

5 CORE Behaviours for Coaching High-Performing Teams!

Inspiring the Hungry Spirit

Presented by

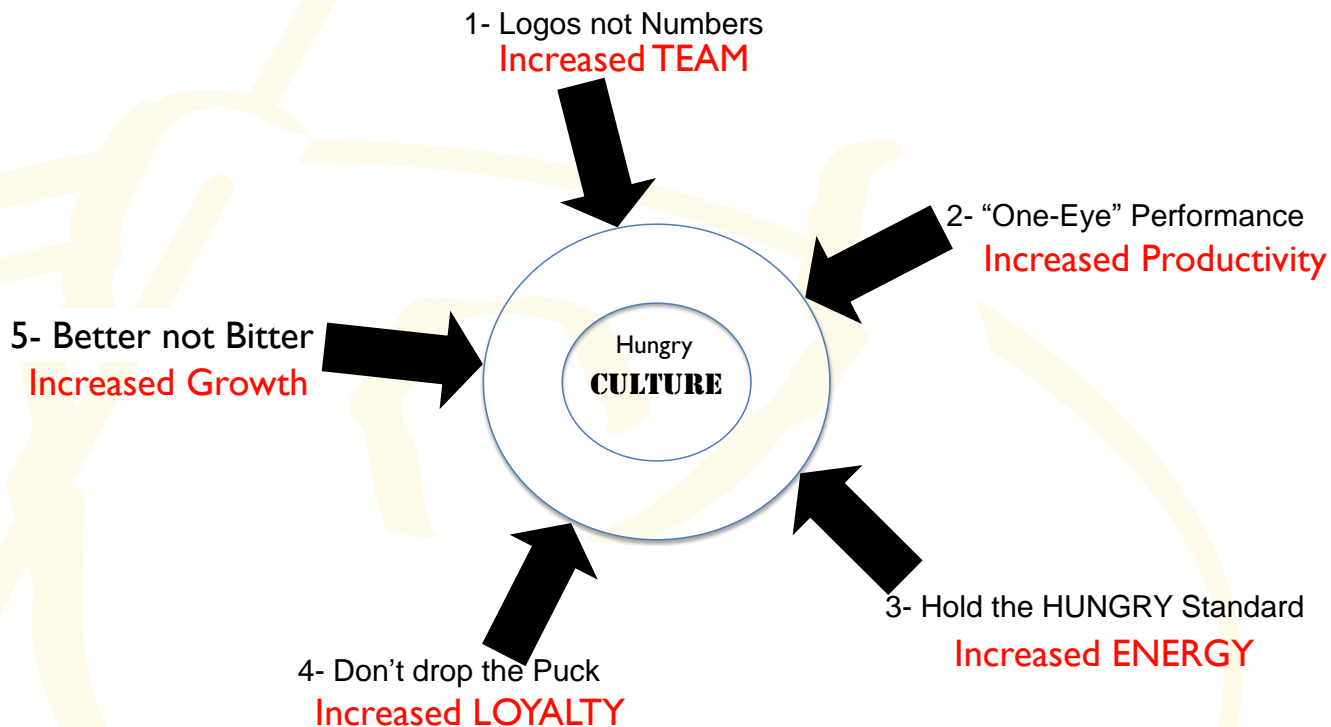
Ryan Walter

Leadership's CORE Behaviours:

- 1- LOGOS not NUMBERS
- 2- "One Eye" Performance
- 3- Hold the HUNGRY Standard
- 4- "Don't drop the Puck"
- 5- BETTER not Bitter!

Leaders To Do list:

- 1 - Create the "WE" environment!
- 2 - **TRUST** more!
- 3 - Increase your personal and cultural **ENERGY!**
- 4 - Celebrate **HONOUR** more!
- 5 - Lead more **GROWTH!**



Characteristics of an Admired Leader:

- Ambitious
- Broadminded
- Caring
- Competent
- Cooperative
- Courageous
- Dependable
- Determined
- Fair Minded
- Forward Looking
- Honest
- Imaginative
- Independent
- Inspiring
- Intelligent
- Loyal
- Mature
- Self Controlled
- Straight Forward
- Supportive

Choose your top four characteristics:

1. _____
2. _____
3. _____
4. _____

From *Leadership Challenge*, James M. Kouzes and Barry Z. Posner

Hero's qualities:

People you respect, admire or who have impacted your life...

