



Lisa Jackson



Erin Greilick



Char Miller



Sumit Singla



People Strategies Forum

Innovative Leadership for our Times

Your Hosts



LISA JACKSON
Culture Strategist

Lisa Jackson is a culture and employee experience expert for CompTeam, as well as the founder of Corporate Culture Pros. She has advised organizations such as Merck, Schering Plough, Amgen, J&J, Neogenomics, LiveOnNY, and many others to restore performance and profitable growth during and following major change (merger, fast growth, turnaround). Lisa's speciality is showing you how culture is a performance engine and competitive advantage - to achieve true alignment and passionate commitment, from C-level to the front lines.



CHAR MILLER
Talent Management Consultant

In addition, Char founded HR with a Heart and helps individuals with career transformation. She helps organizations achieve company mission, vision, and goals with the best talent!

In 2013, Char founded RMHA, a fast-growing consulting firm that provides strategic business consulting in talent management, organizational development, performance effectiveness, human capital management, executive leadership training and development.

Char has strong HR experience as an influential, entrepreneurial and strategic thought leader designing organizational structure and framework for creating a culture of excellence, innovation, compassion, and ethics in large-scale highly matrixed healthcare, corporate, hospitality, non-profit and government organizations.



SAM REEVE
Performance Pay Strategist

Sam is the CEO and founder of CompTeam. His core focus is leading companies through transformational change by optimizing talent initiatives with reward programs to achieve long-term strategic objectives.

Sam's diverse experience includes the design and optimization of performance-driven variable compensation plans for executive, sales and core employee populations of growing companies.

Prior to founding CompTeam, Sam has worked in compensation functions of notable firms such as BlackRock, McKesson and Automatic Data Processing (ADP).

Sam is a global certified compensation consultant (CCP, GRP) with over 15 years of experience in Total Reward Strategies.

Today's Guests

SUMIT SINGLA

Founder, eleventHR Consulting

- Sumit has been working in HR & HR consulting roles for 16+ years across sectors and verticals and specializes in organization design, well-being, storytelling & design thinking, and performance management. In his career with consulting firms such as Aon, Deloitte and Accenture, he has successfully led programs aimed at total HR transformation for clients.
- Recently, as Associate Director for India Consulting at Deloitte, he worked with clients on cultural transformation and HR process and policy design. He also organized and spoke at conferences and events about a variety of topics relevant to HR today.
- In this session, Sumit takes us through the creation of an Employer Value Proposition (EVP) and how, irrespective of the current scenario, create a brand that brings the employee experience to life and stands the test of time .”



Sumit is based in India, and has a Master's degree in HR from XLRI, Jamshedpur and a Bachelor's degree in Civil Engineering from Punjab Engineering College



Today's Guests

ERIN GREILICK, PhD

Founder, Core Consulting and Coaching

- Erin earned her Ph.D. in Organizational Behavior from Claremont Graduate University and her MA in Clinical Psychology from the University of Hawaii, Manoa.
- Erin is a systems thinker who works quickly to understand complex issues, identify root causes, and bring smart, integrated solutions to organizations. She has a long proven track record of being a trusted advisor, working with executives and senior leaders in both the Private and Public sectors, in industries ranging from Food Service to Health Care.
- Erin and her husband are devoted parents to their son, and she enjoys traveling, eating, and cooking (and takes all opportunities to combine these three joys!).



Core Consulting and Coaching is a boutique firm specializing in strategic change and executive development.

People Strategies Forum

Manage, Evolve and Thrive during the Recovery



Sumit Singla



Lisa Jackson

01 Creating High-Performing, Cohesive Teams



Erin Greilick, PhD



Char Miller

02 Ready, Set, Reopen!



Sam Reeve

03 Open Discussion and Questions



**Creating high-performing,
cohesive teams**

Team disengagement is a problem...

... with severe direct and indirect repercussions for organizations



Bad moods



Poor work quality



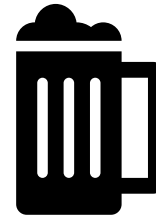
Reduced productivity



Fights with friends/family



Poor mental health



Higher alcohol consumption

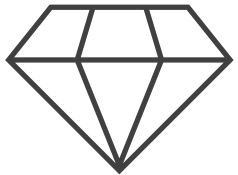
Team leaders and managers are responsible...

8

... with **7** in **10** people saying their managers need to do more to motivate them with some clear areas of disengagement coming through



Not feeling **recognized**



Not feeling **valued**



Not being **managed well**

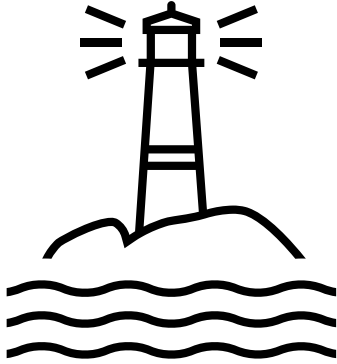
54% people say they are in their jobs only because they '**pay the bills**'

The **WORKING DEAD**



Emotionally intelligent leaders already know this

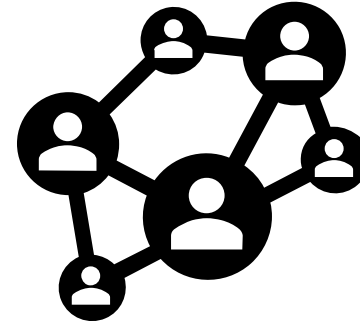
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Self-
awareness
& Self-
regulation



Motivation



Empathy &
Social
Skills



...and they look for team players on their team rather than top talent.

