



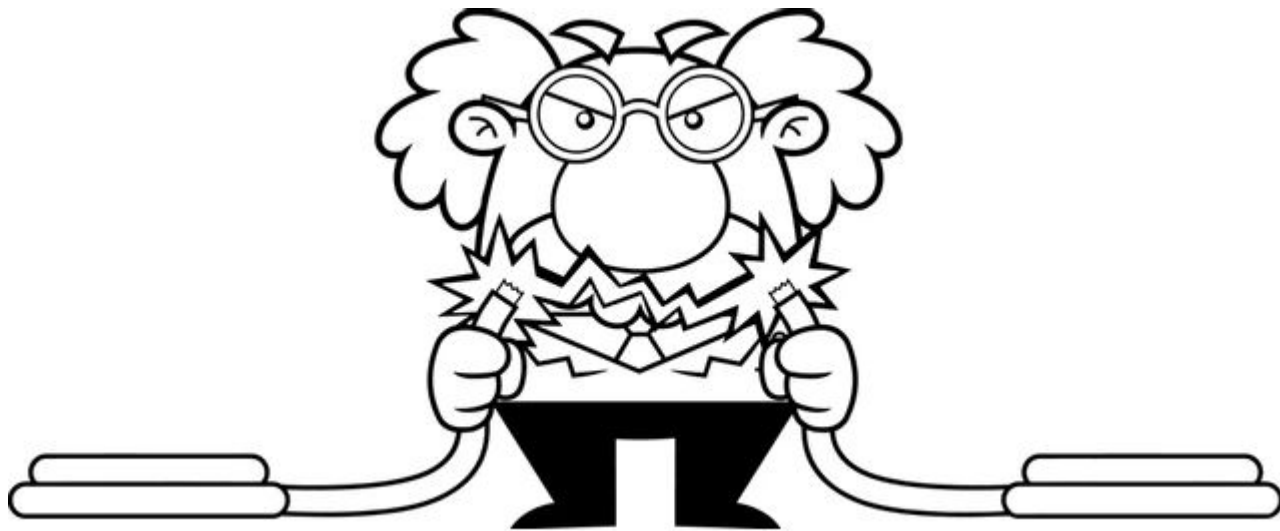
deviate

OFF TRACK



ON PURPOSE

× The Frenzy



Let's Experiment



"Decisions are the coin of the realm in business. Every success, every mishap, every opportunity seized or missed is the result of a decision that someone made or failed to make." HBR

Session Roadmap

1. Decision making defined
2. The Four Fears
3. The Four Remedies
4. Pathways to success



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OFF TRACK

ON PURPOSE

PURPOSE

Be better decision
makers

MISSION

Get the greatest return on your energy-investment.

Minimize the risk of decision making derailers

Design for decision making enablers



CORE LEARNING

Where are you spending most of your energy?

Where do you need to be spending more of your energy?



What would our
Stakeholders ask of
us?

