



HAVE GOOD RIPPLE EFFECT

YOU HAPPEN TO THE WORLD, NOT THE OTHER WAY AROUND



Lisa Even

Speaker, Coach, &
Joy Connoisseur

**HAVE
GOOD
RIPPLE
EFFECT**



THE CHALLENGES

- Leadership Presence
- Unaware Team Members
- Cultural Dysfunctions Going Unnoticed

team



"You happen to the world,
not the other way around."



HAVE GOOD RIPPLE EFFECT

OUR AGENDA

LEADER PRESENCE / AWARENESS

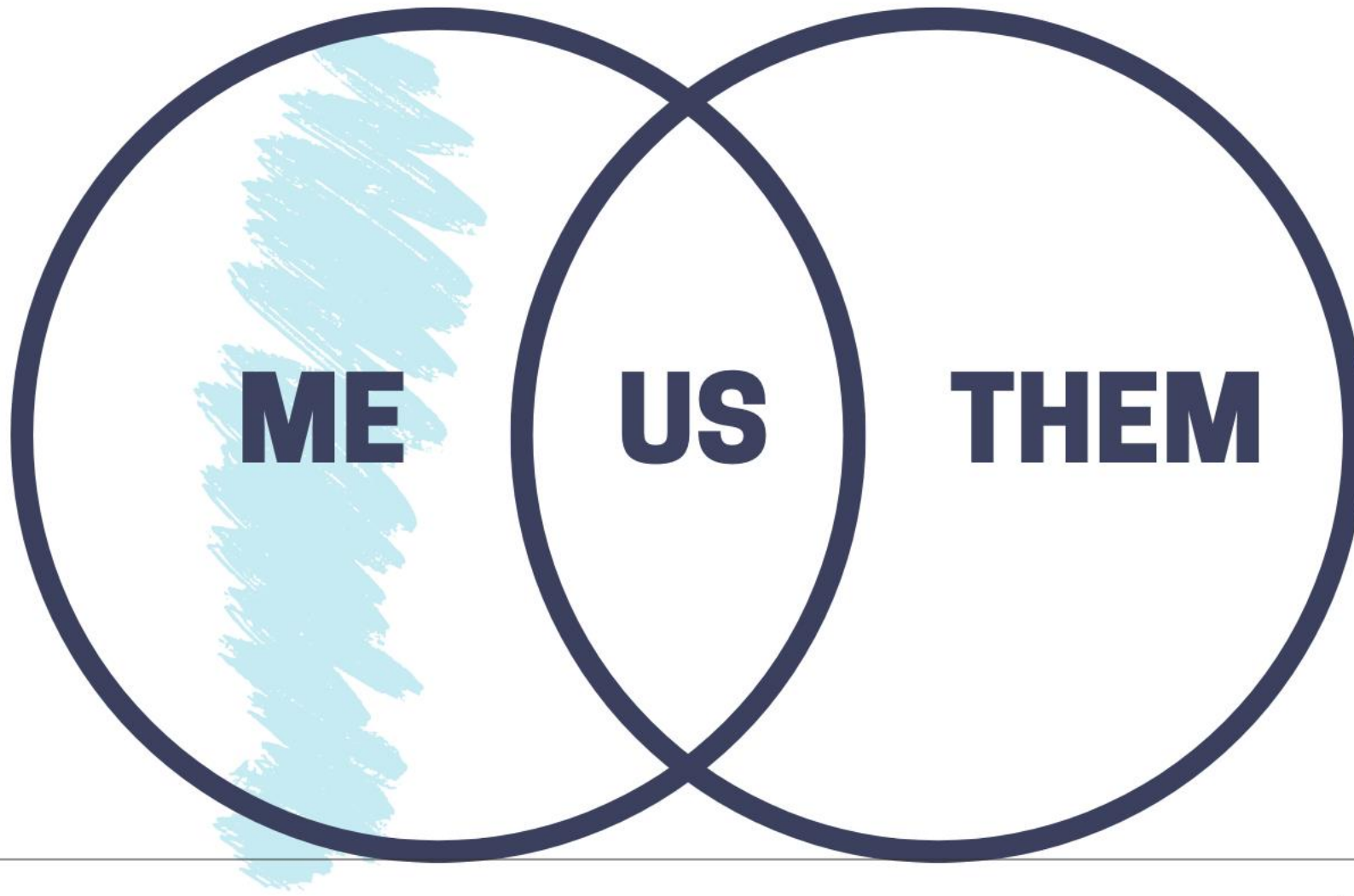
Your Ripple Effect
(you bring the weather)

LEVERAGING YOUR TEAM

Approach to Collaboration
(bridge values, personalities, preferences)

SHAPING CULTURE

Dysfunctional & Constructive Components
(attitudes, behaviors, beliefs)



HAVE GOOD RIPPLE EFFECT





GOOD RIPPLE EFFECT



(Disturbance for good)



PRESENCE MATTERS / YOU SET THE TONE

I SHOWED UP AS....

