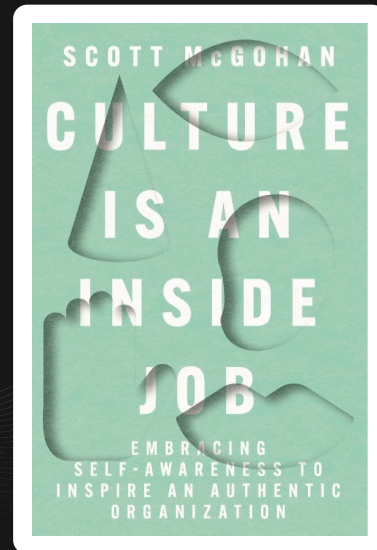


**LEAN IN**

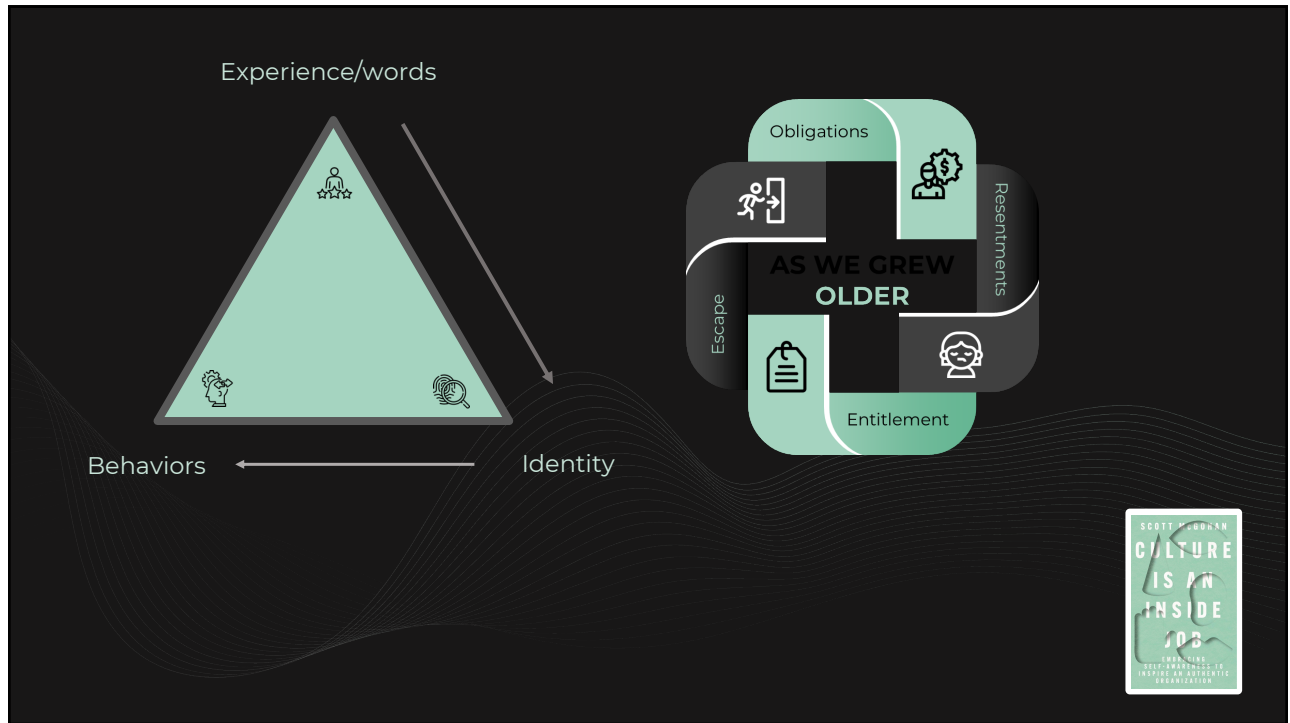


1

**What we THINK is what we BELIEVE. What we BELIEVE is what we GIVE to the WORLD and what the WORLD SEES in us.**




2




3

**THEY ARE WATCHING US!**



**ITS AN INSIDE JOB!**



4

## The BEST Culture answers 2 key questions.....

- How do I get rewarded around here?
- How do I get in trouble around here?



5

“The Currency of a Culture is relationships with people.”

