

# WELCOME

---

The Conversation will begin in a few minutes!

**Making Lives Better  
By  
Building Better Leaders**

**StevenArmstrong.ca**



@sdaparatus

---

**“Do not squander this opportunity to be better”**

**– Patrick Lencioni**

•



@sdaparatus



# What I am hearing from my clients

---

Some are failing

Some are swamped

People are exhausted

Worried about the future of their work

**Most haven't come to terms with a changed  
culture work**

---

**Most have not taken this  
opportunity to change**

---



@sdaparatus

# What I see

---

**I've never met an organization that is too stupid to  
be successful**

**...**

**I have met teams that are too dysfunctional to  
succeed**

# Build A Healthy Organization

---

1. Build A Cohesive team
2. Over Communicate Clarity
3. Reinforce Culture



# Build A Cohesive Team

---

Focus on trust & vulnerability

This is not the time to be efficient – Be effective

Persistently check in individuals & the whole team

Now is exactly the time to slow down to go fast



@sdaparatus



# Over Communicate Clarity

---



# Reinforce Clarity

---

- Why do we exist?



- How do we behave?

# Reinforce Clarity

---

- What do we do?



- How will we succeed?

# Reinforce Clarity

---

-What is most important, right now?



- Who must do what?



---

**July? Nov? 2022?**

**Beyond?**

---

**“We gripe a lack of ownership in our teams,  
but everyday we poach ownership from people.”**



**@sdaparatus**

# Reinforce Culture

---



- What is working during COVID
- Increase ownership, responsibility & accountability
- What can you redesign
- How will you know

# Where To Invest Your Time

---



1. Trade comfort for future success
2. Run great meetings
3. Take responsibility to developing leaders



# Where To Invest Your Time

---



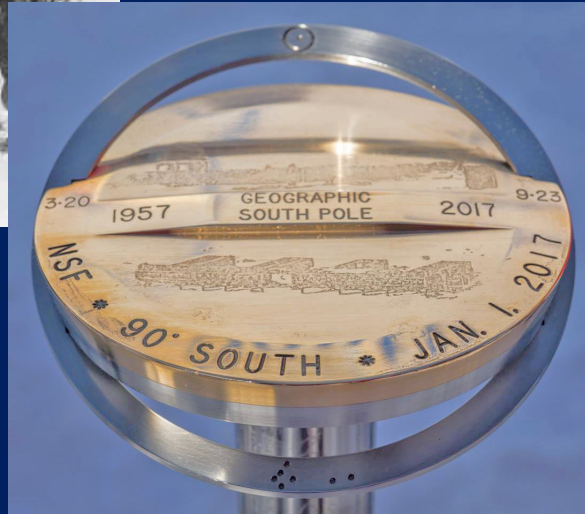
4. Not the time to keep your head down
5. Approach hard truths with humility & with kind words
6. Be the CRO (Chief Reminder Officer)





# Healthy Organizations Get Results

---

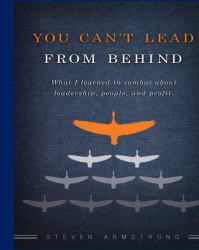


# Ask Me Anything!

---



@sdaparatus



---

**GET YOUR FREE COPY OF STEVE'S BOOK**

**YOU CAN'T LEAD FROM BEHIND:**

