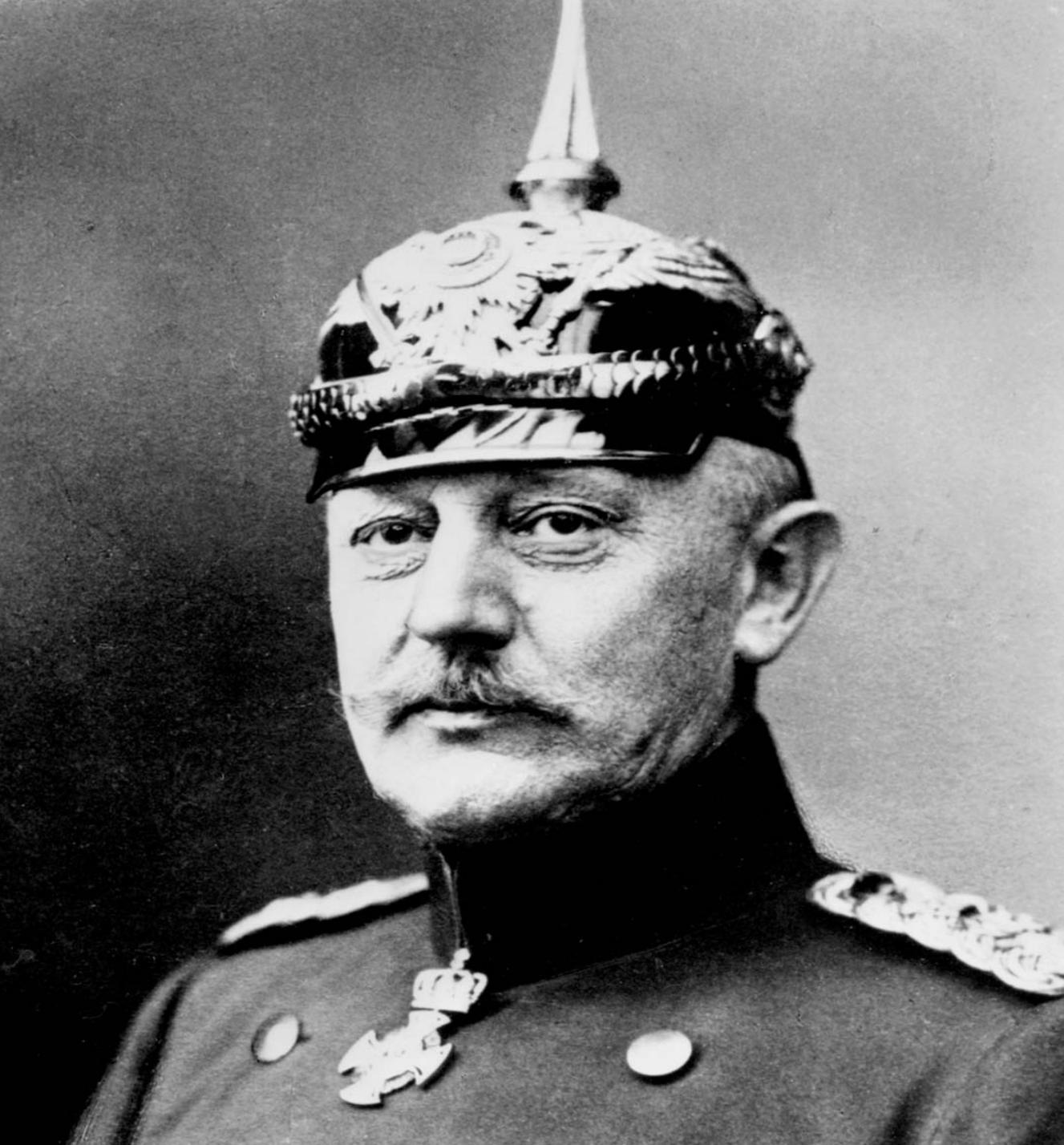


“Either We All Come
to the Surface or No
One Does”

