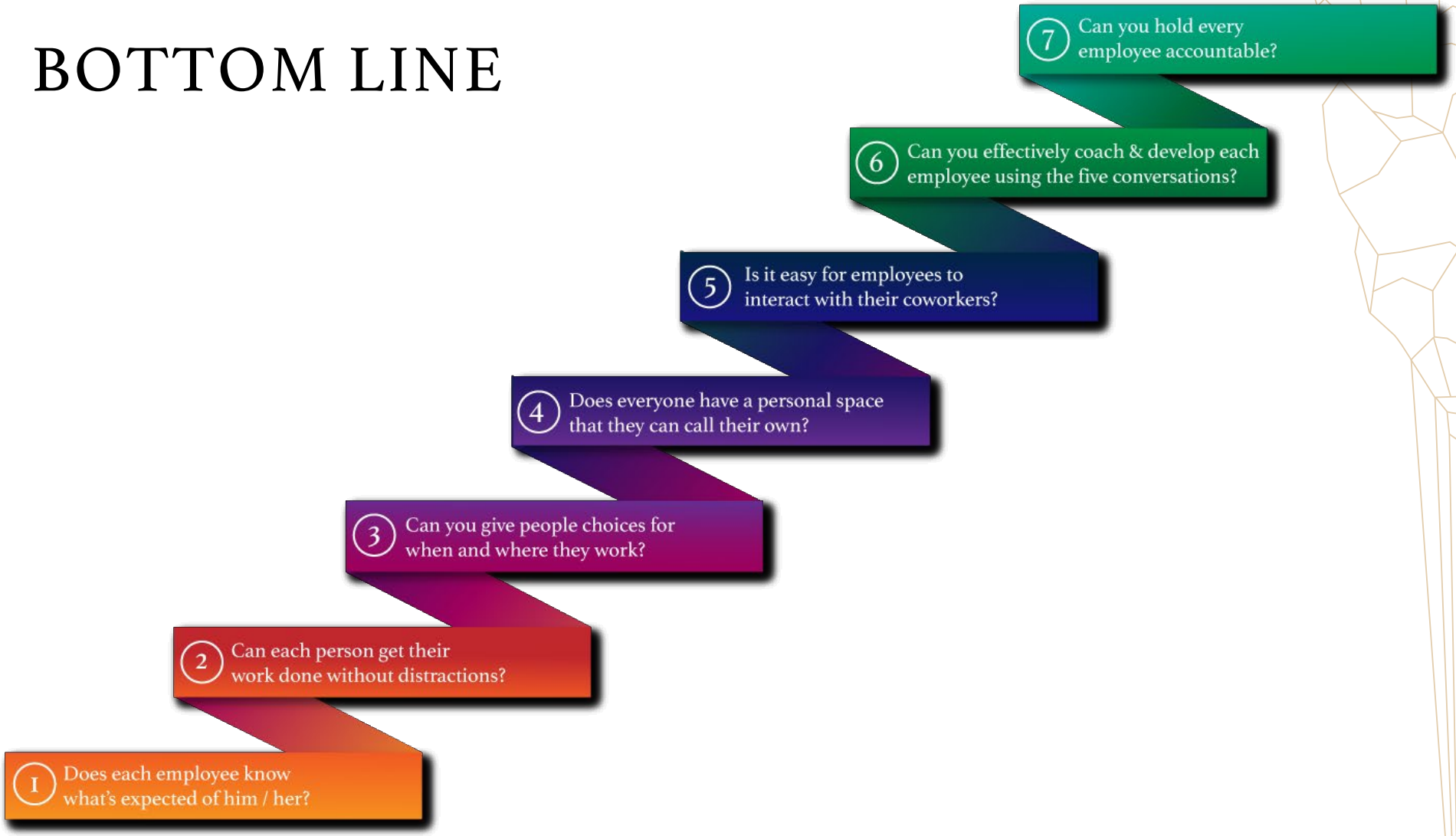
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QUESTION



- What 3 Measures can you implement this week to drive these kinds of conversations?