Emotional Intelligence > Intelligence Quotient

Great leaders create the right climate...



Inclusion, not isolation



Clarity, not chaos



Leadership, not dominance

... and create a great work culture

Being a talent magnet involves...



Great work policies

Stress management

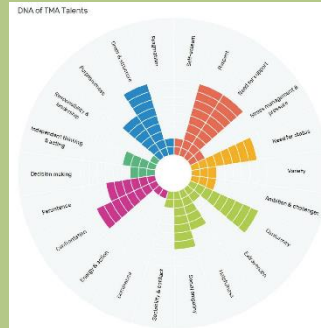
Purposeful work

Work-life integration

'Pay to Quit'?



“The name on the front is more important than the one on the back.”



First Come, First Serve Basis

*Sign up **HERE:***

Email sam@compteam.net

Contact Us

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CEO & founder

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Take Action Now!



CORE CONSULTING AND COACHING



Ready, Set, Reopen!

Erin Greilick, Ph.D.

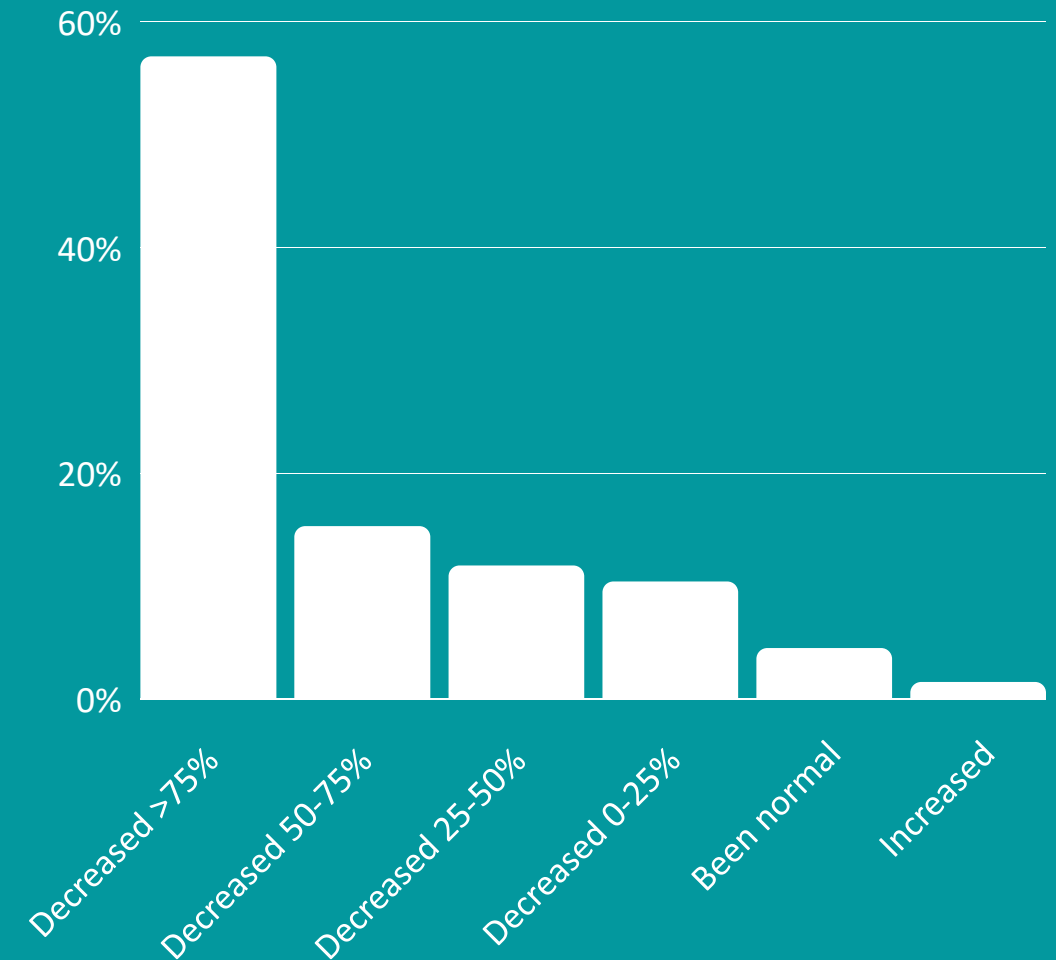




Small Business Impact

REVENUE

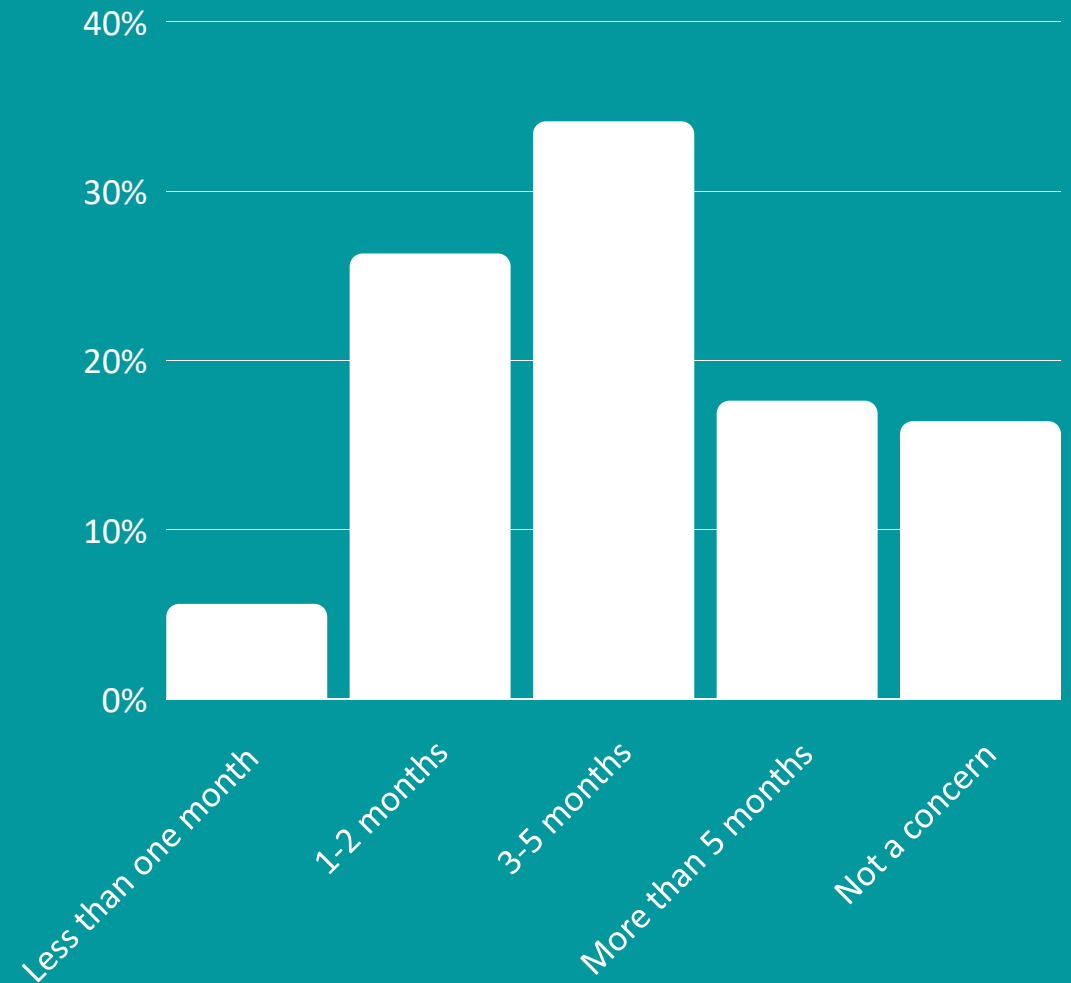
SOURCE: Main Street America (MSA) online survey during the week of March 25 to April 6, 2020, including more than 5,850 small business owners



Small Business Impact

RISK OF CLOSURE

SOURCE: Main Street America (MSA) online survey during the week of March 25 to April 6, 2020, including more than 5,850 small business owners

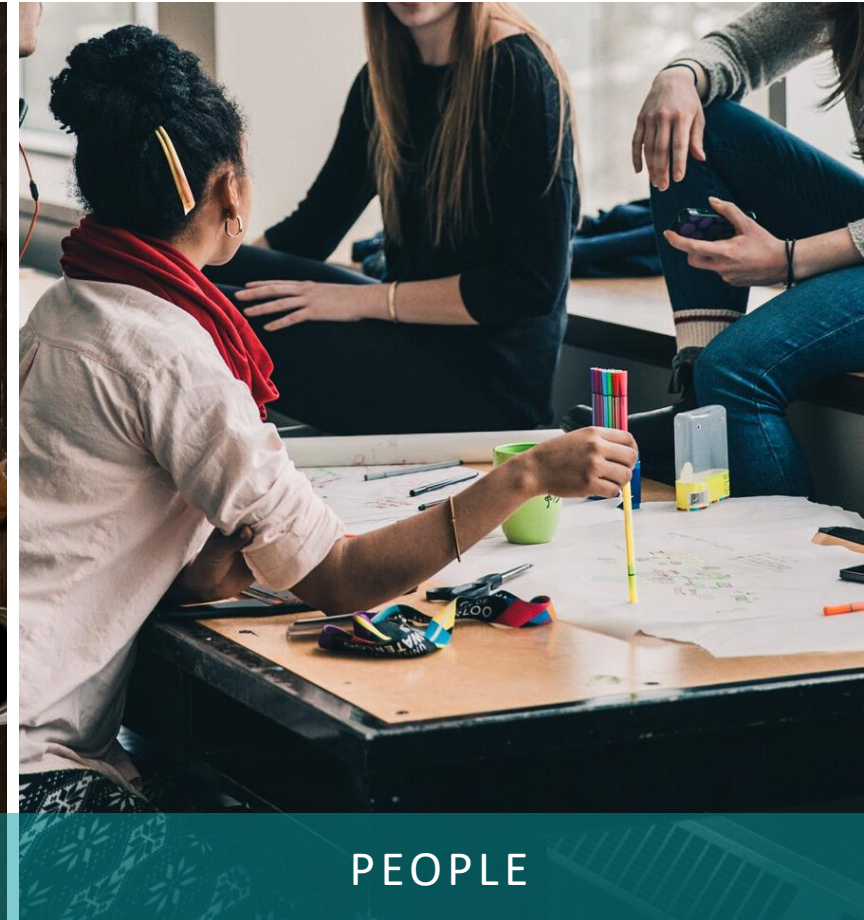
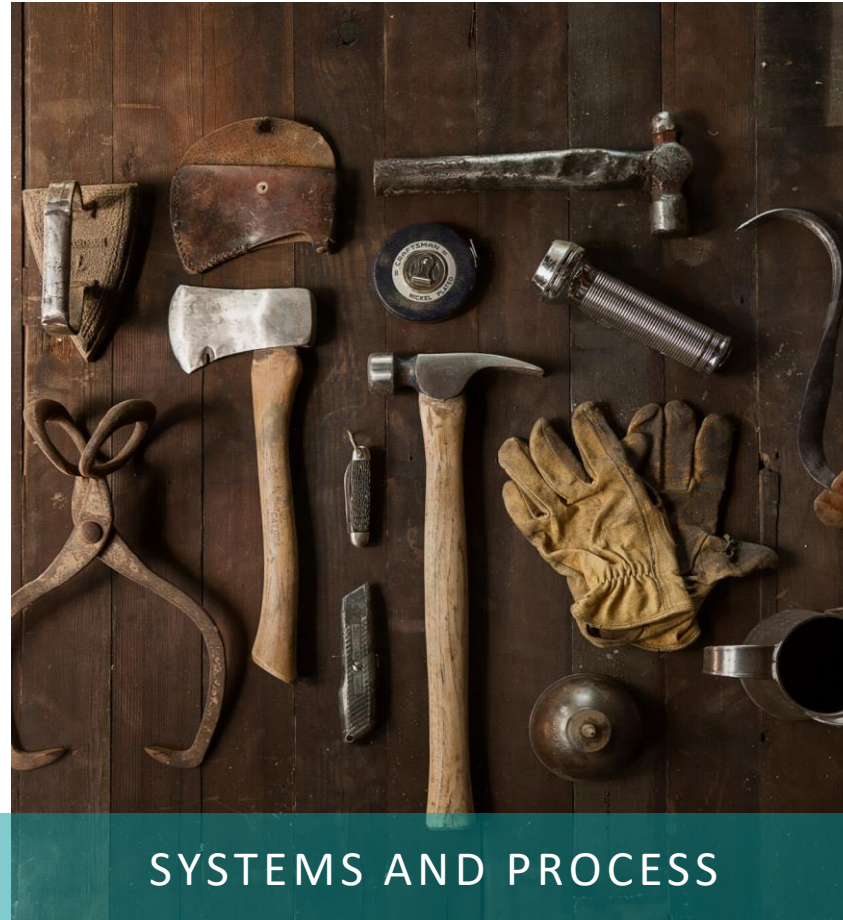