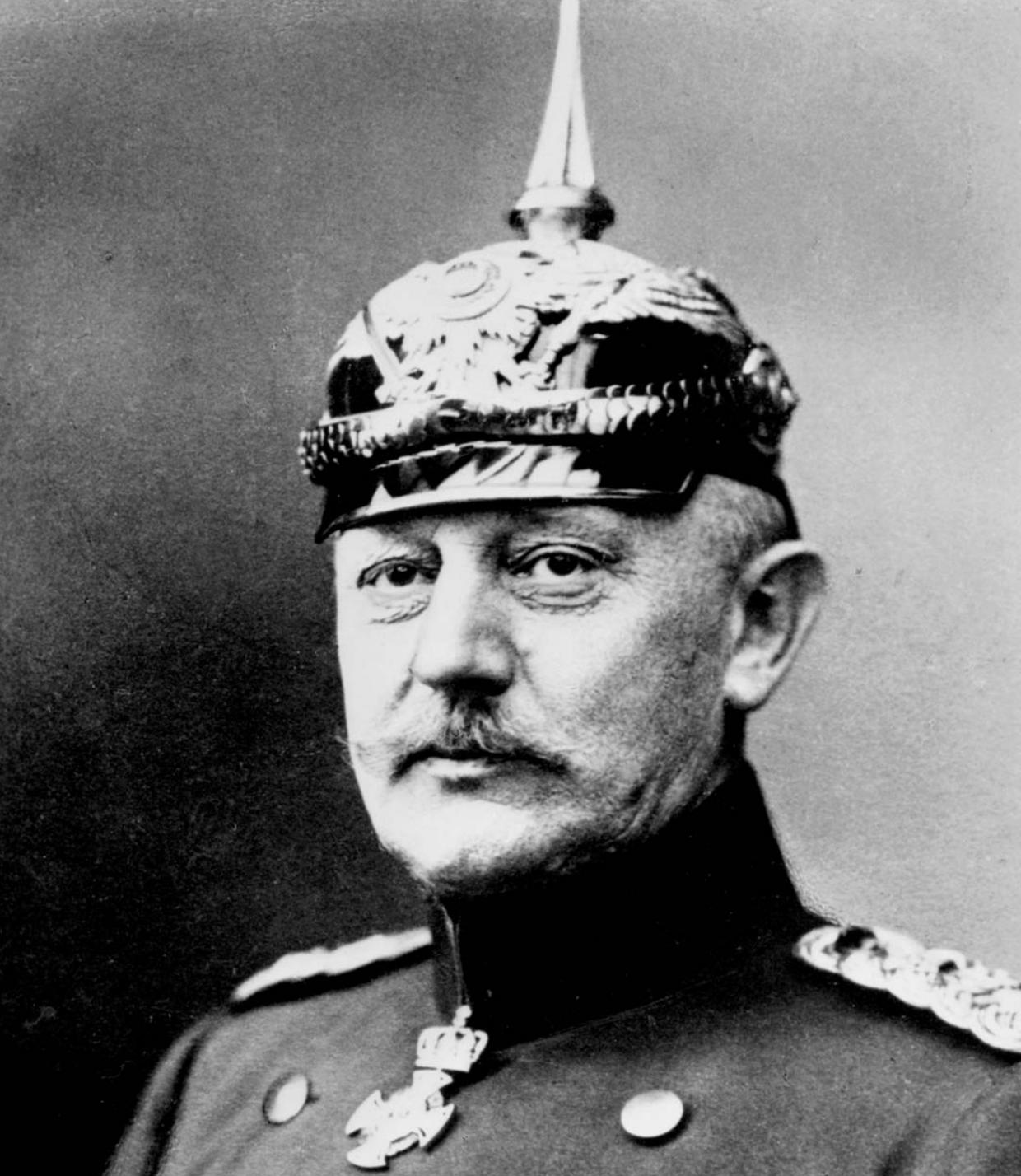




Helmuth von Moltke

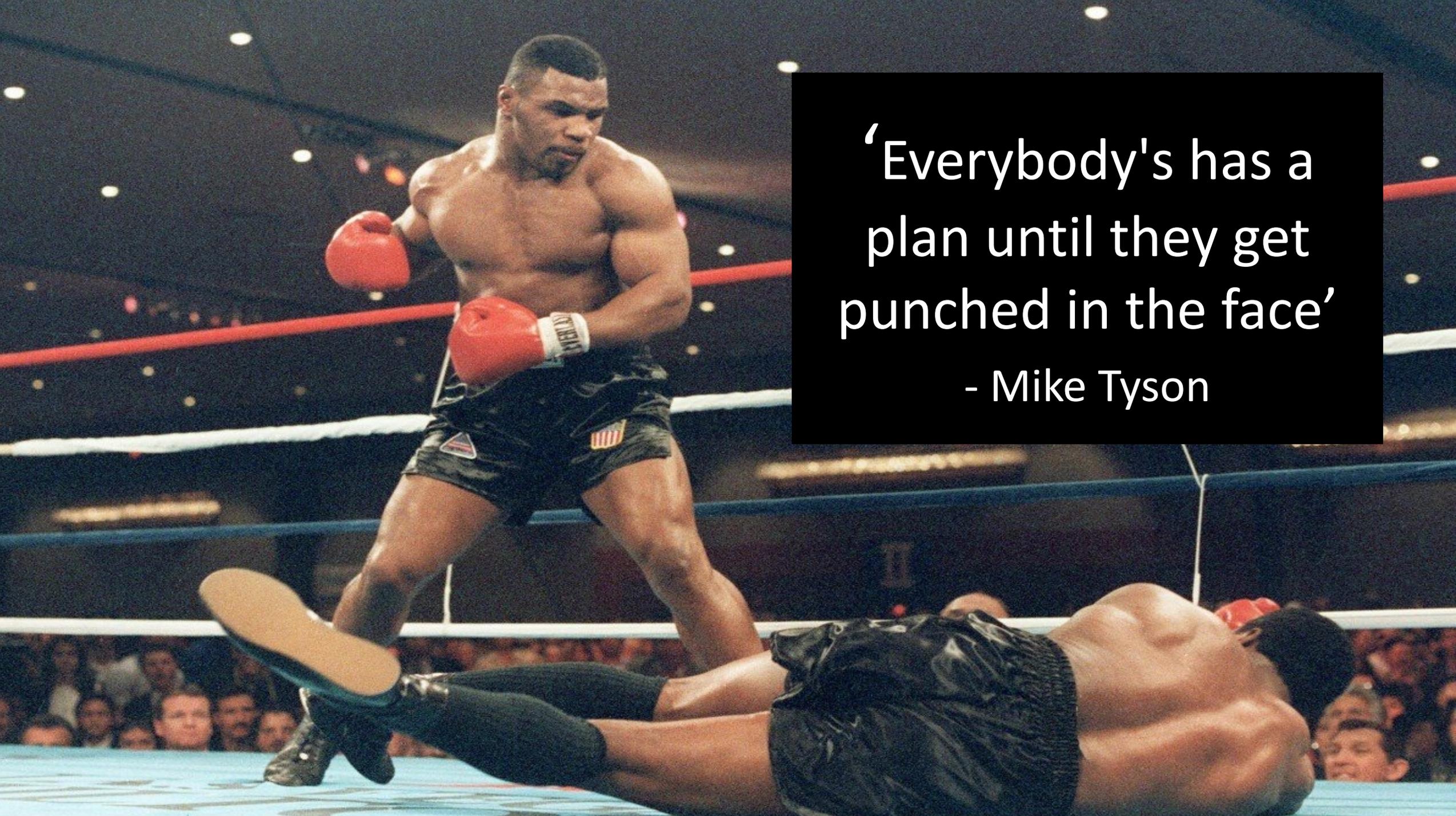
Prussian Army General



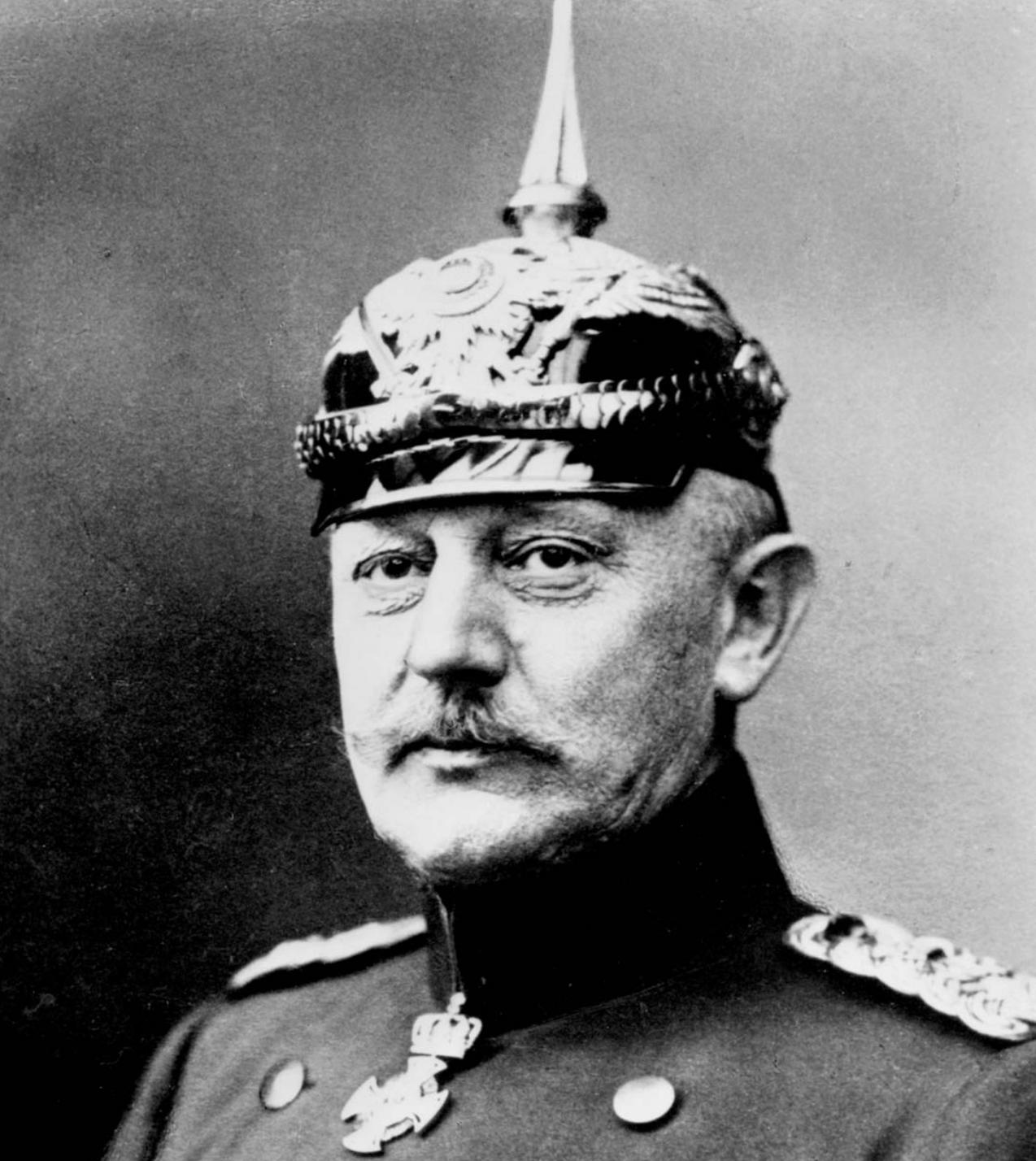


‘No Battle
Plan survives
first contact
with the enemy’

- Helmuth von Moltke

A photograph of Mike Tyson in a boxing ring. He is standing, shirtless, wearing black boxing trunks with an American flag patch and red boxing gloves. He is looking down at his opponent, who is lying face down on the blue mat. The background shows the ropes of the ring and a blurred crowd of spectators.

‘Everybody's has a
plan until they get
punched in the face’
- Mike Tyson



‘No Battle
Plan survives
first contact
with the enemy.’

- Helmuth von Moltke

‘...Armies need to be

*Adaptive Networks
of Human
Relationships,*

not mindless machines that follow orders
from a central command...’

