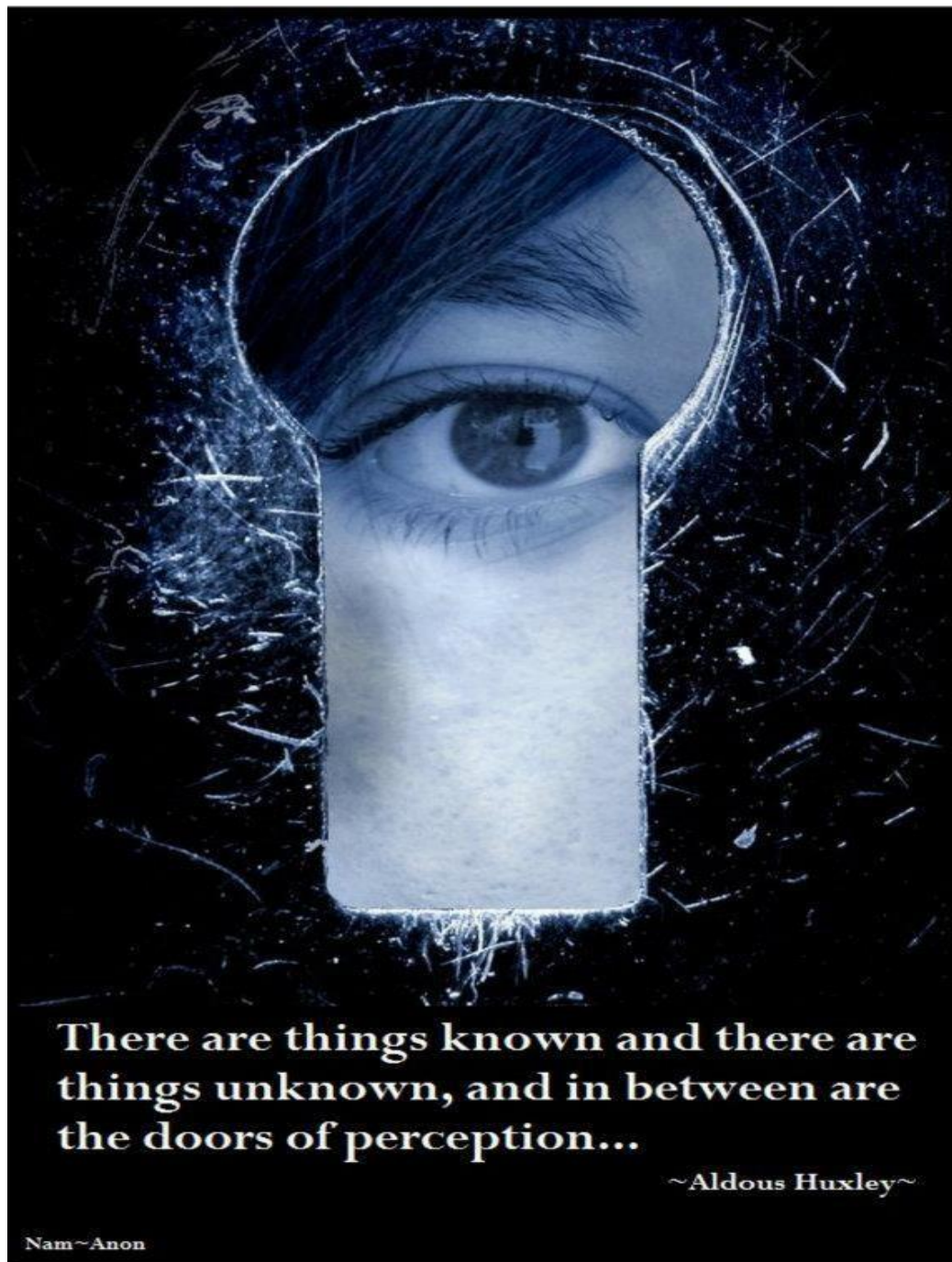


Keys to Unlocking your People Power

Three keys are positioned over the word 'Keys' in the title. The keys are of different sizes and are arranged in a slightly overlapping manner, with the largest key in the foreground and two smaller ones behind it.

