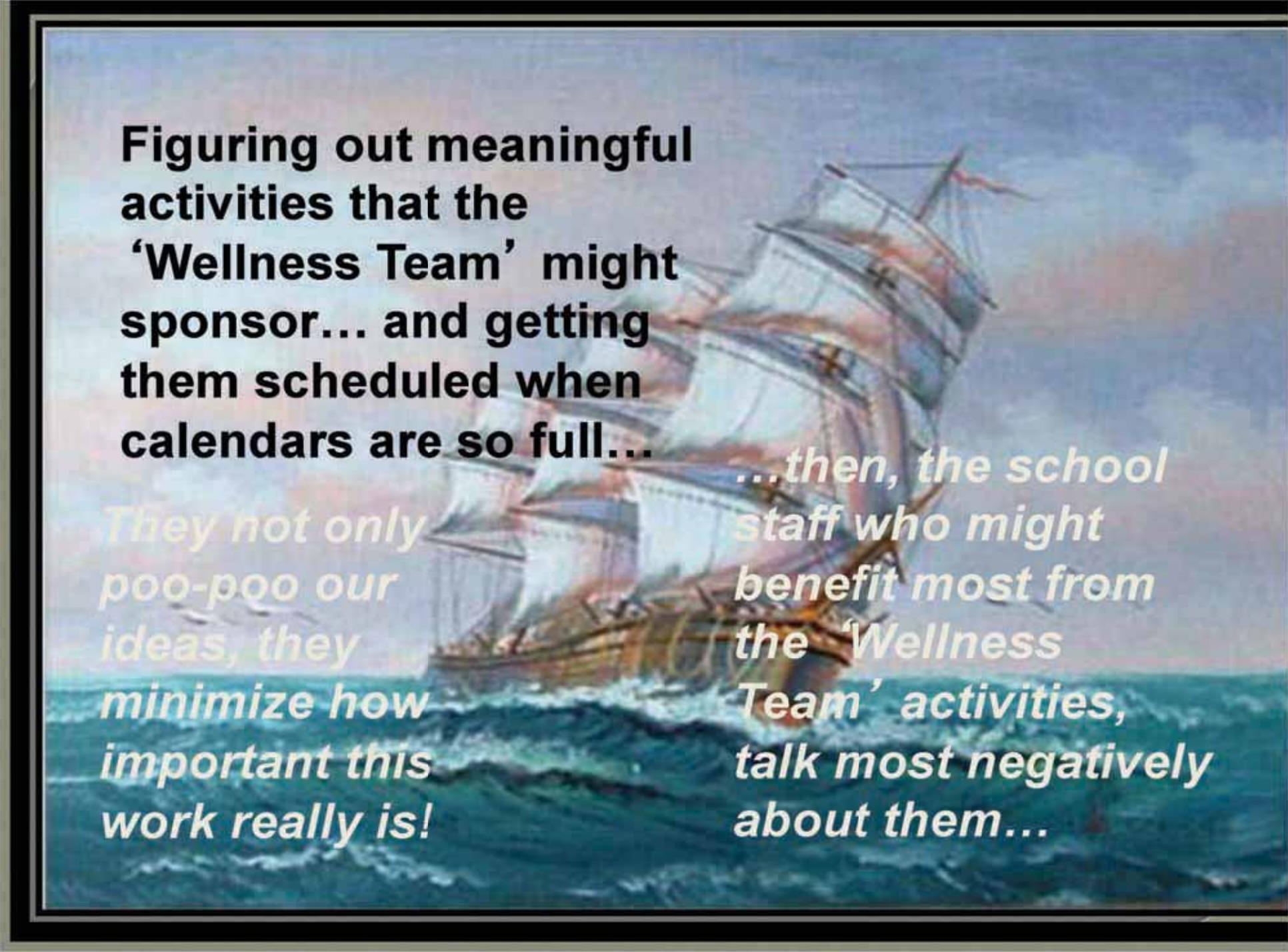


“Working To Stop What Stops the Work”

Scott Perry & Patty Parnell

Our beliefs....