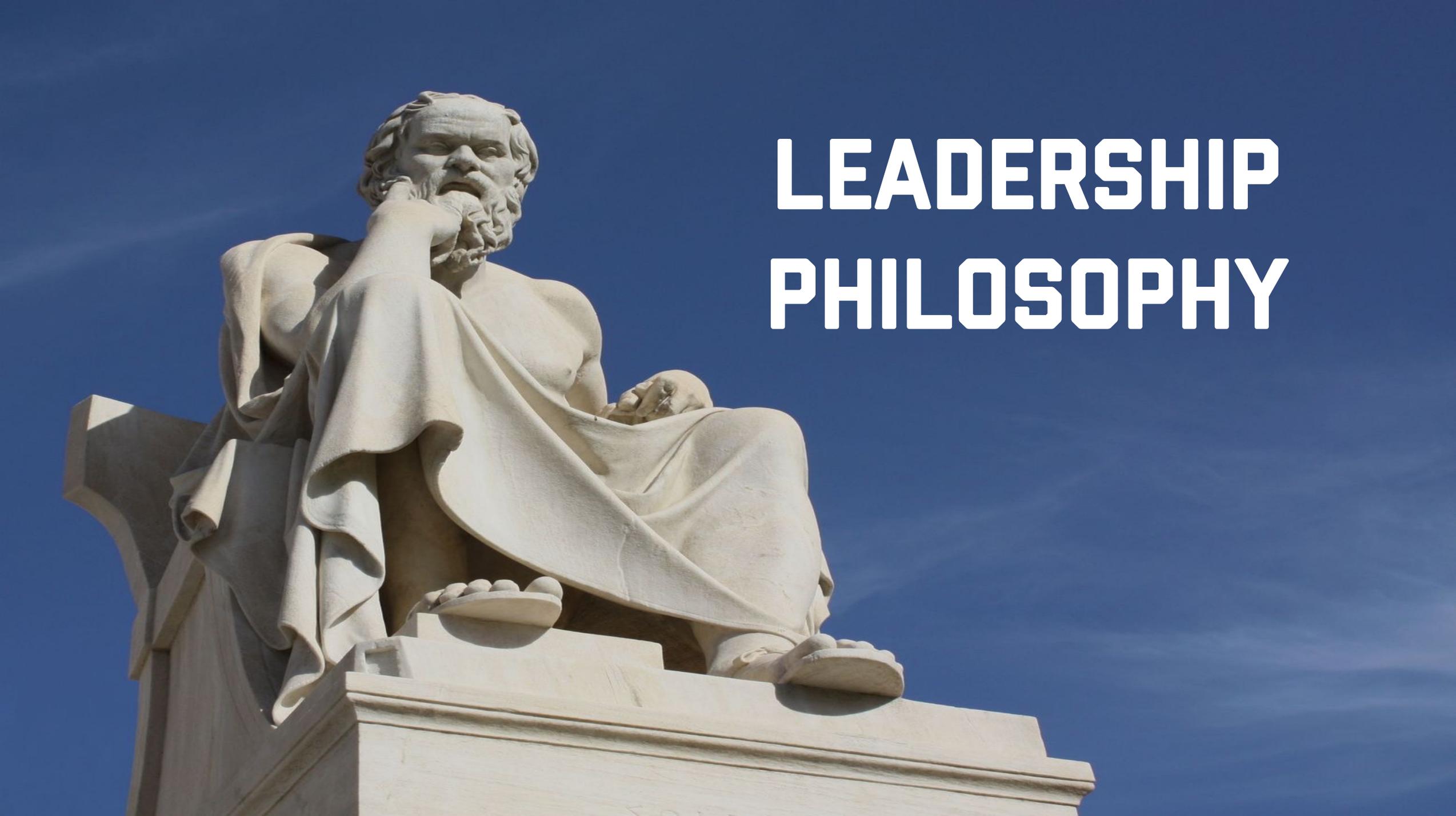


Surfacing Excellence
**How Leaders Bring Out
the Best in Themselves
and Their Teams**



ACTIVITY #1

**WHAT ARE YOUR
BIGGEST CHALLENGES?**

A marble statue of a bearded man, likely Plato, is shown in a thinking pose. He is seated on a pedestal, with his right hand resting on his chin and his left hand holding a book. The statue is set against a clear blue sky. The text "LEADERSHIP PHILOSOPHY" is overlaid on the right side of the image in a bold, white, sans-serif font.