Decision Neuroscience

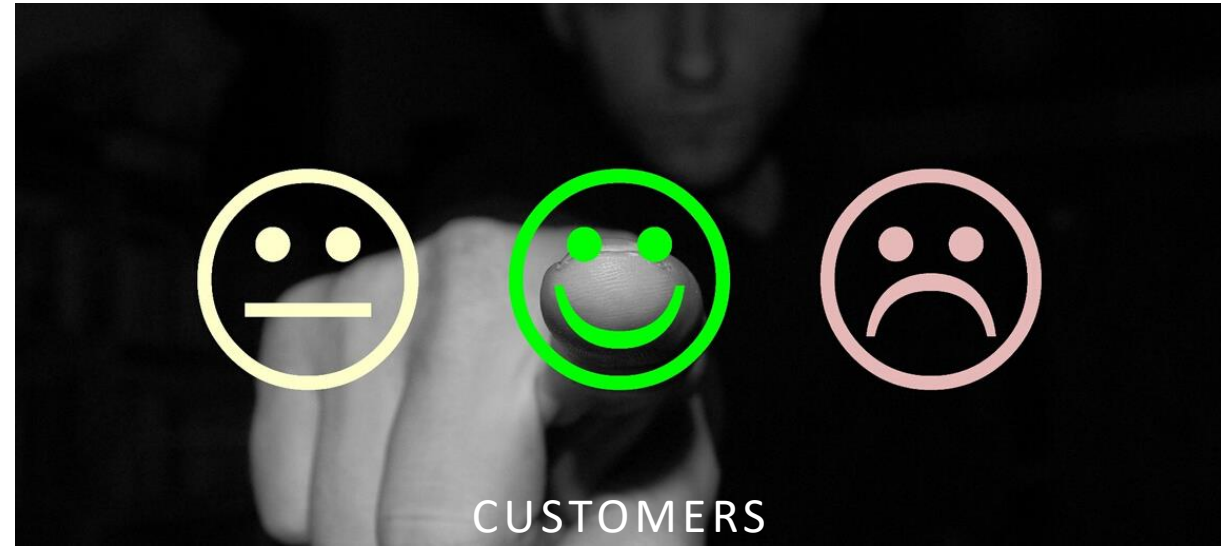


- Pattern Recognition
 - Emotional Tagging
-

Are you "Rebound Ready"



Strategic Plan



Build Efficiency:

SYSTEMS



AUTOMATION AND UPGRADES



Build Efficiency:

PROCESS

CORE WORK PROCESSES

Build Capability

PEOPLE



Who am I?

