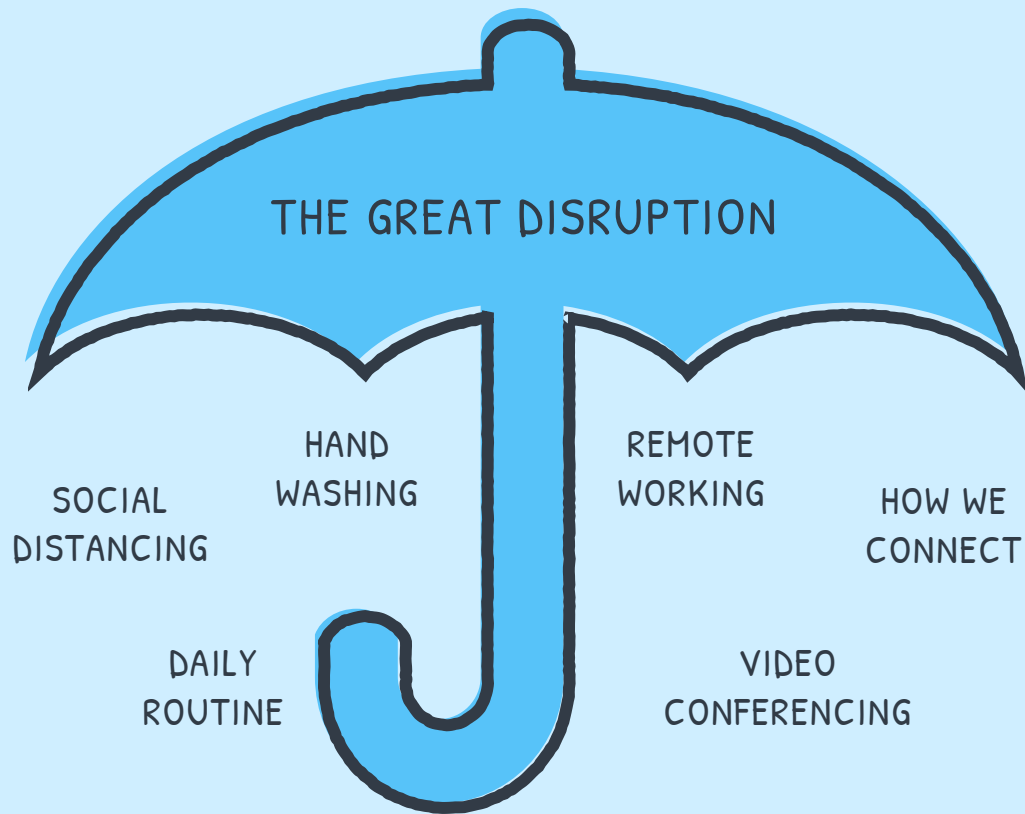


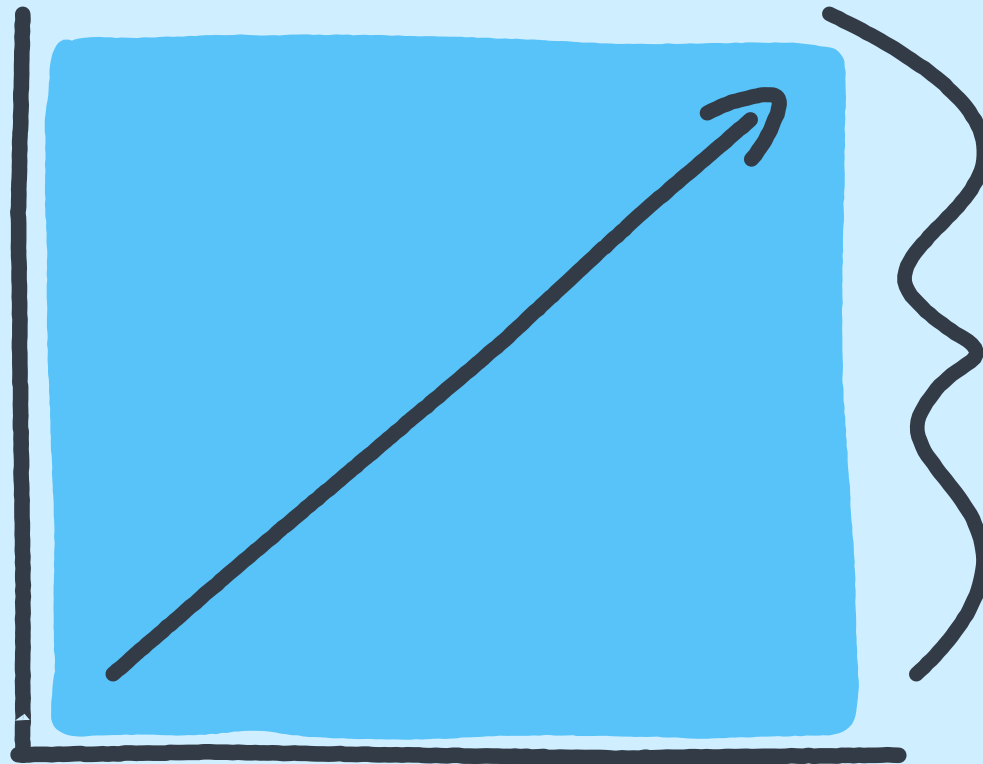
HOW TO LEAD
DURING THE GREAT DISRUPTION

PRESENTED BY:
MIKE WAGNER
PRESIDENT / WHITE RABBIT



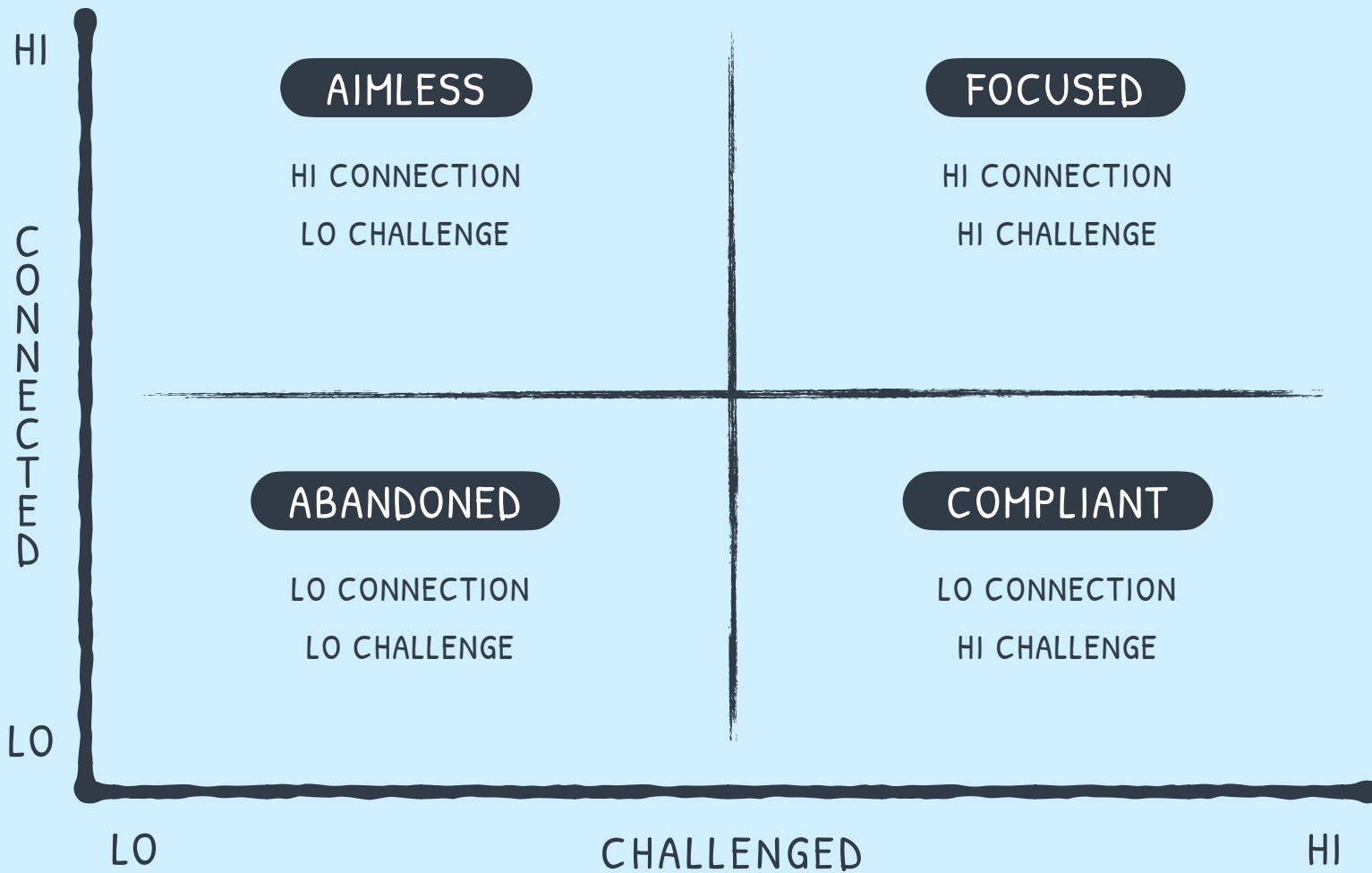
UMBRELLA TERM

RATE OF
DISRUPTION



NOT A
NEW IDEA

NEED FOR CONNECTION



CONNECTION STRATEGY

1. EVALUATE YOUR 1:1 MEETING CADENCE
- HOW OFTEN YOU MEET? HOW LONG YOU MEET? WHEN YOU MEET?