LEADERSHIP PHILOSOPHY

FAST ATTACK LEADERSHIP



SUBMARINE FORCE



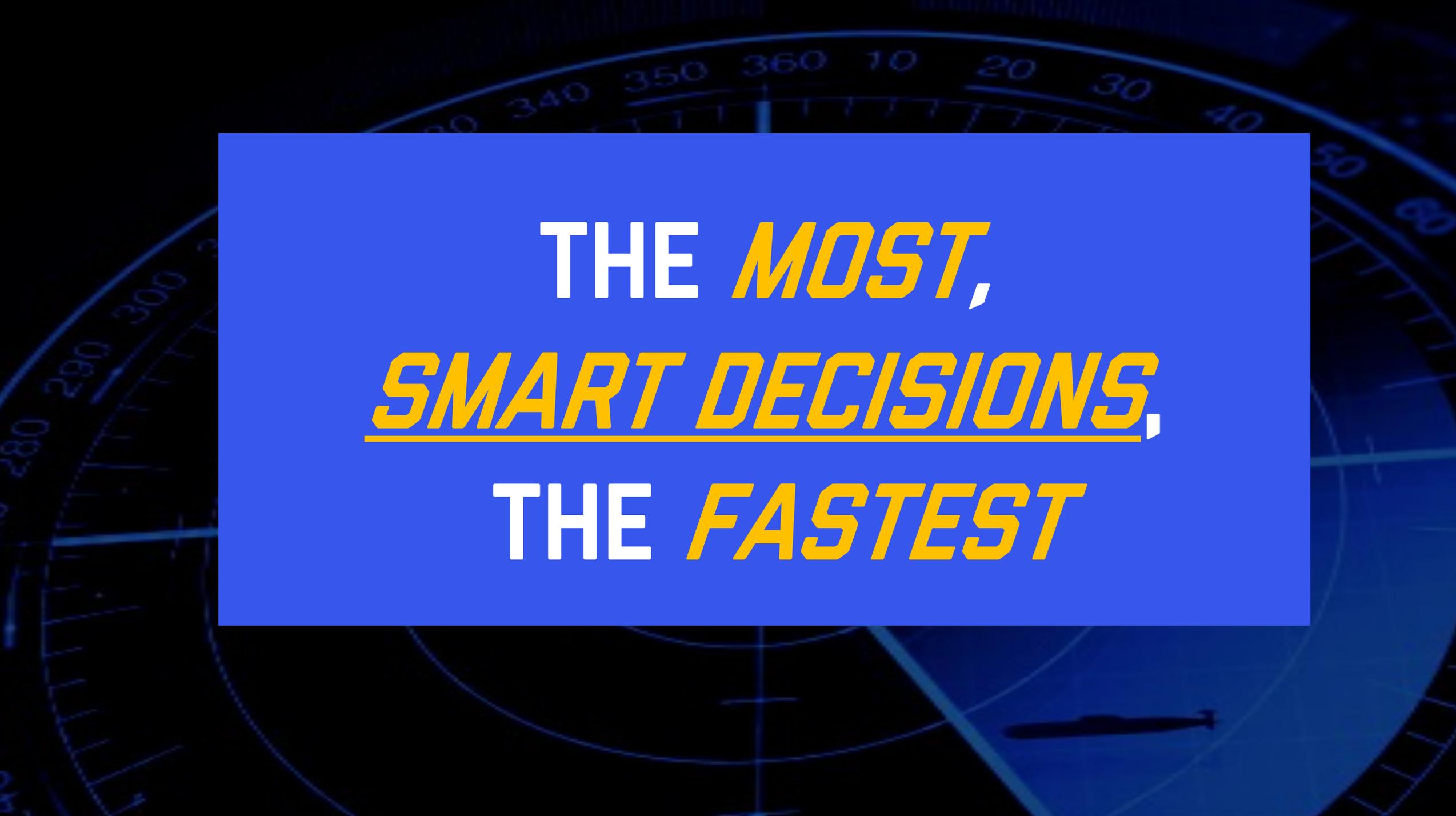
INTERIM CEO



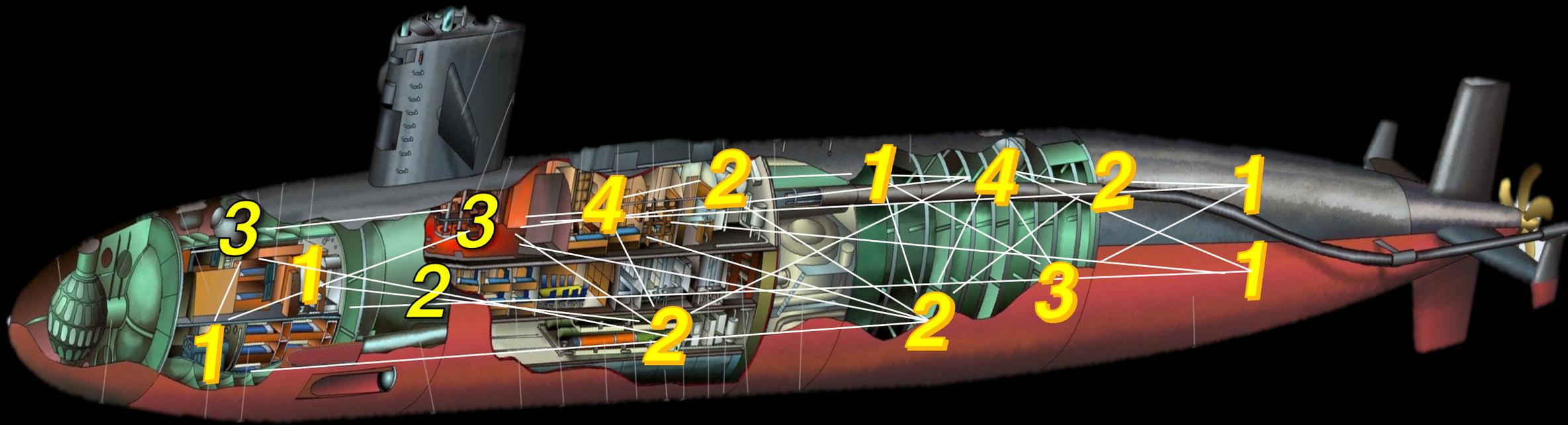
EVERYONE IS

A LEADER





THE *MOST*,
SMART DECISIONS,
THE *FASTEST*





SEWAGE K 6



BOOMER 1946-1964

0

GENX 1965-1980

0

MILLENIAL 1981-1996

30

GENZ 1997-2012

100



- Crave Simple Meaningful Messages
- Belong to Something Bigger
- Excited When Recognized

- 
- Everyone is a Leader
 - Most Smart Decisions Fastest
 - Young People Amazing
 - Lead With Purpose

