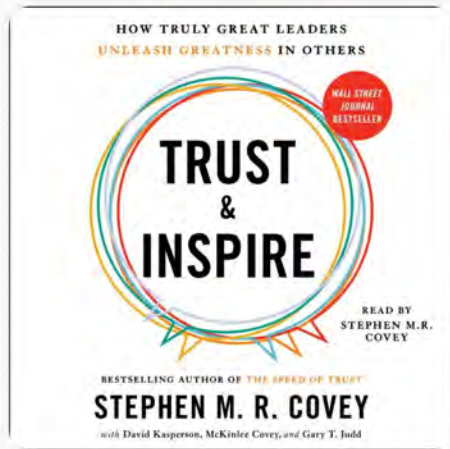


Like Hidden Broccoli

Like Hidden Broccoli

DISCLAIMER and INSPIRATION

We do NOT own the rights to this show and any and all quotes are not our own.

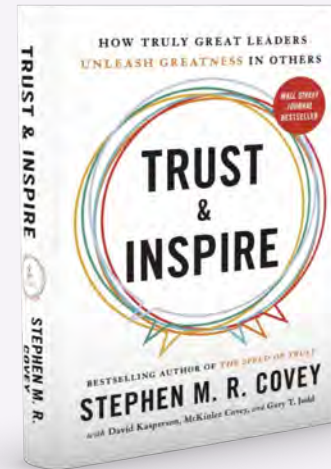


WHAT IF I HAVEN'T...

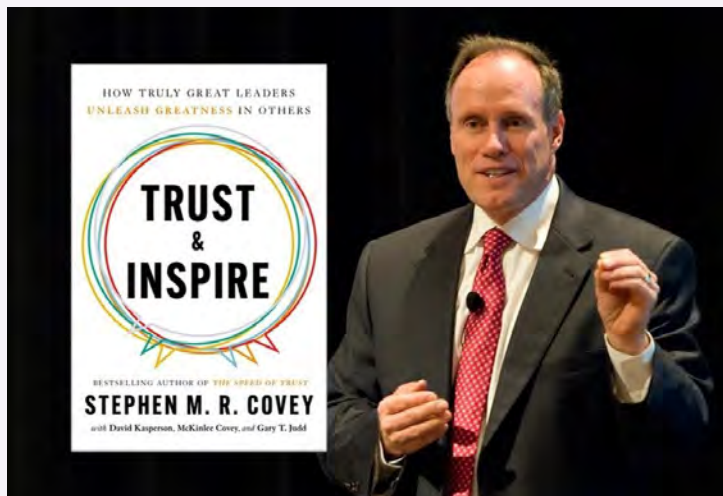
SEEN THE SHOW



READ THE BOOK



What we love about broccoli...



Theory with Results

Works with lots of businesses and gives examples with results.



Substance

Outlines and graphs and structured lessons.



Direct

Lessons are tee-ed up and delivered.

I BELIEVE...

SO MY JOB AS A LEADER IS TO...

People have greatness
inside them

Unleash their potential,
not control them

People are
whole people

Inspire,
not merely motivate

There is enough
for everyone

Elevate caring
above competing

Leadership
is stewardship

Put service
above self-interest

Enduring influence
is created from
the inside out

Go first

Cliff's Notes

What we love about cheese...



FUNNY and QUICK!

This show is dry and zippy, pay attention, watch a few times!



Warm and Fuzzy

Soft lessons and characters allow for connection.



Relatable

We all have these people and characters in our lives.



Five Lessons from Ted Lasso

1. Optimism

"I believe in hope. I believe in Believe."

2. Resilience

"You know what the happiest animal on Earth is?" It's the goldfish. Got a ten-second memory. Be a goldfish, Sam."

Cliff's Notes

3. Define Success

"For me, success is not about the wins and losses. It's about helping these young fellas be the best versions of themselves on and off the field."