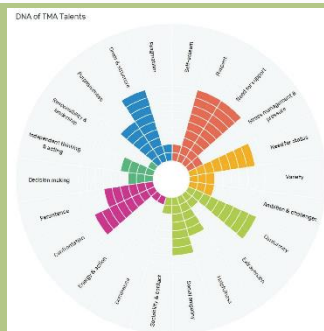
ERIN GREILICK, PH.D.
Core Consulting and Coaching



Organizational Effectiveness Consultant:
Executive Team Development
Strategic Transformation
Data Nerd







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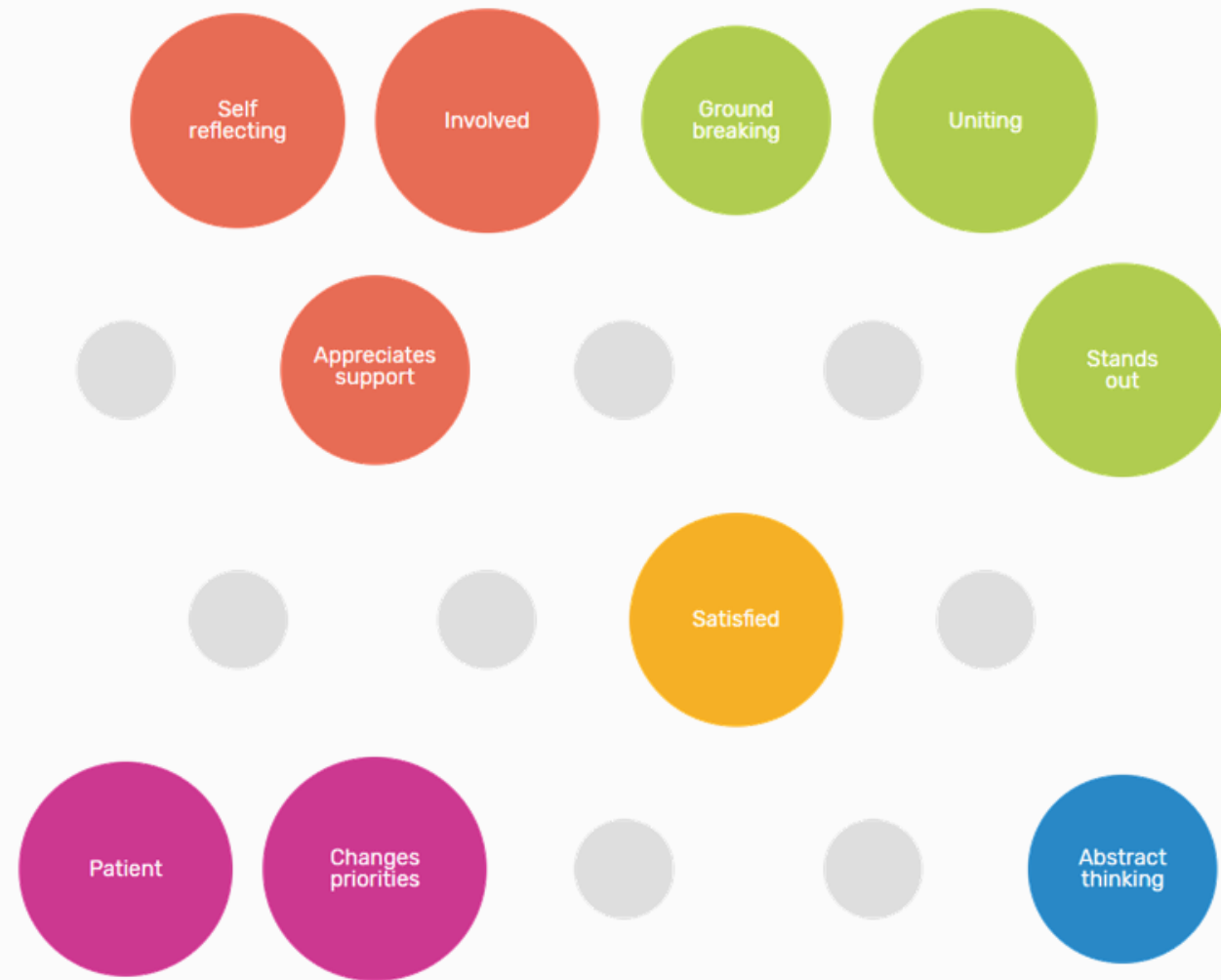
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Take Action Now!



