Moving the Needle on Transformation

Julie Lynch - Vice President of Talent & Culture - National Fire Protection Association

employee engagement CONNECT
by
achieve engagement

Moving the Needle on Transformation

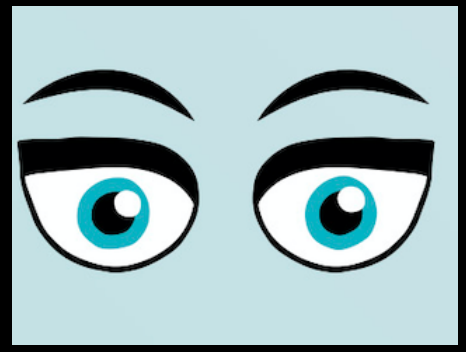
Julie Lynch, VP, Talent & Culture

National Fire Protection Association

We know we need to make it Personal

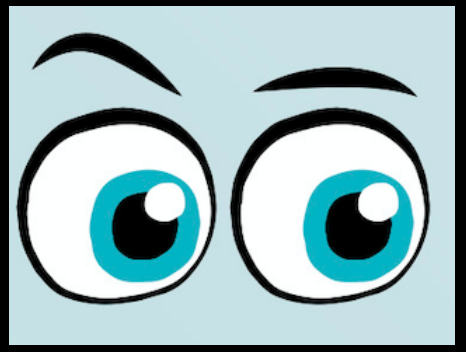
”…BLAH, BLAH…opportunity…BLAH, BLAH…growth…BLAH, BLAH…transformation…BLAH, BLAH…in this together…”

We know we need to make
Connections

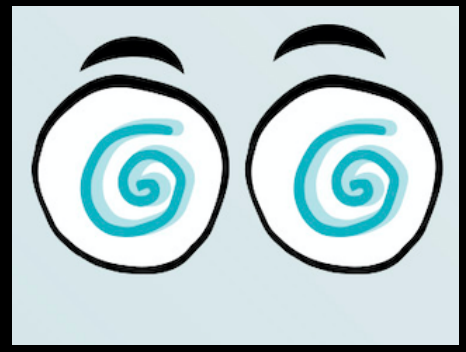


Exciting change!

Really exciting and important!



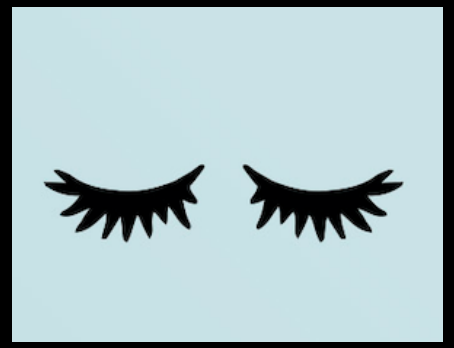
Why are you not changing?!



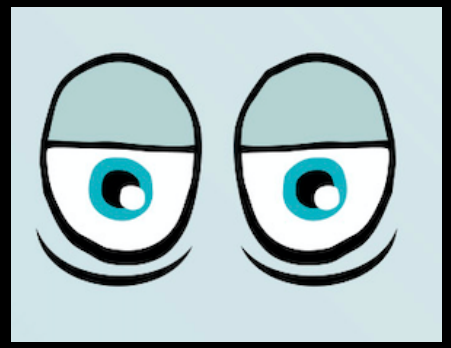
Forget it!

Change Reaction Delay Factor

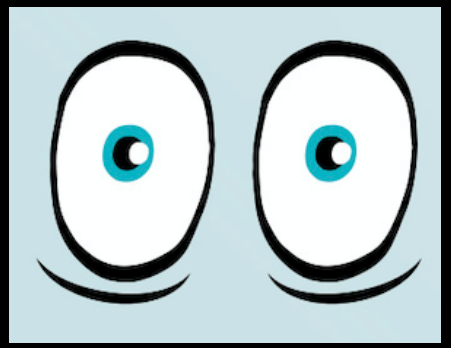
…



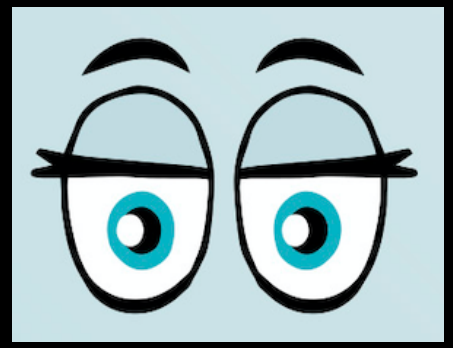
Hmm?



