How to Be Bigger and Better Than the Moment

George Guy – Visionary/Advocate/Innovator
Alison Bloodhart – Consultant/Coach/Educator
Always remember that you are bigger than the moment, you are more than anything that could ever happen to you.

Tony Robbins
What we’ll cover today

- Transformation of the workplace
- Current realities
- Leadership
- Finding the gifts
- Actions taken
Transformation of the Workplace

Agricultural Age  Industrial Age  Information Age  Human Era / Cognitive Era

Human Centered
Having a Culture of:

Psychological Safety
Social Connection
Positive Climate

Leads to

Commitment
Engagement
Performance
Innovation
Resiliency
Boosted Health
Human Workplace Practices

- Organizational trust
- Coworker relationships
- Meaningful work
- Recognition, feedback & growth
- Empowerment and voice
- Balance of personal and professional responsibilities

If employees perceive organization acts with integrity

87%
Positive employee experience

Source: WorkTrends™ 2016 Global sample for the IBM/Globoforce Employee Experience Index Study (n=23,070)
Uncertainty
July 2020 - Rates of depression and anxiety in the U.S. compared to July 2019*

*HBR 2020 09
Take Care of Self First

• Use all your “body parts”
• Establish and follow a daily routine
• Refuel during the day
• Don’t be afraid to deal with your emotions
• Ensure you have an effective support structure
• Pace yourself

Put Your Oxygen Mask on 1st
Top 6 Questions to Ask Yourself Daily

1. Did I do my best to set clear goals today?
2. Did I do my best to make progress toward goal achievement?
3. Did I do my best to find meaning?
4. Did I do my best to increase my happiness?
5. Did I do my best to build positive relationships?
6. Did I do my best to be fully engaged?

Score Yourself: Scale 1 to 10

*HBR 2020 09 Marshall Goldsmith
What does it take to lead in the new normal?

- Truth
- Authenticity
- Pragmatic optimism
- Make peace with fear
- Focus not only now but the future
- Be a role model
- Be human

Be a Human Centered Leader
Ask Your Team

• Where do you think we should be going?
• Where do you think you should be going?
• What are you proud of?
• What are your suggestions for the future?
• How can I help? What can I do to help you in the team?
• What suggestions for the future do you have for me?

Marshall Goldsmith

Be a Human Centered Leader
Human Centered Model

• Growth mindset
• Deliberately Developmental Organization
• Earns respect
• Takes off the “mask”
• Understands the limits of knowledge
• Removes obstacles
• Asks for feedback
• Understands the importance of bias
• Coaches vs manages
• Care for and invest in the society
• Leverages technology
• Recognizes great work
Build resilience

- Affirm Values
- Emphasize Community
Deliberately Developmental Organization

- Leveling up and bringing online new capabilities that were previously unavailable
- Leaders that are intentionally evolving
- Employee growth is built into the operating system
- Employees committed to a continuous growth journey
- Learn from mistakes

Prioritizing Personal Growth
Finding the Opportunities
FWHA Actions

• Purpose
• Connection
• Innovation
• Technology
• Accountability
• Re-imagine

Human 1st
Questions

Opportunity to Explore & Learn
Thank You

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Working “Human”