tma Assessment for John F. Kennedy



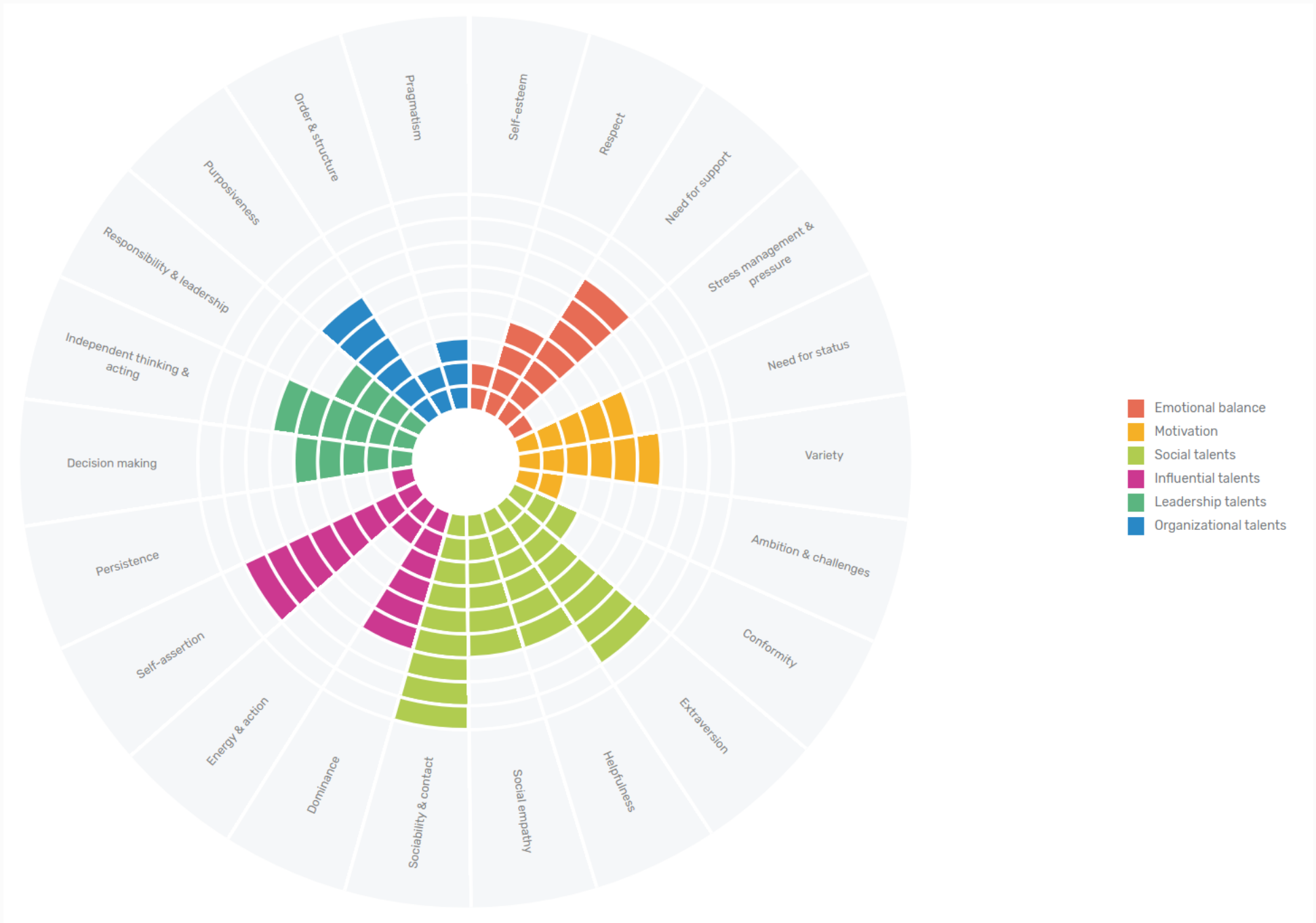
Description of personality

He has a very strong need for good contact with others and is very focused on human relations. He likes it a lot to step up and enjoys being the center of attention; he sets the atmosphere in any group to a large extent. At group and social events he never keeps a low profile and likes to be seen. He is able to give a quick and witty response and won't avoid getting into an argument. He is assertive and can stand up for himself and regularly looks for an opportunity to demonstrate it. In difficult situations, he will ask others for help and support quite readily. He is independent enough to form judgments and discusses things with others when necessary. He has social empathy and tact and can get an idea of how others really feel to a certain extent. He has a genuine interest in others and demonstrates it all the time, not only when he has to.

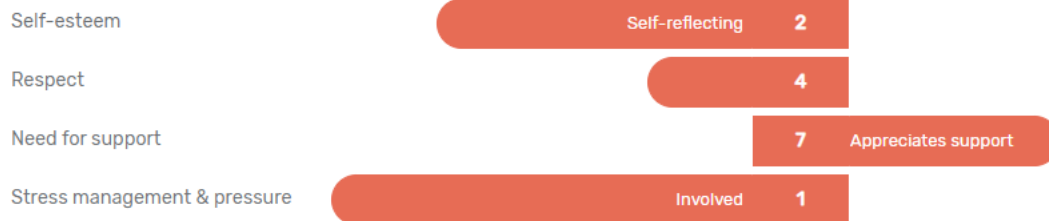
In relation to others, he generally has a powerful presence and is direct, which increases his persuasiveness. However, he can also find a more subtle approach. In general, he likes being helpful more than behaving in a cold businesslike manner as far as his attitude to others is concerned. He is serious about other people taking responsibility for themselves but is ready to give a hand. Variety in his tasks and job is pretty important to him. He puts a bit more emphasis on a goal than on the process but doesn't lose sight of the process at the same time. His need for recognition is average. He likes to receive compliments and approval from time to time, as that makes him more motivated. He will usually consider various points of view before making a decision but he can make a decision quickly when needed.

He doesn't look up to people much and usually acts the way he thinks is best but can also show respect. He doesn't have much difficulty talking to people in higher positions. He won't take a managing position unless he has to. He does not conform strongly to existing rules or culture. He is pretty focused on a general picture when performing tasks; that's why his vision is often more theoretical or abstract than practical. The results show that Mr Kennedy can put his work into perspective but is not always inspired by competition and any kind of pressure at work which is reflected in his level of ambition. There are obviously some other factors at work that can be of greater importance for him (e.g. working environment). He has hardly any need for order and structure.

He is very modest. He will probably have serious difficulty putting up with making mistakes and will do his best not to make any. He doesn't always have much energy to get things done. People around might regard him as a very calm person who likes to take a break. Has a strong preference for switching to other tasks and goals as soon as possible when difficulties arise. He quickly tends to attach importance and a sense of urgency to the requests and tasks he experiences some pressure with. Therefore, he has to try not to give too much importance to such things in order to stay calm.



