

T3.01 - Charts - September 16, 2009

OUTCOMES

- IMPROVE RELATIONSHIPS
- ACHIEVE RESULTS
- UPGRADE ACCOUNTABILITY

AGENDA 9/16/09

- SET UP
- TEAM E - ACCURATE & TIMELY INFO
- NEW INTRODUCTIONS BY BRIEFS
- CHECK IN [How'd ID #1 go?]
- LAST SESSION FEEDBACK & TEAM RESULTS
- READINGS - Q&A
- CW DEMO - BRIEF
- CARRY OVER BEST EVIDENCE #2
- INFORMATION NEEDS IDENTIFIED
- NEXT SESSION [Life Maps]
- EXAMINATIONS & EVALUATIONS (1)

A	NAME	SUPERVISED BY	# SUPERVISED	WANT MOST
	LAVON MARRON	JIM WILSON	8	CONTINUE TO ADVOCATE FOR PAPER SVCS.
	CATHY MORRIS	STEVE HOBSON	7	UNDERSTAND MY DECISION MAKING
	BETH HAINES	LAVON MARRON	14	DEVELOP UNIFIED TEAM TRULY UNDERSTAND OPS. OF SPEC. POPULATIONS
	STEPHANIE STACY	CYNTHIA YULLE	16	
	SYNETHIA FATE	LINDA CRAIG	9	CONTINUE TO HELP NAVIGATE PARTNERS/RESPONSIBILITIES

2A	NAME	SUPERVISED BY	# SUPERVISED	WANT MOST
	ELKEM KETCHUMB			STAY THE WAY HE IS
	Mert. H	Chris Arkane	16	Hourly, Sub-Business Practices
	B. Thomas	Jim Wilson	7 FT 11 PT	
	Gaynell Drummond	Jim Wilson	3?	Clear direction + cooperation
	Cynthia Yulle	Jim Wilson	4?	Clarity Responsiveness

3A

NAME	SUPER BY	# SUPER VISED	WANT MOST
MARTIN MILLER	Jim Wilson	25	TRUST, Honesty FAIRNESS
Chuck Carter	Quadi Muterstiff	0	
SUSAN Elswick	Steve Hobson	4	Use my skills Struggling with weaknesses
Andre M.	Cathy/Steve M.	0	SUPPORT
Jim Wilson	Jim Olvera Pete Peterson		Work together with business & Support for the future of the dept.

Consistency

4A

SUPV NAME	BY	# SUPV	WANT MOST
Mike P. Donnell		~20	INFO
GERARD	ART/Cynthia	10-25	REDIRECTION
LINDA	JIM Wilson	115	Access
WINNIE	JIM Wilson	3	CLARITY
STEVE	JIM Wilson	50	ALL-Even EQUALITY, Honest
KATIE	ANNA	0-2	SHARED WORK LOADS

5A SUPERVISOR

NAME	BY	# SUPERVISED	WANT MOST
Perry Jones	Jim Wilson	19	Honesty
Jessie Taylor	LET MERE	44	Accountability
Lynn Waldrop	Donn Lorenson	1924	JUST- MIND
Jay Burgess	Jim Wilson	0	Expectations Down Delegate
Donn Lorenson	Jim Wilson Marty		HONESTY (Don't Heed THINGS)
MORE STAFF	RANDAL STRING	0	VISION DECISION MAKER

6A SUPERVISED #

NAME	BY	# SUPERVISED	WANT MOST
CINDI BROWN	KENT THORNTON	0	REGULAR PAY
RANDALL STRING	BEVERLY THOMAS	4	SUPPORT
BRIAN KETCHUM	LAVON HARRON	16	HONESTY SUPPORT COMMUNICATION
JOHN BRADLEY	GERARD SMITH	13	COMMUNICATION PROFESSIONALISM
ANNA FAMILINE	CHRIS HICKMAN	4	SUPPORT COMMUNICATION APPROACHABLE FLEXIBILITY

1B

Feelings OF	Evidence	Color
INTEGRITY	CREDIBILITY WORK ETHICS, CONSISTENCY, PRODUCTIVE, FAIR, ADNEST PROUD THROUGH	
COMMUNICATION	ELIMINATES CONFUSION INCR. CONSISTENCY, LESS GOSSIP	