# 5

## Senses of Culture

- SEE
- FEEL
- HEAR
- TASTE
- SMELL



6

# I SMELLED 1st



7

**“Change is inevitable, misery is optional... A beautiful culture is built to adapt to change...**

**Go on a quest** for the naysayers, bystanders and victims.

- This is what they say...
- This is what they do...
- This is how they behave.....

**Give them a chance or move them out.....**



8

**5 SENSES**

See	Hear	Feel	Taste	Smell
Work	<b>Encouragement</b>	<b>Pressure</b>	<b>Results</b>	<b>Motive</b>
Meaning	Never Good Enough	Perfectionism	Values	Arrogance
<b>Eye Contact (yes/no)</b>	Inspiration	Encouragement	Leadership	Pride
Closed/Open Doors	Vision	Self Worth	Spoiled	Purpose
Smiles/Frowning	Values	I Matter	Fresh	You Matter
Fear	Brand	I'm Small	Exciting	Teamwork
Vision	Purpose	Compassion	New	Growth
Purpose	Leadership	Contentment	<b>Reward</b>	Values
<b>Future</b>	Story Trumping	<b>Humility</b>	B/S	<b>Authenticity</b>
Failure	<b>Arrogance</b>	Valued	Two Sided	<b>Vulnerability</b>

9

**As a leader we are often the last to know, the last to hear the truth.....**

- Do you have a truth teller?
- Do you tell others the truth?
- Do you accept the truth?
- Culture is an inside job.....



10

## Self Discovery

**Q. An employee from your organization is at an event and someone else asks them about you?**

- A. WHAT WOULD THEY SAY?
- B. WHAT WOULD YOU WANT THEM TO SAY?



11

**Interview people you trust and drive to the truth  
About your 5 senses. Ask compelling questions and  
Drive for words that are expressive...**

### SEE

If you're doing great maybe you need to tell your face (ATTIRE, could see ego)

### HEAR

Arrogance, humility (VULNERABILITY, SURFACE LEVEL NO) could see being quiet

### TASTE

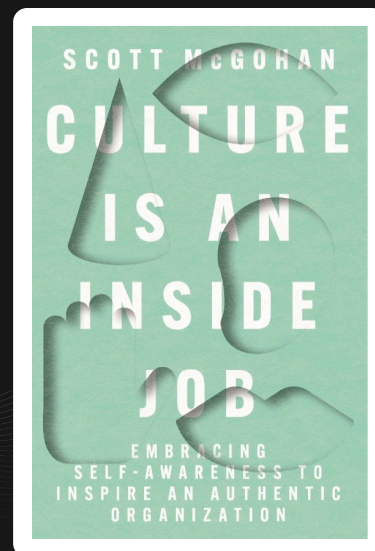
Interest, empathy or story trumping (COMPASSION) could be too deep

### FEEL

Listening, body language, closest, or strength (AUTHENTICITY, ARROGANCE)

### SMELL

Motive, encouragement, (ENCOUREGAMENT) Could appear fake




12

ACKNOWLEDGE THE CHASM

TODAY SELF

TOMORROW SELF

THE TRUTH LIES HERE...




The slide features a dark background with a series of white, wavy lines that create a sense of depth and movement. At the top, the text 'ACKNOWLEDGE THE CHASM' is centered. Below it, two light blue circles are positioned, one on the left labeled 'TODAY SELF' and one on the right labeled 'TOMORROW SELF'. A white line connects the bottom of these two circles, forming a bridge that dips into a gap. Below this bridge, the text 'THE TRUTH LIES HERE...' is centered. In the bottom right corner, there is a small image of the book cover for 'Culture is an Inside Job' by Scott Brinker. The cover is white with a blue background and features a stylized blue figure.

13

The Mirror is a wonderful place to find a friend...

- So, we be kind to others.
- So, we encourage others.
- So, we love others.
- Culture is an inside job.....



The slide features a dark background with a series of white, wavy lines that create a sense of depth and movement. At the top, the text 'The Mirror is a wonderful place to find a friend...' is centered. Below it, there is a list of four bullet points. The first three are 'So, we be kind to others.', 'So, we encourage others.', and 'So, we love others.'. The fourth is 'Culture is an inside job.....'. In the bottom right corner, there is a small image of the book cover for 'Culture is an Inside Job' by Scott Brinker. The cover is white with a blue background and features a stylized blue figure.