**THAT PERSON WOULD
HAVE SAID I WAS...**

GRAB THE VOTES

1X1S

DAILY / WEEKLY / MONTHLY MEETINGS

EMAILS

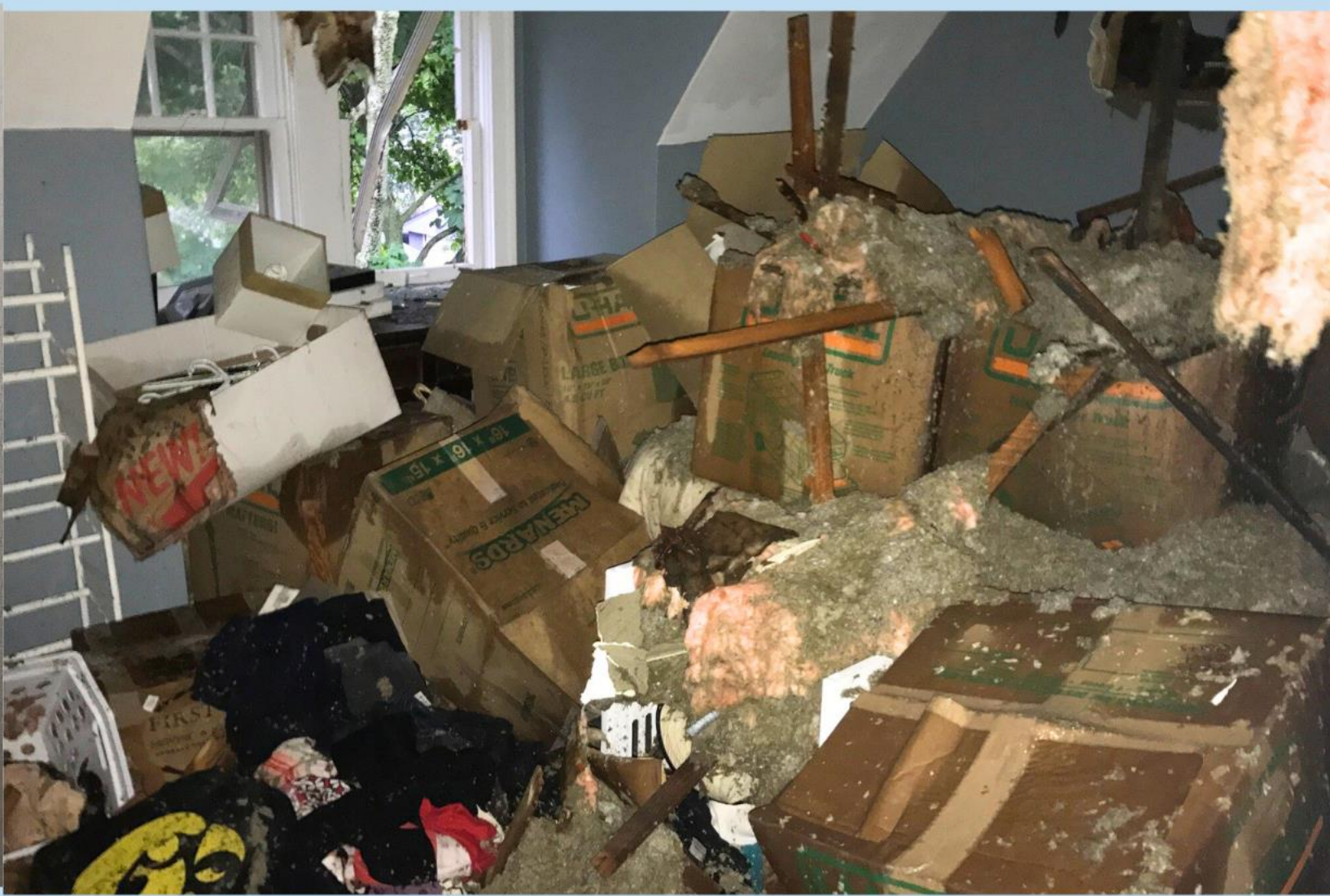
PROJECTS

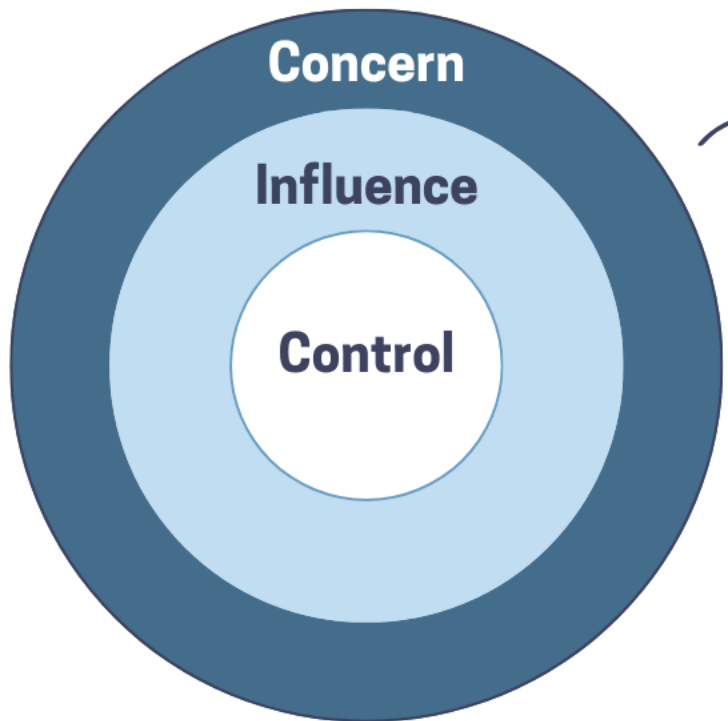


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CIRCLE OF CONTROL

MY CORE values

Authenticity	Creativity	Influence	Popularity
Achievement	Curiosity	Justice	Recognition
Adventure	Determination	Kindness	Reputation
Authority	Fairness	Knowledge	Respect
Balance	Faith	Leadership	Responsibility
Beauty	Fame	Learning	Security
Boldness	Family	Love	Self-Respect
Compassion	Friendships	Loyalty	Spirituality
Challenge	Fun	Meaningful Work	Success
Citizenship	Growth	Openness	Trustworthiness
Community	Happiness	Optimism	Wealth
Competency	Honesty	Peace	Wisdom
Contribution	Humor	Pleasure	



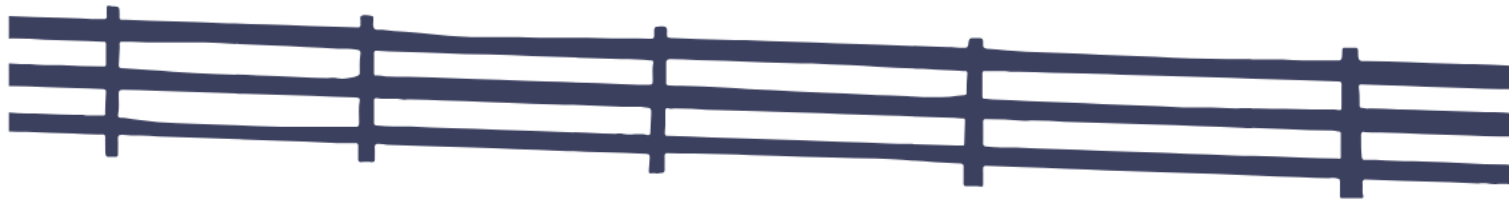
LIFE IS IN THE LIVING OF IT...



