

				
One fun fact?	Where did you... <ul style="list-style-type: none"><li>• School?</li><li>• Grow up?</li><li>• Travel?</li></ul>	Hobbies?	Where do you live?	Your Role? Company?



LEADING THROUGH  
CHANGE & DISRUPTION

Brad Wolff



# Objective

- Understand the Five-step process to achieve a flexible, adaptive, learning organization (FALO).
- Summarize Google's three principles for creating a great culture.
- Implement specific takeaways to develop a flexible, adaptive, learning organization

# Exercise

- Write your answers in your workbook on page 2.
- Pair up to discuss your answers.
- The listener's job is to
  - Let the other person provide their answers for 2-4.
  - Encourage/challenge them to come up with more answers.
  - Share suggestions if other person would like any.
  - Write down more information based on discussion.
  - Switch positions.



Five - Step  
process  
FALO

- 1 People 1st, processes and technologies 2nd
- 2 Create a personal development mindset

Five - Step  
process  
FALO

- 1 People 1st, processes and technologies 2nd

Five - Step  
process  
FALO

- 1 People 1st, processes and technologies 2nd
- 2 Create a personal development mindset
- 3 Develop a culture of personal development
- 4 Leaders take inventory of their weaknesses

Five - Step  
process  
FALO

- 1 People 1st, processes and technologies 2nd
- 2 Create a personal development mindset
- 3 Develop a culture of personal development

1  
People 1st, processes and technologies 2nd

2  
Create a personal development mindset

3  
Develop a culture of personal development

4  
Leaders take inventory of their weaknesses

5  
Leaders commit to ongoing personal development

**PEOPLEMAX**



(678) 229-2413 | [bwolff@peoplemaximizers.com](mailto:bwolff@peoplemaximizers.com)

Five - Step  
process  
FALO

Shift your  
mindset:  
People 1st,  
processes and  
technologies 2nd

Business problems are "people  
problems"



Shift your  
mindset:  
People 1st,  
processes and  
technologies 2nd

Processes and technology are simpler  
and less emotional than "people  
problems"



"Perfect" processes and technologies  
require right people doing right things



Business problems are "people  
problems"



Shift your  
mindset:  
People 1st,  
processes and  
technologies 2nd

"Perfect" processes and technologies  
require right people doing right things



Business problems are "people  
problems"





**PEOPLEMAX** BRAD WOLFF • PEOPLEMAXIMIZERS.COM





All sustainable change requires a culture that supports it

Develop a culture that supports personal development

STEP 3



STEP 3

Develop a culture that supports personal development



All sustainable change requires a culture that supports it



Create a culture that encourages people to get out of their own comfort zones.



STEP 3

Key Leadership actions personal development culture

1

Demonstrate the effort to improve

Key Leadership actions personal development culture

STEP 3

Demonstrate the effort to improve

1

Encourage effort over results in the early stages

2

Negative consequences when people don't make the effort

3

Key Leadership actions personal development culture

STEP 3

Demonstrate the effort to improve

1

Encourage effort over results in the early stages

2

# Exercise Question

STEP 3

What's one "very doable" thing you can do now to help create a culture that supports personal development?

Hold leaders and "top performers to same standards as others

## Key Leadership Action

STEP 3



Exercise  
Question

Which of "GOOGLE  
Principles" you believe  
you can start applying  
now?

Exercise  
Question

How does knowing that  
effective change starts with  
"working on the culture"  
change your approach?



Habitual way of thinking/behavior that impairs effectiveness

## Take inventory of weaknesses

STEP 4

Exercise  
Question

Which of these principles  
are a real stretch for you  
and why?



Develop the "opposite side of a weakness"



Every "weakness" has a benefit or strength



Habitual way of thinking/behavior that impairs effectiveness

## Take inventory of weaknesses

STEP 4



Every "weakness" has a benefit or strength




Habitual way of thinking/behavior that impairs effectiveness


## Take inventory of weaknesses


STEP 4


STEP 4

# Take inventory of weaknesses

 Habitual way of thinking/behavior that impairs effectiveness

 Every "weakness" has a benefit or strength

 Develop the "opposite side of a weakness"

 Leaders' openness encourages the same in others



(678) 229-2413 | [bwolff@peoplemaximizers.com](mailto:bwolff@peoplemaximizers.com)

# Group discussion

- Why is it so important for leaders to be open and authentic about our areas of weakness?