SYSTEM SIGHT

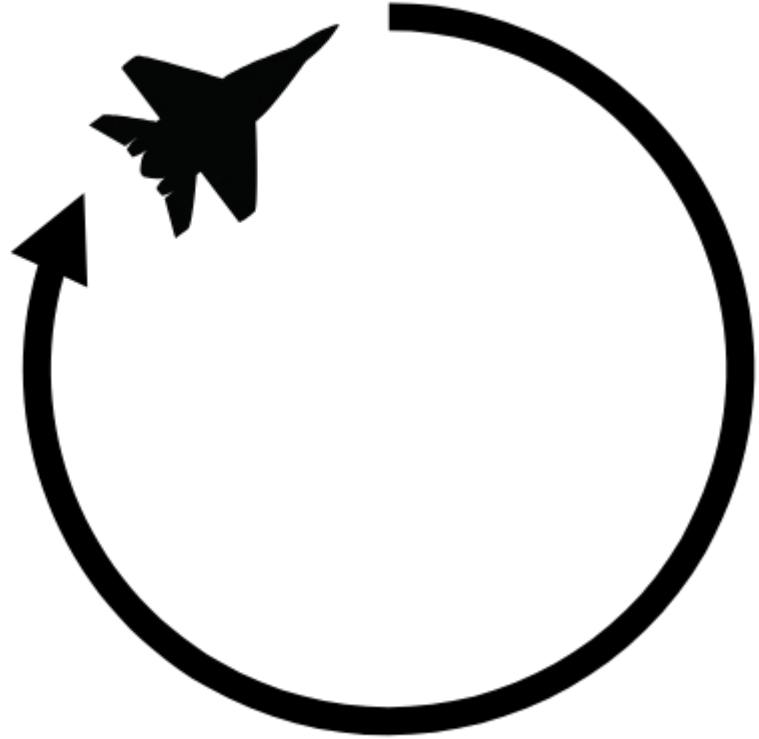
THE DIFFERENTIATION

OODA LOOP

DECISION MAKING 101

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- **OBSERVE**
- **ORIENT**
- **DECIDE**
- **ACT**