Wait, what? Who, me??



Oh! Hang on, I think I see!



Credit: Uncommon Consulting

Images created by freepik

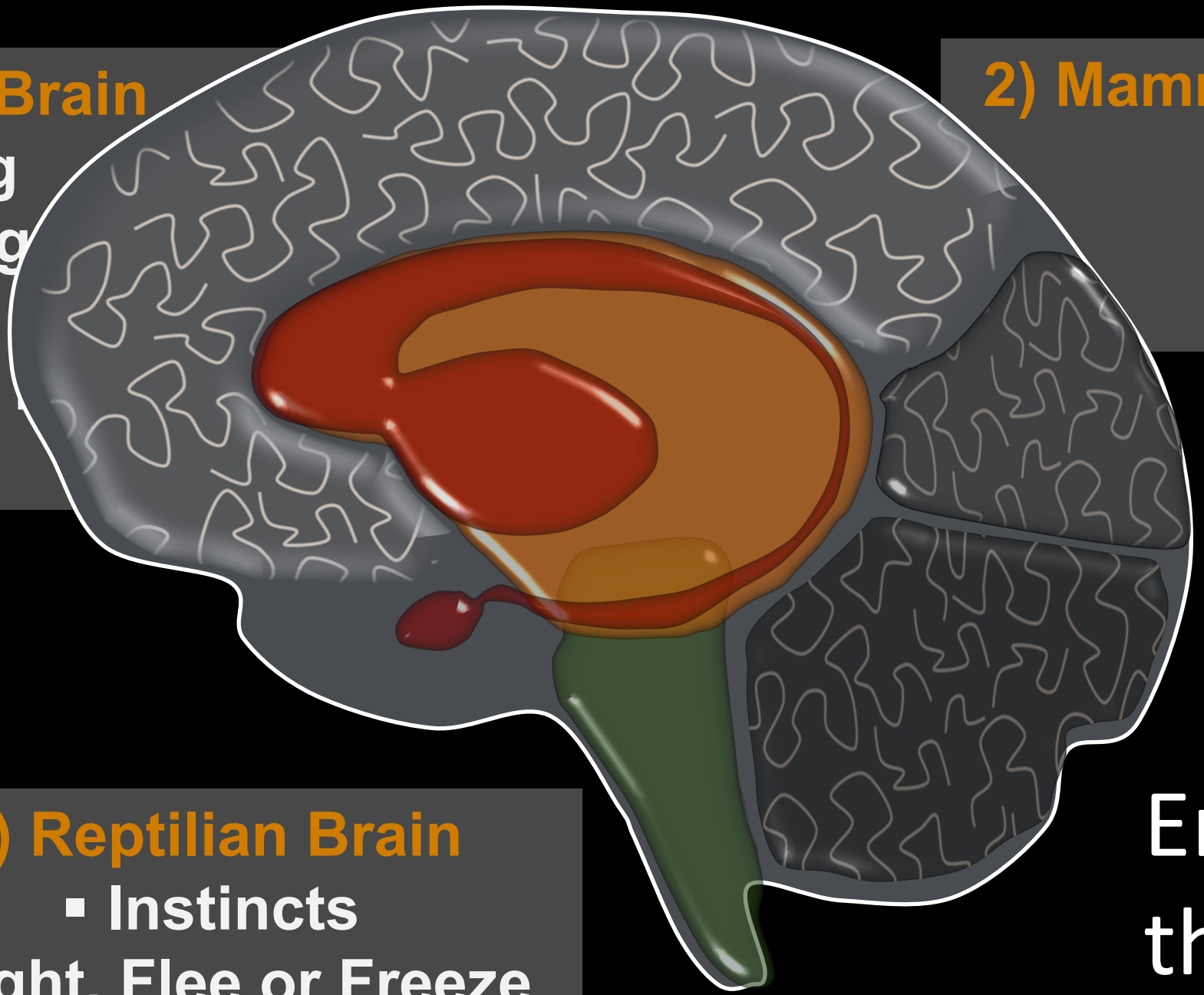
How do we get them to make Personal Connections?