Moving from Transactional to Transformational



There are things known and there are
things unknown, and in between are
the doors of perception...

~Aldous Huxley~

Nam~Anon

24% of employees don't trust their employer
(American Psychological Association)

Nearly 1/3 of employees would rather be recognized in a company-wide email from an executive than receive a bonus of \$500.00 (BambooHR)

The main factor in workplace discontent is not wages, benefits, or hours, but the boss (Gallup)

70% of employees are “not engaged” or “actively disengaged” at work (Gallup)

65% of Americans say they received no recognition in the workplace in the last year (Gallup)

Political Correctness

Authority

Touchy
Feely

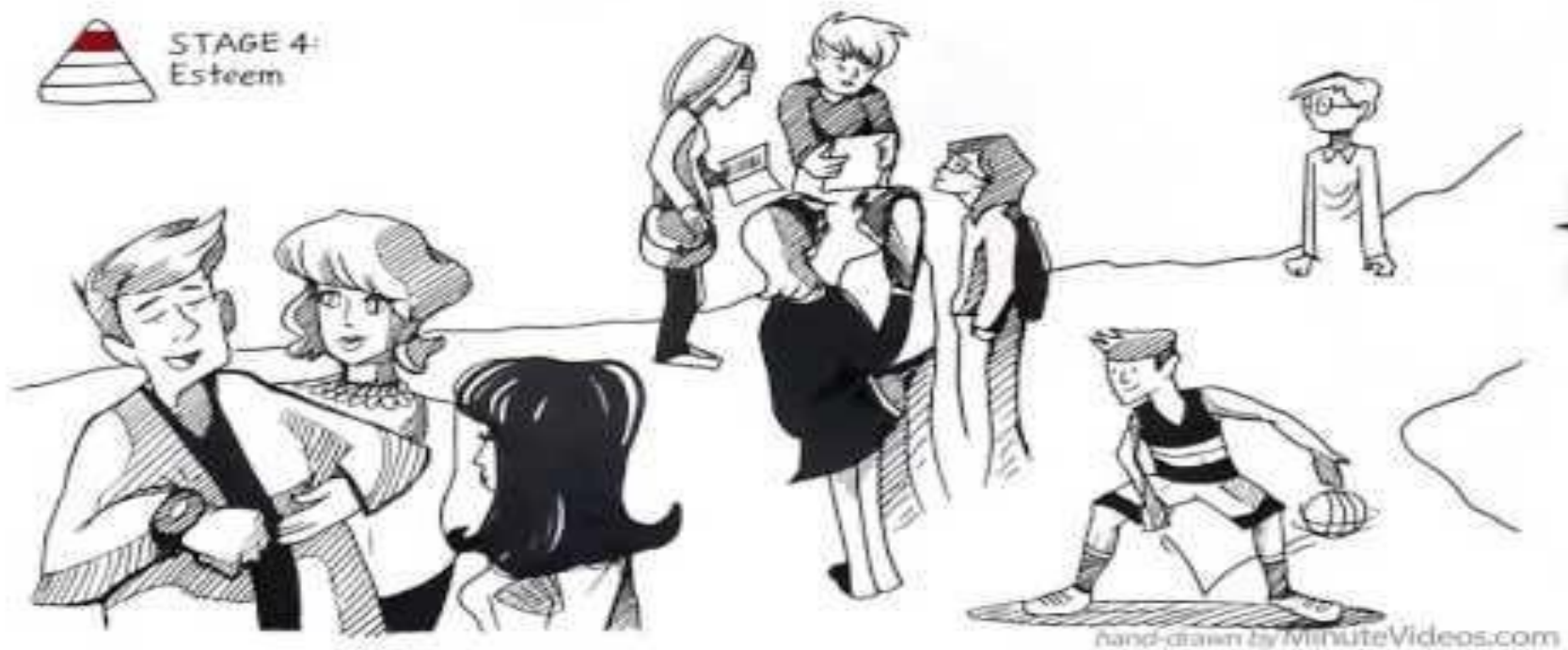
Amnesia

Busy-ness





STAGE 4:
Esteem



https://www.youtube.com/watch?v=O-4ithG_07Q

Self-Betterment region



83% employees experience a more positive work environment when they felt there was trust in their managers/organization (IBM)

65% of employees say respectful treatment of all employees at all levels is a very important contributor to job satisfaction (SHRM)

84% of employees say praise should be given on a continual, year-round basis (Reward Gateway)

91% of workers say they feel motivated to do their best when they have leadership support (American Psychological Association)

93% of employees said trust in their direct manager is important to remain satisfied at work (Ultimate Software)

Rational Based Leader

Caring = Soft
Human Resources
Parasitic
Transactional
Relationship



Emotional Based Leader

Empathetic

Human Capital

Mutualistic

Transformational Relationship





<https://www.youtube.com/watch?v=WpC2pnaAWI&t=67s>

A study on human behavior at work asked managers to name what they felt employees wanted:

Good
Wages

Job
Security