The edge of
Fear and
Frustration



STRENGTH & BALANCE



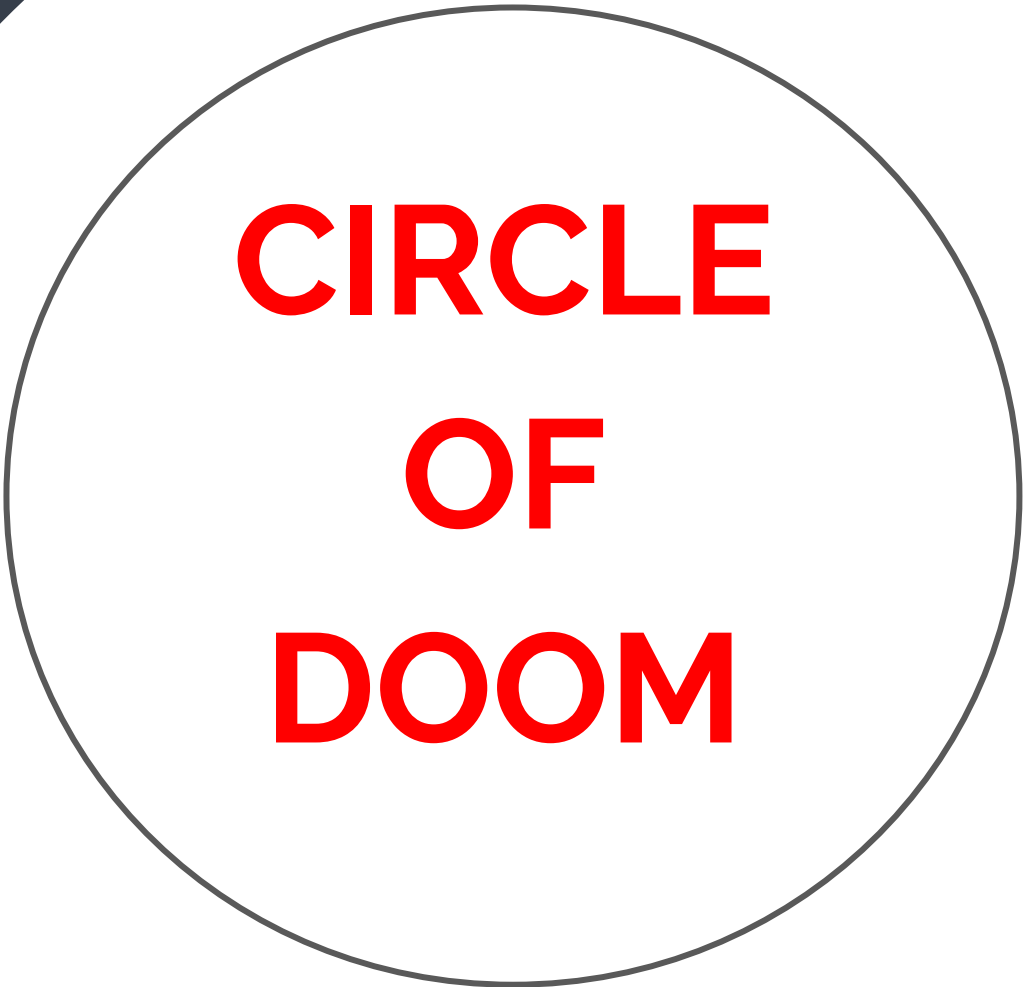
THE FOUR FEARS

OF LEADERSHIP

THE 4 DERAILERS

THE CIRCLE OF DOOM

- FEAR
- STRESS
- FRUSTRATION
- FATIGUE

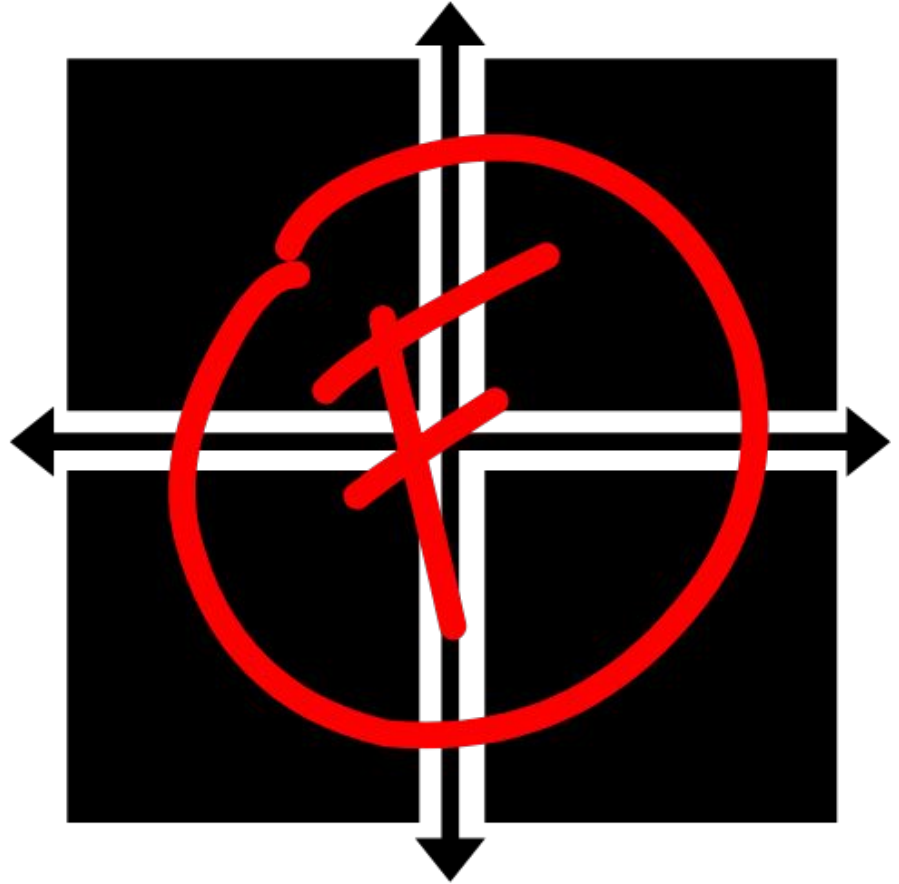


**CIRCLE
OF
DOOM**

THE 4 FEARS

CORE CONCERN

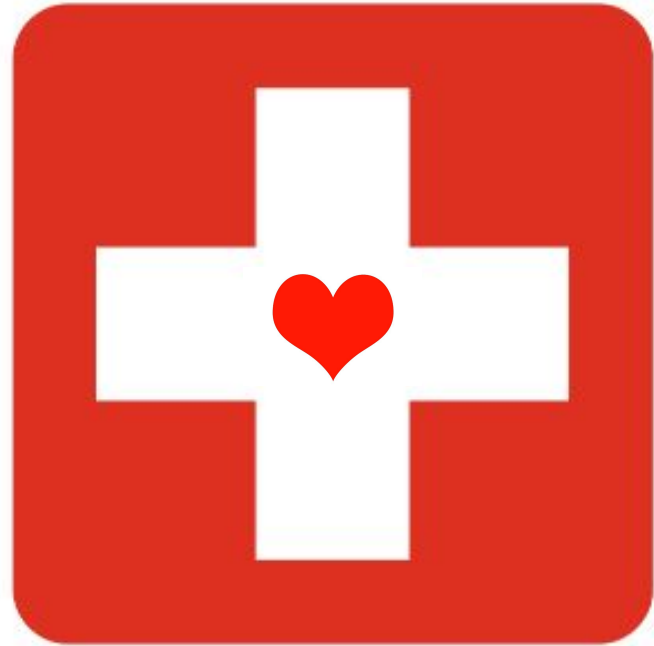
- THREAT