4. Manage Conflict

"Even Woody and Buzz got under each other's plastic."

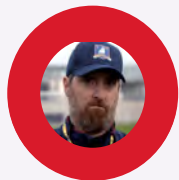
5. Be Courageous

"Someone call 911! I want to report a truth bomb!"



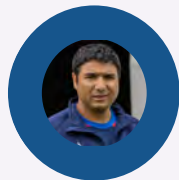
An HSI Company

Roster



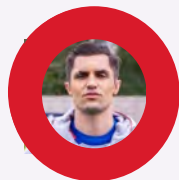
COACH BEARD

Ted's best friend, overly competitive, rules expert.



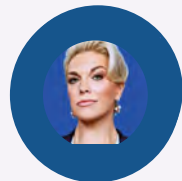
NATE SHELLEY

Soccer strategy genius, narcissist, overly polite.



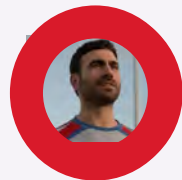
JAMIE TARTT

Star player, abusive father, brilliant but lazy.



REBECCA

No nonsense business woman, poised and quick-witted.



ROY KENT

Player past his prime, natural leader.



LESLIE HIGGINS

Family man, feels guilt from helping Rupert and Rebecca.

HOW THEY CONNECT = GAME PLAN

01

Relationships Matter

How building those relationships can build high performers.

02

Curious Leadership

What is it and how can you lean into it.

03

Comfortable with Uncomfortable

How you can feel better with letting go.

04

Change for the Good

Because I knew you, I have been changed for the good.

Who We Are



ADDIE WEAVER



BILL TSCHIRHART




Turn and Talk

Who is a GOOD leader in your everyday life?
Why do you consider them a good leader?



01: RELATIONSHIPS MATTER

How building those relationships can build high performers.



Beliefs of Trust & Inspire

01

People have greatness inside them

My job as a leader is to unleash their potential, not control them.



SEE



COMMUNICATE



DEVELOP



UNLEASH

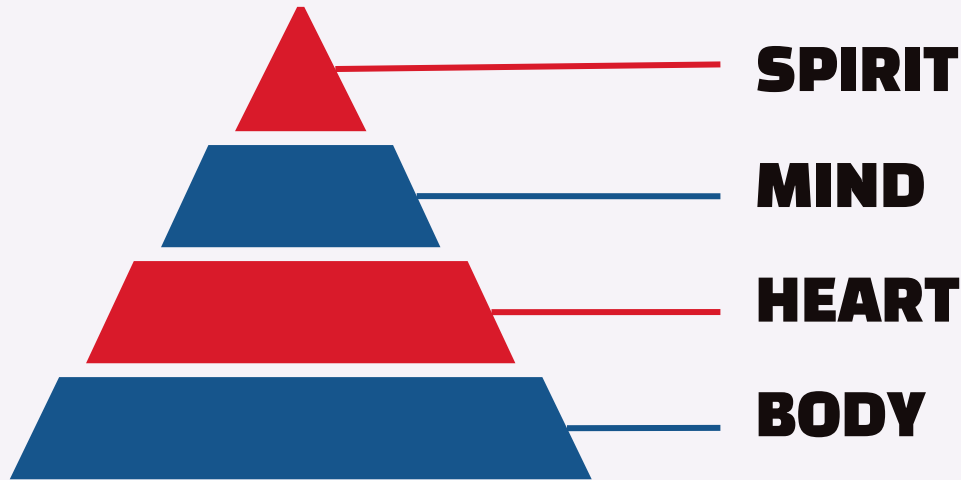


Beliefs of Trust & Inspire

02

People are whole people

My job as a leader is to inspire, not merely motivate.



Beliefs of Trust & Inspire

03

There is enough for everyone

My job as a leader is to elevate caring above competing.

Keep competition on the outside, collaboration inside.