3) Human Brain

- Visioning
- Analyzing
- Planning
- Decision
- Talents

2) Mammalian Brain

- Emotions
- Memories
- Needs



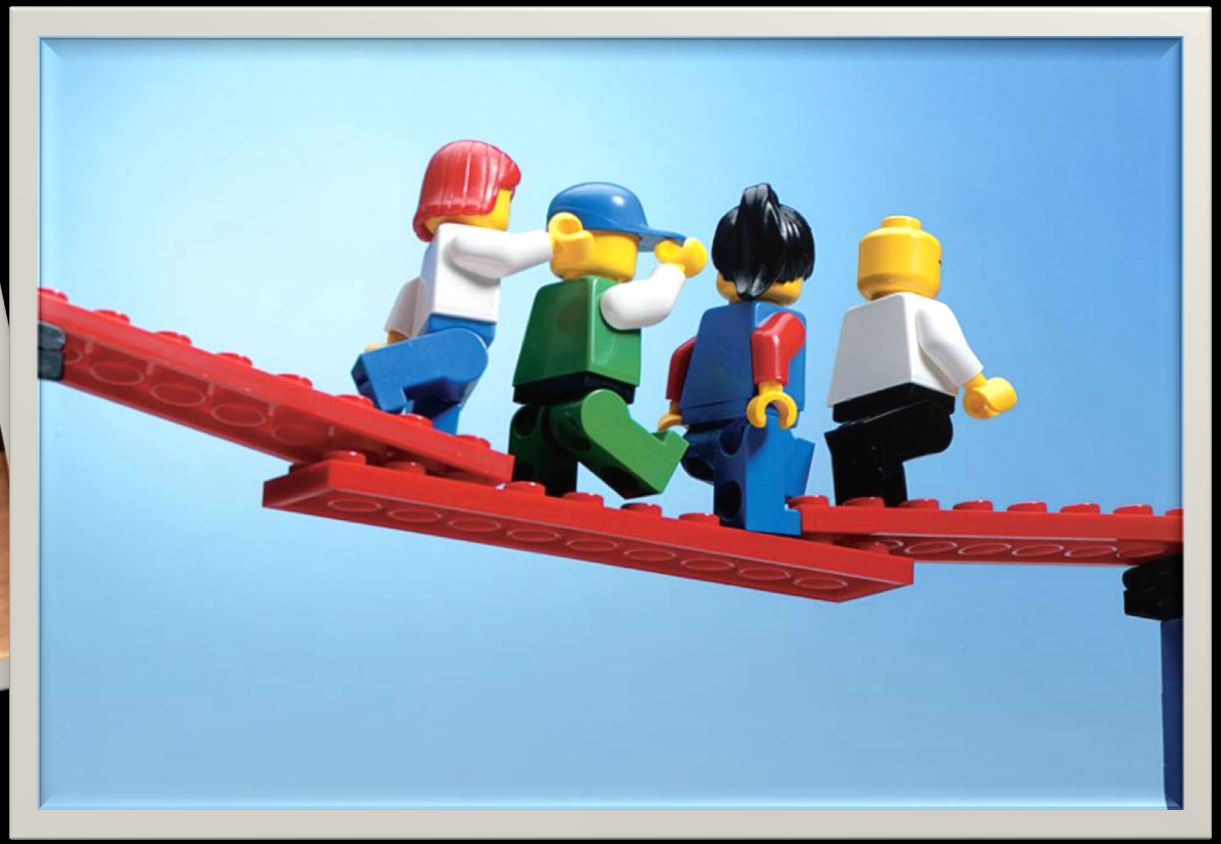
1) Reptilian Brain

- Instincts
- Fight, Flee or Freeze

Engaging the Brain

Tools to Engage the Whole Person

- What does this mean to me?
- How do I feel about it?
- What will I do?

