

ARTIST 

Orchestrate Impact

PLAY

FOLLOWING

...

OVERVIEW

FANS ALSO LIKE

ABOUT

CONCERTS

Latest Releases



Module 1: Power of You



Module 2: Power of Connection



Module 3: Power of Peers



Module 4: Power of Impact





ALBUM


Module 1: The Power of You

By Learn2

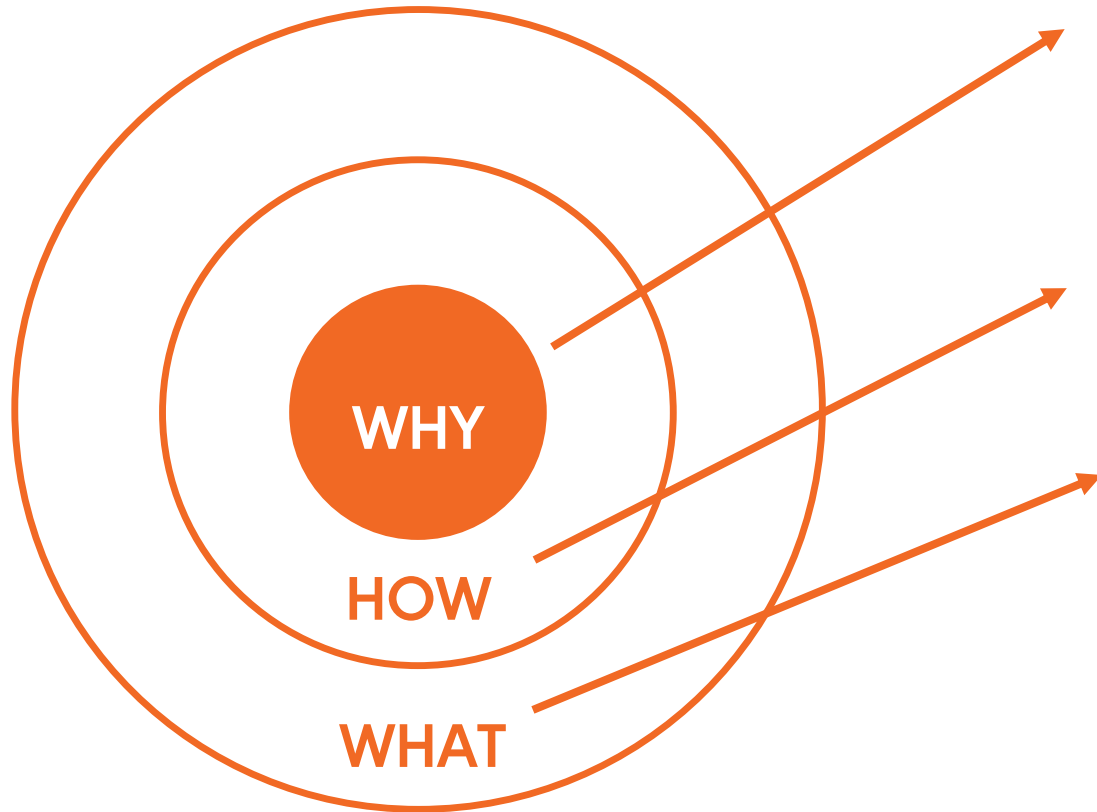
2020 • 4 songs • 3.5 hours

PAUSE



#		TITLE		
1	♡	Pre-video	00:05:00	
	♡	Module 1	2:00:00	
3	♡	Accountability Partners and Challenges	0:30:00	
4	♡	Triad Impact Coaching	00:30:00	

Orchestrate Impact



WHY: To acquire new skills and behaviours that will propel you to achieve performance results that you didn't think possible

HOW: Highly interactive with a focus on application and impact

WHAT: Four 2-hour modules every 2 weeks with an Accountability Partner, Impact Coaching sessions and Challenges to move to mastery

My Notes

hello

MY NAME IS

Role

Business Unit

Responsibility



Choose how you want to be known as a leader at Humber

Humber Strategic Pillars and Foundation

STRATEGIC PILLARS AND FOUNDATION



Career-Ready Citizens

It is critical that we prepare our students to succeed in a global, knowledge-based economy that is technology-driven and changing at an unparalleled rate.



Accessible Education

As students increasingly juggle work, family and financial responsibilities, their learning needs and expectations are changing.



Healthy and Inclusive Community

Transforming education is a powerful vision that must be anchored in strength of our people.