- ① We believe that most of the time, in most work settings, it is not the difficulty or complexity of our tasks that keeps the 'work' from being accomplished and our school/team goals from being realized.**
- ② We believe we each have different values, styles, skills, biases and history and it's our lack of ability to effectually speak to those differences that keep conversations... and frustrations... cycling without resolution, thereby stopping the 'work'!**

A three-masted sailing ship with white sails is shown on a blue sea under a blue sky. The ship is the central focus of the image, with its masts and rigging clearly visible. The sea is a deep blue with white-capped waves. The sky is a clear, light blue.

Figuring out meaningful activities that the 'Wellness Team' might sponsor... and getting them scheduled when calendars are so full...

They not only poo-poo our ideas, they minimize how important this work really is!

...then, the school staff who might benefit most from the 'Wellness Team' activities, talk most negatively about them...

Boss

Middle Management

Middle Management

Middle Management

W

W

W

W

W

W

W

W

W

W

Leader (Coach, support, foster trust, create systems, hard conversations)

Team Member

Team Member

Team Member

Team Member

**Crystallized
Intelligence**

**Fluid
Intelligence**

Team Member

Team Member

Team Member

Team Member

- ④ **Fluid** → the capacity of combined, synergistic thinking of organization community members to problem solve in real time.
- ④ **Crystallized** → the massive storehouse of education and experience that exists within all organizations.

It's just not possible any longer to "figure it out" from the top, and have everyone else follow the orders of the "grand strategist". The organizations that will truly excel in the future will be the organizations that discover how to tap people's commitment and capacity to learn at all levels in an organization."

Peter Senge "The 5th Discipline"

High Accountability

Follow-Through, Hard Conversations, Confront The Brutal Facts



Low Accountability

Avoid Conflict, Ignore Data, Leave Things Alone

Characteristics of people in high trust work cultures

- ① **High Accountability**
- ① **Build Trust**

Covey's Case for Trust

↑ Trust = ↑ Speed ↓ Cost

↓ Trust = ↓ Speed ↑ Cost

Why Build Trust?

ABC's of Human Motivation:

Adequacy

Belonging

Certainty

Tip #1

Relationship Bank
Accounts

Tip #2

Go to the Heat

Tip #3

Remember: Meetings Are Meals

**(with everyone hungry for
Adequacy, Belonging, and Certainty)**



High Accountability

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Low Accountability

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WARNING.....

- **Doing 'the work' is not for the faint of heart!!**

SELF-AWARENESS

... is an underrated
intervention.

Thom Rutledge

*“Who am I in the
matter ...?”*

Ordinary Listening

vs.

Powerful Listening

There is a master
question that is the
dominating focus for
ordinary listening. ..

“...*what makes me*

Barriers to Powerful Listening...

➤ Ladder of Interpretation

When we don't 'think' about our 'thinking'

➤ Advocacy vs. Inquiry

"Don't just say something, stand there!!"

"We lose our sense of humor to whatever we're attached to..."

Angeles Arrien

"At some point early in our lives, we choose how stark a truth we are willing to admit into our consciousness & how readily we will examine contradictions in our lives and beliefs. From there our brains can censor what we see and hear, then filter reality to suit our level of courage. At every crossroads we make the choice again for greater (and greater) or lesser (and lesser) awareness."

Rendition of a Marilyn Ferguson quote

Synthesis & Application

- ❖ One thing that created an “Aha” for me
- ❖ What might I do differently in the future?
- ❖ What commitment am I willing to make?

“When most oarsmen talked about their perfect moments in a boat, they referred not so much to winning a race, as to the feel of the boat, all eight oars in the water together, the synchronization almost perfect. In moments like these, the boat seemed to lift right out of the water. Oarsmen called that the moment of ‘swing’ .”

Shared by Joseph Jaworski in “Synchronicity”

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*Please feel free to
write...*