Stephanie Frerich
Simon & Schuster Book Editor





Beliefs of Trust & Inspire

04

Leadership is stewardship

My job as a leader is to put service above self-interest.

SELF-INTEREST

Putting yourself and your needs first

Serving others is for the weak

STEWARDSHIP

Putting service above self

View stewardship as their greatest strength

Beliefs of Trust & Inspire

05

Enduring influence is created from the inside out

My job as a leader is to go first.



Self



Relationship



Team



Market



Societal



Command & Control



MACHINIST



**FRAGMENTED
PERSON**



**SCARCITY
MENTALITY**



COMPETE

Trust & Inspire



GARDENER



WHOLE PERSON



**ABUNDANCE
MENTALITY**

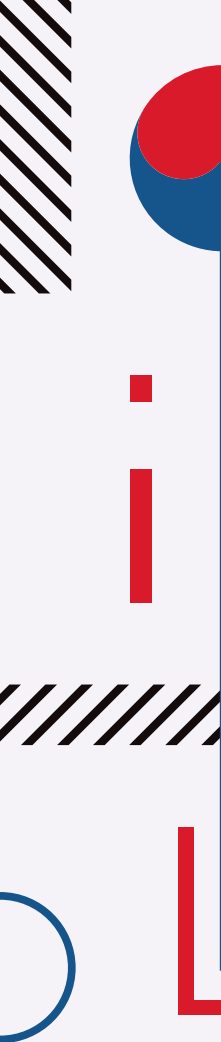


COMPLETE



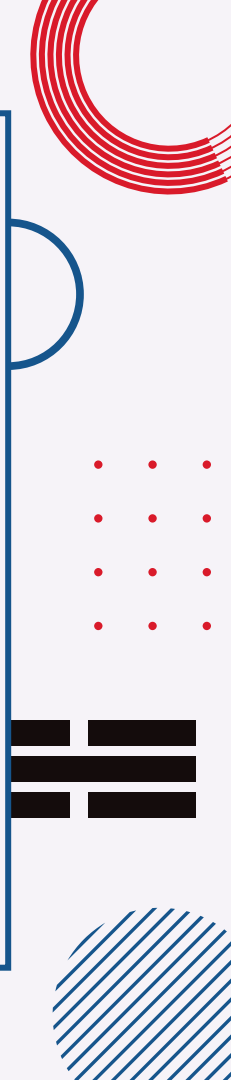
Turn and Talk

Who inspires you to do your best and how do they do it?



02: CURIOUS LEADERSHIP

What is it and how can you lean into it.



Be More Empathetic

Be present

Ask questions of others and demonstrate real curiosity.

Be actively curious

Get to know others and their experiences.

Learn about others

The more we learn about others, the more we will understand.

Challenge prejudice

Other people's lives might not be as privileged as yours.

Model empathy

Empathy can be learned, model this for others.

Listen to others

Use body language to show you are actively listening.



Becoming more Curious

- **PAUSE.**
- **Wonder**
- **Open Ended?**
- **Challenge**
- **Answer or ASK?**



Leading Curious Meetings



Hidden Agendas - Aren't Hidden

- Be upfront
- Be transparent
- Be vulnerable
- Start with the end

Talkin' 'bout PRACTICE

You were given a new mission statement to share with staff.

“We Do Good Work”

Talkin' 'bout PRACTICE

You were given a new mission statement to share with staff.

