

Leading the Great Reconnection

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A dark, narrow alleyway at night. On the left is a rough, textured stone wall. In the foreground, a concrete sidewalk runs along the wall, bordered by a low concrete curb. To the right of the sidewalk is a dark, shadowed area that appears to be a doorway or a narrow passage leading into a dark interior. The lighting is very low, creating a sense of mystery and unease.

What do we
most fear?

The background features a dark brown field with several concentric circles in shades of brown and grey. A prominent wavy line in a greyish-blue hue curves across the right side of the image.

UNCERTAINTY

Fear &
uncertainty
don't have to
make sense



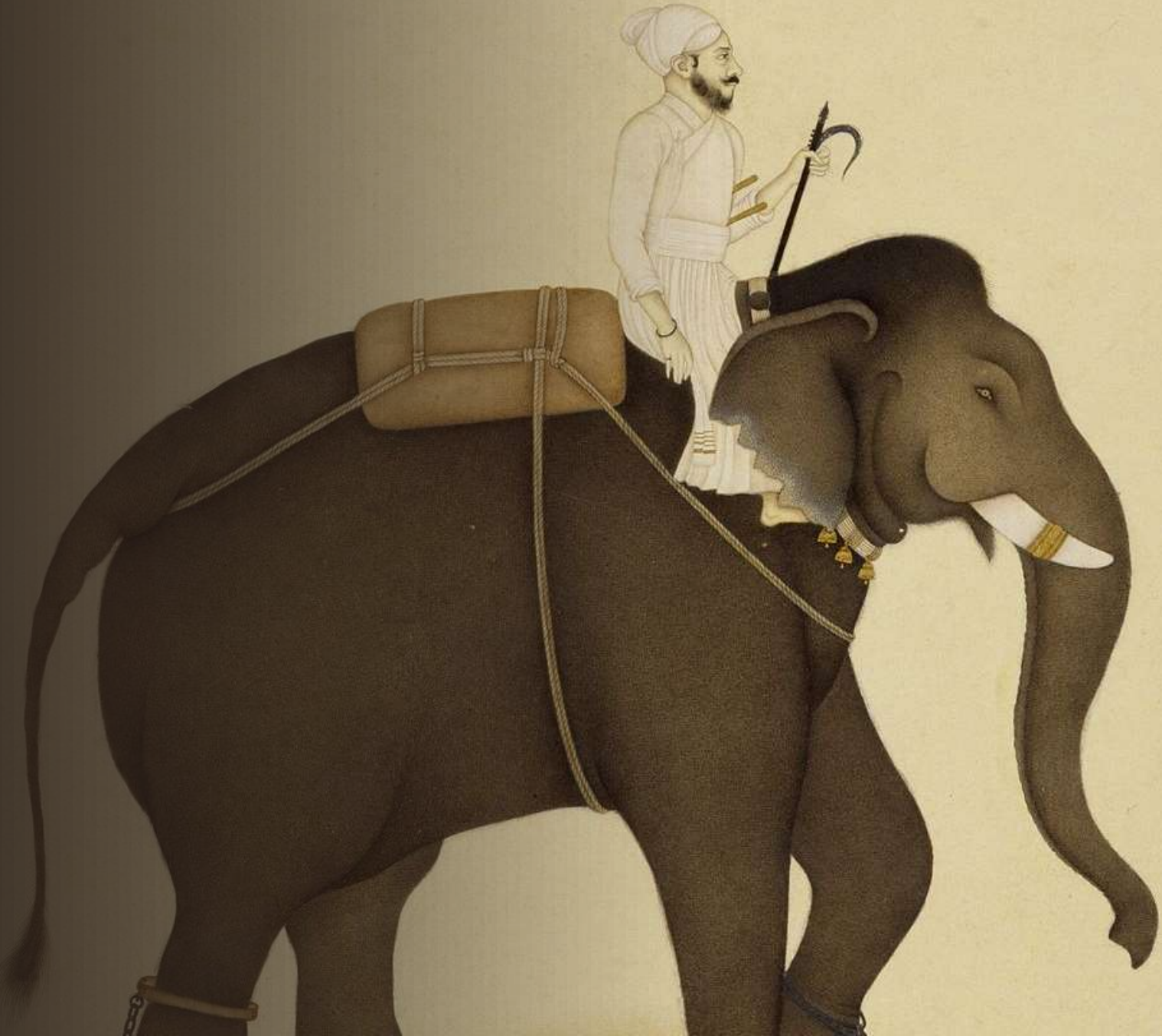
A glass bowl filled with white, buttered popcorn is in sharp focus in the foreground. In the background, a television screen is visible but out of focus, showing a person in a blue and white outfit. A dark, semi-circular overlay is positioned on the right side of the image, containing the text.

