

Gung Ho!

Re-Energizing Yourself
Re-energizing Your Organization

Presented by:
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Re-energizing Yourself, Re-energizing Your Organization

A few reminders.....

- Please remember to mute all electronic devices
- You must swipe your card at the door in order to receive credit for your course
- No one under the age of 18 is allowed in meeting rooms

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Learning Objectives:

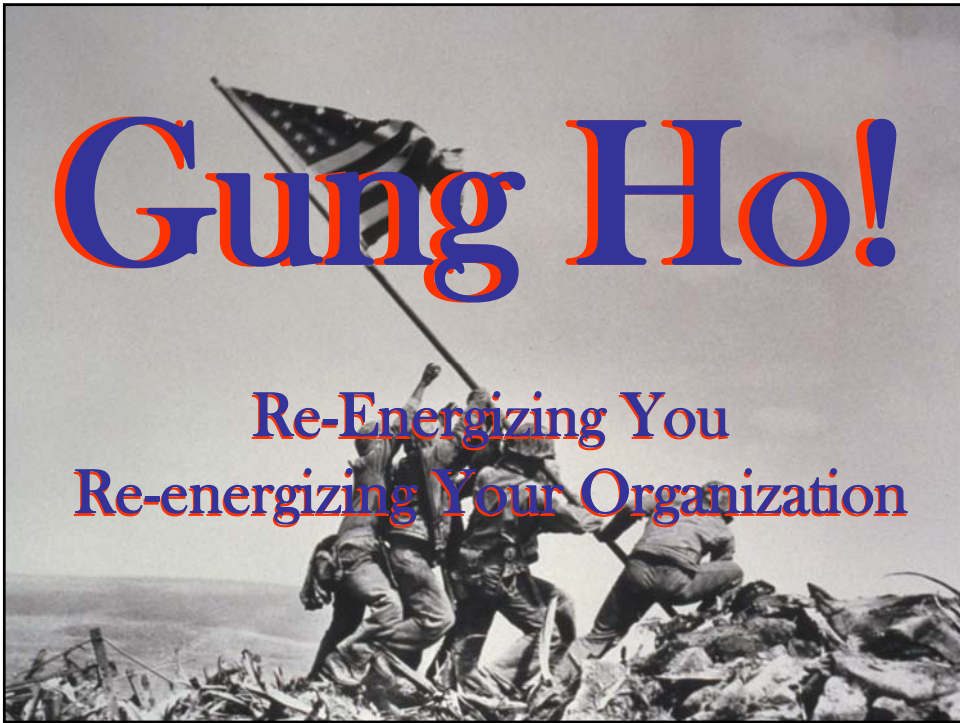
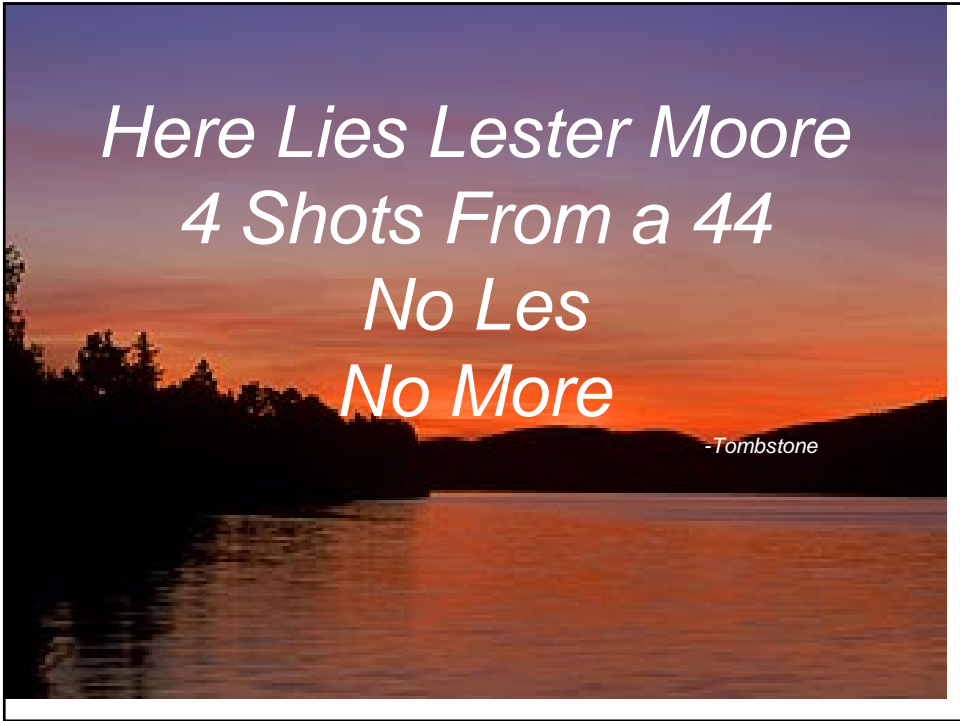
Upon completing this program, the participant should know how to:

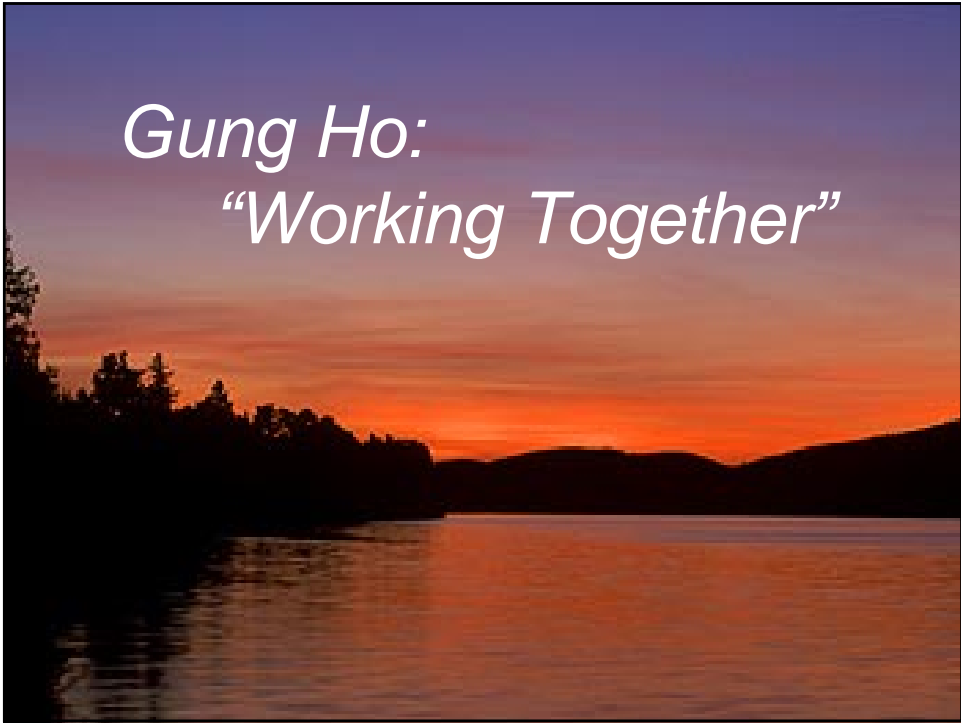
- Understand the basis of work and motivation to work
- Understand the importance of purpose
- Understand the importance of team work and roles within a team structure
- Understand the value of praise



Begin with the End in Mind

Stephen Covey, 7 Habits of Highly Effective People





Gung Ho Basics:

- Spirit of the Squirrel
- Way of the Beaver
- Gift of the Goose

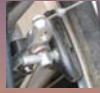


Spirit of the Squirrel Worthwhile Work

- Understanding that the work is important
(Knowing you make the world a better place)
- Well understood & shared goal(s)
- Values guide all plans, decisions and actions

Spirit of the Squirrel Worthwhile Work

- Social Value



“ . . . Most any job has social value...be it digging ditches, answering telephones, designing golf courses, or manufacturing wire baskets. Once people begin to see their work clearly, big things begin to happen. Bashing a chunk of metal and grinding it into conformity with an engineering drawing is one thing. Making a part for a brake on a child's bicycle is entirely different . . . Mess up the first and you're off spec. Mess up the second and you might break a child's leg or worse.”