BOTTOM LINE



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QUESTION

Do you know your employees more by their weaknesses or by their strengths?



STAND UP IF YOU...



STAND UP IF YOU...

...make a list of things to do, even on the weekends.



STAND UP IF YOU...

...need to pick someone to race while driving.



STAND UP IF YOU...

...impatiently “remind” the elevator that you are waiting.



STAND UP IF YOU...

...are instinctively curious and ask lots of questions.



STAND UP IF YOU...

...have a color-coded or otherwise organized closet.



STAND UP IF YOU...

...have a small, tight-knit group of friends. Who needs anything more?



STAND UP IF YOU...

...commit and stick to it, even if it overloads you.



QUESTION – AS A MANAGER

As a Manager, are you self-aware about your own strengths?

Do you take them for granted and expect everyone to think in the way that you do?





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5 CLUES TO TALENT

1. Yearning – Naturally drawn
2. Rapid Learning – Pick up quickly
3. Flow – Automatically know
4. Glimpses of Excellence – Surprise yourself
5. Satisfaction – Excited to repeat



EMBRACING LEADERSHIP

Maximize Human Capital (Your Employees)

- Which of my Strengths can I lean in to manage/assist them?
- Be a Coach as well as a Supervisor.
- Create/Cultivate Relationships.
- Set Clear Expectations/Hold them Accountable.
- Provide Consistent, Transparent Communications.
- Be a Talent Scout.
- Inspire.
- Collaborate with other Managers (Peer-to-Peer.)



IT'S ALL ABOUT TEAMWORK...



WHAT IS A STRENGTH-BASED TEAM

A strengths-based team is a group of ***imperfect*** but ***talented*** contributors who are ***valued*** for their ***strengths*** and who ***need one another*** to realize individual and team excellence.



TEAM SUCCESS

If we are a strengths-based team, we…

…know and intentionally use our unique strengths.

…know and appreciate each other's strengths.

…combine our strengths as a team to achieve success.

…are connected to a common purpose.

…effectively communicate.



5 STEPS TO A STRENGTHS-BASED CULTURE

1. Start at the Top / Executive-Level Sponsorship.
2. Give every employee the opportunity to discover their strengths.
3. Build an internal network of strengths coaches.
4. Integrate strengths into performance management.
5. Transform your internal programs.