2. ASK BETTER DISCOVERY QUESTIONS
HOLD OPEN SPACE FOR YOUR REPORT'S TO ANSWER LONGER
3. BE OPEN TO ASKING AND HEARING
ABOUT THE LIFE AND WELL-BEING OF YOUR DIRECT REPORTS - IT'S ABOUT MORE THAN JUST GETTING WORK DONE

CHALLENGE STRATEGY

1. DEVELOP SHARED GOALS WITH EACH OF YOUR REPORTS - DON'T DICTATE ONLY YOUR GOALS, TAKE TIME TO HEAR WHAT THEY THINK THEY CAN ACCOMPLISH
2. SHORTEN YOUR TIME HORIZONS -
BREAK IT DOWN INTO WEEKLY AND EVEN DAILY GOALS
3. INCLUDE PERSONAL GOALS ALONG WITH ORGANIZATIONAL GOALS - EACH REPORT HAS A UNIQUE SITUATION

QUESTIONS?

(STAGE 4)

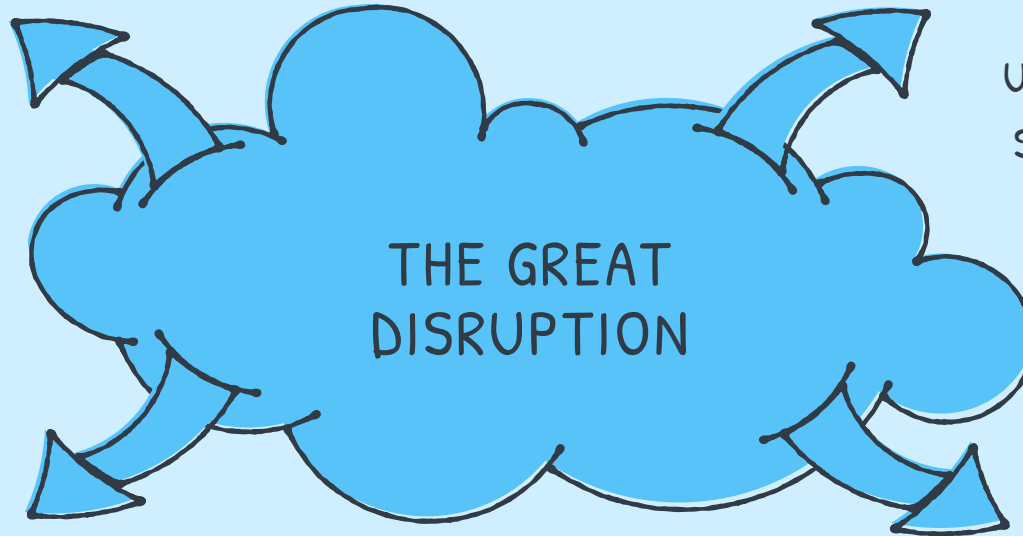
SUSTAINABILITY

PROVEN PROCESSES
BAKING IT IN

(STAGE 3)

ADJUSTMENT

TRIAL & ERROR
ITERATION



(STAGE 1)

SKEPTICISM

UNDER-REACTION
STUCK IN PLACE

(STAGE 2)

ALARM

OVER-REACTION
CHAOTIC

YOUR CHALLENGE: _____

WHAT'S RIGHT?

