

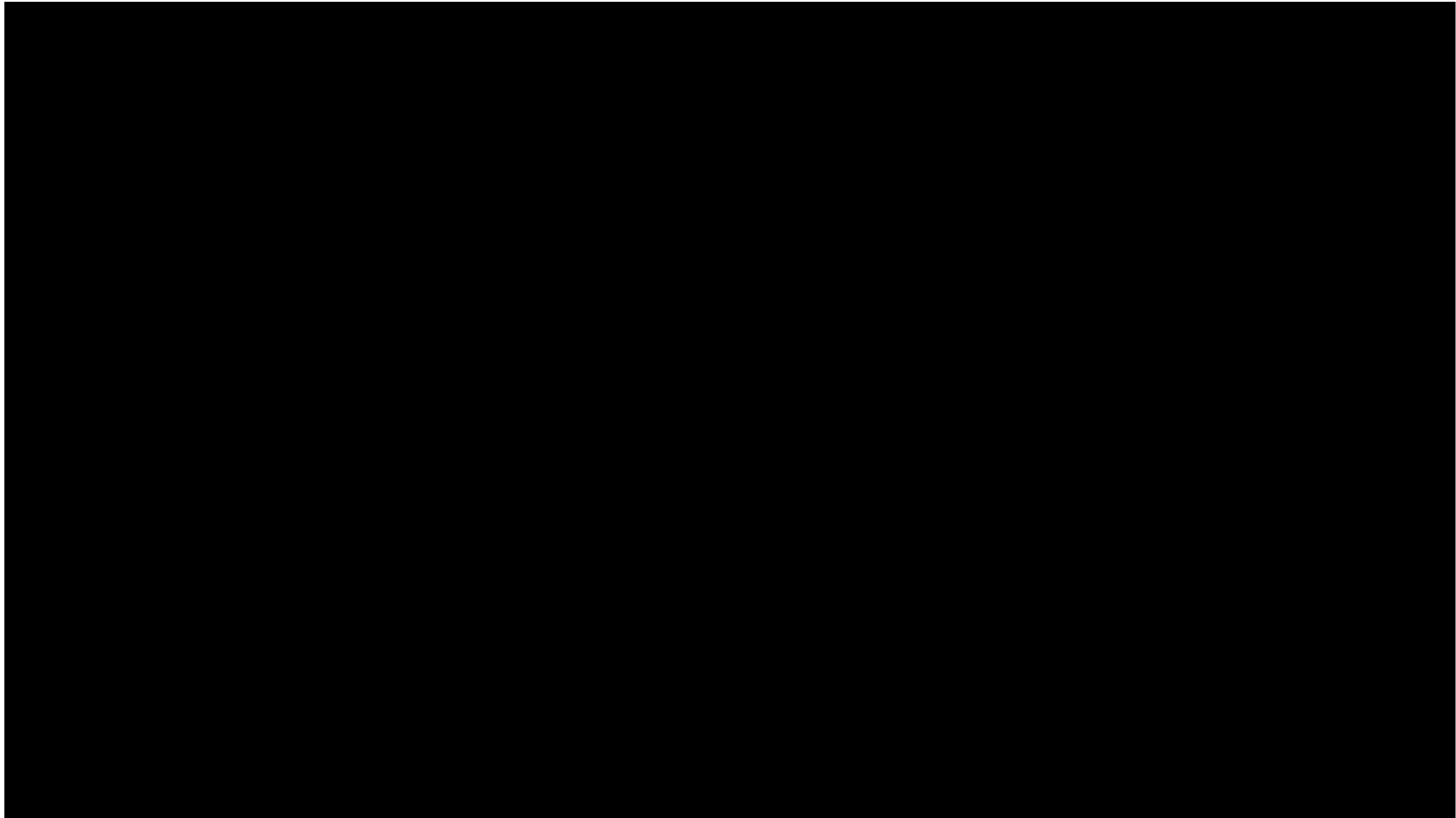
Creating Intentional Culture: Outperform Your Competition and Attract and Maintain Amazing Talent

Paula Allen

**Raving Partner
Strategic Partner with Learning Point Group
Leadership and Tribal Development and
Enrolled Tribal Citizen
of the Jamestown S’Klallam Tribe**

Tuesday, January 29
11:15 am – 12:00 pm





Most Noble of Professions

“Management is the most noble of professions if it’s practiced well. No other occupation offers as many ways to help others learn and grow, take responsibility and be recognized for achievement, and contribute to the success of a team.”

-- Clayton M. Christensen
How Will You Measure Your Life

Thank you ... seriously

- You have had an impact on my career in a positive way and I'm sure my family benefitted from my experience working with you.

What created that success?

- Focused time
- Genuine care
- Authentic interest in your development

**When a plant doesn't grow we don't
demand the plant to grow ...**



We change the environment!

