

Releasing Your Team's Intelligent Energy

through *five* powerful conversations

What Will You Get?

A model for effective conversations

Understanding of the five drivers
of personal engagement

An action plan for releasing
your team's intelligent energy

Intelligent Energy



Focus

Passion

Flow

Purpose

Drive

Agile Manifesto

Individuals and Interactions
over
Process and Tools

A Conversation...



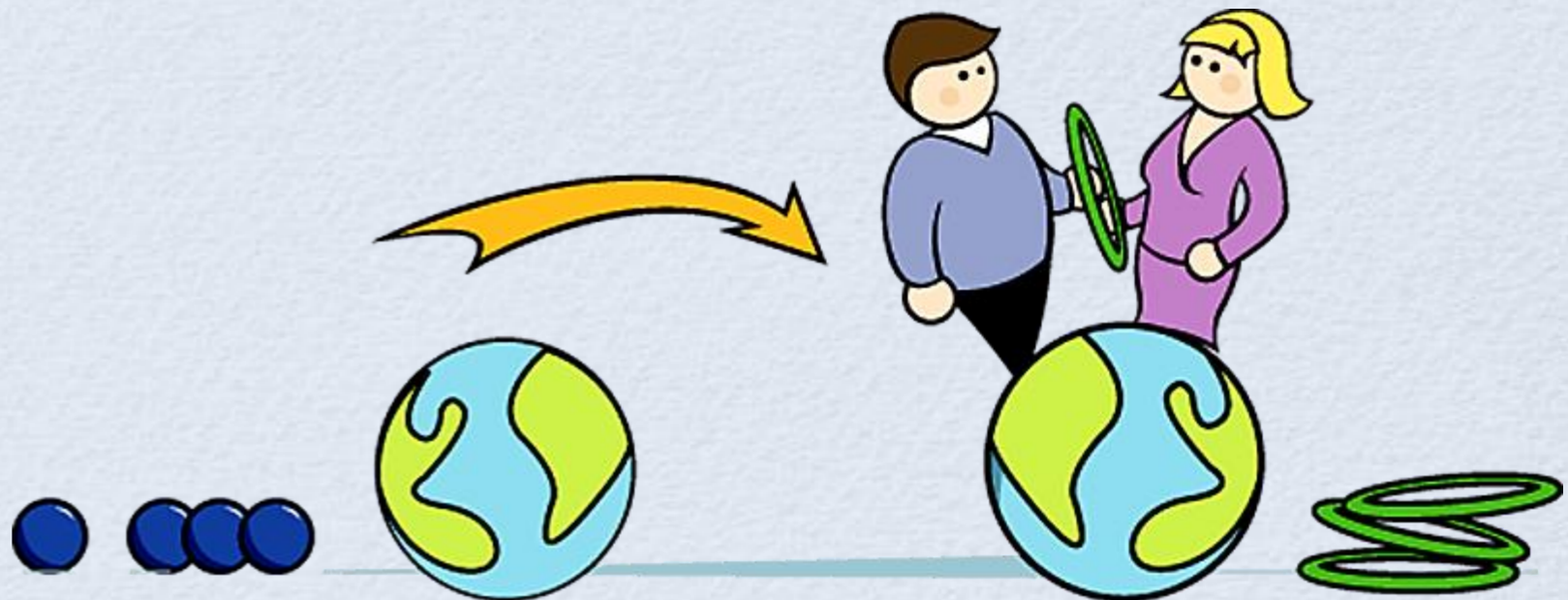
Pull Out Their Reality

1

Step into their world.

See their reality.

Reflect it back in your own words.



