

T3 Charts for December 3, 2009

<p><u>OUTCOMES</u></p> <ul style="list-style-type: none"> ☐ IMPROVE RELATIONSHIPS ☐ LEARN AND DO ☐ UPGRADE ACCOUNTABILITY <p>LEARN MORE ABOUT TRANSITION & CHANGE</p>	<p><u>AGENDA</u></p> <ul style="list-style-type: none"> ☑ SET UP w/ CHECK IN ☑ INTRODUCTIONS w/ 3x5's ☑ T3 ACCOMPLISHMENTS ☑ LOOSE ENDS ☑ MSF & SURVEY PROCESS ☑ TABLE ASSIGNMENTS ☑ END STUFF
<p><u>3x5 TASK:</u></p> <p>↑ EACH...</p> <ol style="list-style-type: none"> 1. WRITE A TOPIC THAT NEEDS TO BE DISCUSSED 2. TRADE THE 3x5 WITH ANOTHER TABLE. 3. BACK AT YOUR TABLE PRIORITIZE THE 3x5's & DISCUSS. 	<p><u>TASK</u> + <u>OUTCOME</u></p> <ol style="list-style-type: none"> 1. SAY YOUR MIND 2. LISTEN TO OTHERS OPINIONS. 3. KEEP AN OPEN MIND 4. PRESENT... 3.

ACCOUNTABILITY

PROMOTIONS IN HARD TIMES / HOW?

~~PAID~~ VS INITIATIVE / SACRIFICE

ACCOUNTABILITY

WORKING TOGETHER PROMOTIONS

RESPECT & WORKING TOGETHER

↑ VS ↓

LOOSE ENDS

▲ CAPACITY VS CAPABILITY

ESTABLISH NORMS
ITEMS - PST
BEHIND THE SCENES

DOING YOUR JOB

▲ WHY RGB?

MORE OF 1 COLOR -- 100% KNOWLEDGE COLOR

COLOR TYPE OUTCOMES

INFLUENCE WITH COLOR KNOWLEDGE VS AUTHORITY

▲ SAY INFLUENCE DIFF.

(5)

MSF

▲ ENVELOPE

▲ YELLOW CARDS -

▲ USE FORM SURVEY

▲ WHY...

Because we're better off to know

▲ PASS OUT ASAP!

- RECOMMEND SELF - (6)

SITE VISITS

▲ WORKFORCE SURVEY

▲ YOU WILL GET THE ITEM IN YOUR ELEMENT

▲ SAME ^{LOW} ITEMS AS LAST YEAR

+ (?)

(7)



#1 WHAT SHOULD THE NORMS BE...

- Security
- ▲ Potential advancement
- Reward for performance
- ▲ Peer respect extra departmently
- Interdepartment respect
- ▲ Extradepartment recognition for significance
- Acknowledgment of proactive innovation/ implementations
- ▲ Formal accounting/prioritizing process
- Accountability / responsibility / consequence clarity
- ▲ Honest Interaction
- Documented key communication "trail of evidence"

2... How would TRUST BE REBUILT?

- ▲ BE HONEST AVOID DBL TALKING
- ▲ RESPECT VARYING OPINIONS
- ▲ DO WHAT YOU SAY YOU WILL DO
- ▲ AVOID MISCOMMUNICATION BY ASKING ?'s OR CLARIFICATION
- ▲ TREAT EVERYONE PROFESSIONALLY

#3 DEFINE A SHORT PROCESS TO UNLOAD BAGGAGE

- Regularly Scheduled Meetings
- Suggestion - "Drop Your Baggage" Box
- Inter-Department Meetings TO Discuss 'INTER-ISSUES' OF DEPARTMENTS
- TALKING STEPS TO CONFRONT THE BAGGAGE FINDING SOLUTIONS
- Identify Confront - Solutions
- Message Board Use
- Blogging - Social Technology
- TEAM BUILDING outside of your team

4. ... WHAT MAKES SELLING THE PROBLEMS THE BEST STRATEGY?

- ▲ Brings Dept. on Common Ground
- ▲ Agree to Disagree
- ▲ Defines Core Values

#5... WHAT ARE THE PRIMARY CHALLENGES FACING THE DEPT.?

- ★ STAYING MOTIVATED IN SPITE OF ECONOMIC SITUATION
- ▲ MORE COHERENT ORGANIZ STRUCTURE
- ▲ BUDGET ADAPTATION
- ▲ JOB STABILITY
- ▲ MAINTAINING WORK QUALITY W/ REDUCED WORK FORCE

6. HOW CAN THE WORKFORCE BECOME TRANSITION-READY?

- ▲ TRAINING
- ▲ ~~Guidelines~~ Guidelines (master info manuals?)
- ▲ FAIR WARNING
- ▲ PRIORITIZE
- ▲ Encourage open mindedness, flexibility, acceptance
- ▲ FAIR processes will ↑ acceptance of change
- ▲ Clear "BIG PICTURE"