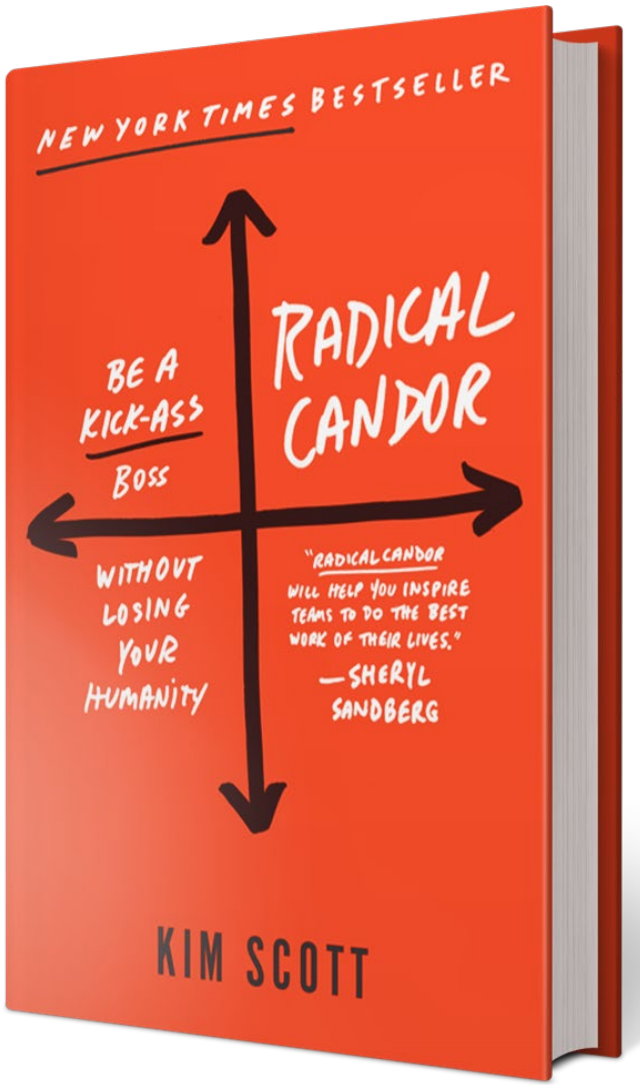


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8 LESSONS TO BUILDING A COMPANY THAT PEOPLE ENJOY WORKING FOR

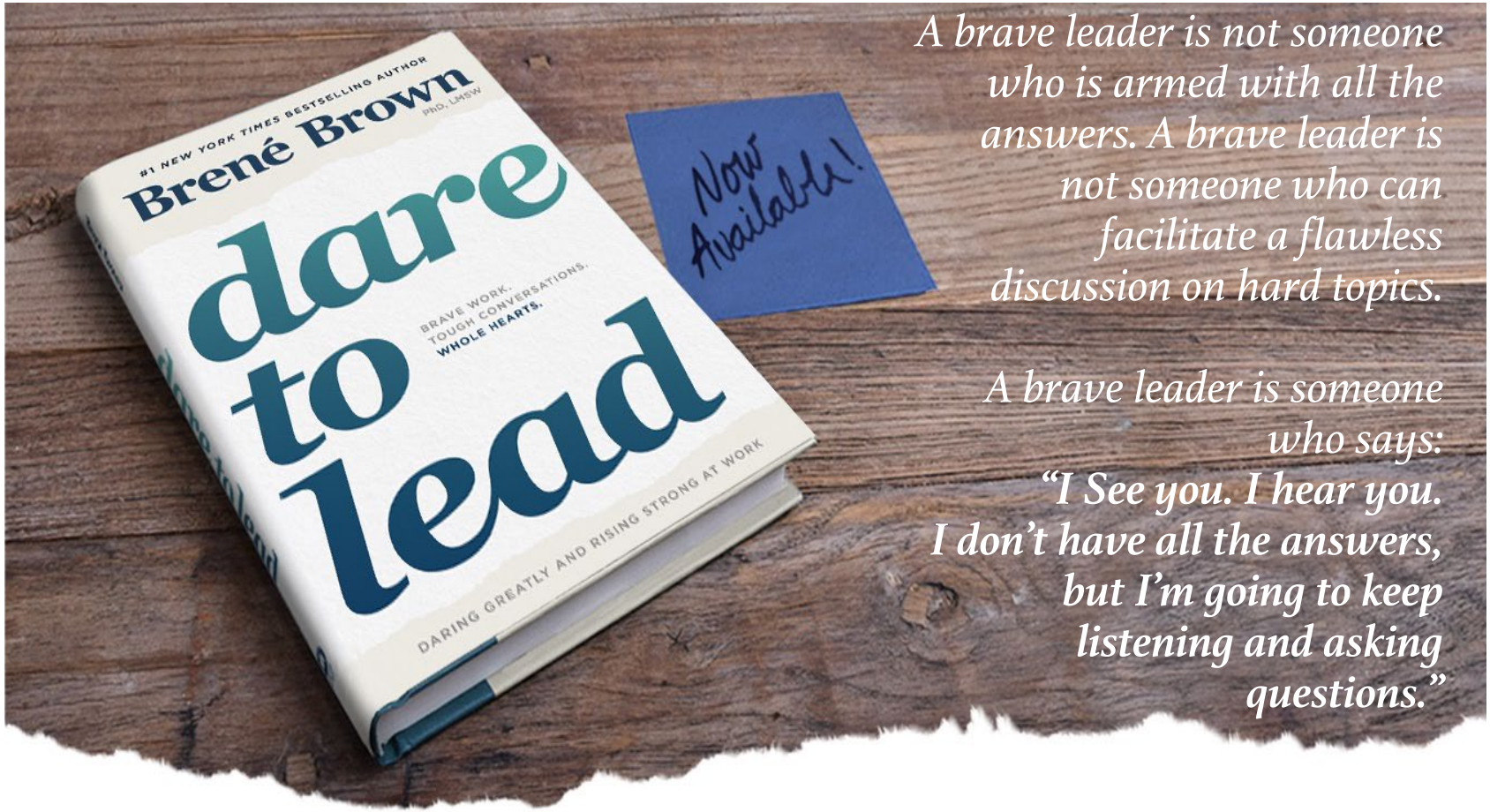


Books For Consideration...



Say what you think – it's not mean; it's clear.

Books For Consideration...