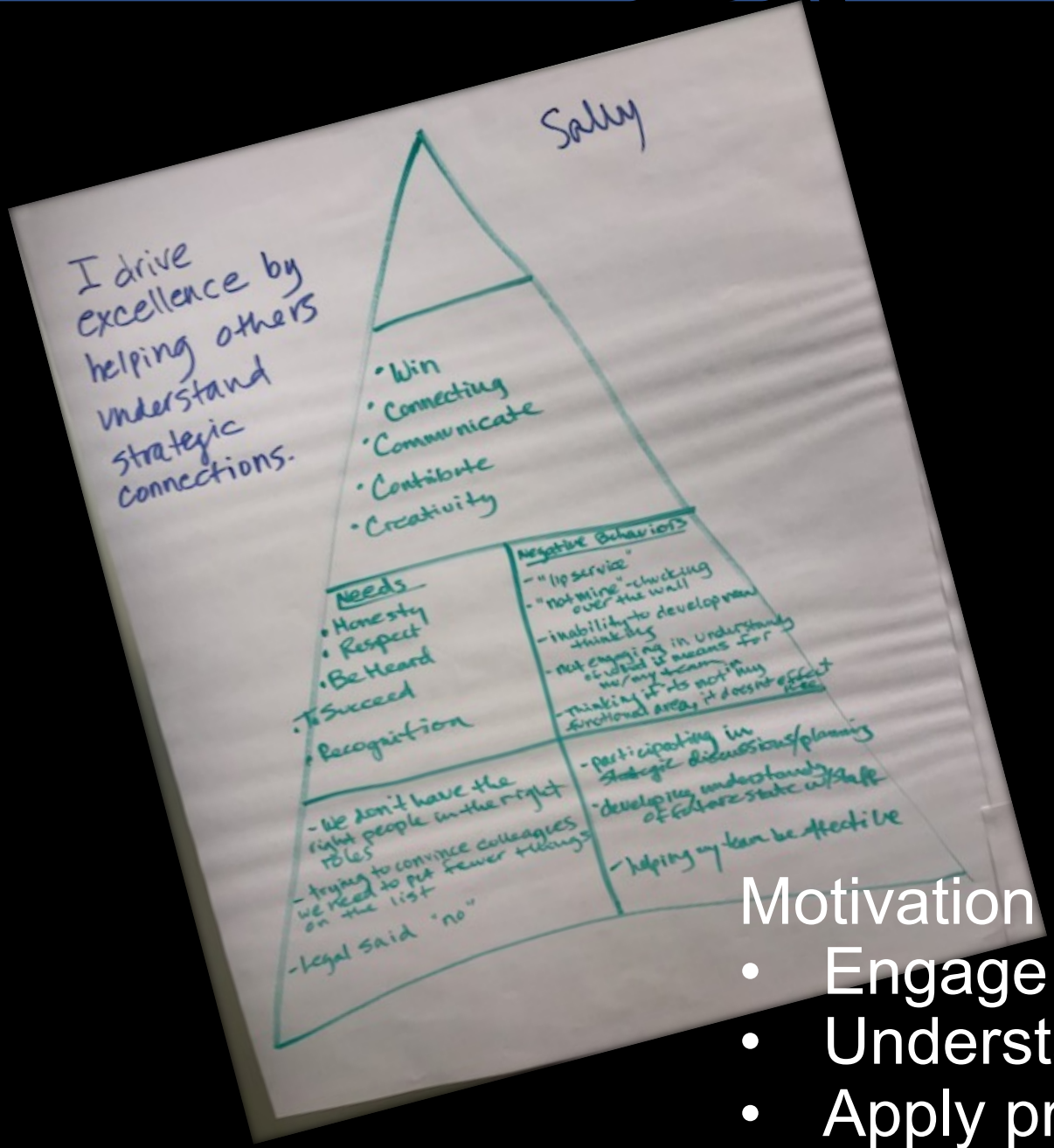


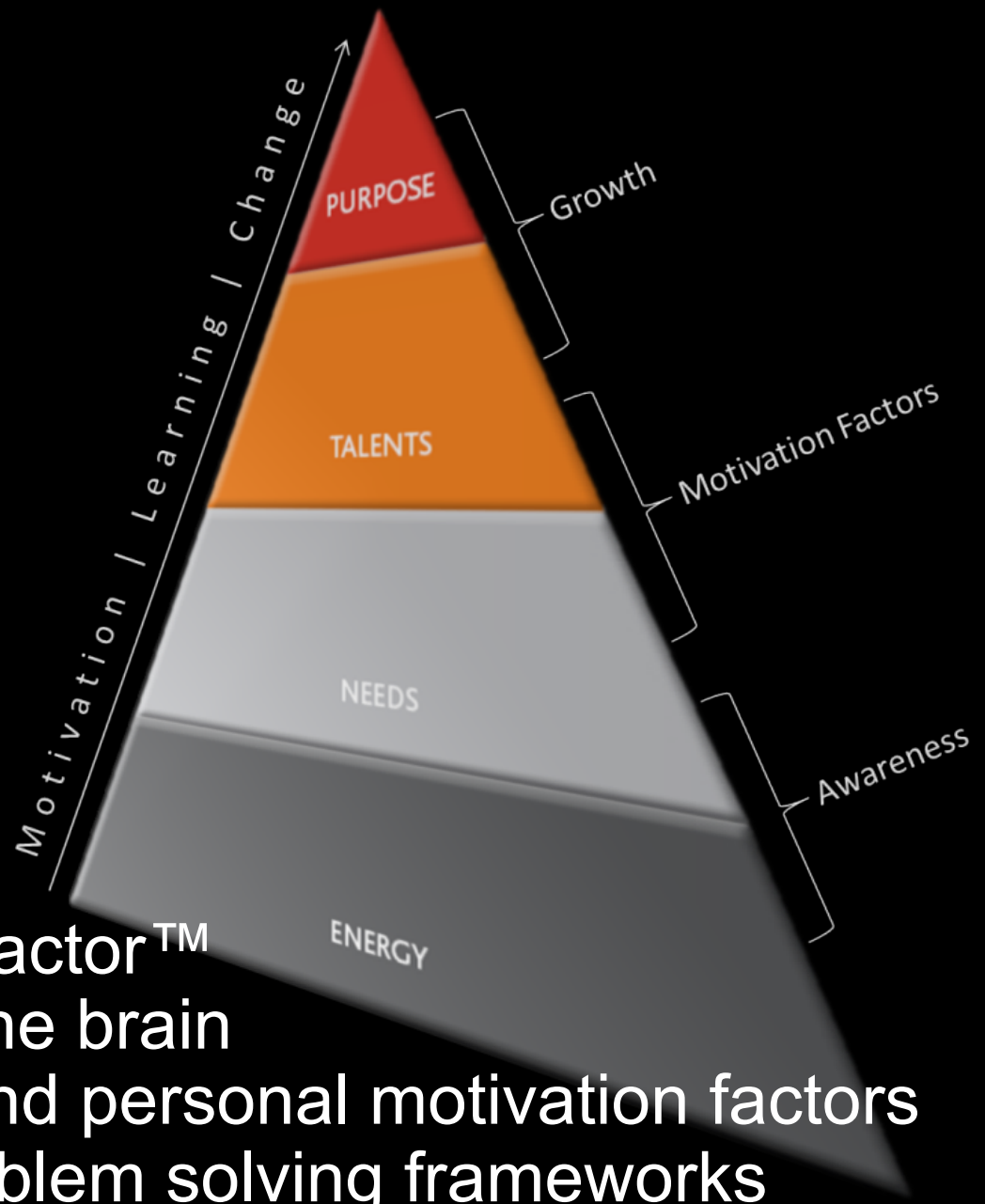
LEGO SERIOUS PLAY™

- Engage the brain
- Make models with meaning
- Tap the power of story
- Make personal and interpersonal connections

Strategy Briefings

- Every employee
- Senior team model review
- Group discussion
- Individual model build and story telling





Motivation Factor™

- Engage the brain
- Understand personal motivation factors
- Apply problem solving frameworks
- Make personal and interpersonal connections

Transformational Leadership at Every Level

- Every leader
- Common transformational leadership definition
- Group observations and action planning
- Individual energy, needs, talents and purpose

Change at the Speed of ~~Light~~ People

Thank you!