EXPERIENCES

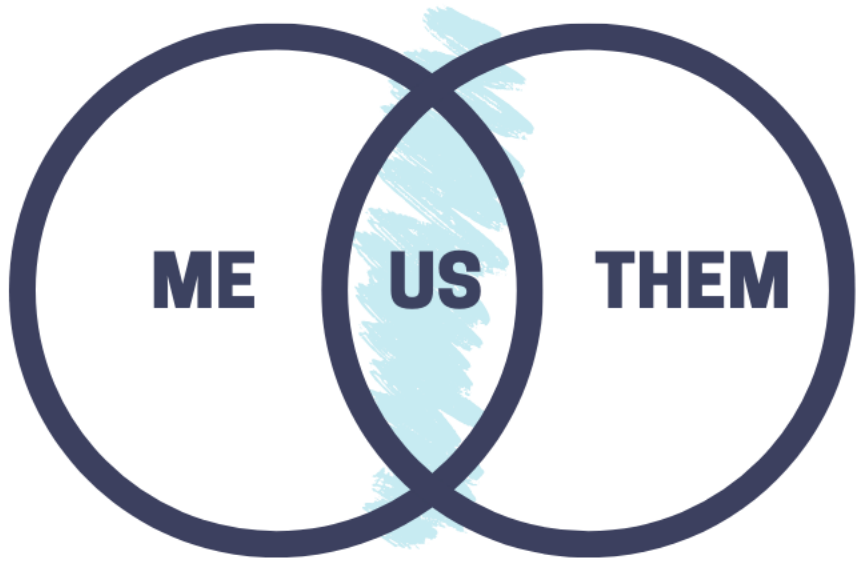
VALUES

GOALS



lll

Thoughts, Feelings, Needs (physiological, safety, love, belonging, esteem)