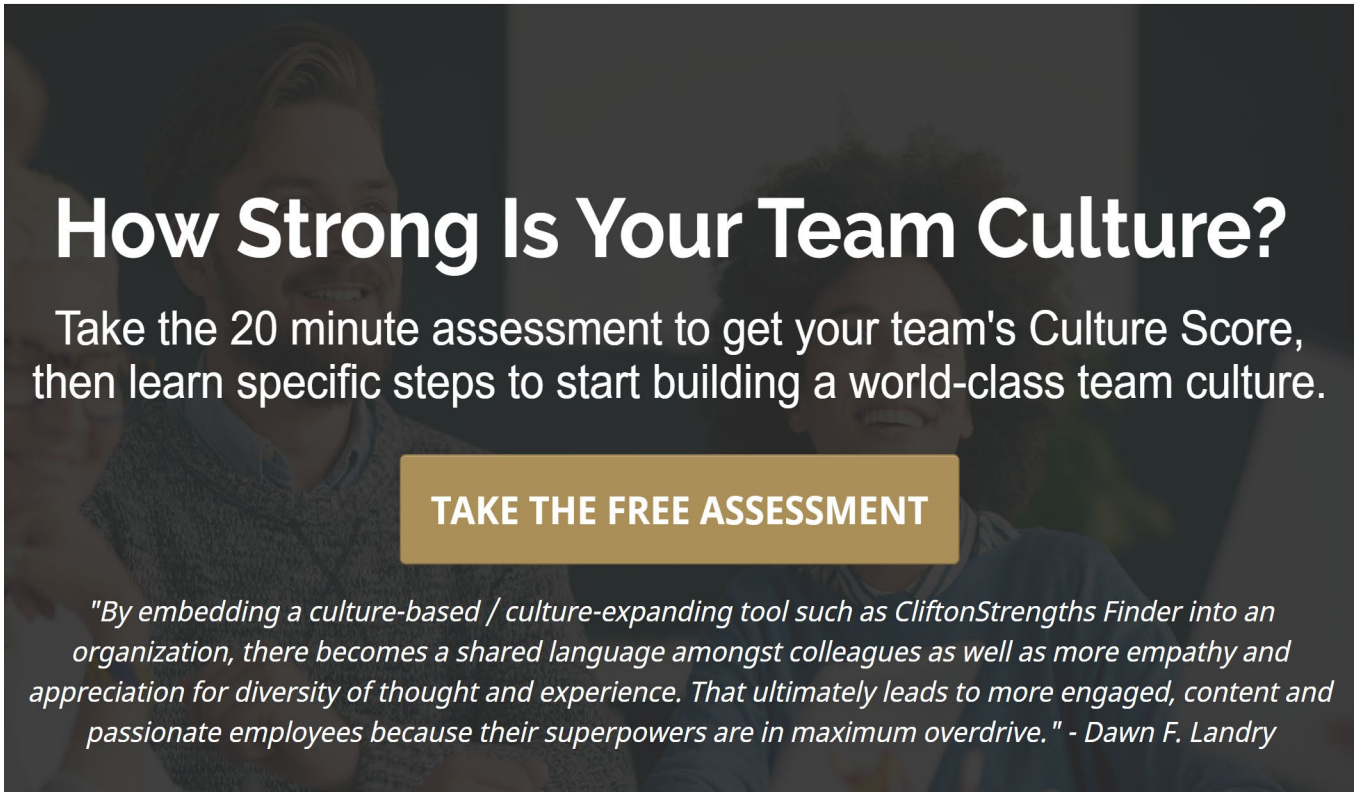


A brave leader is not someone who is armed with all the answers. A brave leader is not someone who can facilitate a flawless discussion on hard topics.

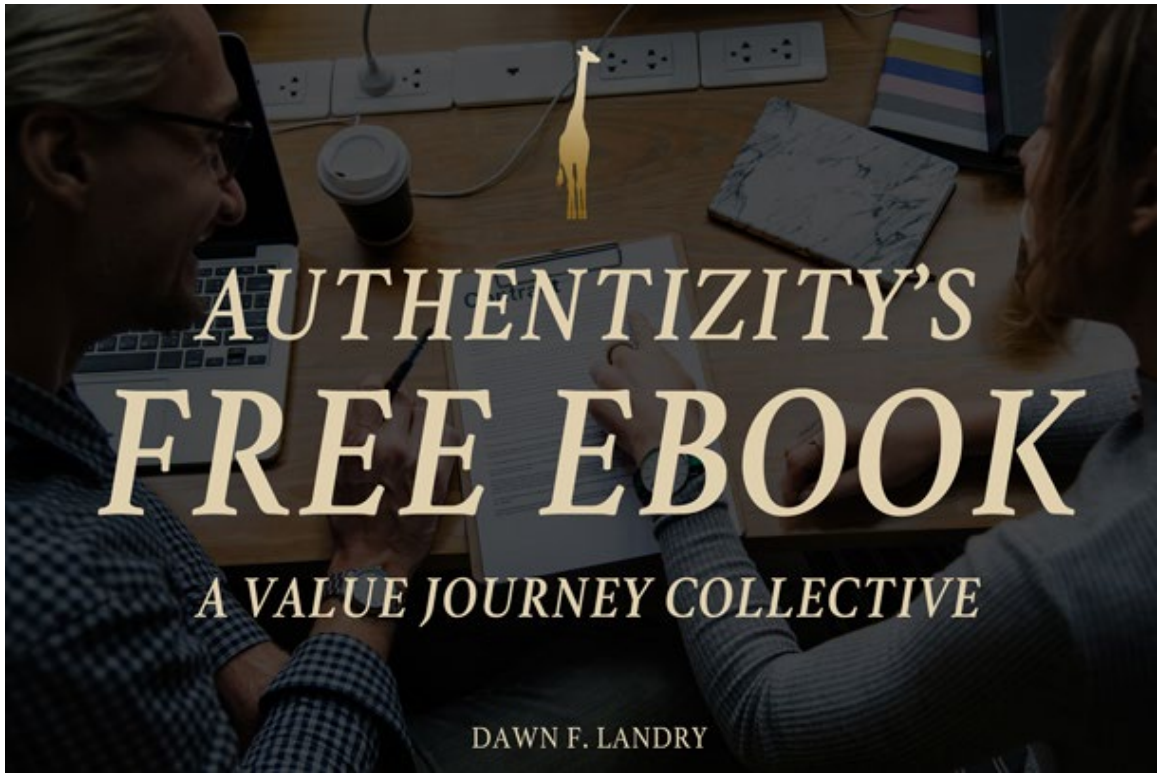
A brave leader is someone who says:
"I See you. I hear you. I don't have all the answers, but I'm going to keep listening and asking questions."

Take Authentizity's Free Culture Assessment...

Authentizity



https://coach.soar.com/team-culture-assessment



http://authentizity.com/a-value-journey-collective-ebook/



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THANK YOU!