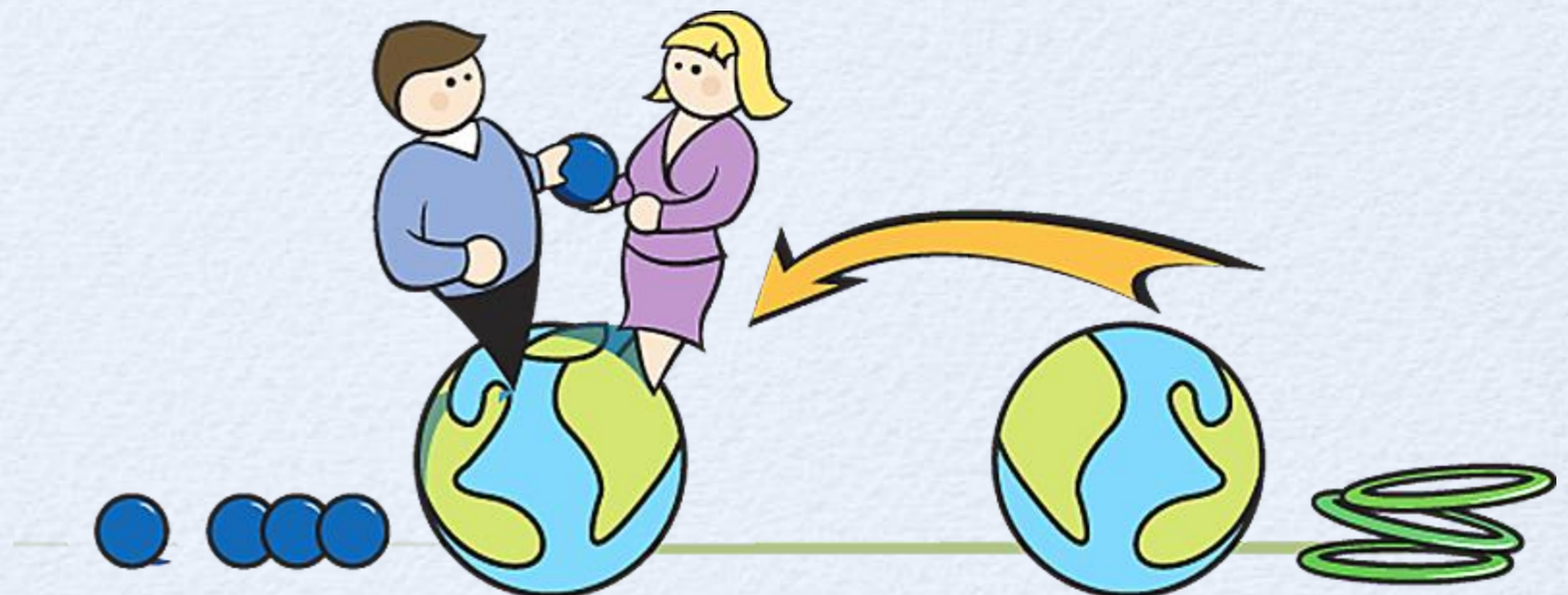
Pull Them Into Your Reality

2

Invite them into your world

Help them see your reality

Ask them to reflect back what they've understood



