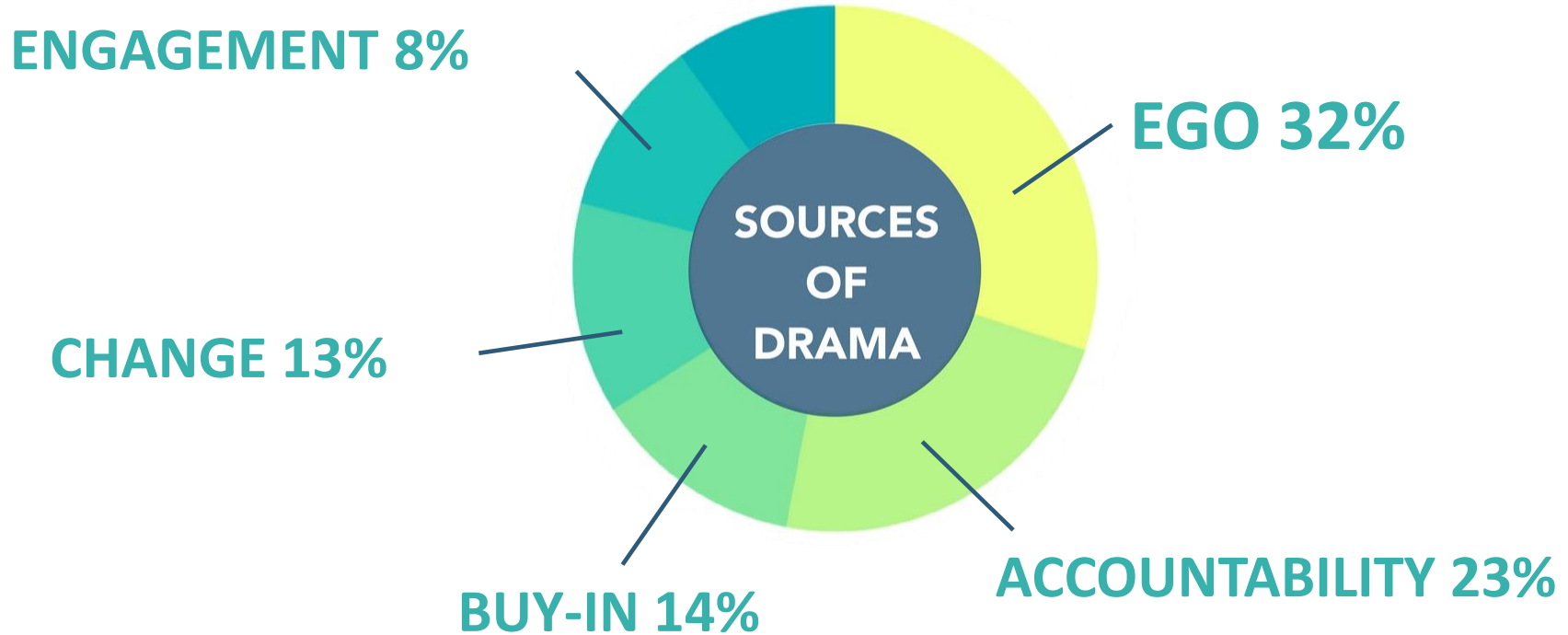


A DEEPER DIVE

Practical Tools to Ditch the Drama and Call
Teams to Greatness at Work

@alexmdorr





THE LEADER'S NEW ROLE

is to help employees eliminate emotional waste by facilitating good mental processes.

TOOL #2 - THINKING INSIDE-THE-BOX

More sleep
GOAL

12 Hour Shifts

CONSTRAINT 1

SOLUTIONS
"How I / We Can ..."

CONSTRAINT 2

No Extra Time

“Leaders don’t solve
problems, they dissolve
them.”

EXAMPLE #2 – COMPETING PRIORITIES

Growth/Sales
GOAL

Marketing: on
brand/buttoned up.

CONSTRAINT 1

SOLUTIONS
"How I / We Can ..."

CONSTRAINT 2

Sales: Collateral to get in
front of customers just-
in-time

GIVEN THAT...

1. Your GOAL is _____
2. And your CONSTRAINTS in your reality are
_____ & _____
3. HOW COULD YOU?

Think INSIDE-the-box.

WHEN TO USE THE THINKING INSIDE-THE-BOX TOOL?

1. When someone is giving the constraints, excuses or circumstances for why they can't succeed
2. When you are navigating **competing priorities** on a project
3. When two departments seem to have **competing goals** that are preventing progress, innovation or collaboration
4. When an individual is asking you, "Would you rather us do this **OR** this? You can only choose one." Ex: Would you rather us do this quickly **OR** with high quality?"

TOOL #3 – ACCOUNTABLE ENGAGED ACTION PLANNING

What would you like to improve in your workplace?

- Better communication
- More transparency
- Higher pay
- Better benefits
- More intuitive IT systems
- More support
- More trust

What are you willing to do to get that?

- Read and discuss with my colleagues the change initiative updates we post and email out
- Be clear when I want a day off and not lie about sick day
- Take on a project that is outside of my “job description” and deliver great results
- Meet with HR to understand the benefit options I’m not utilizing

How can I support that as your leader?

- Shorten the email with more concise information. Tuesday instead of Monday
- Find an educational course on burnout for team to watch over lunch
- Keep team posted on opportunities to grow, develop and step up
- Provide package overview handouts in visual manner for team to review

**ENGAGEMENT
WITHOUT
ACCOUNTABILITY
CREATES
ENTITLEMENT.**

Q&A

What is on
your mind?

Ready to start
using the tools?

Get your cheat sheet
download here.



SCAN ME