1. _____

Qualities

- _____
- _____
- _____
- _____

2. _____

Qualities

- _____
- _____
- _____
- _____

3. _____

Qualities

- _____
- _____
- _____
- _____

4. _____

Qualities

- _____
- _____
- _____
- _____

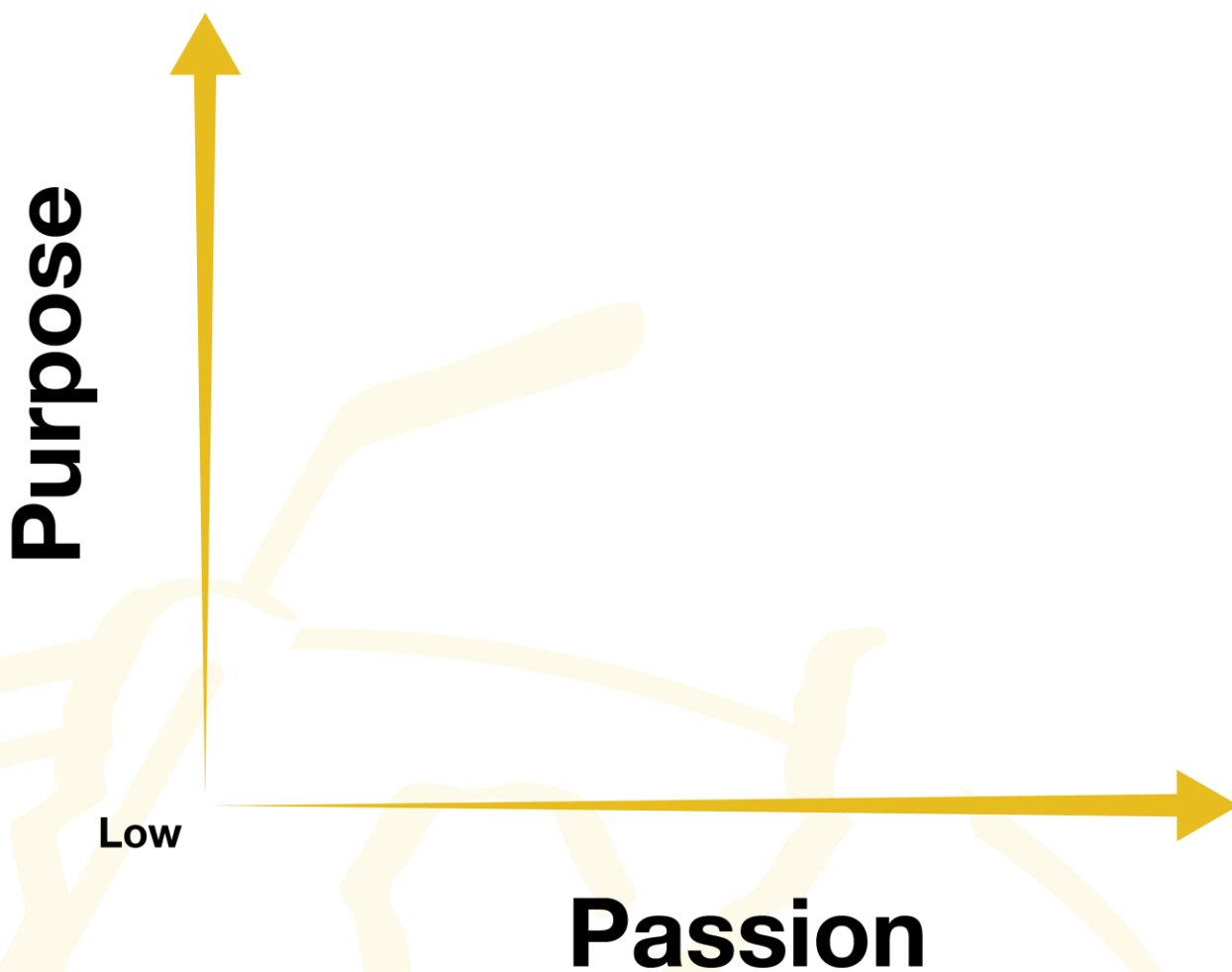
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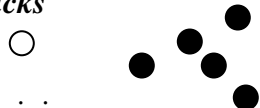
HUNGRY Indicators



Tribal Leadership

Stage 1

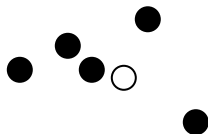
Life sucks



Undermining
Not playing the social game...we
Alienated

Stage 2

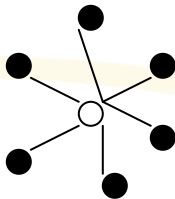
My life sucks



I loose and everyone one else wins
Feel separate from people
Feel alienated
Good people, smart people
Living a cereal box life...recommended daily requirements
Are living in a world where we are waiting for the axe to fall
A stage we visit then leave...circumstances in life can take us there...getting a speeding ticket – my life sucks!
Avoidance of ever being on the hook for anything

Stage 3

I'm great and you're not.



70% managers time are spent talking to these people in this stage.
...manager comes back to his office beats his head and comes out saying my life sucks
Exploiters
About domination
Go around looking for someone to dominate
Require others to go from Stage 3 – 4. Can't go there by yourself
He who dies with the most toys wins
Everything in the relationship is dyadic
Everything by design is unstable
Derives its power from knowing more, being better informed, and hoarding information
Most stress related illnesses occur here
Stage 3 organizations reject innovations they didn't originate – known as 'not invented here syndrome'

Will engage and argue for their suggestion. It will be measurable, and if you look closely, they will have to be in charge for that outcome to succeed --- people at this stage can be blind to the full effects of their behavior

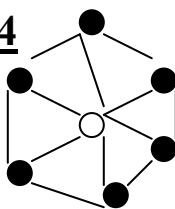
Moving into Stage 4

Prove that Stage 4 is more effective in terms of results, and leverage the accomplishment into an invitation to join the emerging group of Stage 4.