Employees answered wanting to feel:

Appreciated Informed



A person stands on a dark rock in the foreground, looking up at a night sky filled with stars. A bright, glowing light source, possibly the sun or moon, is visible in the distance, creating a lens flare effect. The sky transitions from a dark purple at the top to a warm orange near the horizon.

MIND THE GAP

PRACTICED VALUES

~WHERE WE'RE ACTUALLY STANDING~

VS

ASPIRATIONAL VALUES

~WHERE WE WANT TO BE~

-PARAPHRASED FROM "DARING GREATLY" BY BRENE BROWN



a comfort zone
is a beautiful place,
but **nothing**
ever grows there.

- Unknown

Keys to Unlocking your People Power

Three small, dark-colored keys are positioned over the word 'Keys' in the title, with one key slightly overlapping the other two.

Vulnerability

Empathy

Humility

We **all** know leaders who are **filled** with the kind of **bravado** that takes great pains to **hide** any hint of misgiving. No matter what happens, they “*knew it all along.*”

At the very essence of their **strategy** is the **fierce** belief that showing even the *slightest hint* of vulnerability would cause their teams to see them as “*weak.*”

They couldn't be more mistaken.

In reality, **vulnerability is a strength**. Every leader has vulnerability. The **greatest leaders** have the ***self-awareness*** to recognize this fact.

They also recognize that showing their **vulnerability is a sign of courage and strength**.

Vulnerability

Emotional Exposure

Uncertainty

Risk



Vulnerability is having courage to show up
& be seen when we have no control over the
outcome.

It is the Root of ALL Human Connection
Brene' Brown

Vulnerability



Share:

Your Background

Your Values

A Failure You Experienced & What You Learned From It

When You Were Wrong

How You're Feeling (Uncertain, Embarrassed)