“We Do Good Work”

Talkin' 'bout PRACTICE

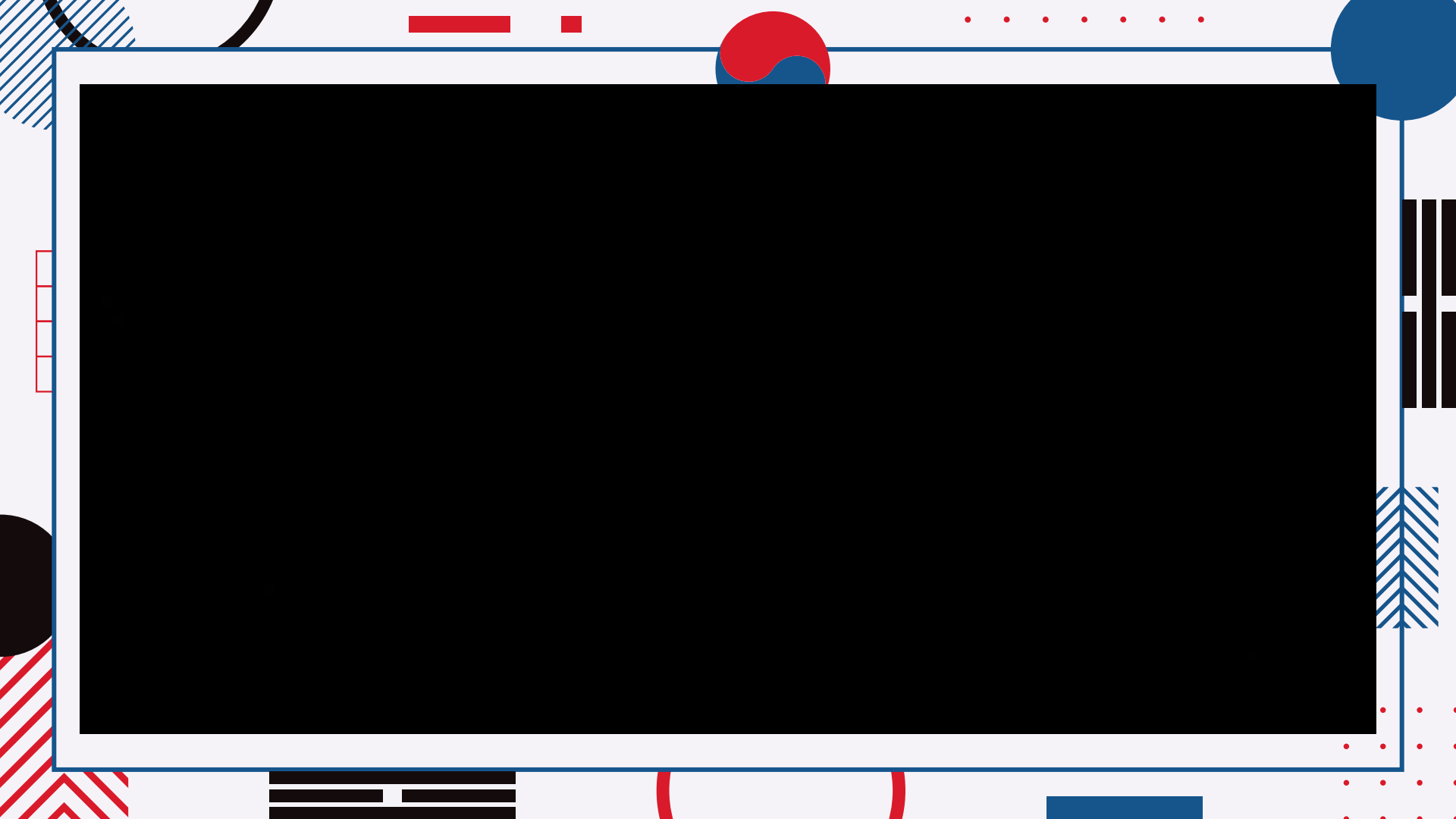
You were given a new mission statement to share with staff.

“We Do Good Work”

What if...

- Your boss hates it too?
-
- Were told it's going out to all in 5 minutes?

What if we just asked questions to understand.



Reflect on a time when you were underestimated...

Think about a time when you wish that you would have asked more questions first...



**Allow yourself to be strong
SOFT enough to be CURIOUS!**



03: **COMFORTABLE** **with the** **UNCOMFORTABLE**

How you feel better with letting go.