#1

**CONNECT TO
THE MISSION**





Long-Term
Success

*95% Don't
Understand*

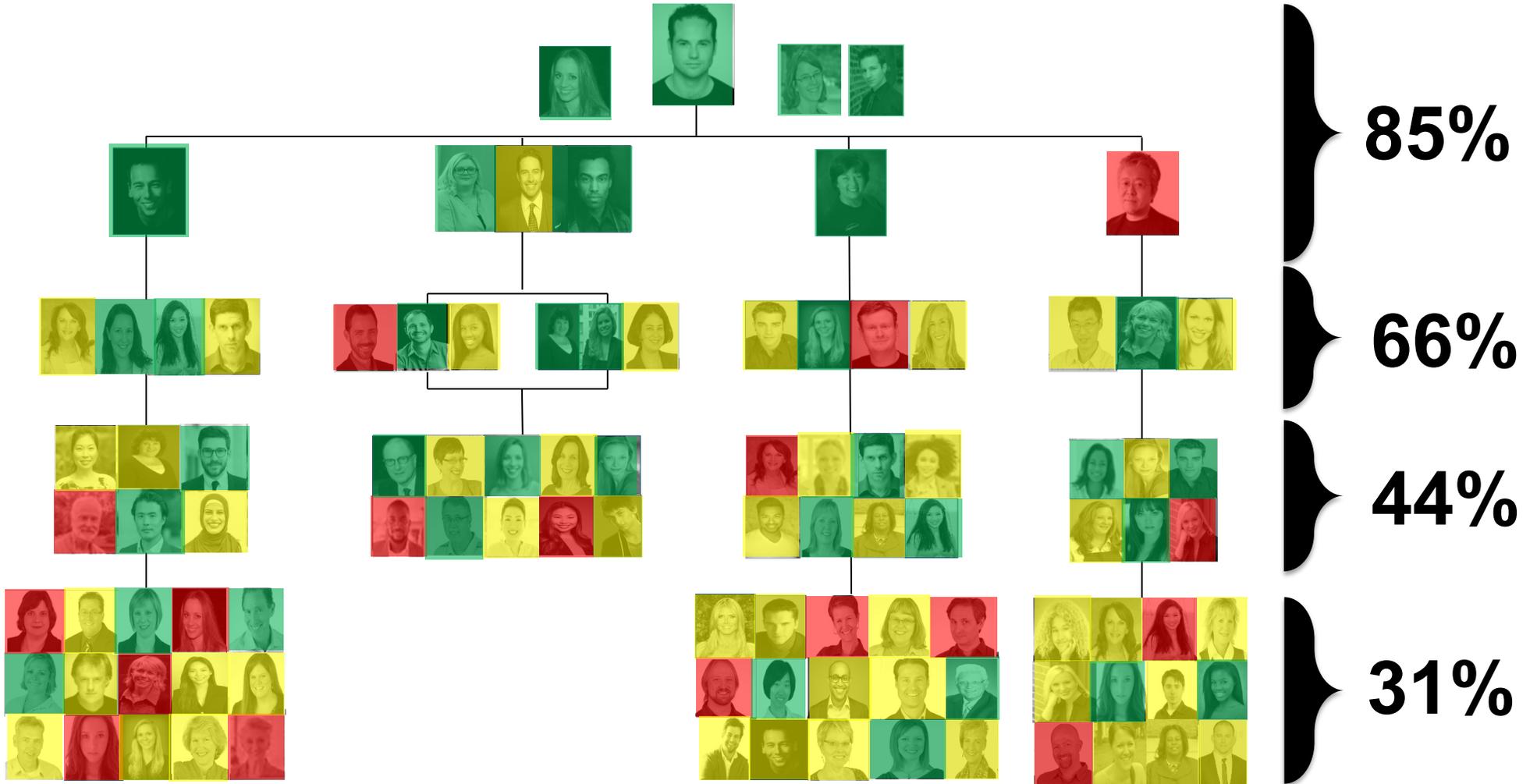
- Harvard Business Review

Day-to-Day
Activities

 **Miserable 17%**

 **Apathetic 52%**

 **Inspired 31%**





Miserable 17%



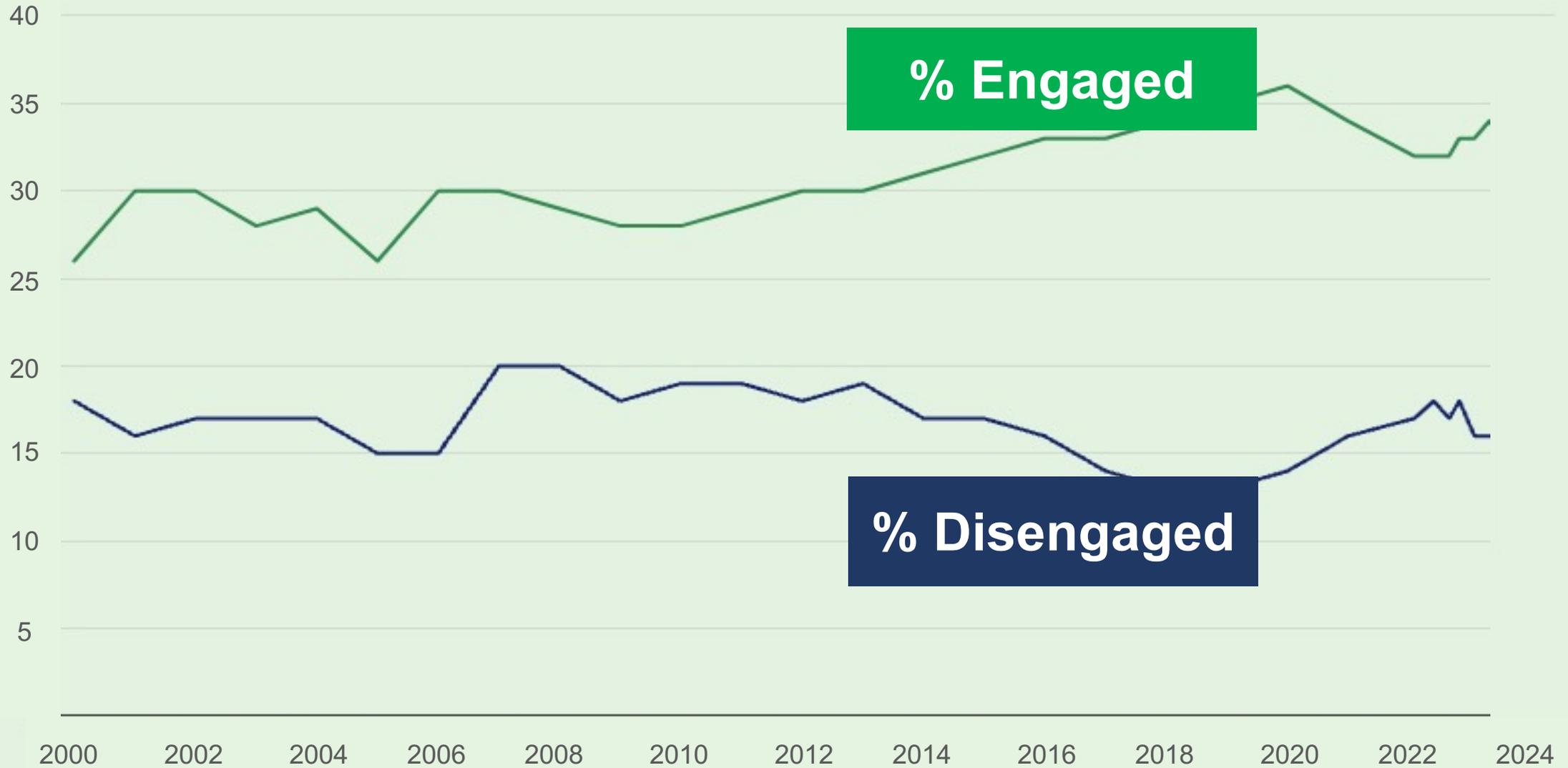
Apathetic 52%



Inspired 31%



US Employee Engagement Trend



RETURN ON ENGAGEMENT

(100 employees)

Disengaged

Apathetic

Engaged

\$85,000



34% Loss

\$56,000

-\$29,000

17

\$85,000



18% Loss

\$70,000

-\$15,000

53

\$85,000



0% Loss

\$85,000

\$0

30

ANNUAL DEAD WAGES = - \$1,302,200

ACTIVITY #2



Engagement Calculator

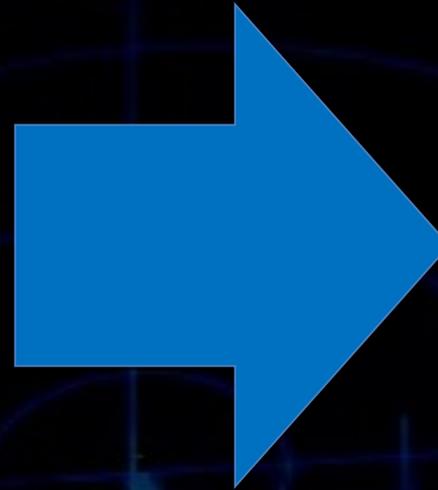


INITIAL

We are dedicated to **Capturing** the **Hearts** of our customers by nurturing long-term relationships, using the most innovative technology, world class processes, and excellent customer service resulting in total satisfaction, the best quality, and the highest returns

9%

FAST ATTACK

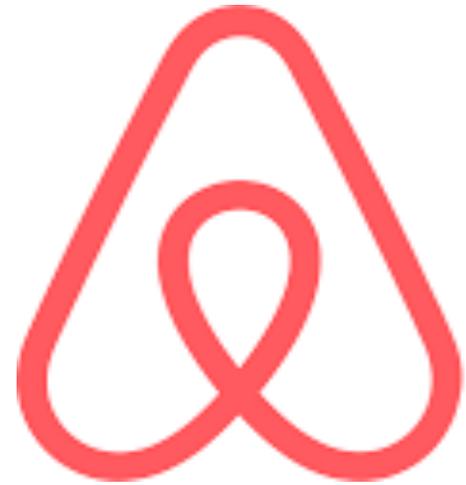


**Capturing
Hearts**

93%



Built to Serve



airbnb

Everybody In



BARCLAYS

Powering
Possible



Find Your
Mountain



Enjoy the Go



For a
Fresher World



Find Your Fresh



Let Yourself
Shine

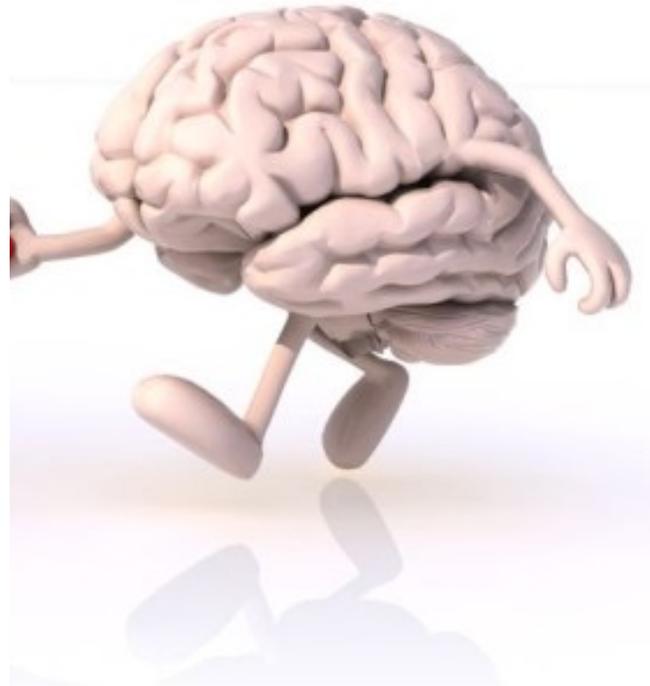
Uber

Ignite

Opportunity

CONNECT TO MISSION

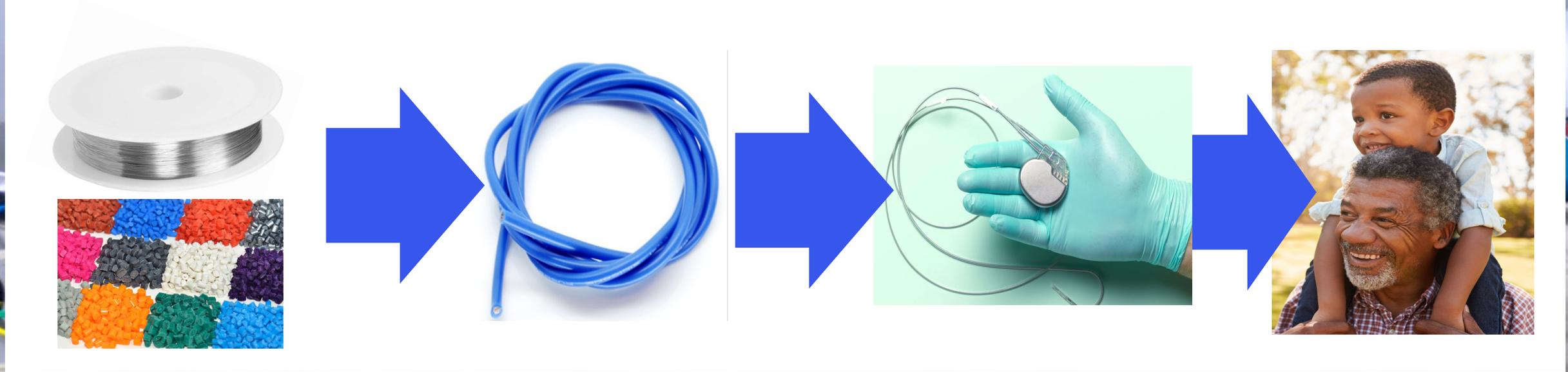
Know



#2

**'CONNECT THE WIRE'
STORIES**

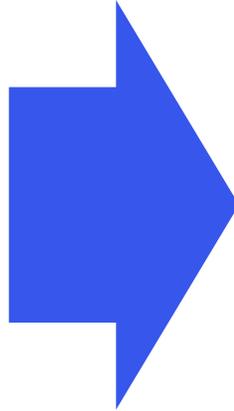




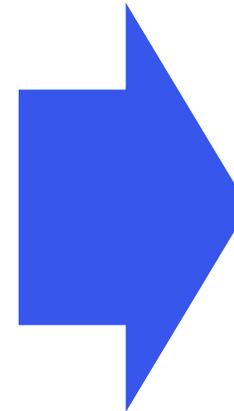
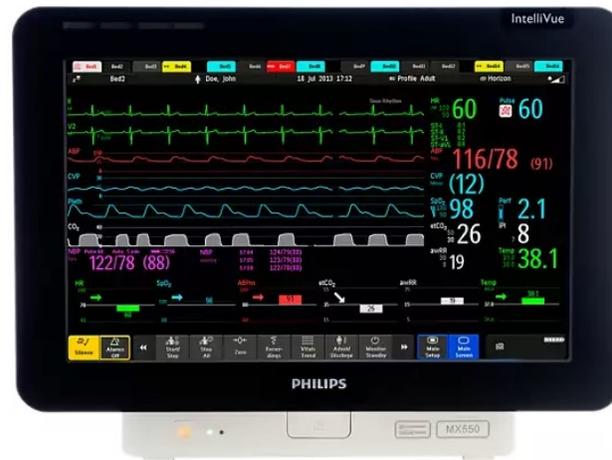
CONNECT THE 'GLUE'