RSA
SHORT



<https://www.youtube.com/watch?v=1Ewgu369Jw>

Your Greatness Is
Not What You Have
Its What You Give

Empathy

Recognizing Emotions in Others

The Ability to Put Yourself In Another's Shoes

Empathy



Don't Multi Task

Ask for Further Explanation of Their Point of View

Acknowledge their Perspective

Show Patience

Ask Open Ended Questions

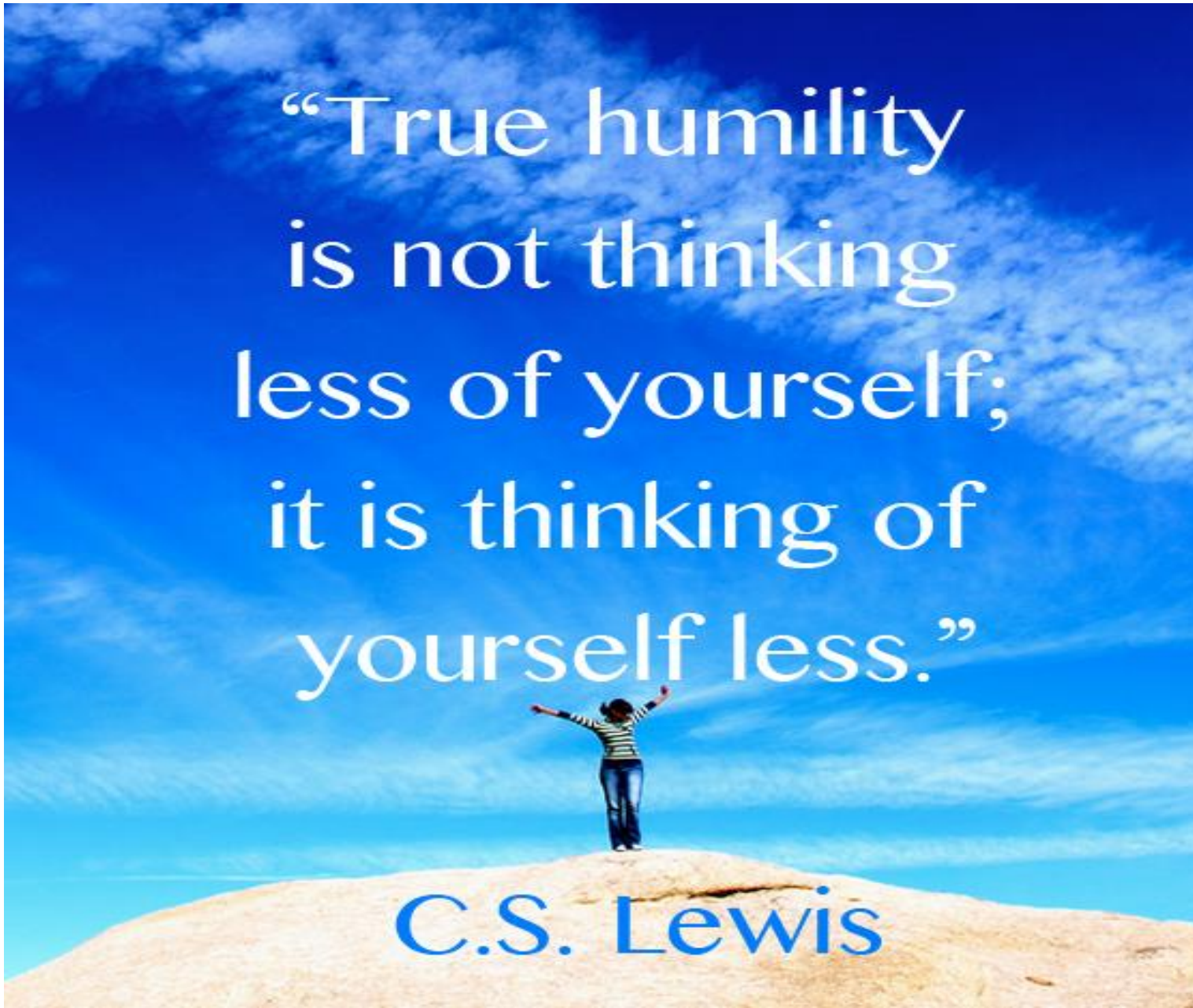
Humility

Is Not Humiliation



“True humility
is not thinking
less of yourself;
it is thinking of
yourself less.”