Authenticity and Vulnerability

THREE LIVES



Private

Who we are with those
closest to us.



Public

Who we are, as the whole
world may see us.



Inner

Who we are in our own
thoughts, alone time.





**So - then WHY
is it SO hard?**

Who we WANT to be at work:



Easy Going

Stress free, easy breezy



Successful

Put out a product we are proud of



Friends

Connected and confident



Needed

The go-to problem solver

The REALITY at work:



Stressed

Life - work - expectations



Productivity

Not all work is noticed



Supervisor

Hard conversations and performance challenges



Prioritize

Alligator closest to the boat



Public - Private - Inner
Power in alignment.

AUTHENTICITY MATTERS



Authenticity is the daily practice of
letting go of who we think we're
supposed to be and embracing who
we are.

— Brené Brown —

AZ QUOTES

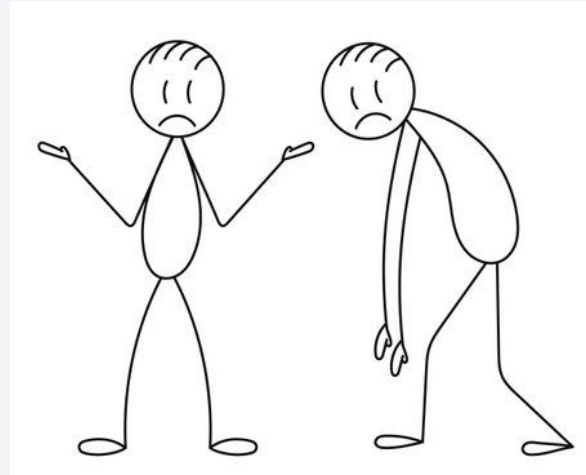


You CAN learn new tricks...

- Experiences shape you
 - Confidence and Growth
 - We wear many hats
 - Fail Forward
- 

Style and Intent

- **Style:**
 - **How we do things**
- **Intent:**
 - **Assume the good**



Two things can be true
at the same time.

“
I am not
a product of my
circumstances,
I am a product of
my decisions.
”



Stephen Covey

STYLE
is
a
CHOICE

Take a Moment

What is your INTENT as a leader:

- How do you hope others see you?
- **Is your style congruent with your intent?**
 - Why or why not?
- **Would your co-workers / team agree?**
 - Why or why not? Ask them!

Take a Moment

What is your INTENT as a leader:

- How do you hope others see you?
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- # Take a Moment
-
- What is your INTENT as a leader:
- How do you hope others see you?
 - **Is your style congruent with your intent?**
 - Why or why not?
 - **Would your co-workers / team agree?**
 - Why or why not? Ask them!



We judge ourselves by our intent.

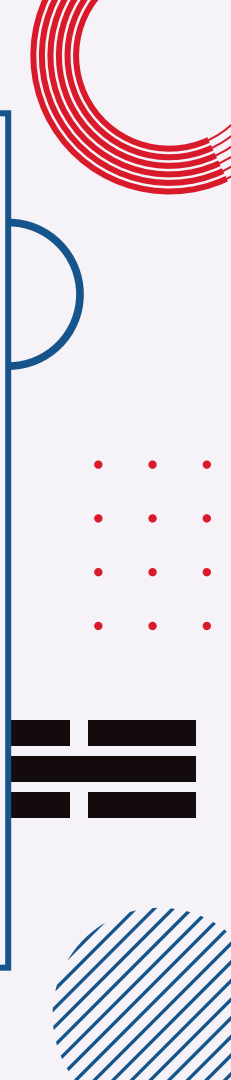
We judge others by their behavior.