**Bonding
Glue**



**Hospital & Patient
Monitoring (HPM)**

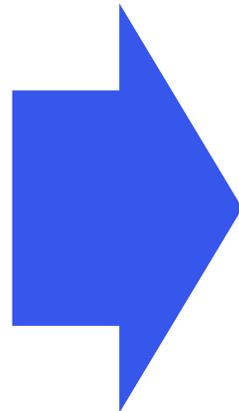


Doctor and Patient

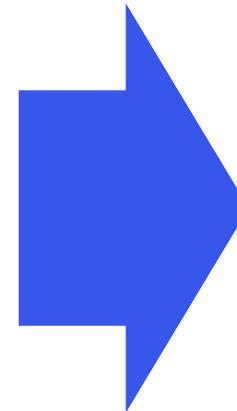


CONNECT THE 'RUBBER'

Specialized
Rubber



Remote Control
Race Car Tire



Dad and Son



PRO-LINE
RACING TO BRING YOU THE BEST!

CONNECT THE 'MEAT'

Ranch



Butcher Case



Family Dinner

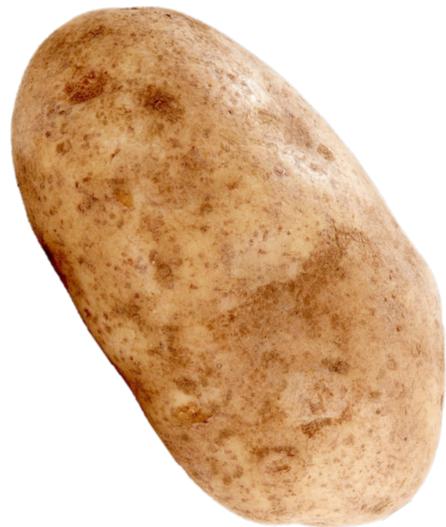


NAMI
NORTH AMERICAN
MEAT INSTITUTE

Stronger

- Resilience
- Self Esteem
- Grades
- Connection

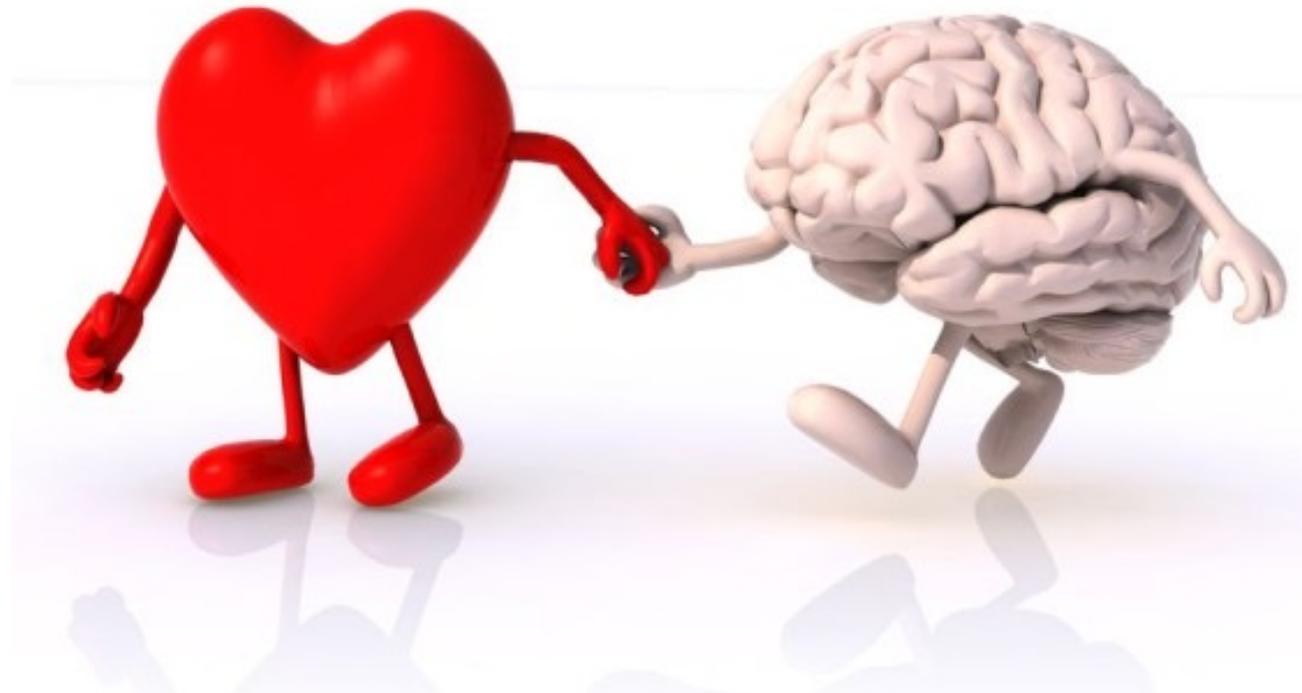
CONNECT THE 'POTATO'



CONNECT TO MISSION

Feel

Know



CONNECT THE ' ' STORIES



WHAT'S
YOUR STORY

DIRECTOR :

CAMERA :

DATE :