B. COMPELLING

Feelings OF	Evidence	Color
1 STANDARDS	STAFF HAS COMMON DIRECTION WRITTEN	
2 HONESTY	LESS GOSSIP, DECR. A NEGATIVITY, INCR. OPEN COMMUNICATION	
3		
4 LEADERSHIP	SEE MORE PRODUCTIVITY, LESS ABSENTEEISM, G.PTR TRUST, EFFICIENT, CLEAR GOALS & GUIDELINES	
5		
6 RESPECT	HIGHER MORALE, LOYALTY, DIVERSITY, FLEXIBILITY, LANGUAGE	
7 HUMANNESS	FAIRLY TREATED, REALISTIC EXPECTATIONS, # RECOG. LIFE OUTSIDE OF WORK	
8		
9		
10 CONDUCT	NO PROBLEM FOLLOWING RULES, ACCOUNTABILITY, DISC. ACTION	

2B

COMPELLING

FEELINGS OF	EVIDENCE	COLOR
1. Achievement	Completion of assignment Correctly	Red
2 STANDARDS	Policies SOP	Red
3 HONESTY	Truthful Communication	Green
4 LEADERSHIP	Guidance/Mentor	Blue
5 RESPECT	Good Justice Teamwork	Blue
6 Communication	Sharing Info freely - accurate	Red
7 Integrity		
8.		
9.		
10.		

3B COMPELLING

FEELINGS OF	EVIDENCE	COLOR
1 STANDARDS	SOP'S CONDUCT	RED GREEN
2 HONESTY	Emp. Confid.	RBC
3 LEADERSHIP	Professional Car. Growth	BLUE
4 Respect	LACK OF GOSSIP	GREEN
5 Comm.		
6 Human-ness		
7 CONDUCT		
8 Integrity		
9		
10		

4B **COMPELLING**

FEELINGS OF	EVIDENCE	COLOR
1 STANDARDS	Access & Use	
2 HONESTY	OPEN-UNITY	
3 LEADERSHIP	TEAMWORK	
4 RESPECT	PRIDE	
5 COMMUNICATION	PEOPLE KNOW WHAT TO DO	
6 HUMAN-NESS	ACT NICER TO EACH OTHER	
7 CONDUCT	ETHICAL BEHAVIOR	
8 INTEGRITY	LESS PERSONAL ISSUES	
9		
10		

5B

FEELINGS	BEST EVIDENCE
1) STANDARDS	GUIDELINES POLICIES
2) HONESTY	POSITIVE FEEDBACK w/o ACCUSATIONS
3) LEADERSHIP	DECISION MAKING RESPECT
4) RESPECT	EVERYONE HAS A VALUABLE ROLE
5) INTEGRITY	MORALS/STAY TRUE TO VALUES
6) CONDUCT	DO GOOD FOR THE GOOD OF THE ORGANIZATION & PROFESSIONALISM
7) HUMANESS	FITNESS, QUALITY
8) COMMUNICATION	SPECIFIC TO POSITION

6B **COMPELLING**

FEELINGS OF	EVIDENCE	COLOR
1) STANDARDS	- SOPs - STANDARD OF CONDUCT FOLLOWED - UNITY - PRIDE IN WORK - MANUAL / POLICY - ACCOUNTABILITY	
2) HONESTY	- TRUST - ENHANCED COMM. - SHARED PROBLEMS	
3) LEADERSHIP	- STAND OF CONDUCT - SOPs FOLLOWED - GUIDANCE	
4) RESPECT	- TRUST - VALIDATION - STAND OF CONDUCT FOLLOWED	
5) COMMUNICATION	- EFFECTIVE COMM. OF CONDUCT - FOLLOW-UP THROUGHOUT - COMPLETED TASKS	
6) HUMAN-NESS		
7) CONDUCT		
8) INTEGRITY		
9)		
10)		

- 1. C. INFORMATION NEED IDENTIFIED**
- COMMUNICATION - BLOGS?
 - NEWS LETTER
 - TRAINING
 - NEW EMPLOYEES
 -
 -
 -
 -
 -
 -

