

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...

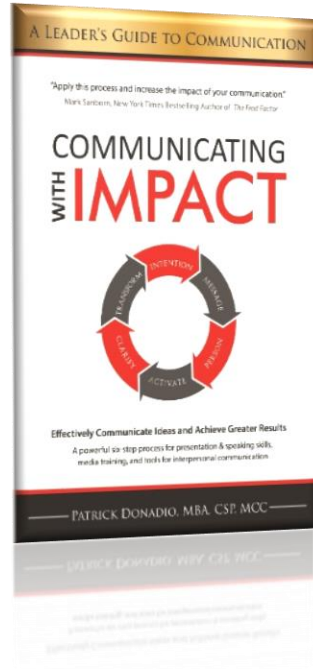




**On a scale from
1 (Never) – 5 (Always)**

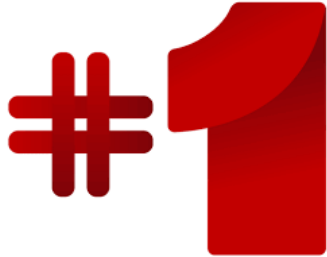
Evaluate
Each
Principle

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



**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**



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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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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?

**Group
Discussion
Topic**

Employee Development

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

**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

IMPACT Review

Look at
Your Plan...



Action Items

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!”**

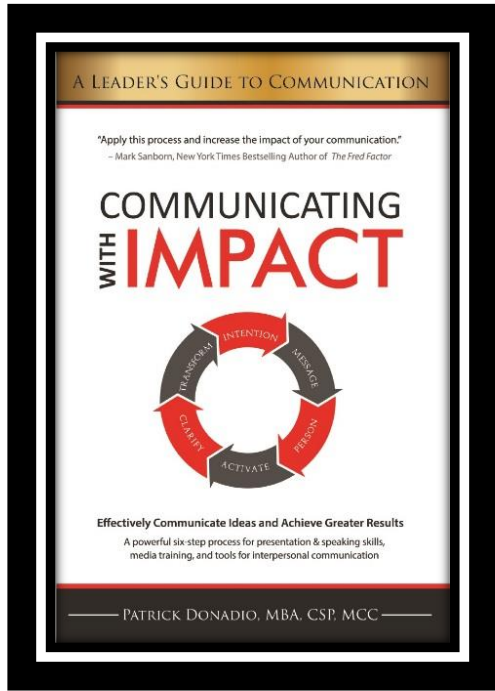
- Patrick Donadio, MBA

Remember...



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

- Patrick Donadio, MBA



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

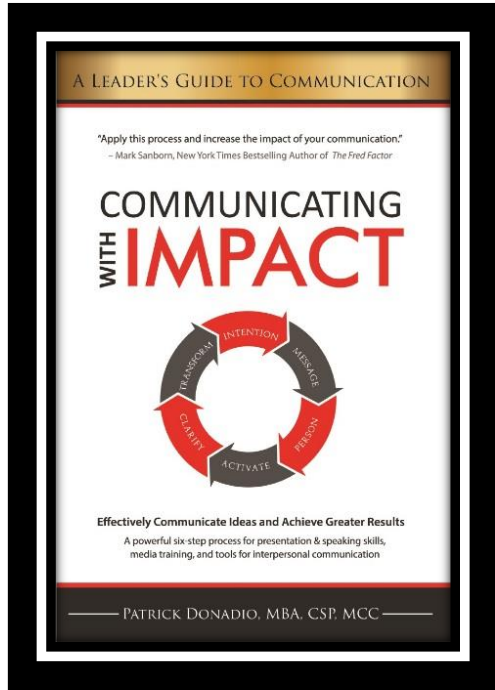


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