The 21st Century Institution

As we move boldly forward with our strategic plan, a strong foundation will be integral to our success.

Great Leaders

You

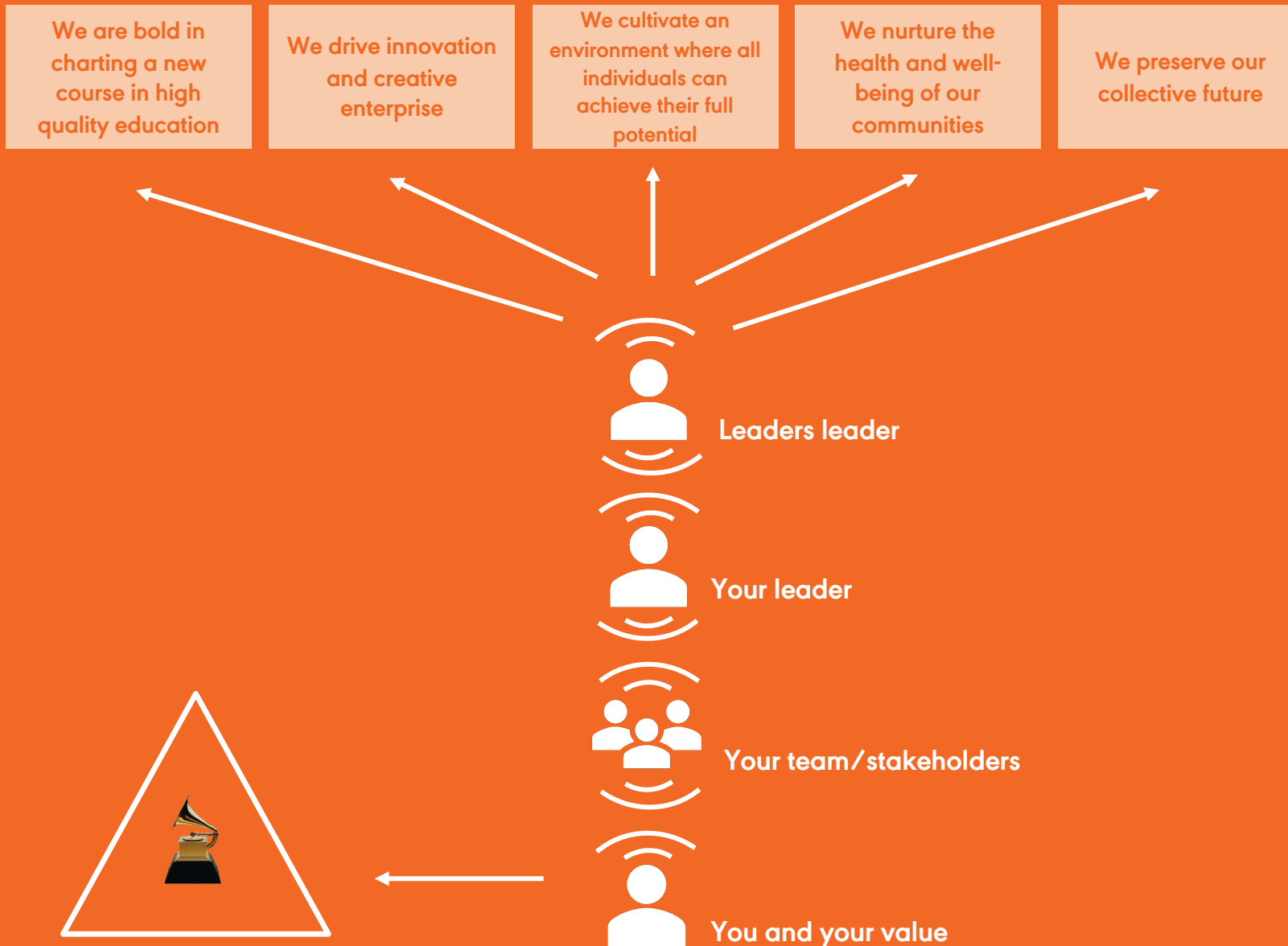
Team/Stakeholders

Impact



My Notes

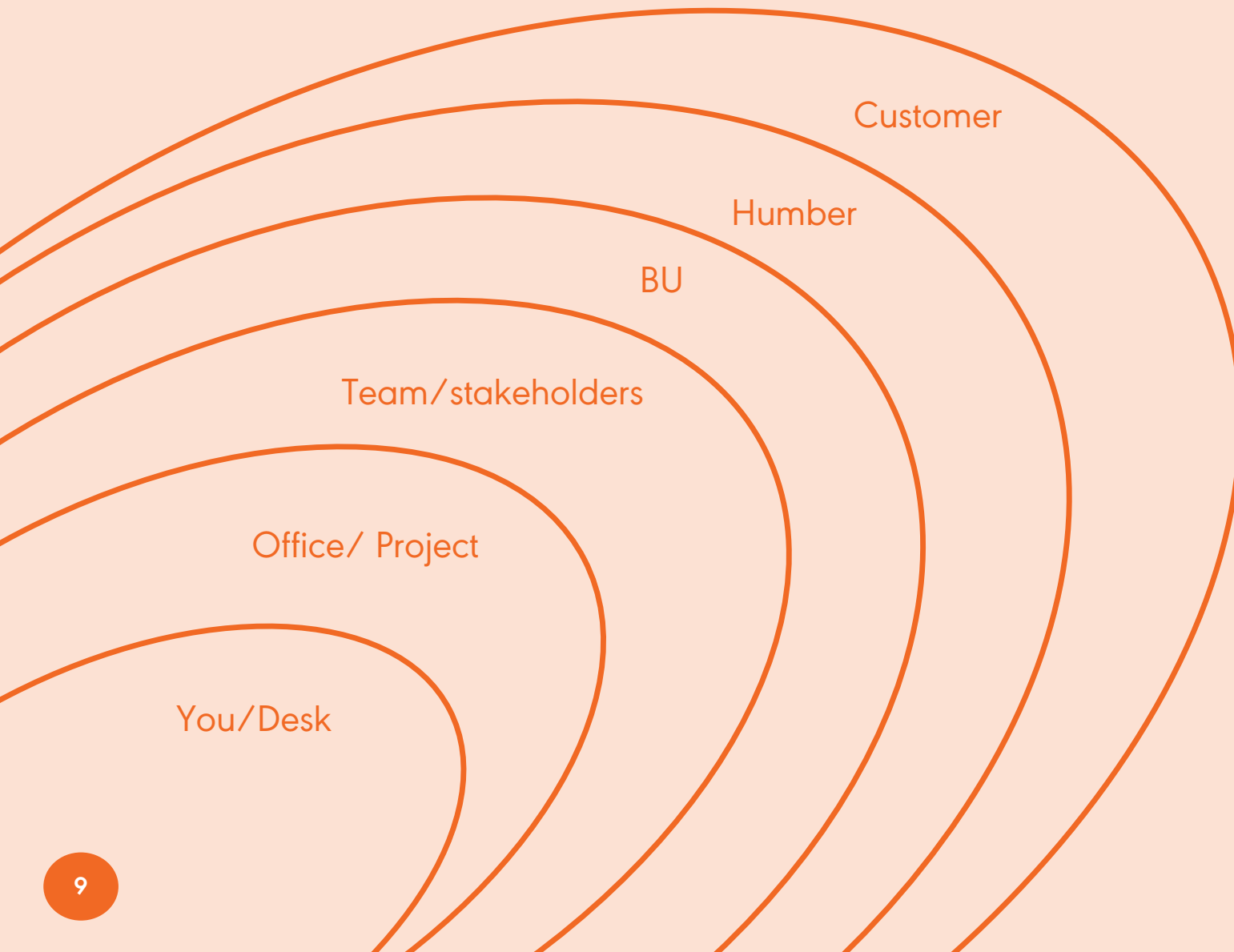
Connecting to Humber's Values



My Notes

Self-reflection On Your Possible Impact

1. Productivity/efficiency 2. Revenue 3. Cost savings 4. Employee retention/satisfaction 5. Customer satisfaction



We are bold in charting a new course in high quality education

We drive innovation and creative enterprise

We cultivate an environment where all individuals can achieve their full potential

We nurture the health and well-being of our communities

We preserve our collective future

Possible Impacts

A large, empty rectangular box with a thin orange border, intended for users to write down their possible impacts.

