TABLE OF CONTENTS

1. CREATING HEALTHY CULTURE
2. THE CORE
3. MIND THE GAP
4. ENGAGEMENT BELL CURVE
5. MULTIPLYING LEADERS
6. WHY IT WORKS
7. KNOW YOURSELF TO LEAD YOURSELF
8. 5 CIRCLES OF INFLUENCE
9. CORE PROCESS
10. SUPPORT CHALLENGE MATRIX
11. LIBERATION
12. THE POWER TEST
13. AUTHORITY & RESPONSIBILITY
14. GO TO THE SOURCE
15. THE INFLUENCE MODEL
16. SELF PRESERVATION
17. X-FACTOR
18. TEMPO, BALANCE, FOCUS
19. PEACE INDEX
20. 5 VOICES
21. BEHAVIOR DRIVERS
22. COMMUNICATING VISION
23. LEADING CHANGE
24. BUILD THE BRIDGE
25. PASS THE BATON
26. PROVISIONAL PLAN PROMISE
27. PUSH/PULL BEHAVIORS
28. 5 GEARS
29. POWER OF THE MEDIUM
30. CONNECTING WELL
31. DISCRETION & DISCIPLINE
32. INTENTIONAL APPRENTICESHIP
33. TRAINING TRIANGLE
34. APPRENTICESHIP SQUARE
35. LEADERSHIP PIPELINE
36. ORGANIZATIONAL CLARITY

© GIANT WORLDWIDE

CREATING HEALTHY CULTURE

VOCABULARY

EXPRESSED IN

VISUAL TOOLS

CREATES

LEADERSHIP LANGUAGE

CHANGES

LEADERSHIP CULTURE

© GIANT WORLDWIDE, Source Credit: Susan S. Bean (1979)
THE CORE

IQ
COMPETENCY

THE CORE

EQ
CONNECTIVITY

PQ
SELF-AWARENESS

© GIANT WORLDWIDE, Source: Inspired by Travis Bradberry & Jean Greaves, Emotional Intelligence 2.0

MIND THE GAP

© GIANT WORLDWIDE

ENGAGEMENT BELL CURVE

© GIANT WORLDWIDE

Organization (90%)
Inclusive Apprenticeship

Employees (85%)
Resentment

Executives (15%)
Exclusive

SKILLS

NUMBER OF PEOPLE
MULTIPLYING LEADERS

WHY IT WORKS

COMMON LANGUAGE
Rapid culture growth

VISUAL TOOLS
Simple, scalable and sustainable

APPRENTICESHIP PROCESS
Multiplying skills and best practices

TRANSFORMATION
Focus on increasing core capacity

KNOW YOURSELF TO LEAD YOURSELF

CONSEQUENCES

REALITY

KNOW YOURSELF

LEAD YOURSELF

TENDENCIES

(PATTERNS)

ACTIONS

© GIANT WORLDWIDE
5 CIRCLES OF INFLUENCE

INTENTIONAL

ACCIDENTAL

CORE PROCESS

CALL IT

WHAT IS MY LEARNING OPPORTUNITY?

KNOW YOURSELF

OWN IT

RESPONSE

EXECUTE

LEAD YOURSELF

SUPPORT CHALLENGE MATRIX

High Support

PROTECTOR
Culture of Entitlement and Mistrust

LIBERATOR
Culture of Empowerment and Opportunity

ABDICATOR
Culture of Apathy and Low Expectation

DOMINATOR
Culture of Fear and Manipulation

Low Support

Low Challenge

High Challenge

© GIANT WORLDWIDE
Liberators  ...“fight for the highest possible good in the lives of those they lead.”

1. Do I need to speak the truth in love?
2. What is the leadership behavior undermining their influence?
3. What is the next skill set to develop?

THE POWER TEST

POWER

WHAT IS YOUR INTENT?

FOR YOURSELF
(PROTECTOR)

FOR OTHERS
(LIBERATOR)

FOR YOURSELF
(DOMINATOR)

DISEMPower
SELF-Preserve
PASSIVE AGGRESSION

EMPOWER
APPREntICESHIP
LIBERATE

OVERPOWER
CONTROL
MANIPULATION

FEELS: INCONSISTENT

FEELS: FOR ME

FEELS: AGAINST ME

AUTHORITY & RESPONSIBILITY

AUTHORITY

RESPONSIBILITY

EMPOWERMENT

DISEMPowerMENT
GO TO THE SOURCE

ISSUE

CONDUIT

FIRE WALL?