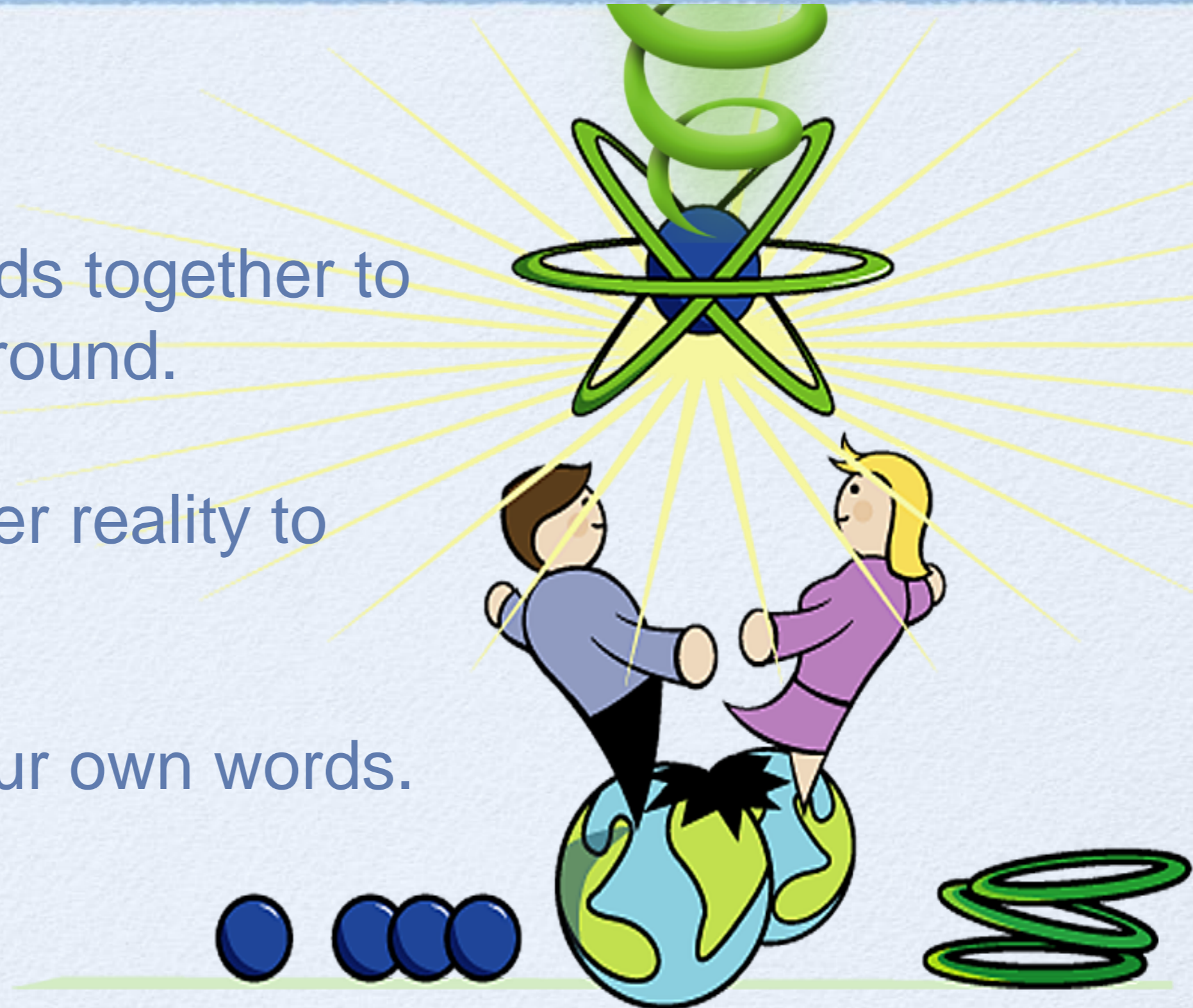
Pull Out The Bigger Reality

3

Bring your worlds together to find common ground.

Look for a bigger reality to emerge.

Sum it up in your own words.