Spirit of the Squirrel

- Common Goals

Result Goals – Statements that set out where we wanted to be – whether it is units performed, finished, or shipped, or accounts collected, or whatever

Value Goals – Statements that set out the impact we wanted to have on the lives of our team members, our customers, our suppliers, and our community

Spirit of the Squirrel

- Values guide all plans, decisions and actions
- Is it important that our goals and values match?
- Who develops the goals?



Way of the Beaver

“In Control of Achieving the Goal”

- Playing field with clearly defined territory
 - Goals
 - Values
- Thoughts, feelings, needs and dreams are respected, listened to and acted upon
- Able but challenged
 - Tasks are attainable / not easy



Gift of the Goose

“Cheering Others On”

- Active and Passive Congratulations
- No Score, No Game
- $E = MC^2$

Gift of the Goose

- Active Congratulations
 - Praise
 - Awards
 - Recognition



Gift of the Goose

- Passive Congratulations
 - Quiet Trust in Peers
 - Staying on the Sidelines



Gift of the Goose

- No Score, No Game
 - Cheer the Progress
 - Cheer Often

Gift of the Goose

$$E = MC^2$$

Enthusiasm = Mission x Cash (Credit) and
Congratulatory

Begin with the End in Mind

Stephen Covey, 7 Habits of Highly Effective People




*Architect:
Builder of Great Relationships*

Important

Spirituality
Family
Creativity
Impact
Selflessness

Goals

Write Book
Build Boys Club
Educate Others
Enjoy Life / Laugh
Artist / Renaissance Man



*What is Your
Organizations Epitaph?*



Spirit of the Squirrel Worthwhile Work

Define Importance of Your Work

My work as a / an _____ makes the world better
by _____.

Define Goals:

- Result Goals
- Value Goals



Spirit of the Squirrel “Worthwhile Work”

Define Importance of Your Organization

The _____ (organization / business) makes the world
better by _____.

Define Organizations Goals:

- Result Goals
- Value Goals



Way of the Beaver

“In Control of Achieving the Goal”

- Is your personal playing field a clearly defined territory?
 - What are your Goals?
 - What are your Values?
- Do you challenge yourself with attainable goals?
 - Are they too easy?
 - Are they gratifying once achieved?



Way of the Beaver

“In Control of Achieving the Goal”

Is your Organizations playing field a clearly defined territory?

- What are your Shared Goals?
- What are your Shared Values?
- Do you challenge the organization / members of the organization with attainable goals?
 - Are they too easy?
 - Do the members have the skills to achieve these goals?



Way of the Beaver

“In Control of Achieving the Goal”

CSI Core Values:

- Foster innovation & creative thinking
- Honor & embrace our diversity
- Encourage personal & professional growth
- Make knowledge based decisions
- Strive for cooperative solutions
- Promote stewardship of the environment
- Promote & recognize individual and team excellence
- Celebrate camaraderie
- Keep promises and trust others will do the same
- Value the need of those we serve



Gift of the Goose

“Cheering Others On”

- Do you provide Active Congratulations on a regular basis?
 - How often?
 - How could you improve in this area?
- Do you provide Passive Congratulations on a regular basis?
 - How often?
 - How could you improve in this area?
- Do you keep score?
 - What is your scoring system?



Gift of the Goose

“Cheering Others On”

- Does your Organization provide Active Congratulations on a regular basis?
 - How often?
 - How could you improve in this area?
- Do your Organization provide Passive Congratulations on a regular basis?
 - How often?
 - How could you improve in this area?
- Does your Organization keep score?
 - What is your scoring system?

CHEER, CHEER, CHEER AND
THEN CHEER SOME MORE!

Stay positive, there is always something to
cheer about!

Thank You for Attending

This concludes the American Institute of Architects Continuing Education Systems Program

Questions?

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