

# Up Your Game!



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Our topic for the next few months.....

Let's Change  
How We Think  
About Change



Part 2: Focus on the People





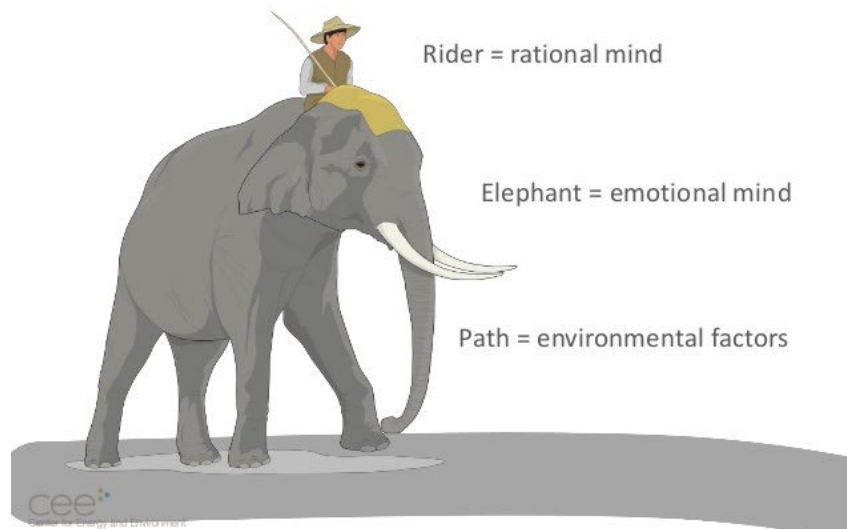
Being a change leader means.....



- You are focused on the people
- You direct the rider, motivate the elephant, shape the path
- You understand that chaos is not failure



# The elephant metaphor



From The Happiness Hypothesis by Jonathan Haidt

(1) You are focused on the people



The leaders who get the most out  
of their people are the leaders  
who care most about their people.

Simon Sinek

quotefancy



## Qualities of a people-focused leader

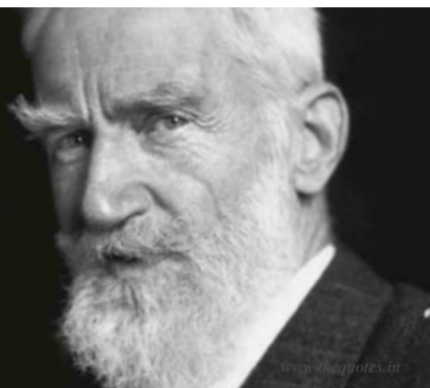


- Encourage, appreciate and forgive
- Listen and understand
- Great leader - focus on results, or people?  
60,000 employees surveyed
- Rate your leader – goal focus vs social skills  
< 1% rated high on both
- Neural seesaw
- Empathy and perspective



The single biggest problem in  
communication is the illusion that  
it has taken place.

*George Bernard Shaw*



If people can't repeat it, they didn't get it

Condense your call to action into eight words or less

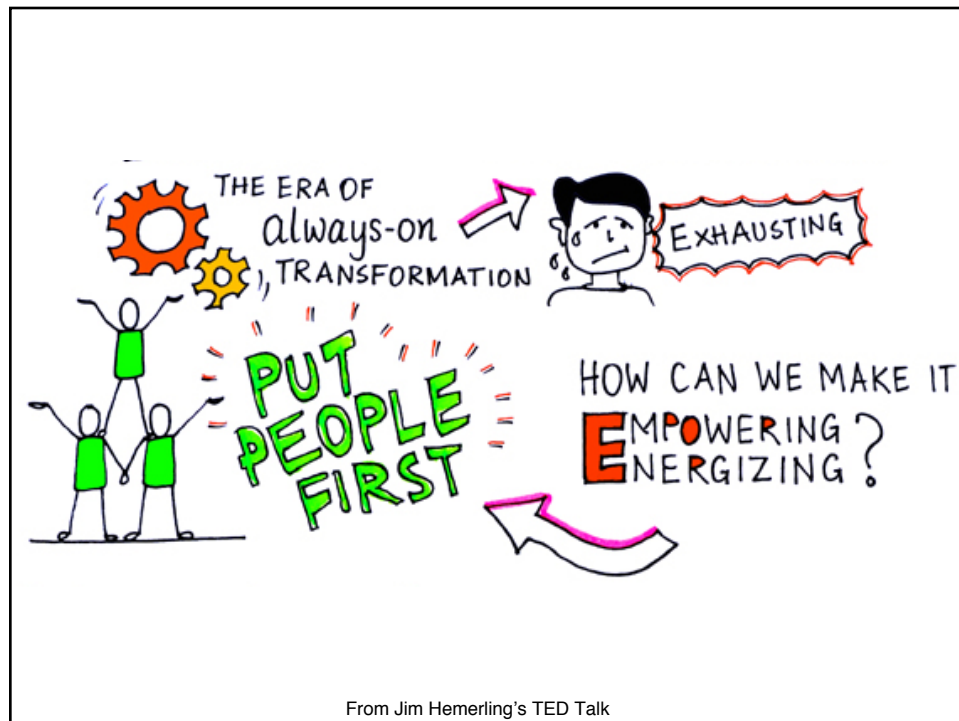
True communication isn't what you say, it's what the receiver takes away


Repeat  
Repeat  
Repeat  
Repeat  
Repeat  
Repeat

You cannot truly listen to anyone and do anything else at the same time.

M. Scott Peck

quotation



(2) You direct the rider, motivate the elephant,   
shape the path



## The elephant metaphor



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