Sustainable Results

6

Sustained Results

5

High Performing Behaviours

4

Intelligent Energy

3

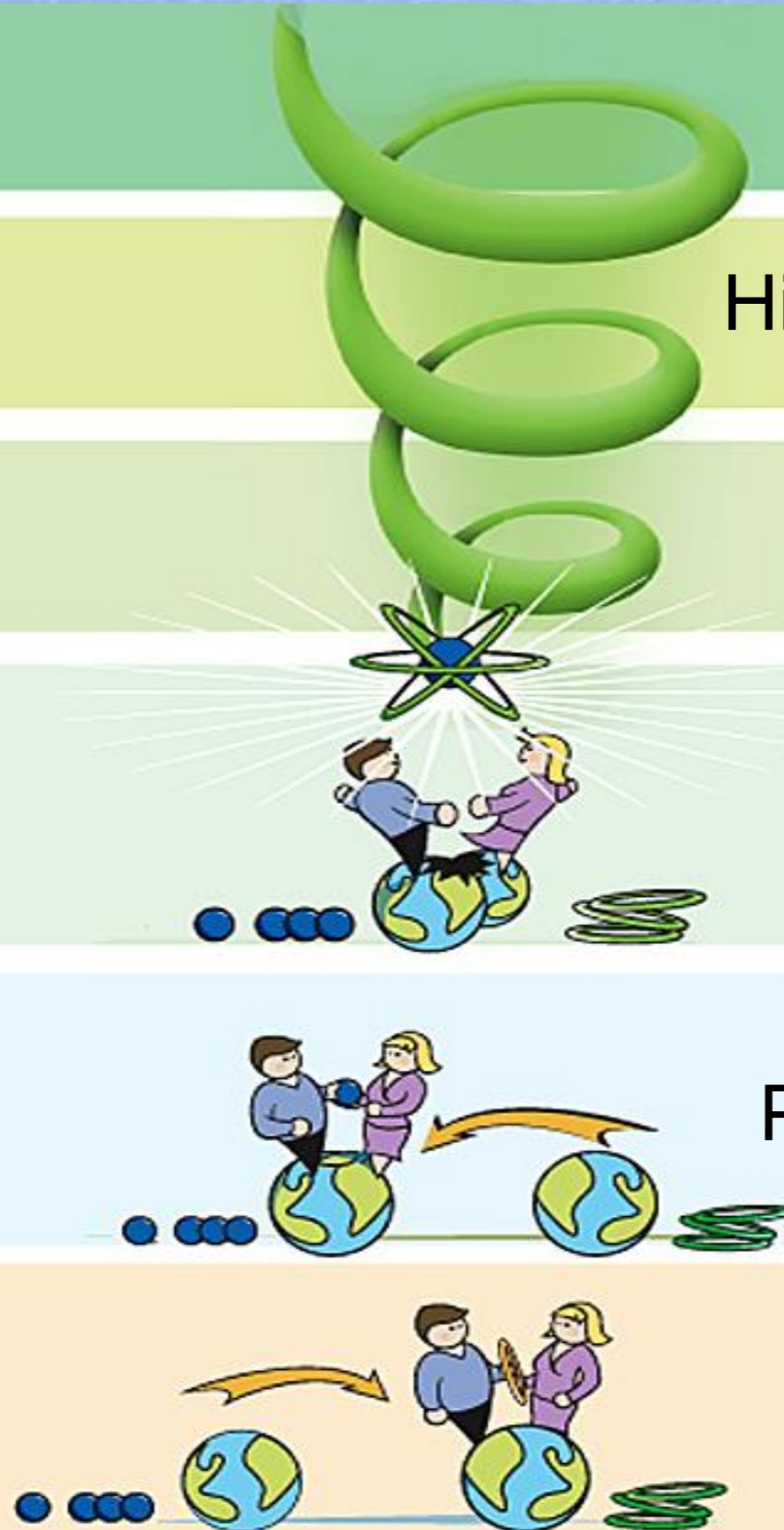
Pull Out the Bigger Reality

2


Pull Them Into Your Reality

1

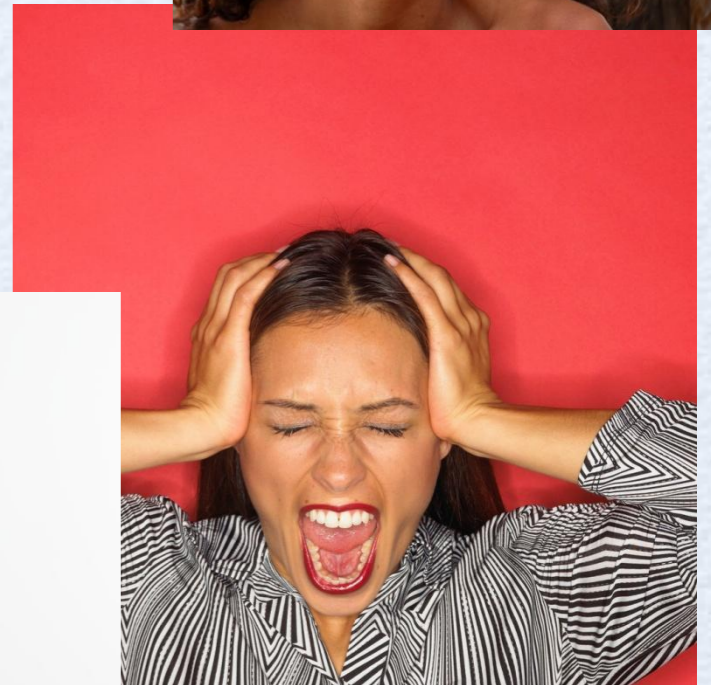
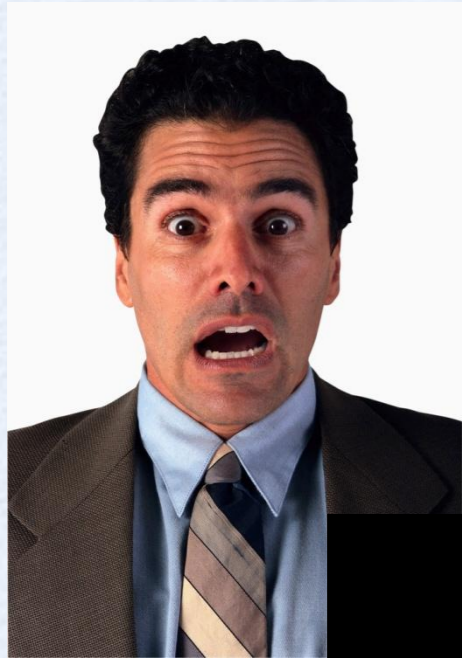
Pull Out Their Reality