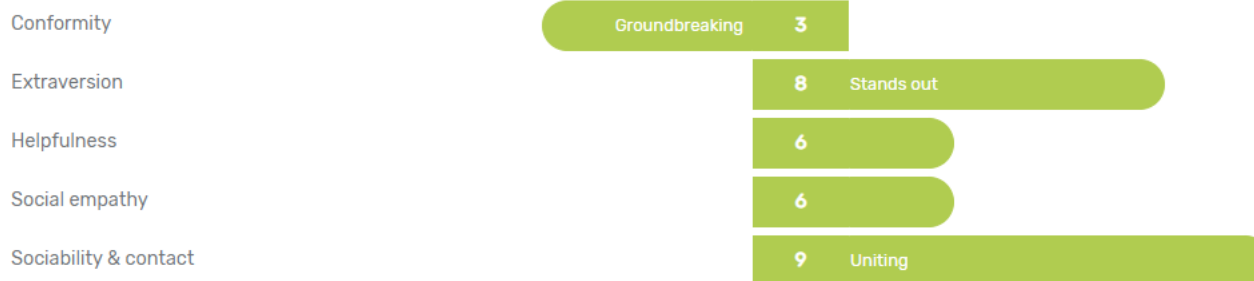
Emotional balance



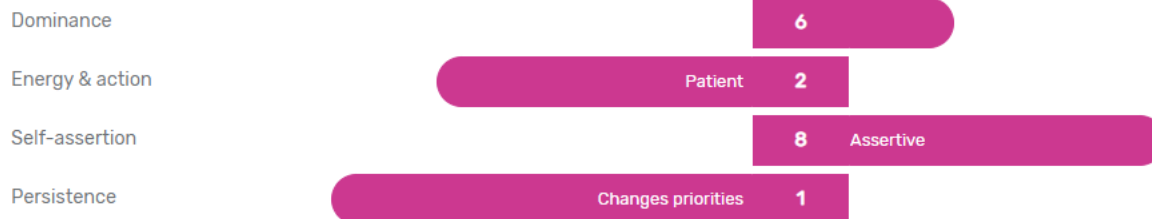
Motivation



Social talents



Influential talents



Emotional balance

Balance of Mr Kennedy:

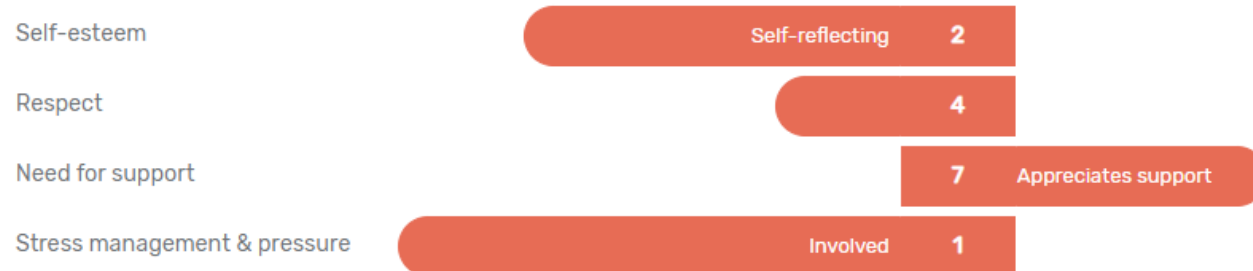
Mr Kennedy looks up less to other people, generally counts on himself but can also show respect. Has less difficulty addressing superiors. He has a big need for support from his colleagues. He appreciates when other people encourage him in difficult situations. His self-image is modest which means that he tends to underestimate himself. He doubts himself sometimes.

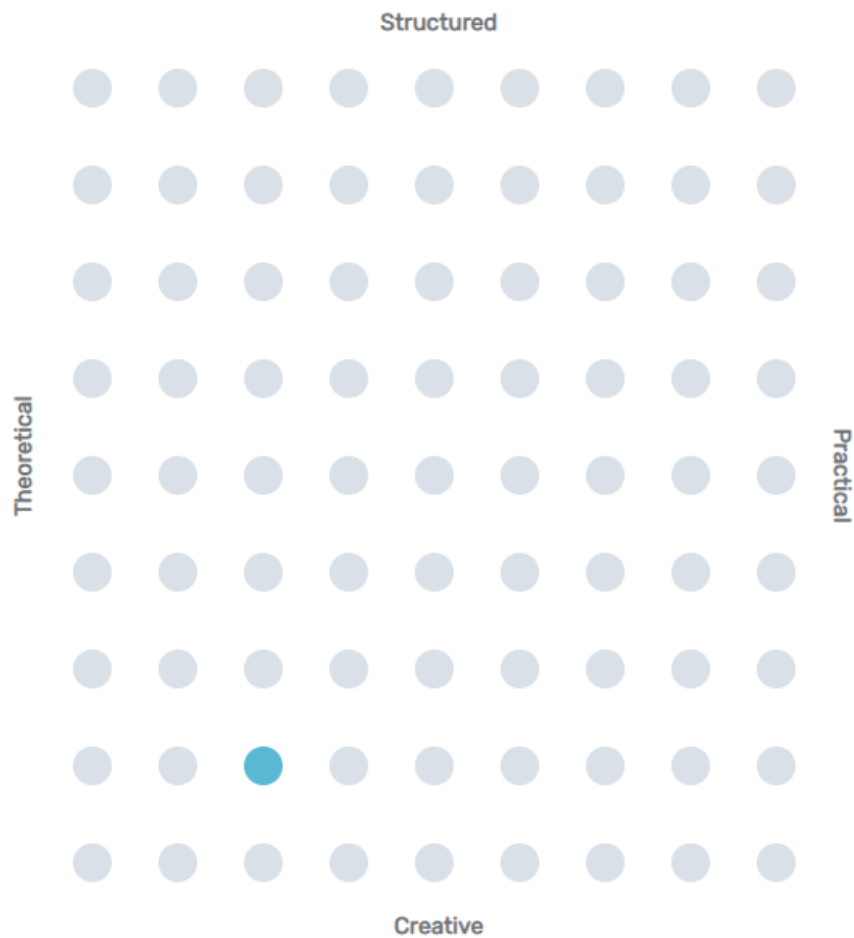
He strongly dislikes making mistakes and will try to avoid making them as much as possible. He is able to give a quick and witty response and won't avoid getting into an argument. He is very assertive and can stand up for himself and regularly looks for an opportunity to demonstrate it. He quickly tends to attach importance and a sense of urgency to the requests and tasks as soon as he experiences a certain amount of pressure. He has to be careful not to give too much importance to such things in order to stay calm.