C.S. Lewis



Humility



Be Modest

We/Team vs I/Me

Listen More than Speak

Avoid Taking Credit

Help Others Succeed

Pitch In

Go Last

Actively Encourage Employees to Share Ideas

MIND THE GAP

PRACTICED VALUES

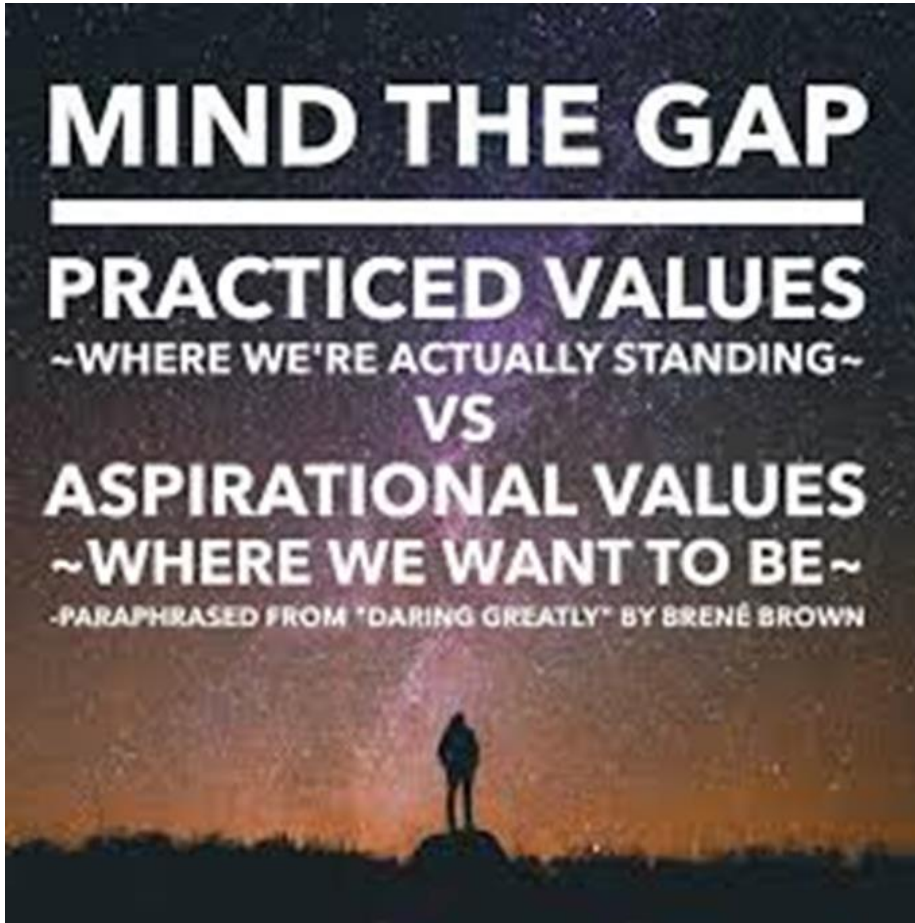
~WHERE WE'RE ACTUALLY STANDING~

VS

ASPIRATIONAL VALUES

~WHERE WE WANT TO BE~

-PARAPHRASED FROM "DARING GREATLY" BY BRENE BROWN



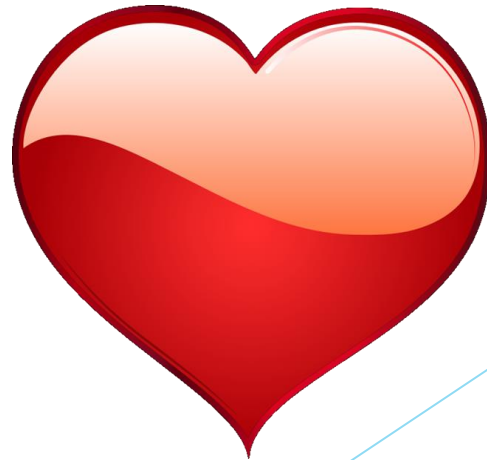
Golden Rule

2.0

Take Your Keys Unlock your People Power



Become Transformational
Lead with Your



Michele Schroeck
mschroeck@ymcaerie.org