Role Play

- 
- A photograph of a group of people in a meeting room. In the foreground, a man with short dark hair, wearing a white shirt and a patterned tie, is smiling broadly and gesturing with his hands. Behind him, another man is looking towards the camera with a neutral expression. The background shows other people in a meeting setting, some looking at a screen or document. The overall atmosphere is professional and collaborative.
- Identify a conflict to discuss
 - Find two people to role play each side of the conflict
 - Practice a pull conversation:
 1. Pull out their reality
 2. Pull them into your reality
 3. Pull out the bigger reality

What happened?



Five Drivers of Engagement



I fit here

I'm clear

I'm supported

I'm valued

I'm inspired

Five Powerful Conversations



Find the fit

Create clarity

Support to succeed

Help people feel valued


Help people feel inspired

What Juices You?

Check off the **13** statements you would **most like to feel** in your **ideal** work environment:

- My role is a good match for my talents.
 My role is a good match for my interests.
 I fit in well with my team - I feel I belong here.
 I feel understood by my team - I experience no unnecessary friction or confusion.
 I feel safe in my current role - both emotionally and physically.
- I'm crystal-clear on the expectations my manager has of me.
 I receive important information when I need it.
 I'm clear on the big picture of how things work here and how I contribute to it.
 I'm clear on how my manager feels about my progress.
 I'm clear on leadership's direction, strategy and objectives and how they translate into my day-to-day activities.
- I feel equipped with all the resources I need to succeed - time, training, tools & systems.
 I feel my compensation and benefits package is fair for the contribution I make here.
 My manager "has my back", supports me and goes to bat for me when I need it.
 I have the freedom and authority to do what I'm responsible to do.
 I'm getting the career and growth opportunities that are important to me.
- I feel my leaders value me as a person - not as a tool or an asset.
 I feel recognized and appreciated for my contribution.
 I feel I am being treated fairly.
 My leaders are serious about protecting my work/life balance.
 My leaders listen to me in a way that makes me feel respected and understood.
- I feel a sense of pride and connection with the purpose of my organization.
 Underperformers are not ignored here - employees are held completely accountable.
 I feel I am achieving great results.
 My colleagues and leaders walk the talk.
 The passion of my colleagues inspires me to drive for more aggressive goals.

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Scenario Workshop

By yourself:

- write down a low energy scenario ...
- circle the key emotional driver(s) ...

Find a partner at your table and

- for 5 minutes, have a pull conversation about one of your scenarios and ...
 1. identify what you need from others
 2. what you need from your managers
 3. a personal action plan
- repeat for the other partner's scenario