- FAILURE
- EXCLUSION
- INADEQUACY



THE 4 REMEDIES

CORE DESIRE

- SAFETY
- SUCCESS
- BELONGING
- CONFIDENCE



✕ Types of Team Conflict

Interdependent Tasks

Mismatched goals and expectations

Work Style

Conflicting skill sets, unclear job roles

Personality Clashes

Mismatches values and behaviors

Systemic

Organizational needs are disconnected

✕ Protection Personas

The Pleaser

Affection attitude
If you love me you will not hurt me.

The Conformist

Submissive attitude
If I give in, I won't be hurt.

The Dominator

Power attitude
If I have control, no one can hurt me.

The Victim

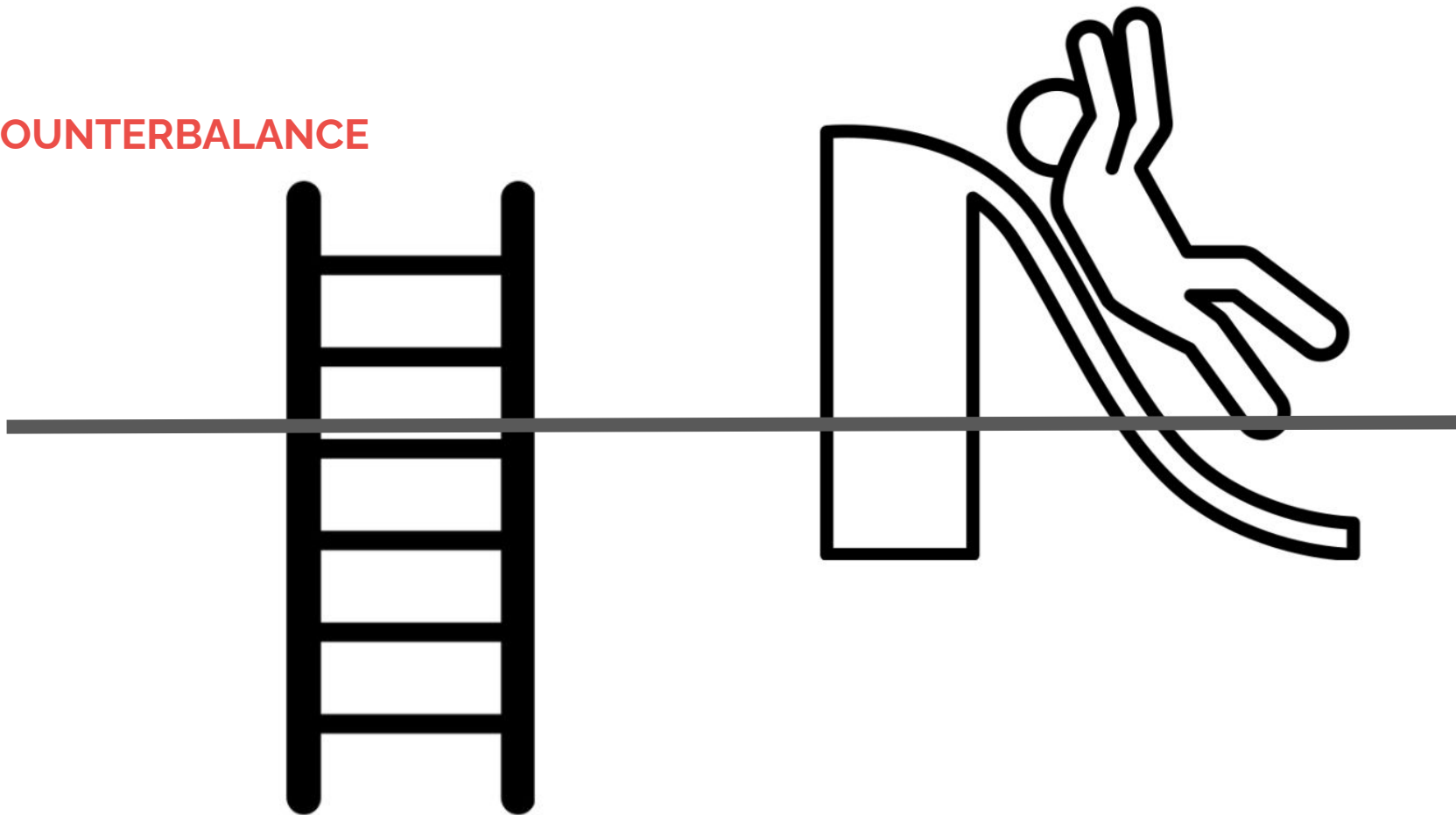
Withdrawal attitude
If I don't care, nothing can hurt me.