Impact Samples

Impact categories	Measurable impact samples
1. Productivity/efficiency	Use of automation, reducing rework, artificial intelligence
2. Revenue	Increase sales, increase average sale
3. Cost savings	Reduce waste, reduce expenses, outsource
4. Employee retention/satisfaction	Reduced attrition, increase employee satisfaction scores
5. Customer satisfaction	NPS scores, Client feedback

My Notes

Impact Statement

1 IMPACT (new/improvement):

I impacted

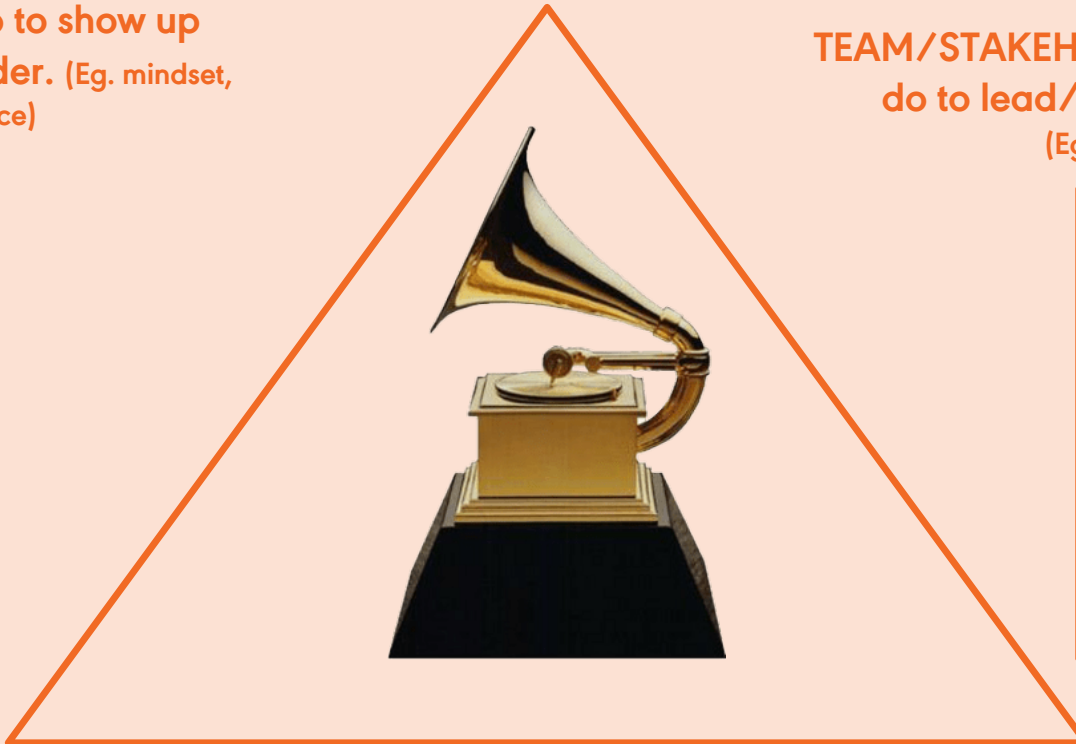
As measured by

Using the following assumptions

2 YOU: What I will do to show up differently as a leader. (Eg. mindset, communication, confidence)

TEAM/STAKEHOLDER: What I will do to lead/do/use differently. (Eg. people, process, tools)

3



My Notes

Impact Statement - Sample

1 IMPACT (new/improvement):

I impacted

Time of grievance management

As measured by

a reduction of 10% in duration of grievance resulting in an annual savings of \$125K

Using the following assumptions

Average: # grievances x # hours saved x \$ cost/hour

Example: reduced grievance management duration by 10% by briefing management and improving their knowledge thereby influencing union representatives - estimate of 125K in annual savings

My Notes

2

YOU: What I will do to show up differently as a leader. (Eg. mindset, communication, confidence)

1. Making a commitment
2. Briefing management



TEAM/STAKEHOLDER: What I will do to lead/do/use differently.
(Eg. people, process, tools)

3

Aligning with my leader and improving their knowledge of the grievance

1 Minute Sharing Tool



My Notes

1-minute Sharing Tool - VOICE (1 of 3)



Step	You Say	Your Words
Acknowledge - the person	<p>...You...</p> <p>I've noticed in meetings you are reinforcing authenticity a lot, that is also important for me.</p>	
Share Impact	<p>...And the impact...</p> <p>I've partnered up with my daughter to write a children's book on how to stay authentic, be yourself.</p>	
Way forward	<p>Therefore...</p> <p>Therefore, if any opportunities come up on projects about authenticity, please consider my role in the project.</p>	

My Notes

1-minute Sharing Tool - FEEDBACK (GIVE/GET) (2 of 3)



Step	You Say	Your Words
Acknowledge - the person	...You... You are a leader that is always looking for ways to develop. You have strong XXX skills.	
Share Impact	...And the impact... As a result I am inspired to develop my XXX skills.	
Way forward	Therefore... Therefore, can you give me specific feedback on my XXX skills.	

