



The Numbers...

- 77%** Quit their immediate supervisor
- 100%** Annual loaded cost to replace an employee
- 51%** Find their new job through word-of-mouth
- 75%** Culture was a deciding factor in choosing employment, and **STAYING** with the company

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High Performance Culture... The BENEFITS

1. Lower turn-overs	5. Faster recruiting
2. Higher employee engagement	6. More qualified candidates
3. Higher quality output	7. Less workplace drama
4. More innovation	8. The foundation for Kaizen mindset


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The only thing of real importance that leaders do is to

CREATE AND MANAGE CULTURE.

If you do not manage culture, it manages you, and you may not even be aware of the extent to which this is happening.

Edgar Schein
Professor, MIT Sloan School of Management



Why it Matters...

The most important measure for **Retention** is

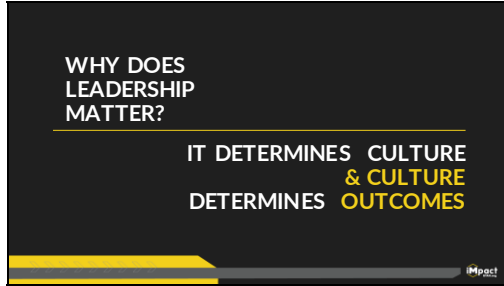
How we **FEEL** at work



Culture creates the...

Emotional Weather at work





Getting Grounded... A Personal Journey



- "To thine own self be true"
- What do I care about?
- What are my personal mission, vision and values?
- How do they align with those of my company?
- Dealing with:
 - The Imposter Syndrome
 - The Moses Myth

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Level 3 Leader



A high performing Individual Contributor...
Promoted to Leadership


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Level 3 Leader... Which One Are You?

SUCCESSFUL	FAILED
<ul style="list-style-type: none"> • Can manage themselves • Create Safety • Have regard for others 	<ul style="list-style-type: none"> • Have all the answers • Shames others for not knowing • Does it themselves • The boss we all quit

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Imposter Syndrome



The Solution



Moses Management Myth...

Create safety for the identification, refinement and execution of the **BEST IDEA**

...NOT YOUR IDEA!

Know Your Team...

- Who are they?
- What personal information do you know about them?
- What matters to members of my team?
- What motivates them?
- How are they wired- MBTI, Strengths Finder, DiSc, Color Code?
- Their love language



Being Heard

Others will never hear you...

until they KNOW you "SEE" them

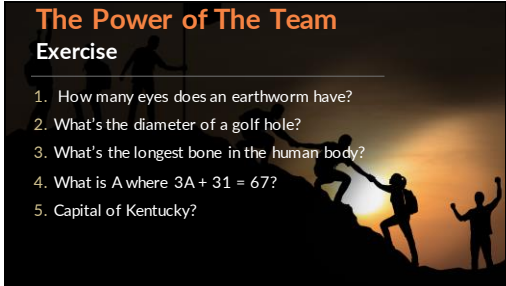
- Speak in the language of THEIR concerns
- Leverage the principle of "SOCIAL RECIPROCITY"



The Power of The Team

Exercise

1. How many eyes does an earthworm have?
2. What's the diameter of a golf hole?
3. What's the longest bone in the human body?
4. What is A where $3A + 31 = 67$?
5. Capital of Kentucky?



The Power of The Team

Exercise

1. 0
2. 4.25"
3. Femur
4. 12
5. Frankfort



The Formula For Success



iMpaact

The Formula For Success

πr^2

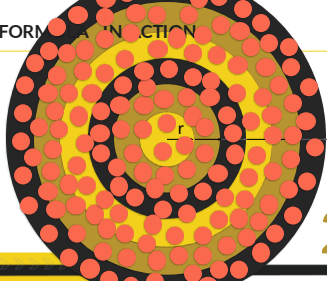
r =

1. I.Q.
2. E.Q.
3. M.D.

IMPACT

THE FORM CONNECTION

πr^2

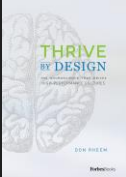


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IMPACT

High-Performance Culture

1. **Validate** - Daily
2. **Recognize** - Weekly
3. **Feedback** - Monthly



IMPACT

The Benefits of Effective Leadership...

- 1. Lower turn-overs
- 2. Higher employee engagement
- 3. Higher quality output
- 4. More innovation
- 5. Faster recruiting
- 6. More qualified candidates
- 7. Less workplace drama
- 8. The foundation for Kaizen mindset

Resources...



Sharing Knowledge to Improve Lives