Who controls
your actions?



For people, emotions matter

The Rider & The Elephant



Uncertainty gives elephants anxiety



As a leader it is
your job to
lead your team
to safety

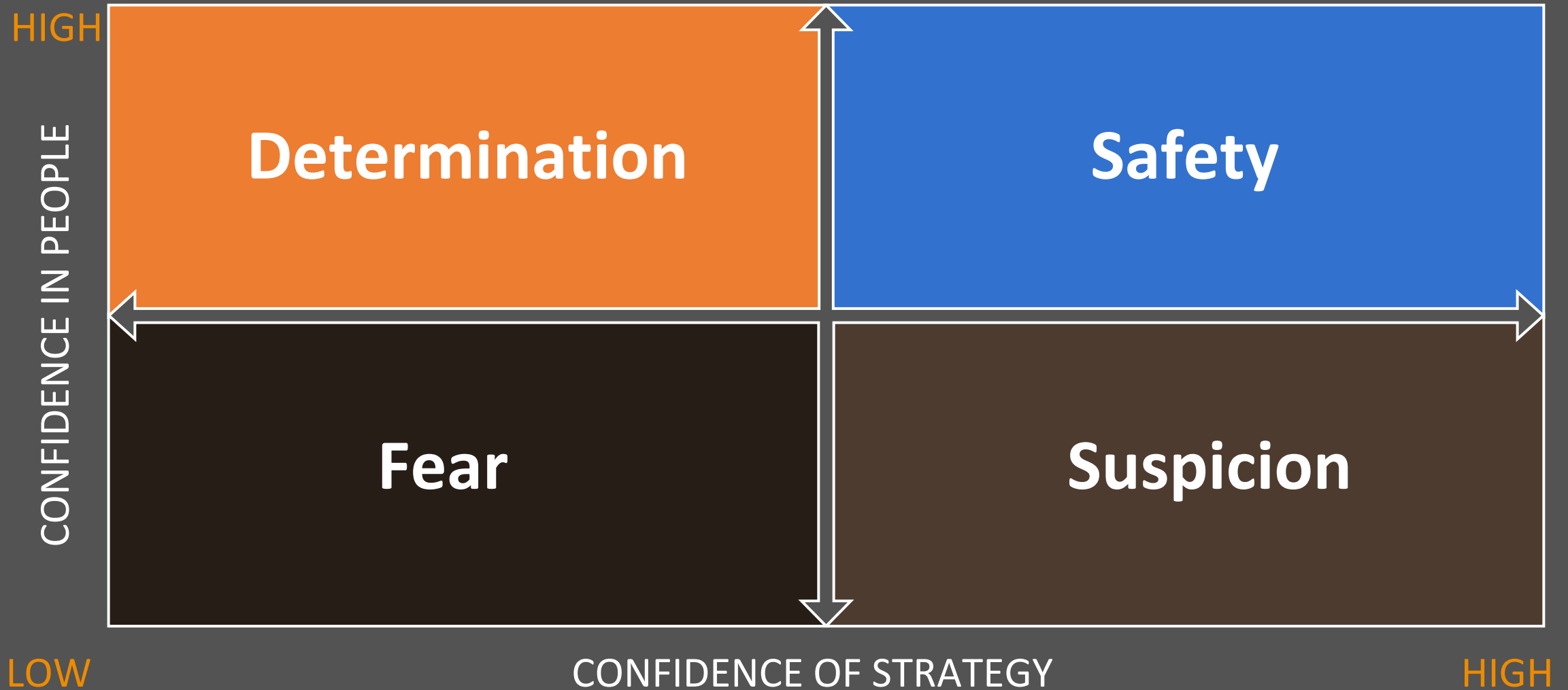


The image shows the interior of a bus, looking down the aisle towards the front. The seats are empty, and the overhead luggage racks are visible. The lighting is dim, and the overall color palette is a warm, brownish-orange. The text "Stop trying to get people on the bus!" is overlaid in the center of the image.

Stop trying to get people
on the bus!

How do we rebuild
the elephant's
Confidence?