Day Nite Int Ext Mos

Filter

Sync

ACTIVITY #3

Create Two Connect the Wire Stories



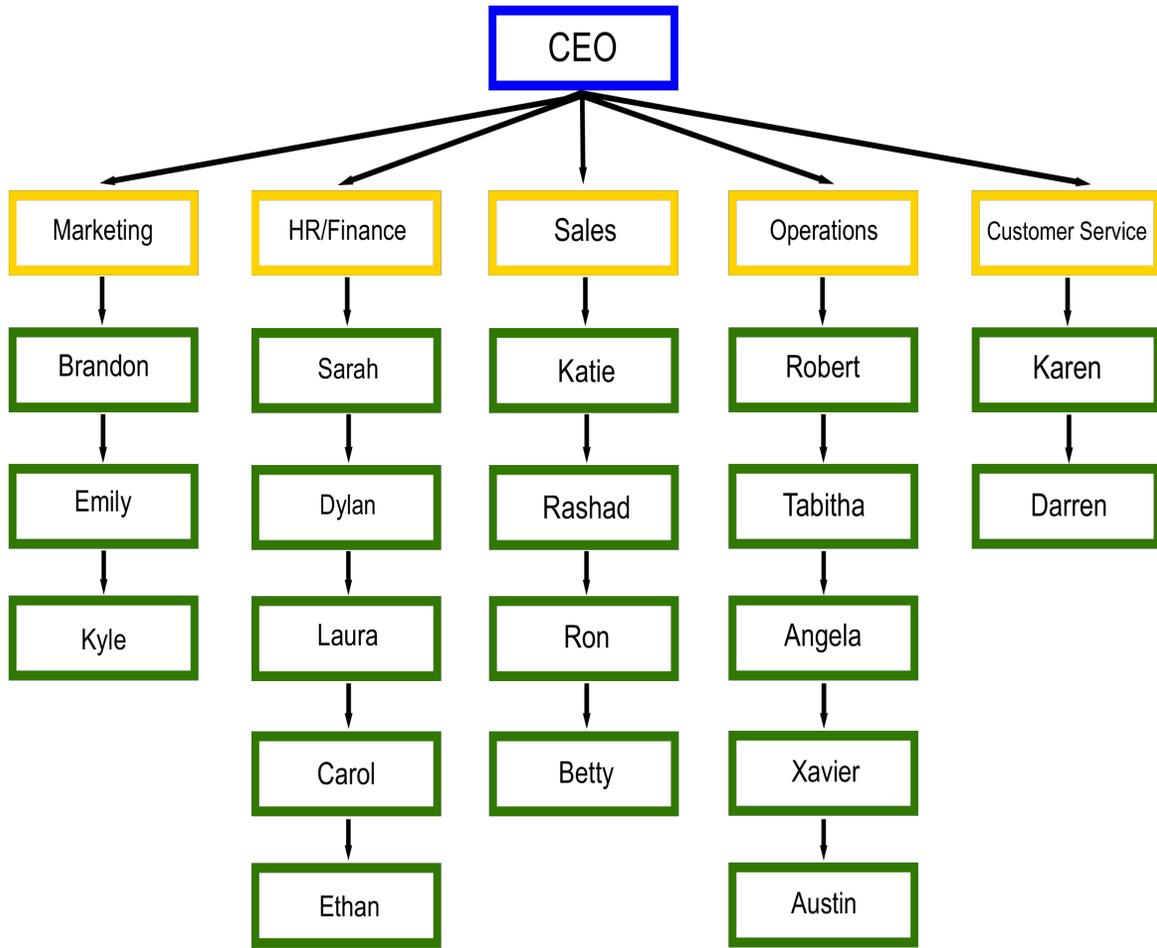
#3

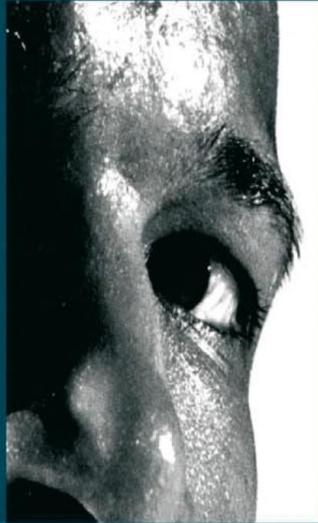
**EMPOWER JAM
DIVES**











developing
decision makers

An Empowerment Approach to Coaching

Lynn Kidman

Featuring Wayne Smith
(former Canterbury Crusaders and current All Blacks coach)

Copyrighted material

Guided Decision Making

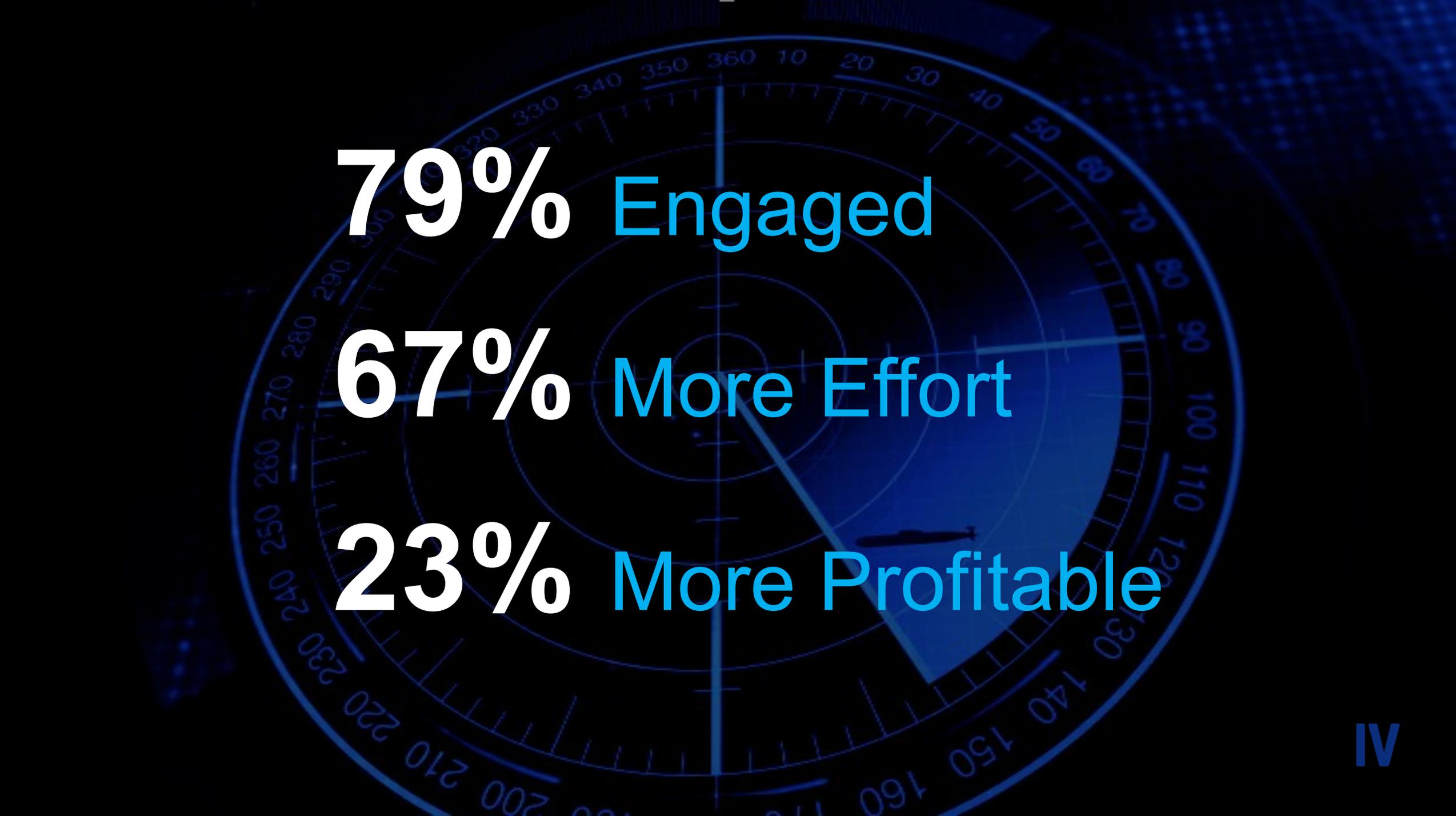


**What Do
You Think?**

“When your
VALUES are clear,
your decisions
are easy”

Roy Disney





79% Engaged

67% More Effort

23% More Profitable

COMPANY A

(Directive)

30

COMPANY B

(Empowered)

52



7,500

13,500



"A GOOD DECISION
VIOLENTLY
EXECUTED NOW
IS BETTER THAN A
PERFECT DECISION
EXECUTED NEXT WEEK"

George Patton

#1 BEST SELLER

Leadership
Communication
Motivation
Self-Improvement
Teams
Management

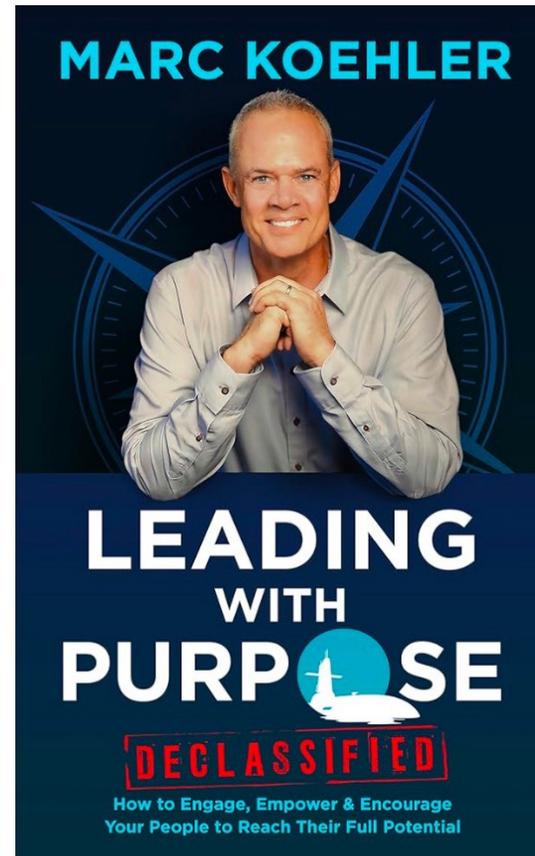
Marc Koehler and 1 more

Leading with Purpose: How to Engage, Empower & Encourage Your People to Reach Their Full Potential

4.7 ★★★★★ (67)