Summary of emotional balance of Mr Kennedy:

- Shows respect when needed.
- Has a fairly strong need for support and acknowledgement.
- Is a modest person.
- Dislikes making mistakes and does everything to avoid it.
- He won't try to avoid a conflict and will regularly look for a reason to start an argument.
- He tends to attach importance and a sense of urgency to the requests and tasks very quickly when he experiences some pressure.

Emotional balance scores





Learning and development style

- He prefers to learn without too many procedures and rules. Therefore, note that he needs a sufficient amount of freedom to learn things his own way. It will be useful if he sometimes makes a review of his progress in order not to lose sight of the main goals and deadlines
- He is focused on a big picture and is flexible by nature. He prefers to determine himself what and how he should learn something and in what tempo. Therefore, agree with him on the main lines and avoid detailed plans. It will be useful if he occasionally makes a review of his learning process so that he does not lose sight of the agreed main goals.
- It is easier for him to learn from theoretical sources (for example: books, blogs, colleges, videos) and he really likes to grasp what he is learning. Therefore, make sure learning activities provide sufficient theoretical basis. Not to get stuck in theory, it is useful for him to consult with his colleagues about the aspect of practical application of what he has learned.
- His need for big challenges is not so strong and he is quickly satisfied with the current situation. So you should be careful when drawing up a too ambitious learning plan. Moving forward in small steps is good for him and it is quite enough.
- Pay attention to how he distributes his energy during the learning process. Make sure he does not overestimate himself and/or is not overloaded. Let him determine in advance what amount of time and energy he is ready to devote to learning activities and arrange everything accordingly.
- He is self-critical and has the ability to avoid making mistakes. These personal qualities may work against him during the learning process. It will be useful for him to talk about his experiences with a person he trusts and who can help him cope with his self-critical attitude.
- He has a talent to let go of a situation and prefers to work rather smart than hard. These talents can sometimes turn against him during the learning process. It will be therefore useful for him to make a review of his progress regarding his perseverance from time to time. Especially at times when he would rather let go than persist, it will be wise to pick up the threads from a motivational interview.
- He is naturally concerned about things and has the ability to see the urgency of a problem. These personal qualities may cause the situation when learning activities will have an excessive impact on his (work) life. It is therefore convenient if he makes arrangements in advance about the acceptable amount of learning activities and decides what he will do if these activities bring too much stress.
- He dares to stand out and has enough energy to try out everything he has learned from the contact with other people. Let him experiment with learning material in practice as much as he wants to. Thus he will get to a higher level faster and more easily.
- He likes studying in a group of people. Make sure that he has sufficient contact with others during his studies. It is also important for his motivation if he is able to apply the learning material in collaboration with others. In this case he will learn things faster and more effectively.
- He appreciates the interest of others in his learning situation and usually finds help from others nice. During the learning process, it will be wise if he regularly talks about his experiences with someone he trusts. When necessary, it is useful for him to just ask other people for support and help.

Select competencies

- ☒ Accountability
- ☒ Adaptability
- ☒ Ambition
- ☐ Assertiveness
- ☐ Attention To Detail
- ☐ Business Orientation
- ☐ Coaching
- ☐ Commercial Power
- ☐ Conduct
- ☐ Conflict Management
- ☐ Controlling Progress
- ☐ Cooperation
- ☐ Courage
- ☐ Creativity
- ☐ Customer Orientation
- ☐ Decisiveness
- ☐ Delegating
- ☐ Developing Employees
- ☐ Discipline

Accountability

- Talk with the candidate about responsibility. What does he understand this to be exactly? In what situation does he regard being responsible as appropriate? In which situations does he think that he acted responsibly? Find out what the limits are of what he considers is feasible and what just no longer is acceptable.
- Discuss with the candidate the effects of less responsible behavior in his environment and allows him to reflect on this.
- Practice a situation where his responsibility is put to the test. Do not make it easy for the candidate. Discuss afterwards what he thought, felt and why he acted the way he did.

Adaptability

- Adjust your style and role during the interviews (friendly, strict, role model) and ask how these changes affect the candidate.
- Engage your candidate in a communicative role play based on the example of the character type he finds difficult to deal with.
- Create certain difficulties for your candidate during a role play ("this cannot happen"; "you cannot do this"; "this does not work this way") and encourage your candidate to deal with these problems strategically.
- Determine what prevents the candidate from adjusting to others. Find out what standards he has set for his own achievements. Are there certain types of work for which he displays more ambition? What kind of work?
- What goes well and what could be improved? Discuss candidate's report with the candidate.

Ambition

- Figure out what your candidate's standards for his own accomplishments are. Is he more ambitious in certain kinds of work than in others? In what kinds of work? Ask him to find out how he could engage more in that kind of work.
- Ask your candidate to think about opportunities for himself and ask how these could be realized.
- Discuss your candidate's personal future goals. Confront him, when necessary, with a lack of ambition and ask where it comes from.
- Make sure your candidate is engaged in work in which he is successful; this might encourage the person to achieve more.
- Review what kind of work brings out ambition in the candidate most and least. Discuss these differences and try to figure where they come from.