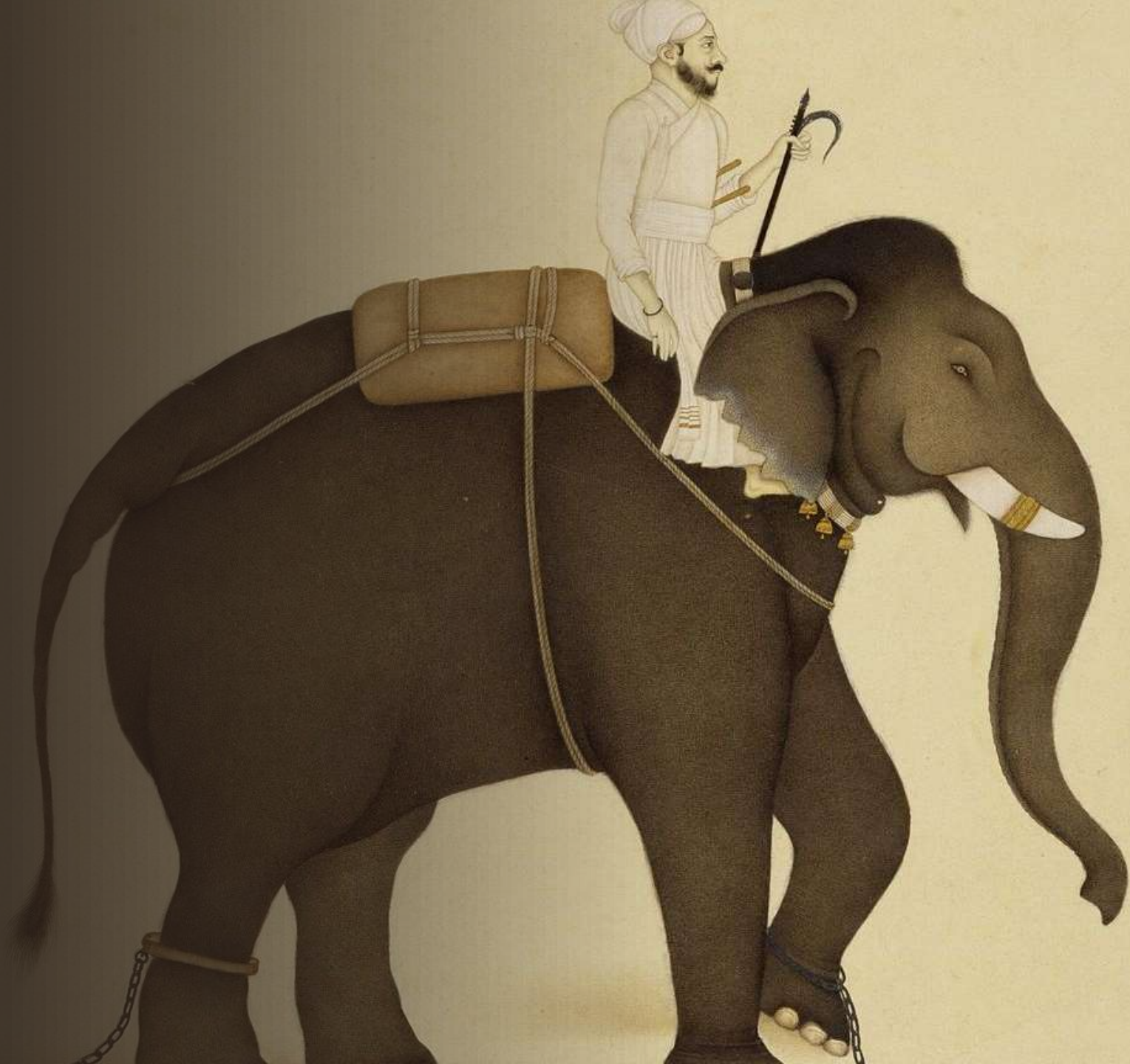
Confidence Matrix



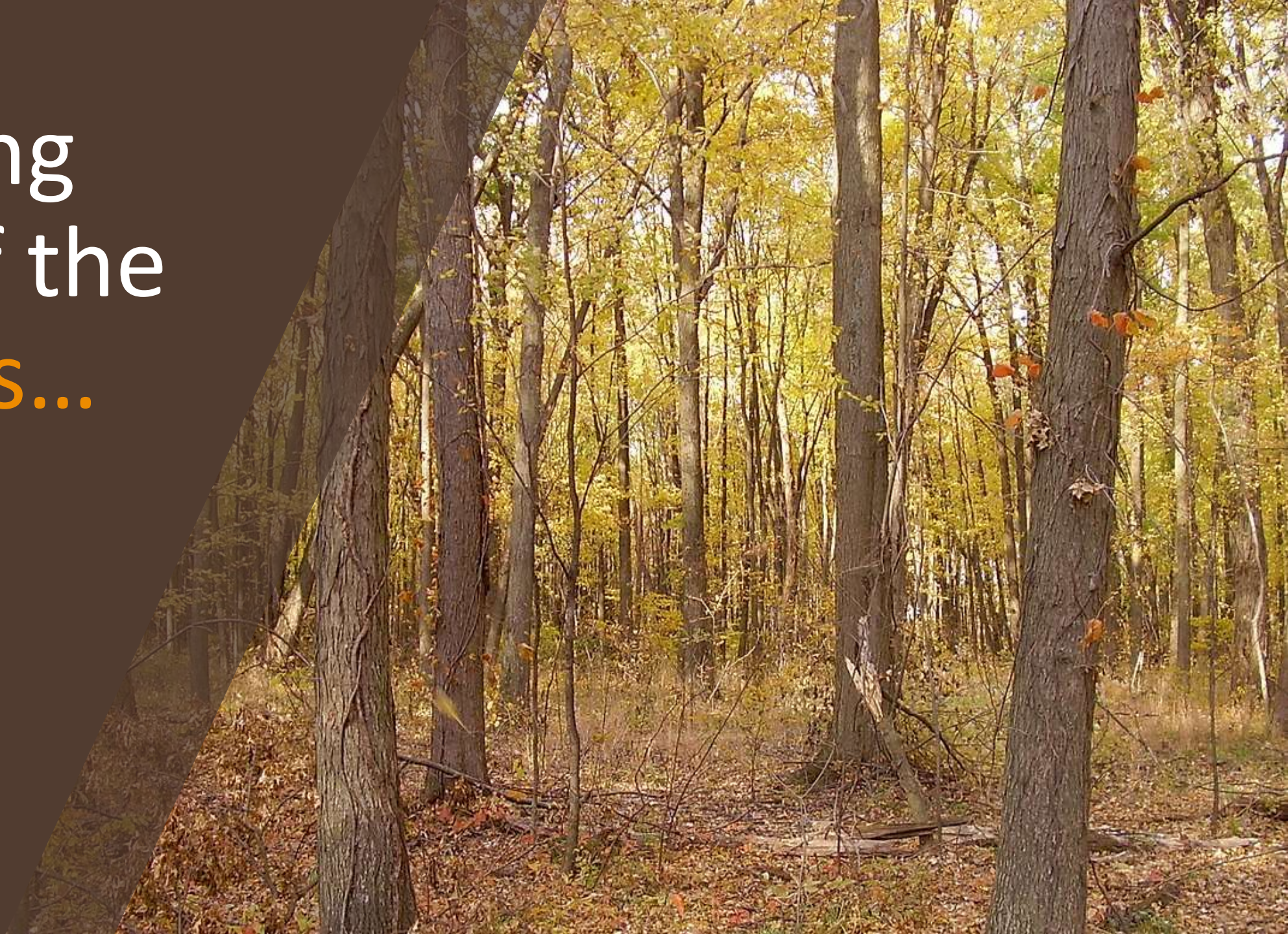
During uncertainty, we find
confidence in connection
with other people

Riders must get
the strategy

Elephants need
to feel safe



Leading
out of the
woods...



A great team needs both...

Direction

Conviction to
the cause



Dedication


Commitment
to the team

Watch out or Pirates & Passengers



Pirates pull in
a different
direction





It is okay &
sometimes critical to
part ways



Passengers
sit down...

Accepting bad
behaviour

destroys group
performance



Giving Feedback



Being Cruel

You are right,
they are wrong!



Being Kind

You care about
them improving



Being Nice

You want to be
the nice boss

**Control &
Obedience**

**Leadership &
Performance**

**Fear &
Avoidance**

The Motivation Ladder

Commitment



They are committed to the group success

Conviction



They believe in the mission

Competence



They have the skills needed to succeed

Equipment



They have the tools needed to succeed

Clarity



They know what is required

Commitment



Conviction



Competence



Equipment



Clarity



Where
might you
need more
focus?



Moments of leadership...

Today is your chance to
rebuild connection...
What will you do?

How to Connect with Me

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