✕ Coping Defenses





COUNTERBALANCE



THE REMEDIES

TO DERAILERS



The **Macro** and **Micro** paths to performance



THE MACRO PATH TO

PERFORMANCE

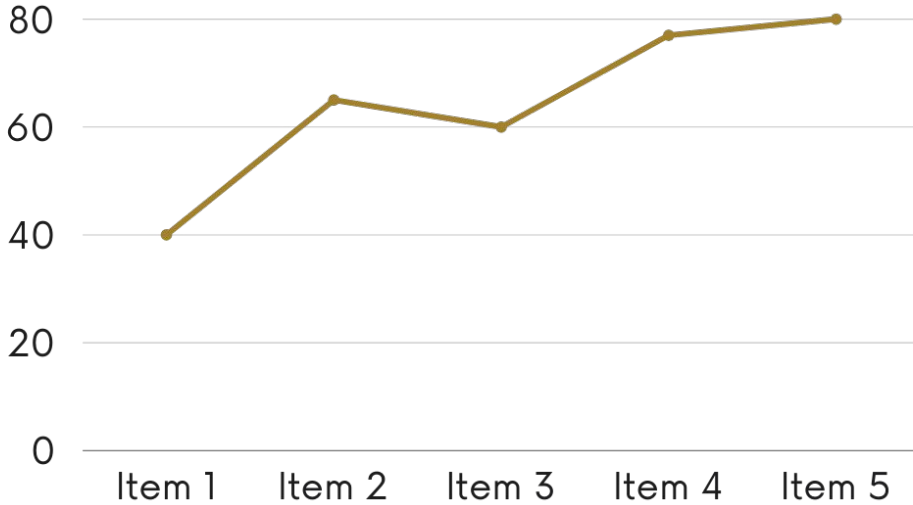
YEAR 1 - Expression

YEAR 2 - Experimentation

YEAR 3 - Integration

YEAR 4 - Category Leadership

YEAR 5 - Uncharted territory





THE MICRO PATH TO PERFORMANCE

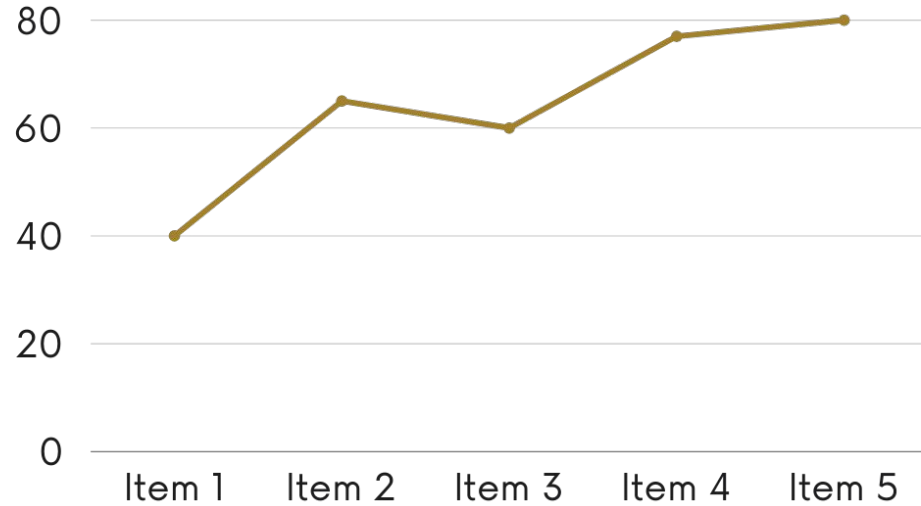
PURPOSE

PRIORITIZE

PARTNERSHIP

PRACTICE

PRAISE THE PROCESS



DO THE WORK

BREAK PATTERNS

PURPOSE

The **#1** indicator of a team's success.

The **ENERGY** behind the work.

The **VALUE** we must enable.



LIFE FORCE

We **SERVE** (why we get to exist)

To **ENABLE** (what outcome?)

So that... (undeniable **VALUE** proposition)

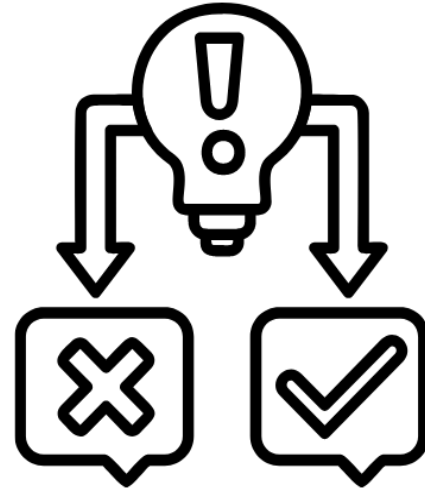


PRIORITIZE

Multiple **SOLUTIONS** to every opportunity

Highest **ROI** in service of the purpose

The future is constantly changing; your decisions can **CHANGE**, too.

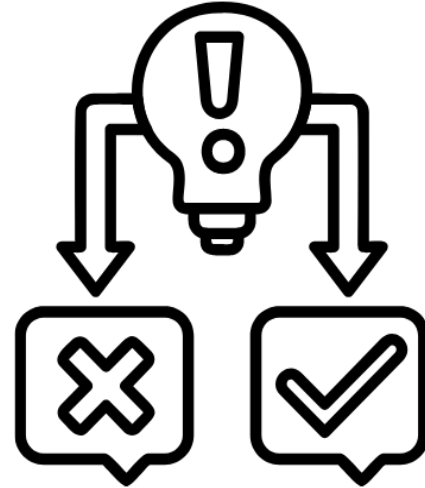


PRIORITIZE

REWARD specific value-adding behaviors

Harvest LESSONS and SHARE to strengthen the wider system

e-VALUE-ate PRIORITIES.



