

# Mindset - “Belief”

Internally  
Transform

Which way  
is the  
train going?



# Shift the “Belief”

Internally  
Transform

Which way do you  
“believe”  
the train going?



Internally  
Transform

Don't Get Stuck  
in a Faulty  
Belief...



Internally  
Transform

Create a  
Learning  
Experience

# Use the **W/D Process**

<u>W</u> ell?	<u>D</u> ifferently?
_____	_____
_____	_____
_____	_____
_____	_____

Internally  
Transform

Positive  
Feedback

# Change Behavior

**Reinforce Progress:**

**Catch people doing  
things right!**

**What gets rewarded...  
gets repeated!**

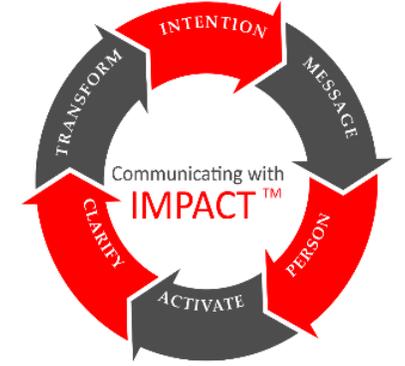
Internally  
Transform

**Don't forget to...  
Reward Yourself!**

**7 Course Italian Meal...**

As For Me...



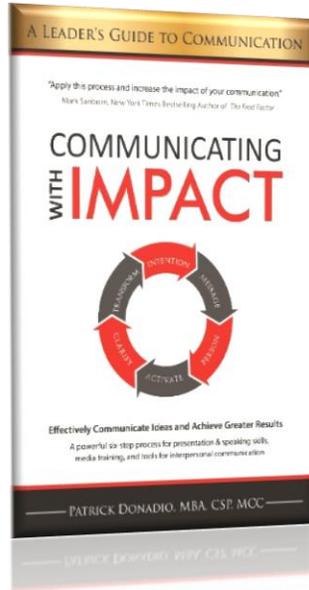


**On a scale from  
1 (Never) – 5 (Always)**

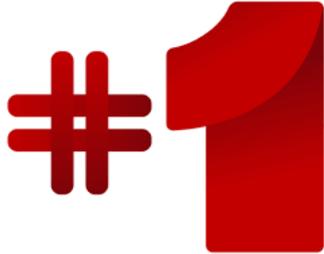
Evaluate  
Each  
Principle

**How do you rate on  
this Principle?**

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**Which steps do you need to focus on to make a greater I.M.P.A.C.T.**



# **The Pathway to Exceptionalism**

**Create a Pathway to  
Exceptionalism through a  
Purpose Driven Company**



HARVARD  
UNIVERSITY

# Harvard University

August 2018

## Requirements for a Purpose-Driven Company

1. You must discover your purpose
2. You must envision an inspired workforce
3. You must recognize the need for your authenticity
4. You must turn your authentic message into a constant message
- 5. You must stimulate individual learning**
6. You must turn managers into purpose-driven leaders



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August 2018

## Requirements for a Purpose-Driven Company

### 5. Stimulate individual learning.

Conventional economic logic tends to rely on external motivators.

As leaders embrace higher purpose, however, they recognize that learning and development are powerful incentives. Employees actually want to think, learn, and grow.

## **Step #6. Create Career/Professional & Personal Development Plans**

### **Employee Development**

Genuinely interested in their personal development, and not just the advancement of their career related skill-set.

Review any benefits that will be offered to all of your employees, and schedule one-on-one meetings with each employee to learn more about their interest and needs, and review the options that will be available to them.

# Group Discussion Directions

## 1-2-4-ALL

- 1 - By Yourself – Reflect/Write
- 2 - Find Another Person (In Pairs) - Generate ideas together
- 4 - Two Groups of 2 (Foursome) - Talk about what you “heard” from the person in your pair
- All - Debrief - What are some “themes” that emerged in your foursome?

Employee Development

Starting the employee development program to stimulate individual learning and have them share their discoveries with their family members and friends.

**Group  
Discussion  
Topic**

**What will you need to be doing differently to implement the Employee Development program?**

## Employee Development

Starting the employee development program to stimulate individual learning and have them share their discoveries with their family members and friends.

- 1. By yourself**
- 2. Share with your original partner**

**From your list,  
pick the top two and create an  
Action Plan with Deadlines.**

# **Accountability Partner**

- 1. Exchange Contact Info**
- 2. Schedule a check-in call with your partner to continue the learning**

# Modeled Engagement

You can use 1-2-4-All process at work.

Go here for more details:

[www.liberatingstructures.com](http://www.liberatingstructures.com)

# Action Items

## IMPACT Review

Look at  
Your Plan...