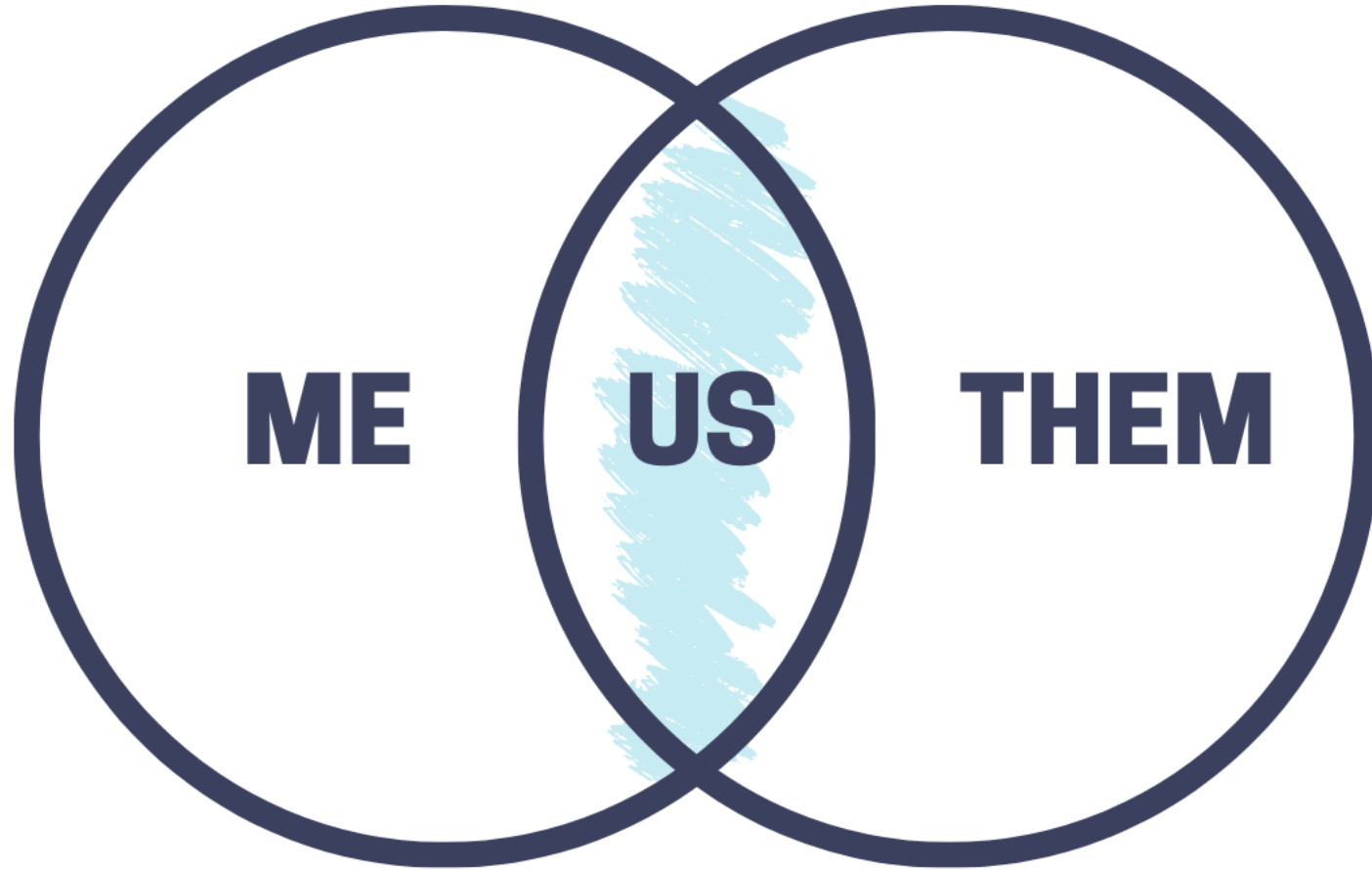
KNOWN FOR

SEEN AS

TAKE PRIDE IN

CREATE THE OPPORTUNITY FOR THAT TO OCCUR

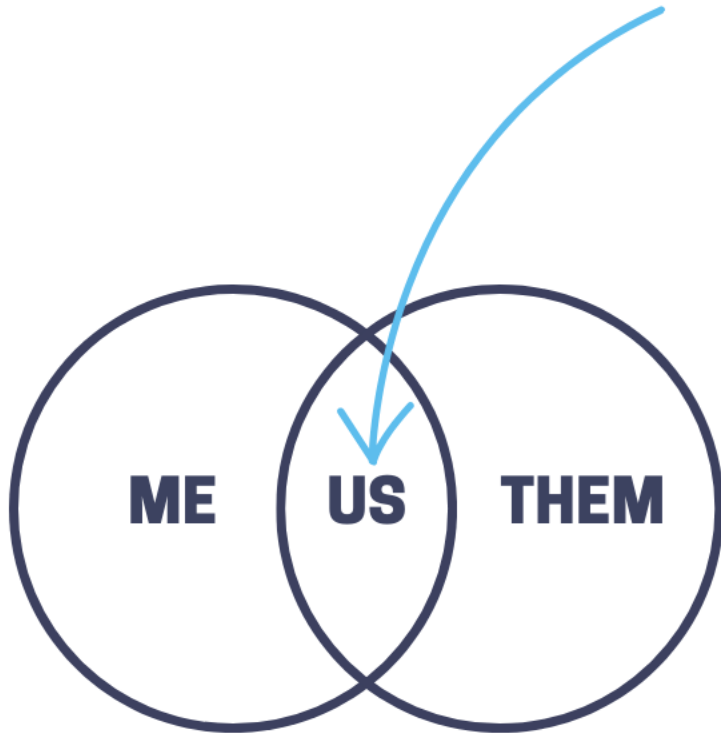
HAVE GOOD RIPPLE EFFECT



 TEAM RESOURCES

Culture is all the ways of being.

(behaviors, beliefs, values, traditions)



HAVE GOOD RIPPLE EFFECT

PICK A WORK GROUP...



ORG

DEPT

ROLE

THE PEOPLE

HAVE GOOD RIPPLE EFFECT

ATTITUDES

HOW ARE WE FEELING
RIGHT NOW?



DESCRIBE IT

NORMS

WHAT NORMALLY HAPPENS?

BEHAVIORS
TRADITIONS
HABITS

UNWRITTEN “NORMS”

DESCRIBE IT



BELIEFS

WHAT DO WE
BELIEVE
TO BE TRUE?



DESCRIBE IT

WHAT TO KEEP? WHAT TO GET RID OF?

ATTITUDES

HOW ARE WE FEELING
RIGHT NOW?

NORMS

WHAT NORMALLY HAPPENS?

BEHAVIORS
TRADITIONS
HABITS

UNWRITTEN "NORMS"

BELIEFS

WHAT DO WE BELIEVE
TO BE TRUE?



WHAT ARE WE GEARING UP FOR?



WHAT WE SAY

TEAM STATEMENTS

MOTTOS

COMMON PHRASES





WHAT WE DO

CREATE NORMS

“HOUSE RULES”

TEAM STATEMENTS



STRATEGIZE TOGETHER



WHAT HAPPENS WHEN...



TEAM RESOURCES

**ASK QUESTIONS
GIVE CONSIDERATIONS**

HAVE GOOD RIPPLE EFFECT



WALK AWAY WITH THIS

HAVE GOOD RIPPLE EFFECT

- **DECIDE HOW TO SHOW UP** (PRESENCE = VOTES)
- **BE ON THE LOOKOUT FOR VALUES** (VALUES = BRIDGES)
- **SHAPE ATTITUDES, BEHAVIORS, BELIEFS** (CULTURE)



WHO ELSE NEEDS THIS?

LET'S CHAT!

FLEXIBLE

PERSISTENCE

PAYS *off*