PARTNER

A leader is a CATALYST

Generate, focus, harness, and direct the ENERGY

Rise up to any situation - CALL UP, not out



PARTNER

BELIEVE

Create strategic beliefs that **FOCUS** the team

INTENT

Stabilize in **POSITIVE** intention

ACTION

Every decision is a **OPPORTUNITY** made or missed



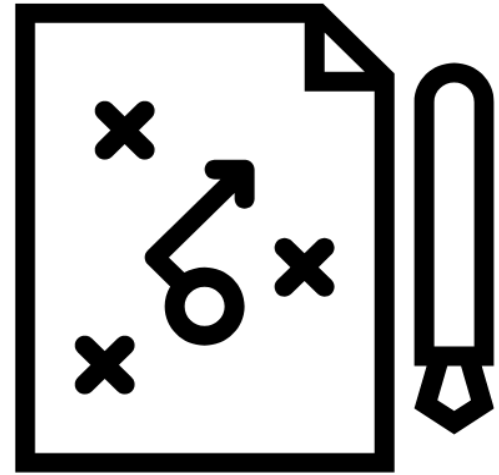
PRACTICE

The mind likes **REPETITION**

Potentiation **IGNITES** and is formed under fire

Self-realization must be **EXPERIENCED** in the body to be learned

Test **THRESHOLDS** when opportunity present themselves



PRACTICE

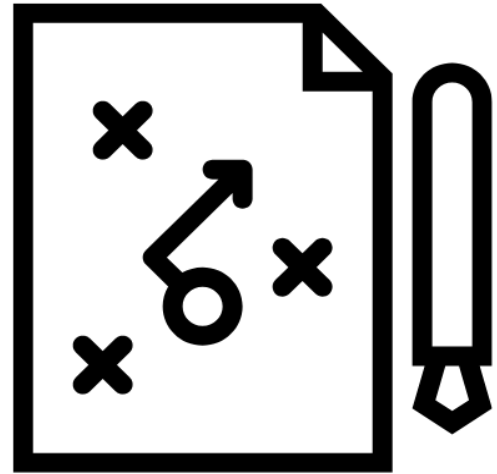
LAUGH and SMILE to improve resilience

CREATE with an experimental approach

ENGAGE don't ENRAGE

UPGRADE your internal narrative

LEARN, "This situation is teaching me..."



PRAISE

Honor and accept the learning **JOURNEY**

Hold each other to **MUTUAL** accountability

Protect the **CULTURE** of the team



PRAISE

CONNECTION over perfection

Take a HIGHER PERSPECTIVE

Honor success by RAISING THE BAR





High-value-
adding teams
seek **progress** &
partnership

MAHALO!

AMANDA BLANCK



deviate

OFF TRACK



ON PURPOSE

× CATALYSTS IN ACTION

The Disruptor

Interdependence

Work style

Personality

Systemic

× Its Expression

Hub and spoke communication, blaming and scapegoating, elephants in the room

Group think, too much internal or external focus

Ineffective decision making, cliques

Lack of collectively held purpose, unrealistic comparisons, silos

× Plan of Action

× CATALYSTS IN ACTION

The Disruptor

The Pleaser

The Conformist

The Dominator

The Victim

× Its Expression

Aloof in decision making, procrastinates

Looks to others for direction. Changes attitudes and behaviors to align with the group. Complies and identifies

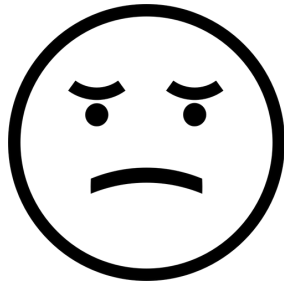
Anything to win, my way or the highway. interrogates, entitled, explosive eruptions.

Blames others for outcomes, feels world is against them.

× Plan of Action



ATL & BTL





The **BMW**



Skill

× Definition

Awareness

An understanding of your strengths, beliefs, and blind spots while recognizing their effects on others.

Reflect to understand perspective, expose opportunity, set expectations, and mine golden insights.

Attitude

The mindset applied to decision making.

Look for narratives reinforcing decisions, focus on the bigger picture, connect values to desired outcomes.

Ability

Capabilities and capacity to accomplish desired outcomes.

Enhance strengths with coaching, mentors, training, and exposure to new experiences.

Application

Departing from the norm to expand personal threshold.

Intentional opportunities to practice new behavior and critical thinking to absorb new growth.

Accountability

Commitment, perseverance, and ownership of choices and results.

Self-determining work ethic paired with courage and an emotional commitment worthy of effort.

Accomplishment

A sense of progress and success toward progress.

Find where love fuels success, celebrate the victories, track key lessons, grow closer in relationships.