My Notes

Development process

Impacted

Stage 4

Unconscious competence

You know what you could do, and how to do it, and it flows naturally from you

Mastery

Stage 3

Conscious competence

You know what you could do, and you know how to do it, and it takes a lot of conscious effort

Performing

Stage 2

Conscious incompetence

You know what you want to do and you don't have the skills to do it yet

Learning

Stage 1

Unconscious incompetence

You don't know what you don't know

Discovery

PAUSE and CHOOSE When Receiving Feedback



My Notes



Choose not to hear it



Choose to hear it and don't accept it



Choose to hear it and accept it



Choose to hear it, accept it and apply it

Self-Reflection - Listening In Your World

Big Listening

Small Listening

I have a big listening for:


I have a small listening for:

These people have a big listening for me:

These people have a small listening for me:

My Notes

Samples of how to apply the 1-minute Sharing Tool

Big Listening	Small Listening 
<p>I have a big listening for:</p> <p>1-min sharing tool: Get feedback</p>	<p>I have a small listening for:</p> <p>1-min sharing tool: Give feedback</p>
<p>These people have a big listening for me:</p> <p>1-min sharing tool: Ask for help</p>	<p>These people have a small listening for me:</p> <p>1-min sharing tool: Challenge behaviour</p>

My Notes

1-minute Share - CHALLENGE (3 of 3)



Step	You Say	Your Words
Acknowledge - their behaviour	<p>...You...</p> <p>You are missing deadlines for the project without giving notice.</p>	
Share Impact	<p>And the impact...</p> <p>And the impact is that it is causing a time crunch for your teammates.</p>	
Way forward	<p>Therefore...</p> <p>Therefore in the future, please deliver on time. What can you do to ensure you meet the deliverable next week?</p>	

My Notes

My Accountability Partner Assignment

Based on your self assessment/engagement rate



Name	
Email	
Mobile	
Meeting times	

1. Check your email today for your Impact Coaching time - if you need to change - reply to the invite
2. Commit to deliberately tracking your skill application
3. Reflect on these questions before your Triad Coaching
 - What impact do you want to have on the business?
 - What metrics could you use to measure the impact? (Think about saving time, saving money, making money, increasing efficiency, increasing effectiveness, etc.) (NOTE: We will discuss how to convert to financial impact during our call)
 - What are the 1-2 primary actions to achieve the impact?

My Notes

Intentional Leadership

(Leading at 11, 6C's of leadership, choice, etc)

+1

Power Of Pause

(Mindset shift before choosing)

+1

Impact Development and Reporting

(Share impact with peers, leader, stakeholders, etc)

+1

1 Minute Sharing Tool

(Share my voice, give or get feedback and challenge behaviour)

+1

Development Stages

(Recognizing where my skills sets are and/or the skill sets of others)

+1

Listening as a Noun

(Conscious of my listening and the listening of others)