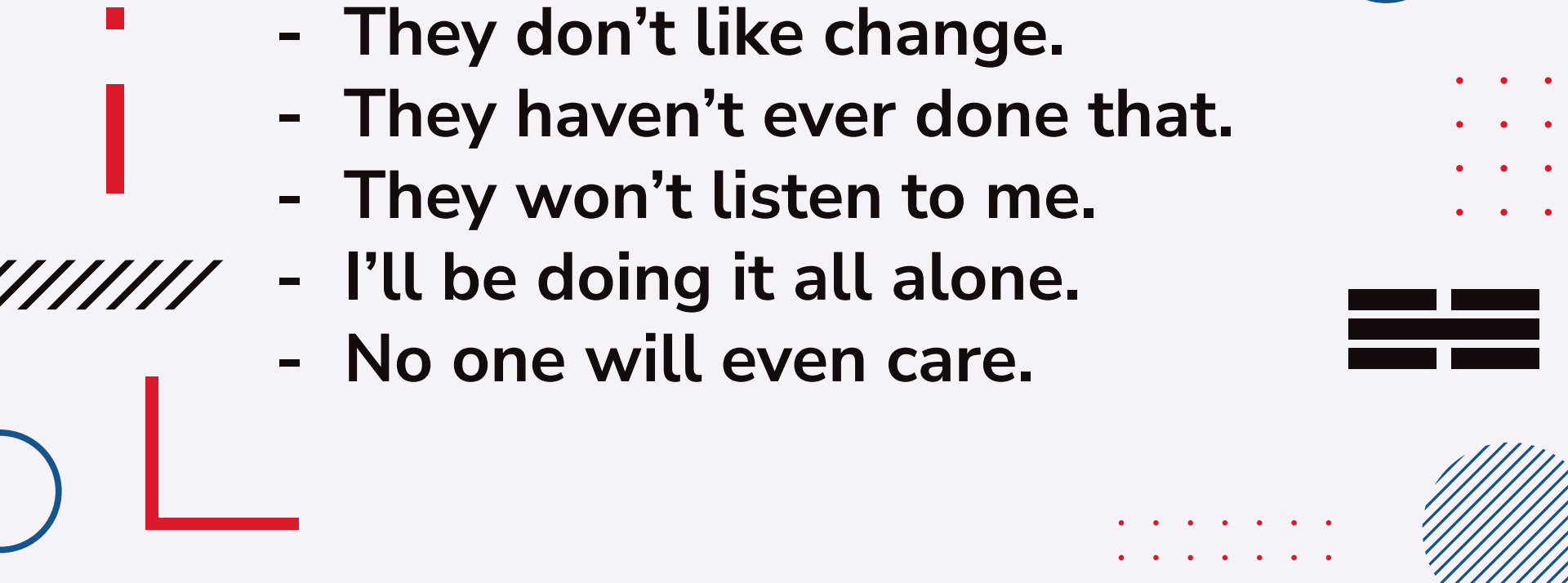
04: **CHANGE** **for the** **GOOD**


Because I knew you...I have been changed for the good.