Best Seller

in Communication in Management



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SURFACING EXCELLENCE VOYAGE





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Boats



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Trains



EMPLOYEE ENGAGEMENT

Implement
Fast Attack



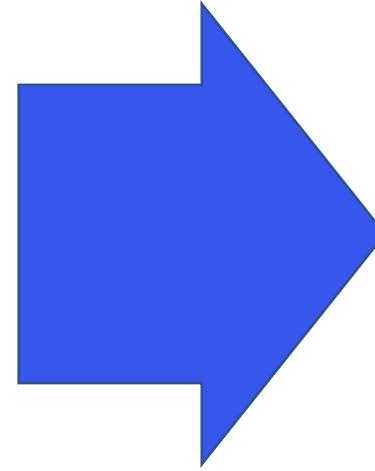
Jan 21

Sept
21

#1 CONNECT TO MISSION

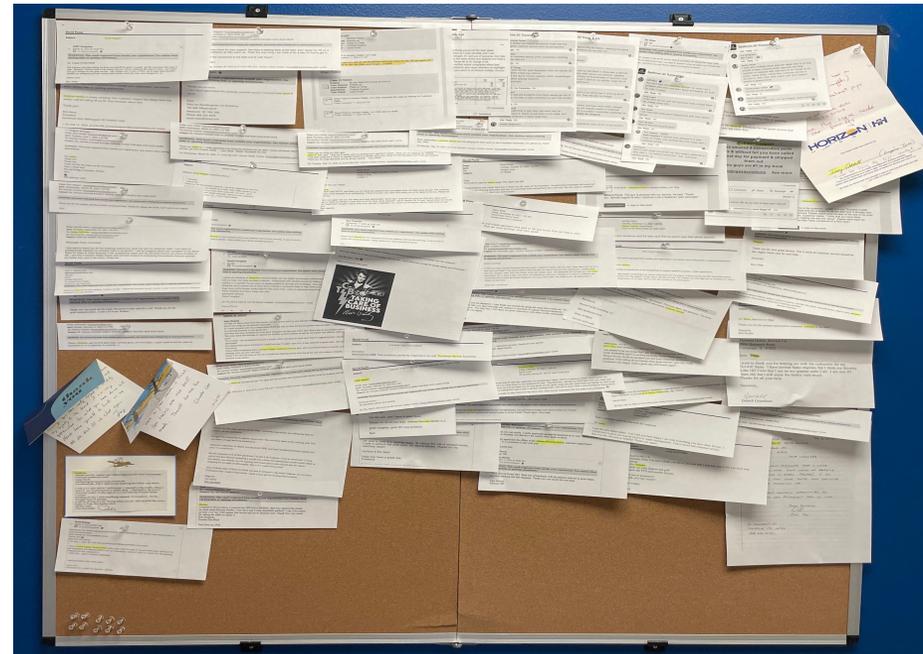
We impact the world for good through the influence of Horizon and our people. We provide an exceptional customer experience through world-class innovation and outstanding support.

13%



**Inspiring Dreams.
Building Memories.**

100%



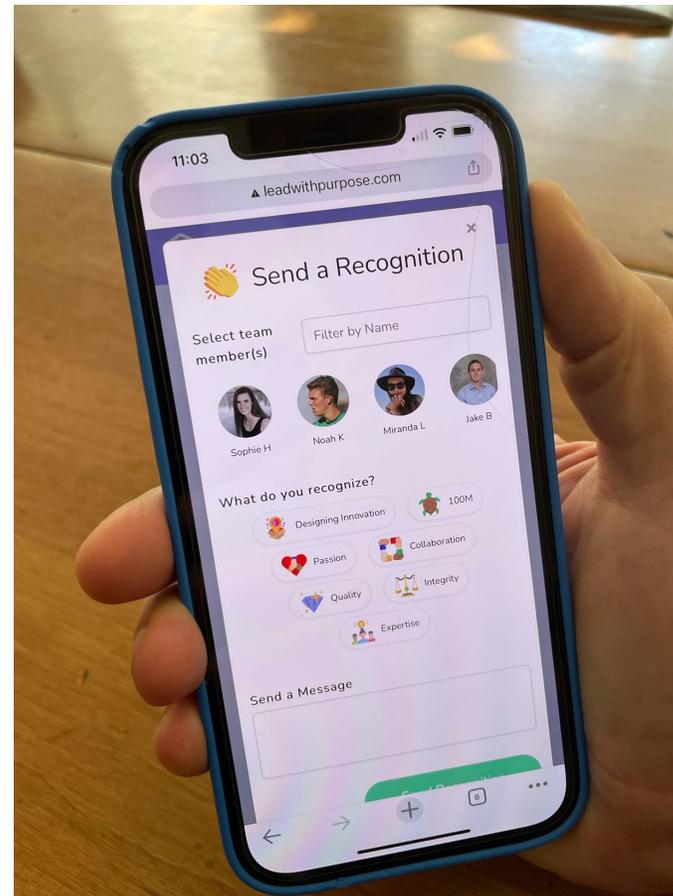
#2
TAKE
THE
SHOT

40% - 70%

#3
EMPOWER
JAM
DIVES

What do you think?

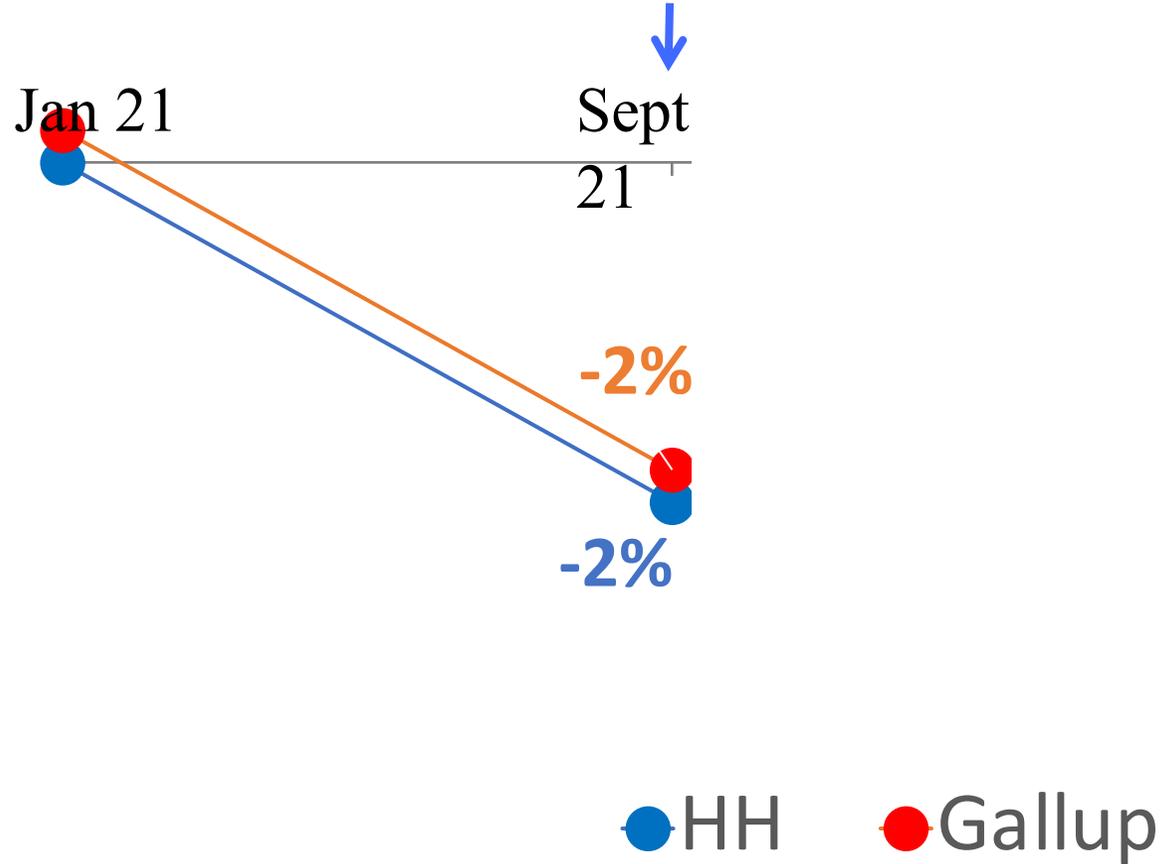
#4 DEFINE BRAVO ZULU



12,873 Recognitions

EMPLOYEE

Implement Fast Attack



Q&A





ACTION & TAKEAWAYS



“Either We All Come
to the Surface or No
One Does”