(WE WANT MORE OF THAT)

WHAT'S WRONG?

(WE WANT TO IMPROVE THAT)

WHAT'S CONFUSING?

(WE WANT TO CLARIFY THAT)

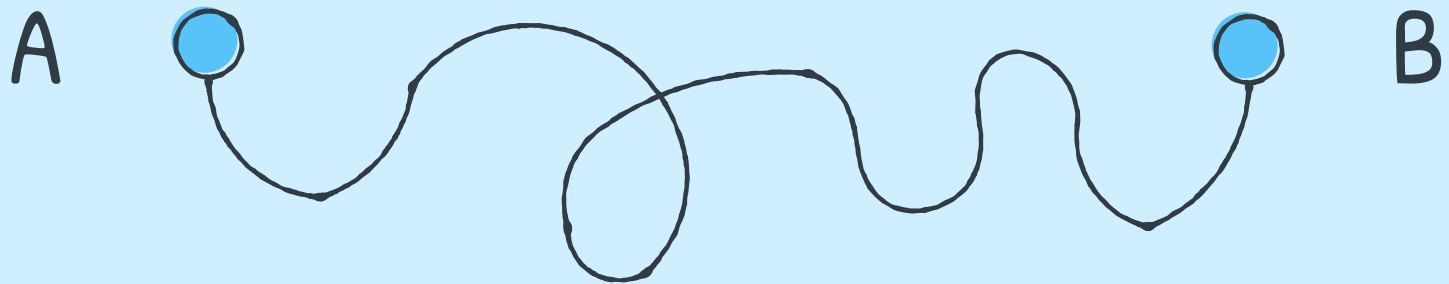
WHAT'S MISSING?

(WE WANT TO ADD THAT)

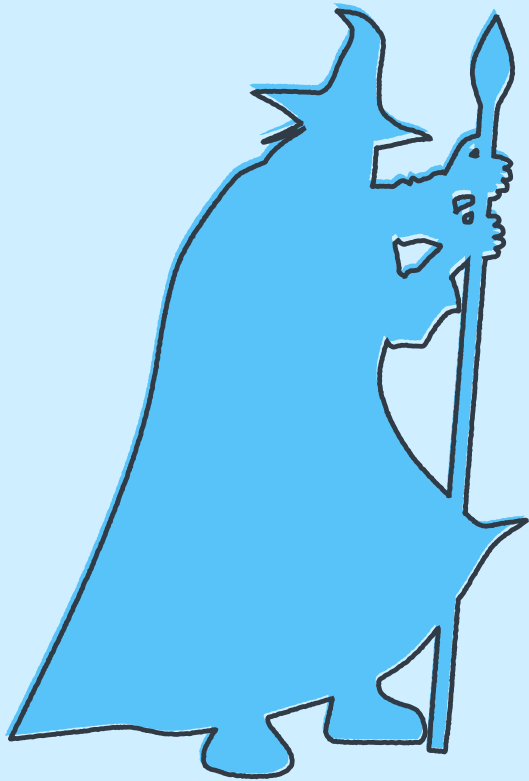
TAKES A MANAGER



TAKES A LEADER



QUESTIONS?



"I WISH IT NEED NOT HAVE HAPPENED IN MY TIME," SAID FRODO. "SO DO I," SAID GANDALF, "AND SO DO ALL WHO LIVE TO SEE SUCH TIMES. BUT THAT IS NOT FOR THEM TO DECIDE. ALL WE HAVE TO DECIDE IS WHAT TO DO WITH THE TIME THAT IS GIVEN US."

~ J.R.R. TOLKIEN



THANKS FOR PARTICIPATING!

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