Take great care to not offend people, triad around the Stage 3 individual

We have world-class individuals, but the 'new world class' requires that these world-class guys or gals need to talk to each other

Stage 4



WE are GREAT!

Build partnerships

Are stable partners

You cannot work with groups effectively at the strategic level unless they are performing at stage 4.

Something special about building community, not about me anymore

Nature growth curve, it naturally wants to happen

Will actually pull in resources, approaches, consultants, ideas, or anything else that will build the tribe.

Tribal strategy as opposed to 'personal strategy, begins at Stage Four, and people can hear it and join in only if they are at Stages 3 – 4 – 5.

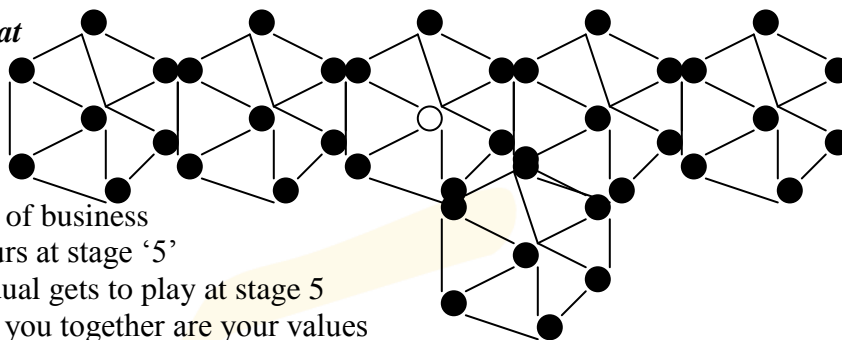
Leverage Points

- + Stabilize at stage 4 by ensuring relationships are based on values and mutual self-interest of current projects
- + Encourage formation of triads
- + Pick projects that are more of a stretch and that accomplish bigger and bigger results, by working more in partnership with other people
- + Encourage the team to take advantage of market conditions to make history
- + If the market doesn't offer the right conditions, engineer the opportunity
- + Recruit others to the tribe who share the values of the groups strategy
- + When the team hits difficulties, point people to others for solutions. Encourage them to not solve problems, as doing so is consistent with 'I'm great and you're not'.
- + Perform regular check-ins:
 - What is working well
 - What in not working

- What can the team do to make the things that are not working well – work!

Stage 5

Life is great



The future of business

Team occurs at stage '5'

No individual gets to play at stage 5

What tie's you together are your values

2% of workplace cultures

Is marked by 'life is great' language, devoid of any competitor. They may exist, it just doesn't matter.

Values are 'life giving; Noble cause is the groups 'only compass'

Key question to get to Stage 5:



What would propel us to get to the next level?

- i.e. adding assets?
- Moving to Stage Five becomes real when a group commits to a strategy (usually with several interim strategies to build its assets) that you think is beyond what you do – and beyond any competitor – that would have an impact on 'your world'.

Feeling of innocent wonderment overwhelmed with gratitude

How do we elevate stages:

How you listen and what you say

Moving people up the stages cannot happen at the verbal level because people lie

**Moving upwards means giving up something

**The driver of everything is our core values

**Working toward a noble cause – alignment with our noble cause

Please shade in where your TEAM/culture is today!



Logos not Numbers



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HUNGRY Standard



Don't drop the Puck!



Bitter or Better?

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*Please accept my **free gift** to you!*

Name and EMAIL

Send me the **FREE GIFT** of "PLAYING AND STAYING HUNGRY" weekly e-newsletter:

What was the **VERY BEST IDEA** from Ryan's program that you **WILL** USE this week?

Name: _____

Phone _____

Position: _____ Company _____

How would you rate the speaker? (Poor) 1 2 3 4 5 6 7 8 9 10 (Amazing)

How useful was the content? (Not Useful) 1 2 3 4 5 6 7 8 9 10 (I will use it)

Please name people who you believe would benefit from Ryan's HUNGRY sessions

I would like to have Ryan come and work with my TEAM:

- * **More Inspirational** Keynotes
- * **Work with my team** to synergize the group and help sustain our "HUNGRY" workplaces
- * 4 Half-day Interactive sessions to develop my Leadership/Team's HUNGRY spirit
- * **Leadership Development Sessions** ½ day, full-day, 2 day

Yes! I want to continue to keep growing "My HUNGRY Spirit!"

- #1 **Book:** Off the Bench (Personal Performance) (\$19.95 + shipping)
- #2 **Book:** HUNGRY (Fuelling your BEST GAME)
- #3 **Book:** Simply the Best (Coaching success) (\$24.95+ shipping)
- #4 **Book:** Simply the Best (Players on Performance) (\$21.95+ shipping)
- #5 **DVD:** 7 Essential Qualities to FEED your HUNGRY TEAM (\$49.95+ shipping)