

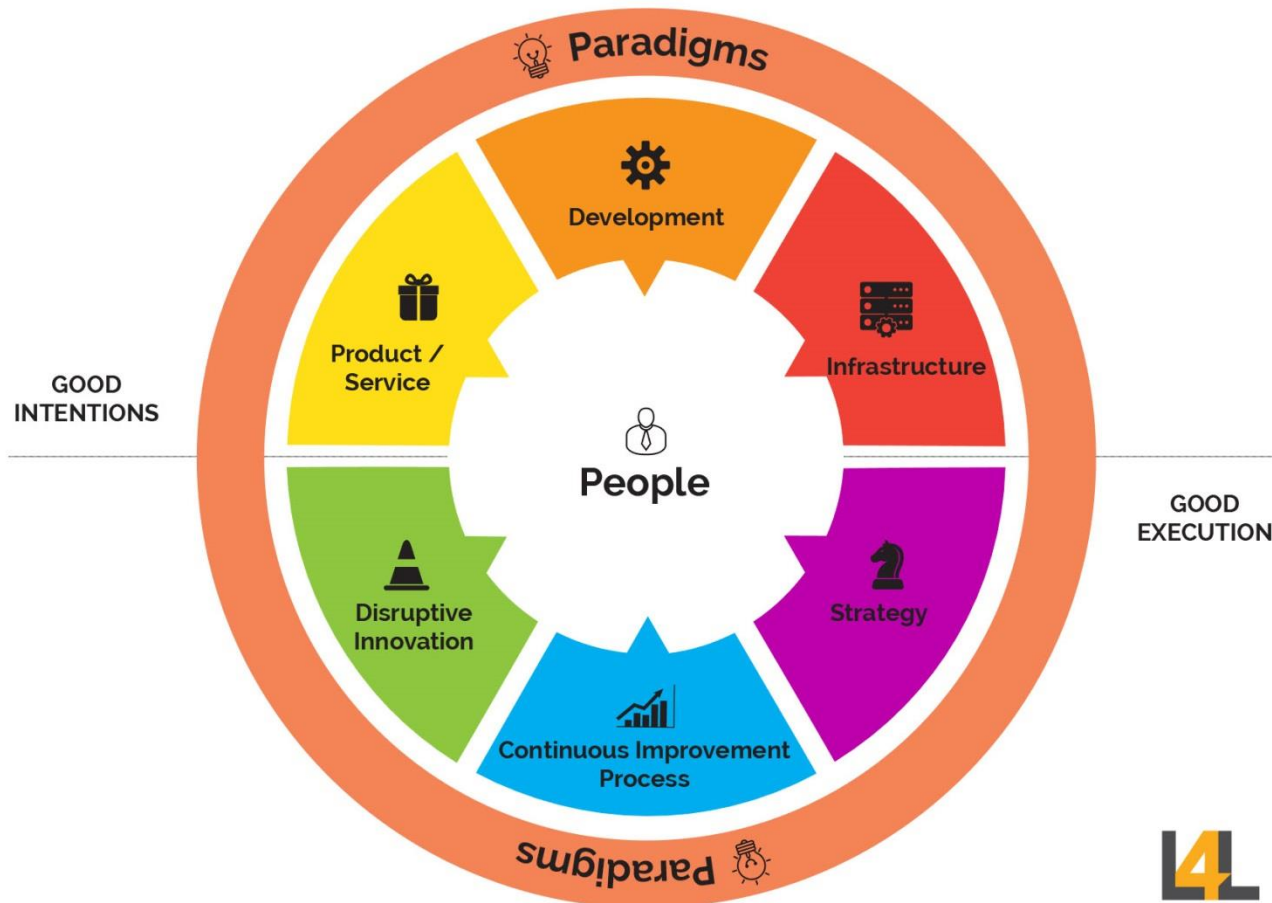
Building Alignment 1

Creating Inspired Teams



Enterprise Wheel

THE L4L ENTERPRISE WHEEL ILLUSTRATION



2 Sides to the People Coin

Side 1

COSTS associated with getting People wrong; not maximizing the People equation.

Side 2

Phenomenal **BENEFITS** of getting People right; creating an **INSPIRED WORKFORCE**.

Costs Side

- Turnover
 - Can equal 6-9 months of compensation
 - Or MORE
 - 50% right on new hires
- Non Engagement
 - Studies show 40% of time
- Lack of Efficiency

Building Inspired Teams

We build Inspired Teams by:

- △ A Common Culture- especially clear Vision and Values
- △ Self Awareness- Appreciation of the benefits of Diversity. Expressed thru Affirmation.
- △ Unity- everyone moving together in one direction and Unity
- △ Communication- Often and in Writing

Inspiration

- Story of Sam



Your Catalyst

▲ **INSPIRATION** is not Motivation

Inspiration

- **Inspiration can be a foundation for motivation.**
- **Inspiration endures while motivation can wane.**
- **Inspiration tends to spring from passion when we come into contact with Values that we hold dear**



Your Catalyst

- △ People stick and are motivated mainly through soft reasons (not pay); the top reason is a commitment to a Common Culture.**

Common Culture

- WHO you are
 - Identity and Story/ History
- Your Priorities based on Values
 - Beliefs
 - Values
 - Commitments
 - Action Oriented
 - 4 to 6 Clear and Memorable



Your Catalyst

△ Coming up with Beliefs, Values and the end result Priorities is not easy.

It takes time, effort, and thinking as a leadership team. But it is soooo worth the work as a basis for an Inspired Team!

Inspiration

- Story of Dennis