Intelligent Energy



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Passion

Flow

Purpose

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Pull Conversation

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Sustained Results

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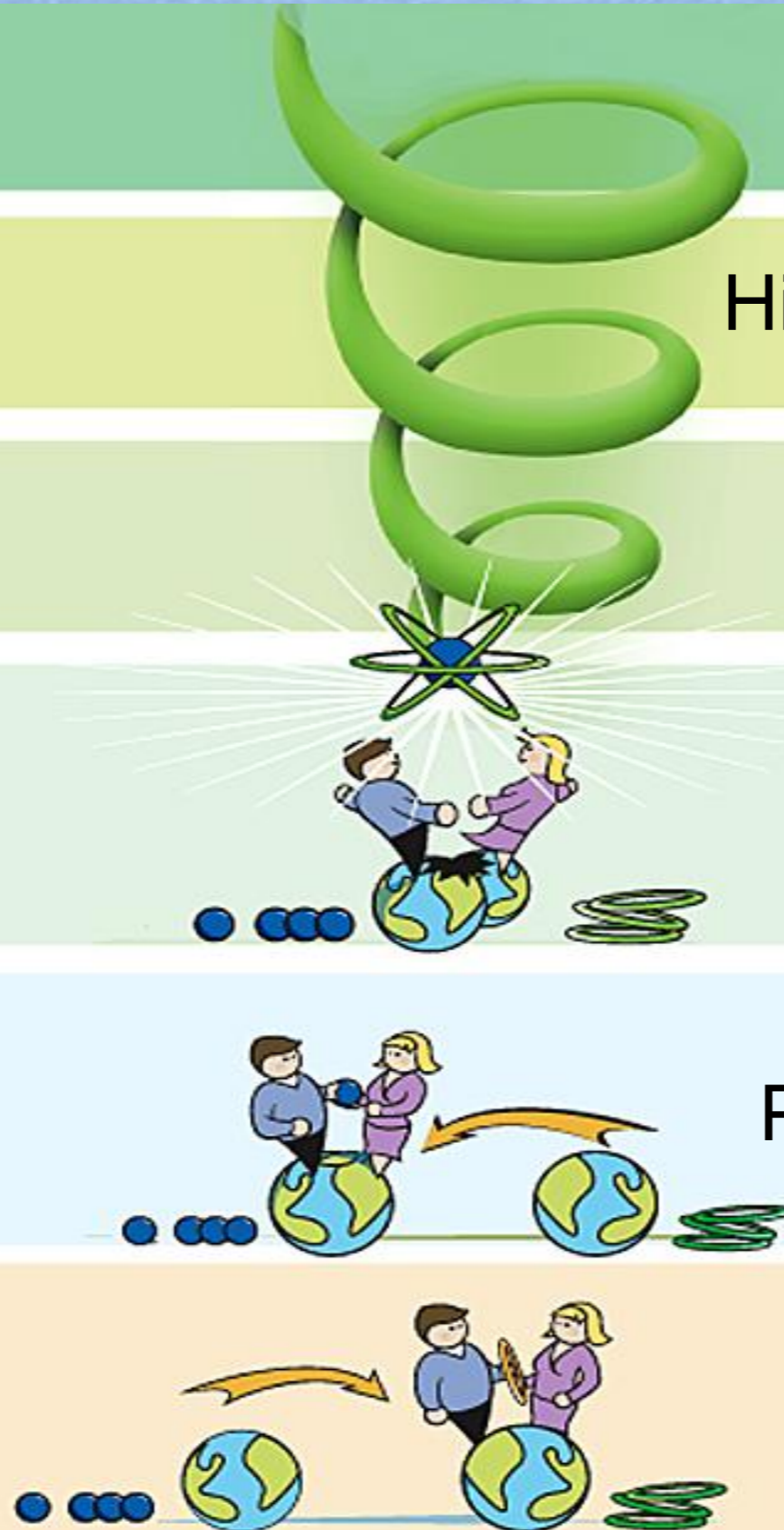
Pull Out the Bigger Reality

2

Pull Them Into Your Reality

1

Pull Out Their Reality



Five Powerful Conversations



Find the fit

Create clarity

Support to succeed

Help people feel valued

Help people feel inspired

Additional Resources

<http://bit.ly/intelligent-energy>

This slide deck!

Find out how much energy your environment releases with the online Juice Check.

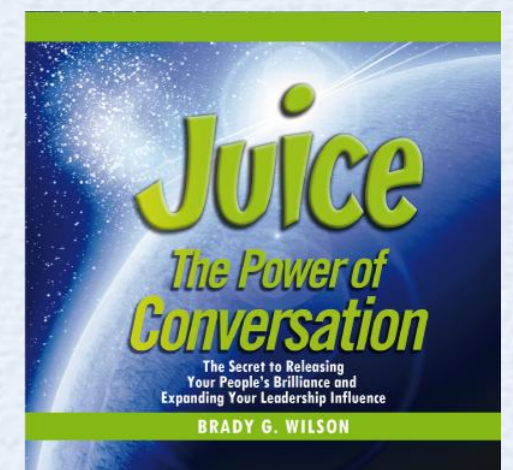
Electronic editions of the Juice Book in PDF or audio format.



The Juice Check form is a self-assessment tool. It features a green checkmark icon and the title "The Juice Check" at the top left. The form is divided into several sections, each with a set of statements and a corresponding color-coded scale (green, yellow, red). The sections include:

- My role is a good match for my talents.**
- I feel safe in my current role - both emotionally and physically.**
- I'm crystal clear on the expectations my manager has of me.**
- I feel equipped with all the resources I need to succeed - time, training, tools, systems.**
- I feel my leaders value me as a person - not as a tool or an asset.**
- I feel a sense of pride and connection with the purpose of my organization.**

At the bottom, there is an "Action Required" section with three columns: "BY YOU", "BY THEM", and "BY OTHERS".



Contact Us

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