ALL HANDS, ALL HEARTS, ALL IN!

14TH ANNUAL FOCUS CONFERENCE
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YES, I WILL COME AND VISIT YOUR COMMUNITY!
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VISITING COMMUNITIES ALL OVER THE COUNTRY!

THE OATH OF POWER!

I have come to the frightening conclusion that I am the decisive element in the “workplace”.

It is my personal approach that creates the climate. It is my daily mood that makes the weather.

As a “leader”, I possess a tremendous power to make a colleague’s life miserable or joyous. I can be a tool of torture or an instrument of inspiration.

I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated, a colleague humanized or de-humanized.

If we treat people as they are, we may be making them worse.

If we treat people as they ought to be, we help them become what they are capable of becoming.”
-Haim Ginott

A HERO’S/HEROINE’S LEGACY

Who in your professional past serves as a model of leadership and/or supervision?

1) WHO:

2) WHAT quality did they represent?

3) HOW did you feel in their presence?

4) WHY did their qualities have an impact on you?

1. Take 30 seconds to jot down a few quick thoughts and/or feelings about the quote above and its possible relation to the workplace.

2. If the statement is true, in what way might this change your job description? Be specific. While you’re at it, come up with a new title (ie. Hope Restoration Specialist)

3. Name an action that you will take this week that will benefit your colleagues.

4. What thoughts and feelings come to mind for you from the discussion and activity so far?

5. What actions are necessary so that you improve as a role model?
GUT CHECK!

1. What can you do, intentionally, to create a caring and energizing work environment?

2. If you were your own supervisor, what advice would you give yourself in order to be a greater inspiration to your colleagues/direct reports?

3. In what ways could you blow the socks of your coworkers?

4. In what way(s) over the last year have you improved your ability to motivate your colleagues? What could you do?

5. How would you rate your level of enthusiasm you show at work? How can you make it higher?

6. What quirks, idiosyncrasies, or bad habits do you possess which may be apparent to your internal and external customers?

7. In what ways might you be considered a joy to work with?

8. What three actions could/will you take so that, in 365 days, from now, your coworkers can say, “You are an exceptional colleague!!”?

9. When a colleague asks “How are you today?” what is the “new” answer you will give them, based on our conversation today?

THE SECRET TO YOUR SUCCESS

1. Find people doing things right and let them know sincerely, specifically and timely.

2. Treat unsuspecting staff to lunch, while there, be pleasant.

3. Recognize that change starts with you.

4. Schedule time weekly to walk around your facility. Be seen. Pretend you are happy.

5. Buy a pack of “Thank You” cards. Write specific reasons why you appreciate the recipients. Don't stop until beads of sweat appear on your forehead and your hand cramps. Repeat process.


7. Never underestimate the value of a personal thank you.

8. Reward the unexpected.

9. Make eye-to-eye contact when communicating – Do not rely on email to relay important messages, including praise or encouragement.

10. Treat every colleague as if they are your favorite. The power of the ugly baby is REAL.

11. Celebrate mistakes – the harder you fall the higher your bounce.

12. Meals on wheels. Reward your help desk employees by bringing them lunch.

13. Instead of just complaining or pointing out a problem, coach your team to bring 3 potential solutions.

14. Become the best listening manager they’ve ever had.

15. Help your employees/colleagues chart their dreams and future career path.

16. Take your team to lunch, ask them what’s working and how do we take it to the next level.

17. Praise publicly. Provide constructive feedback privately with little emotion. Lose the words, “constructive criticism”.

18. Make one of your colleagues an “Accountability Partner”, better yet, make them all partners. Meet with them or solicit their feedback regularly.

19. Create a list of 3 positive actions that people wouldn’t expect from you. Complete the list by the end of the quarter. Create a new list each quarter

20. Buy and read Patrick Lencioni’s, 5 Dysfunctions of a TEAM. Get rated by your team.

In this space, jot down concepts, actions, and commitments that you need to remember about the TEAM concept after today’s experience.

What are you thinking about your power as a role-model, as a result of our session today?

What skills do you want/need to master that will benefit your team?

CONTACT ME TO LET ME KNOW HOW YOU’RE DOING! Christophermotivates@yahoo.com