+1

My Notes

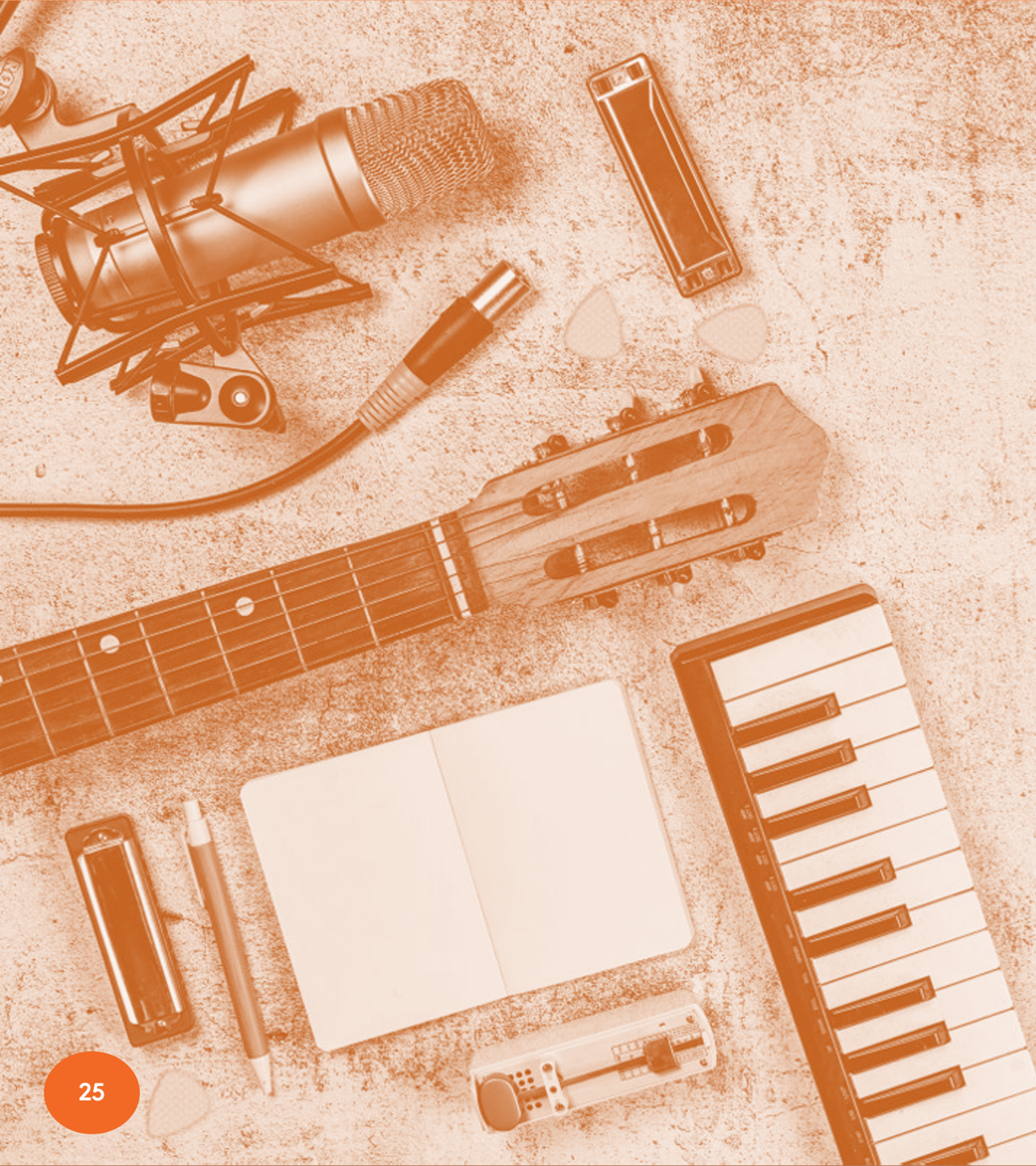
IMPACT COACHING #1



Impact Coaching Triad #1

- What impact do you want to have on the business?
- What metrics could you use to measure the impact? (Think about saving time, saving money, making money, increasing efficiency, increasing effectiveness, etc.) (NOTE: We will discuss how to convert to financial impact during our call)
- What are the 1-2 primary actions to achieve the impact?

My Notes	My Partner's Notes



MODULE 1 RESOURCES

Benefits of Annualized Impact

- **Leaders/peers** – **unbiased financial impact added to performance conversations**, improves comparisons and deepens understanding of the impact of effort
- **Peers/stakeholders** – become **more likely to support current and future initiatives** when tangible annualized impact gets identified
- **Team** – appreciate acknowledgement for the value of the work effort and when acknowledged – become motivated to find **additional gains and reductions**

My Notes

Resources

Impact resources

- ROI Calculator <https://www.calculator.net/roi-calculator.html>

Mental Health resources

- For meditation
 - <https://www.headspace.com>
 - <https://www.tarabrach.com>

8 rules of life

- The Eight Rules of The School of Life - <https://www.youtube.com/watch?v=1JCJVak48RM&vl=es>

10 strategies for stress management

- <https://www.beyondblue.org.au/the-facts/anxiety/treatments-for-anxiety/anxiety-management-strategies>

My Notes

Strategic thinking on challenges

Plausible - does the impact pathway tell a compelling story? Does it make sense? Are the outcomes in the right order? Are preconditions in place to produce the outcomes you've indicated? Where are the gaps in logic?

Feasible - how realistic is it to achieve the impact? Does the team/peers and stakeholders have capacity and resources to implement and complete interventions identified? Do they need to bring in additional partners? Do they need to adjust the scope, expectations or timeline?

Testable - how well you have crafted the indicators? Have you identified solid, measurable indicators that can be evaluated in a timely manner? Will these indicators provide sufficient evidence to guide course-corrections going forward, and to evaluate impact? Will data be convincing to necessary audiences?

My Notes