DRAMA

GOSSIP

© GIANT WORLDMIDE

THE INFLUENCE MODEL

YOU

TRANSACTION

SELF PRESERVATION

RELATIONSHIP

OTHERS

CHARACTER CHEMISTRY

COMPETENCY CREDIBILITY

TRUST

INFLUENCE IMPACT

© GIANT WORLDMIDE

SELF PRESERVATION

1. What are you afraid of losing?
2. What are you trying to hide?
3. What are you trying to prove? To whom?
TEMPO, BALANCE, FOCUS

1 TEMPO - Is it smooth, rhythmic, and repeatable?
2 BALANCE - Are your key relationships in sync?
3 FOCUS - Are you keeping the main thing the main thing?
LEADING CHANGE

IDEAL

GUARDIAN  NURTURER  CONNECTOR  PIONEER CREATIVE

SUCCESS

GUARDIAN  NURTURER  KEY NURTURERS  KEY CONNECTORS  KEY GUARDIANS  PIONEER CREATIVE

ADVISORY GROUP

FAILURE

GUARDIAN  NURTURER  CONNECTOR  PIONEER CREATIVE

© GIANT WORLDWIDE

BUILD THE BRIDGE

PIONEER CREATIVE  CONNECTOR

GUARDIAN NURTURER

“If the vision is compelling, we will find a way.”

“The vision may be compelling but without a bridge I’m not coming.”

© GIANT WORLDWIDE

PASS THE BATON

GROWTH

TIME

PIONEERS  CONNECTORS

GUARDIANS  NURTURERS  PIONEERS  CREATIVE CONNECTORS

© GIANT WORLDWIDE
PROVISIONAL PLAN PROMISE

PUSH/PULL BEHAVIORS

PUSH
1. Giving Views & Opinions
2. Stating Needs & Wants
3. Using Incentive & Pressure

Assertive

PULL
1. Active Listening
2. Drawing Out
3. Building Common Ground

Responsive

5 GEARS

1. Recharge Mode - Personal recharge, completely unplugged
2. Connect Mode - Being present with family or friends without work
3. Social Mode - Present with people and can shift up or down easily
4. Task Mode - Multi-tasking; working hard in various ways
5. Focus Mode - Task-Centered, fully focused and moving quickly

Responsive Mode - Backing Up or apologizing when necessary

© GIANT WORLDWIDE, Source Credit: ODIA Consulting
### POWER OF THE MEDIUM

<table>
<thead>
<tr>
<th>MEDIUM</th>
<th>BRINGING EFFECTIVE CHALLENGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEXT MESSAGE</td>
<td>10%</td>
</tr>
<tr>
<td>EMAIL</td>
<td>15%</td>
</tr>
<tr>
<td>PHONE CALL</td>
<td>35%</td>
</tr>
<tr>
<td>VIDEO CHAT</td>
<td>70%</td>
</tr>
<tr>
<td>IN-PERSON</td>
<td>95%</td>
</tr>
</tbody>
</table>

### CONNECTING WELL

<table>
<thead>
<tr>
<th>Space</th>
<th>Optimum Size</th>
<th>Primary Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intimate</td>
<td>2 - 3</td>
<td>Accountability</td>
</tr>
<tr>
<td>Personal</td>
<td>4 - 8</td>
<td>Apprenticeship</td>
</tr>
<tr>
<td>Social</td>
<td>20 - 50</td>
<td>Training</td>
</tr>
<tr>
<td>Public</td>
<td>70+</td>
<td>Teaching</td>
</tr>
</tbody>
</table>

### DISCRETION & DISCIPLINE

- **What To Share**
  - How much?
- **Who To Share It With**
  - Are they the right people?
- **When To Share It**
  - Is now the right time?
INTENTIONAL APPRENTICESHIP

INFORMAL
SPONTANEOUS

FORMAL
STRUCTURED

TRAINING TRIANGLE

INFORMATION
TEACHING

INNOVATION
TACTICS

IMITATION
TRAINING

APPRENTICESHIP SQUARE

UNCONSCIOUS INCOMPETENCE
“I DO, YOU WATCH”

UNCONSCIOUS COMPETENCE
“YOU DO, I WATCH”

CONSCIOUS COMPETENCE
“I DO, YOU HELP”

CONSCIOUS INCOMPETENCE
“YOU DO, I HELP”

© GIANT WORLDWIDE, Source Credit: Dave Rhodes

© GIANT WORLDWIDE, Source Credit: A. Marlow, Gordon Training International