What does your environment feel like?

- How supported am I by my supervisor?
- Are you developing me for the next level?
- What is my experience working here?



If you are in a leadership position, you are required to spend 70% of your time coaching and giving feedback.

Why is this such a successful model?

Disney Institute

Top Places to Work and Why

- “**Bain** fosters a really supportive and fun work environment. My colleagues are my mentors, confidantes, and closest friends.”
- “At **Zoom**, you can’t wait to come to work because you feel ‘cared for.’”
- “At **In-N-Out Burger** you have great opportunities to advance.”

**Who Are Our Most Vulnerable,
Most Expensive?**

Entry level jobs

No team member left behind



Who Is In Charge of Their Success?

Front-line Leaders

“Our front-line is our bottom-line.”

-- Disney

Front-line Leaders Need a Plan

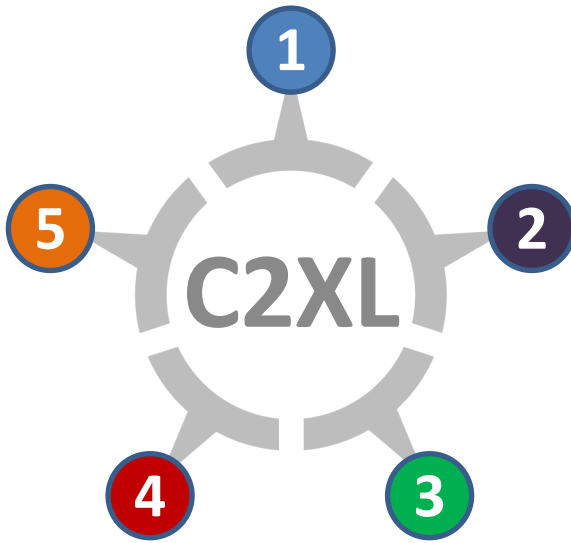


6 Core Leadership Skill™
Learning Point Group



1. Own Your Role
2. Build Relationships
3. Interact with Impact
4. Coach for Success
5. Build Your Team
6. Lead Change

The Dishwasher Scenario



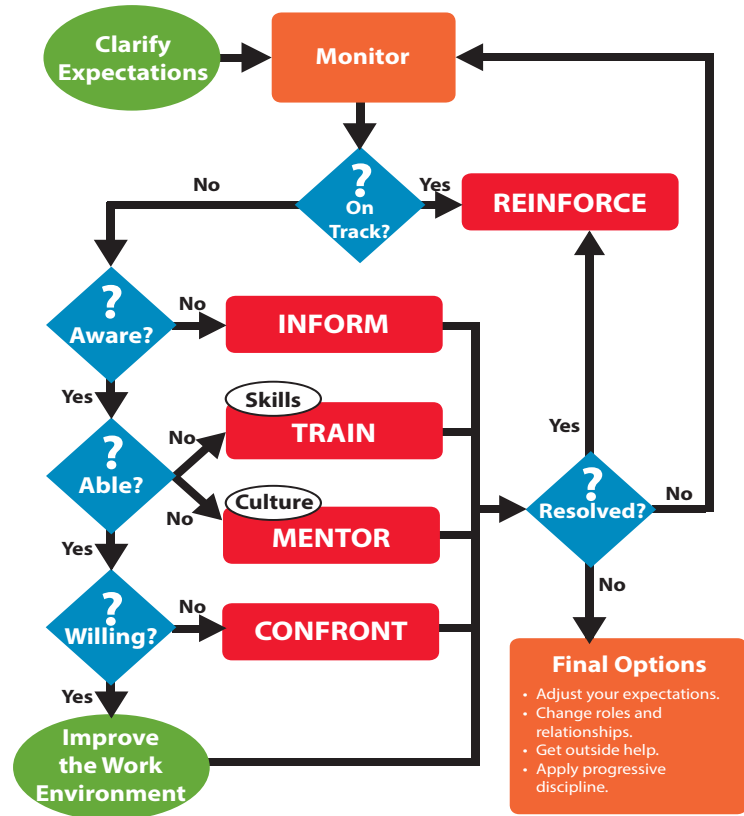
Coach Method

LEARNING
POINT
GROUP

1. Set the Context
2. Create the Plan
3. Coach to the Plan
4. Coach to the Need
5. Review Success

Coaching Roadmap

Coaching Roadmap™



Coaching Discussion Template



Coaching Discussion Template™



Coaching Worksheet



Coaching Worksheet

Name: _____

Date: _____

Step
1

Headwork

Define Situation

Current Situation (Status)

Desired Situation (Goal)



Ess Key Factors

Helping Factors

Hindering Factors



Coaching Worksheet™

LEARNING
POINT
GROUP

Raving
NEXT
INDIAN GAMING ANALYTICS AND MARKETING CONFERENCE

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CULTURE

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