1. Intention - Think before you speak. Take 60 seconds craft an Intention.
2. Message - Create content to achieve the Intention and chose the best Method for the Receiver
3. Personalized the message to the Receiver
4. Activate the Receiver every 3-5 minutes. Be a better listener!
5. Clarify – Check for understanding. The meaning of the message comes from the Receiver
6. Transform your words into action to achieve the Intention

**Action  
Ideas**



**What ideas will you  
use tomorrow to  
improve your  
communication  
skills!**

# Ready for the Final Exam?

**Read this  
and count  
the number  
of Fs...**

**FINISHED FILES ARE THE RE-  
SULT OF YEARS OF SCIENTIF-  
IC STUDY COMBINED WITH THE  
EXPERIENCE OF MANY YEARS  
OF EXPERTS**

Read again  
with a  
partner and  
count the  
number of  
Fs...

**FINISHED FILES ARE THE RE-  
SULT OF YEARS OF SCIENTIF-  
IC STUDY COMBINED WITH THE  
EXPERIENCE OF MANY YEARS  
OF EXPERTS**

**How many Fs  
Did you find  
this time?**

**“7” ?**

Work as a  
group and  
count the  
number of  
Fs...

**FINISHED FILES ARE THE RE-  
SULT OF YEARS OF SCIENTIF-  
IC STUDY COMBINED WITH THE  
EXPERIENCE OF MANY YEARS  
OF EXPERTS**

## Lesson 1

Plus this  
shows your  
employees  
You Care!

**“When You  
Work Together  
You Get a  
Greater Result!”**

- Patrick Donadio, MBA

## Lesson 2

**“A Minor Change  
Can Make A Major  
IMPACT!”**

- Patrick Donadio, MBA

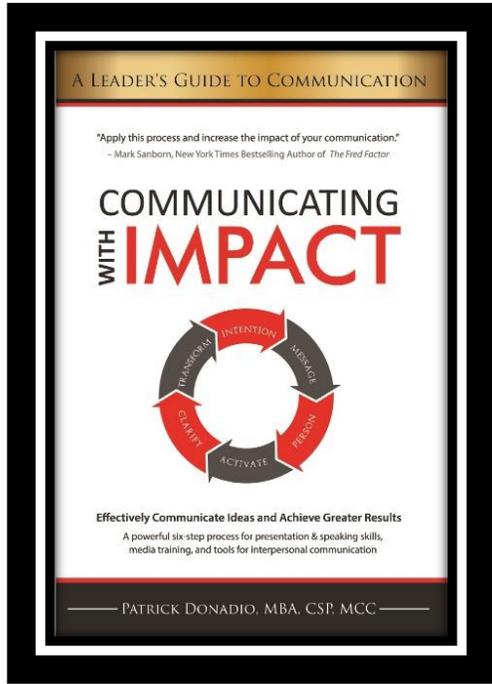
Remember...



**“Nothing  
changes until  
you change!”**

- Patrick Donadio, MBA





**Remember, have any quick questions...  
I am on your team for the next 30 days**

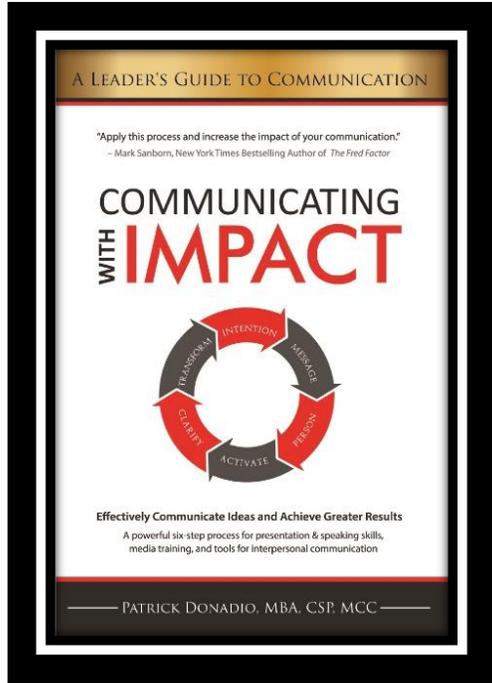


Tele: **614-488-9164**

E-mail: **Patrick@PatrickDonadio.com**

Website: **www.PatrickDonadio.com**

**Patrick DONADIO**



**Patrick DONADIO**

**Website:**

**[www.PatrickDonadio.com](http://www.PatrickDonadio.com)**

**E-mail:**

**[Patrick@PatrickDonadio.com](mailto:Patrick@PatrickDonadio.com)**



[www.PatrickDonadio.com](http://www.PatrickDonadio.com)

COMMUNICATING  
WITH **IMPACT**

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*2019 Leadership Conference*

Start Time  
Tomorrow  
8:00am!



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