- Why is it so important for leaders to be open and authentic about our areas of weakness?
- What impact does leader openness have on our personal growth and development
- What impact does leader openness have on the organizational culture?

## Group discussion

- Why is it so important for leaders to be open and authentic about our areas of weakness?
- What impact does leader openness have on our personal growth and development

## Group discussion

## Exercise

- What's one weaknesses you'd like to improve in?
- What are the positive or helpful aspects of this characteristic?
- What are the negative aspects that hinder your effectiveness?

## Group discussion

- Why is it so important for leaders to be open and authentic about our areas of weakness?
- What impact does leader openness have on our personal growth and development
- What impact does leader openness it have on the organizational culture?
- What impact does trying to hide or deny our weaknesses have on ourselves and our organizations?

STEP 5

Commit to ongoing personal development

Identify one improvement area to work on



Start with small, easy steps to improve



STEP 5

Commit to ongoing personal development

Identify one improvement area to work on



STEP 5

Commit to ongoing personal development



Identify one improvement area to work on



Start with small, easy steps to improve



Going off course is normal



Consider outside support to fill the gaps

STEP 5

Commit to ongoing personal development



Identify one improvement area to work on



Start with small, easy steps to improve



Going off course is normal

# STEP 5

## Commit to ongoing personal development

Identify one improvement area to work on



Start with small, easy steps to improve



Going off course is normal



Consider outside support to fill the gaps



"Practice what you Preach"



# PEOPLEMAX



(678) 229-2413 | [bwolfff@peoplemaximizers.com](mailto:bwolfff@peoplemaximizers.com)



Commit to ongoing personal development

Leaders' example drives culture of personal development

# Grow and Develop... to Adapt and Thrive!

## Exercise

- What is one improvement you're ready to commit to work on (it can be what you identified in Step 4 or something else)
- What are some small, easy steps you can start taking now?
- What are some simple, practical things to get back "on course" when you slip to old habits?
- What qualified outside support (mentors, coaches, etc.) would help?

# Signs your organization is developing into a FALO

Handle life and business challenges with less stress



Business results improve and challenges become opportunities



# Signs your organization is developing into a FALO

Handle life and business challenges with less stress



Critical Point

Even on our best day, we're all imperfect



(678) 229-2413 | bwolff@peoplemaximizers.com



**PEOPLEMAX**

# Signs your organization is developing into a FALO



Climbing "Personal Development Ladder"  
Need to be told what to do  
Take Responsibility  
Take Ownership



Business results improve and challenges become opportunities



Handle life and business challenges with less stress



# Critical Point

Old habits try to pull us back into what we're accustomed to



Often unaware when we say one thing and do another



Even on our best day, we're all imperfect



# Critical Point

Often unaware when we say one thing and do another



Even on our best day, we're all imperfect



# Feedback, Encouragement and Accountability

- Difficult to make long-term improvement without support of others
- Have people you trust "see you in action" to provide
  - Feedback
  - Encouragement
  - Accountability
- If nobody's in a position to do that, use qualified outside support

## Critical Point



It's easy to think that other people need to do the work



Old habits try to pull us back into what we're accustomed to



Often unaware when we say one thing and do another



Even on our best day, we're all imperfect



- The key to thriving in change is becoming a FALO
- The key to becoming a FALO is culture of personal development

## IF YOU REMEMBER NOTHING ELSE...



- Will occur over the next six weeks
- Complimentary part of program
- Will answer questions you have
- Will help you overcome obstacles

## Zoom Video Coaching

PEOPLEMAX

Contact:

BRAD WOLFF

- email [bwolff@peoplemaximizers.com](mailto:bwolff@peoplemaximizers.com)
- phone 678-229-2413
- Receive my weekly podcast

(678) 229-2413 | [bwolff@peoplemaximizers.com](mailto:bwolff@peoplemaximizers.com)