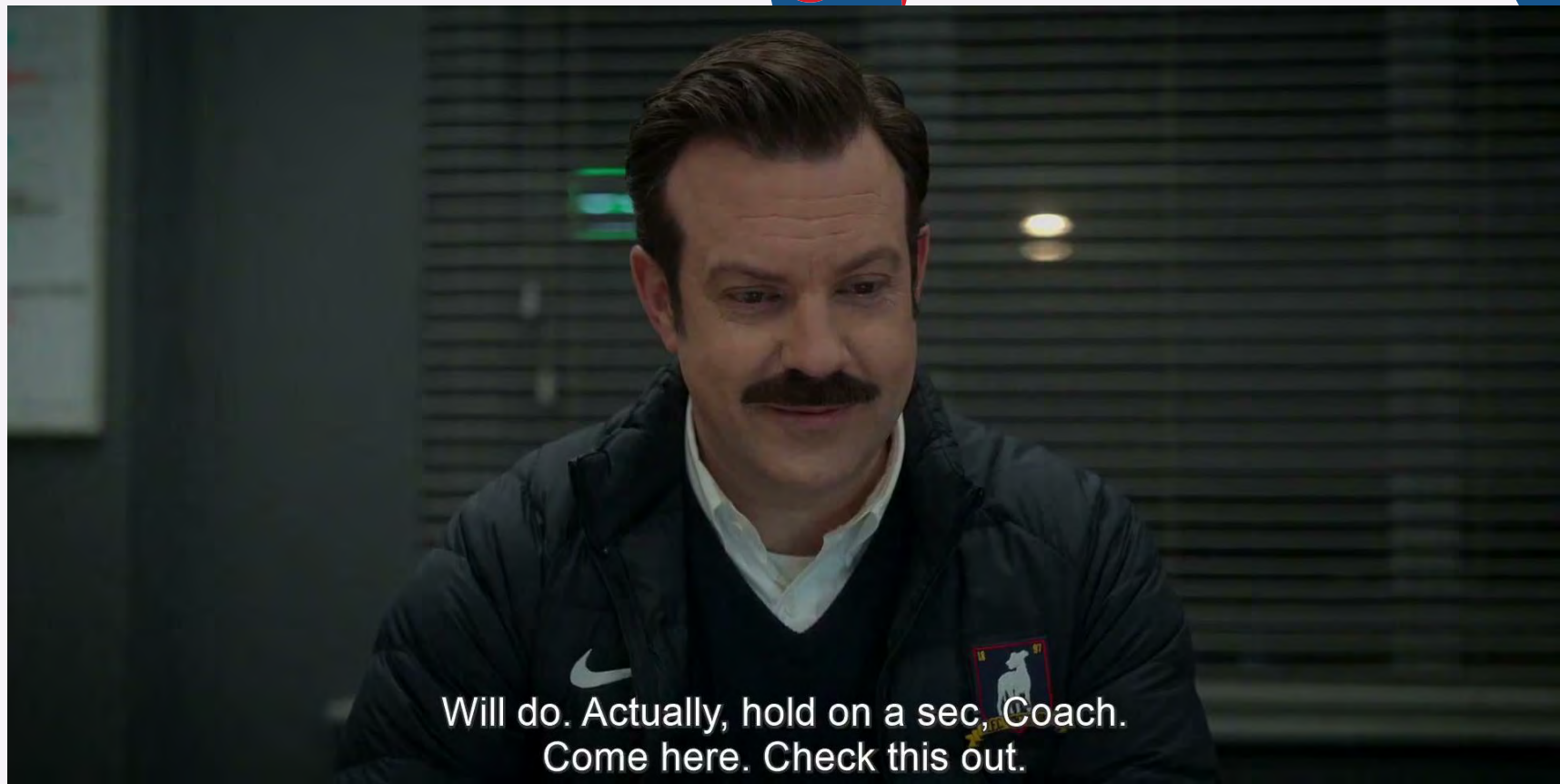


But... what if...

- 
- They don't like change.
 - They haven't ever done that.
 - They won't listen to me.
 - I'll be doing it all alone.
 - No one will even care.

The background is a light gray canvas decorated with various abstract geometric elements. At the top, there are three patterns: a 2x8 grid of blue dots, three thick black horizontal bars, and a red chevron pattern. On the right side, there is a blue circle with diagonal lines and a large black circle. On the left, there is a red circle and a vertical stack of four red-outlined squares. At the bottom, there are several more patterns: three thick black horizontal bars on the left, a red and white chevron pattern in the center, a 4x4 grid of red dots, a circle with black diagonal lines, and a blue stepped square pattern on the right.

**Everyone thinks
everyone else is
the problem.**



Will do. Actually, hold on a sec, Coach.
Come here. Check this out.



Model the behavior you want to see.



Believe in GOOD intent.



Seek Understanding.





Thanks!



Scan Me!