14



**“A sense of belonging means a sense of understanding of people.”**

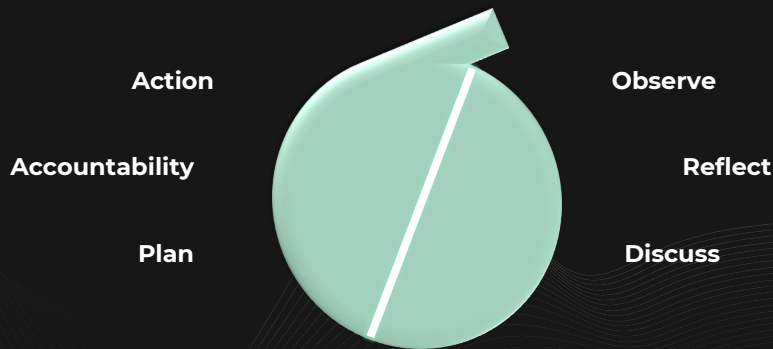
- Understanding Generations
- Understanding Emotional Intelligence
- Understanding Social Economic Boundaries
- Understanding Humility, Empathy & Love

**“Ignorance is not the absence of knowledge, it’s the perception you have it”**



15

**Resentments** are the **number 1** offender. Learn how to clean up your mind, heart, soul everyday.....



**Who pays the price for your resentments?**



16

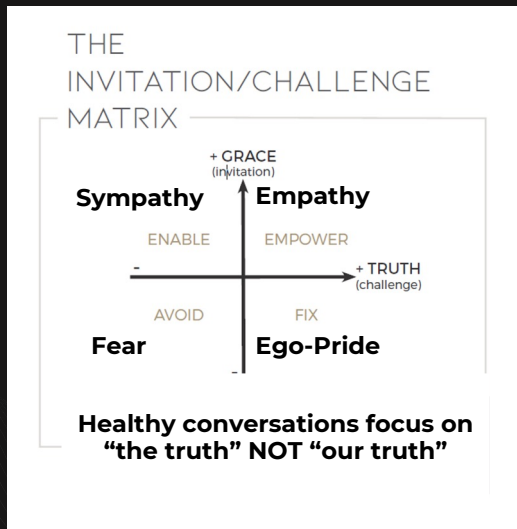


# The awful gift of artificial harmony



17

Attractive



Grace and Truth must be equal Partners

Truth without grace is mean  
Grace without truth is meaningless

Promoting

18


**Delegation** is one of the greatest gifts we can give others.....

I do, you watch

You do, I watch

I do, you help

You do, I help




19

**Be a beautiful storyteller.....**

- **Be compelling**
- **Be aspirational**
- **Be inspirational**

*“People love stories and when you celebrate others who inspire your culture, others want to be a part of the next chapter.....”*



20

**Love** an amazing word and its ok to use it in the workplace, because business is about people.

Products and services are innovated by people, developed by people, manufactured by people, packed by people, shipped by people, bought by people, **SOLD BY PEOPLE** and thrown away by people.

**LEARN**

As leaders learn as much as you can. What are you reading, what are you learning

**OBSERVE**

God gave us two eyes and two ears for a reason

**VULNERABILITY**

Please let people know they are not alone

**ENCOURAGE**

Everybody needs encouragement and the people that deserve it the least need it the most



One Morning,  
43 years in the  
making.

We wake up feeling all sorts of things, sometimes good and sometimes bad. But a wonderfully human thing is available to all of us in those moments we awake: hope. And hope might be the strongest thing we do.

For the past two decades, I have devoted myself to helping others in recovery and bringing life to humanity. It all began one morning, 16 years ago.

Here is my story.



“ We believe mental health should not be a dreary affliction that rears in the shadows of our struggles. It’s a beacon that should light up every corner of our organizations that shows others what it is like to be afraid, to struggle, to be happy or –simply to be. “

Scott McGohan - Founder

4

<https://vimeo.com/1003327980/542d4c0926?share=copy>



23



## The Problem

**76%** of US workers reported one symptom of a mental health condition

**84%** of respondents said their workplace conditions had contributed at least one mental health challenge

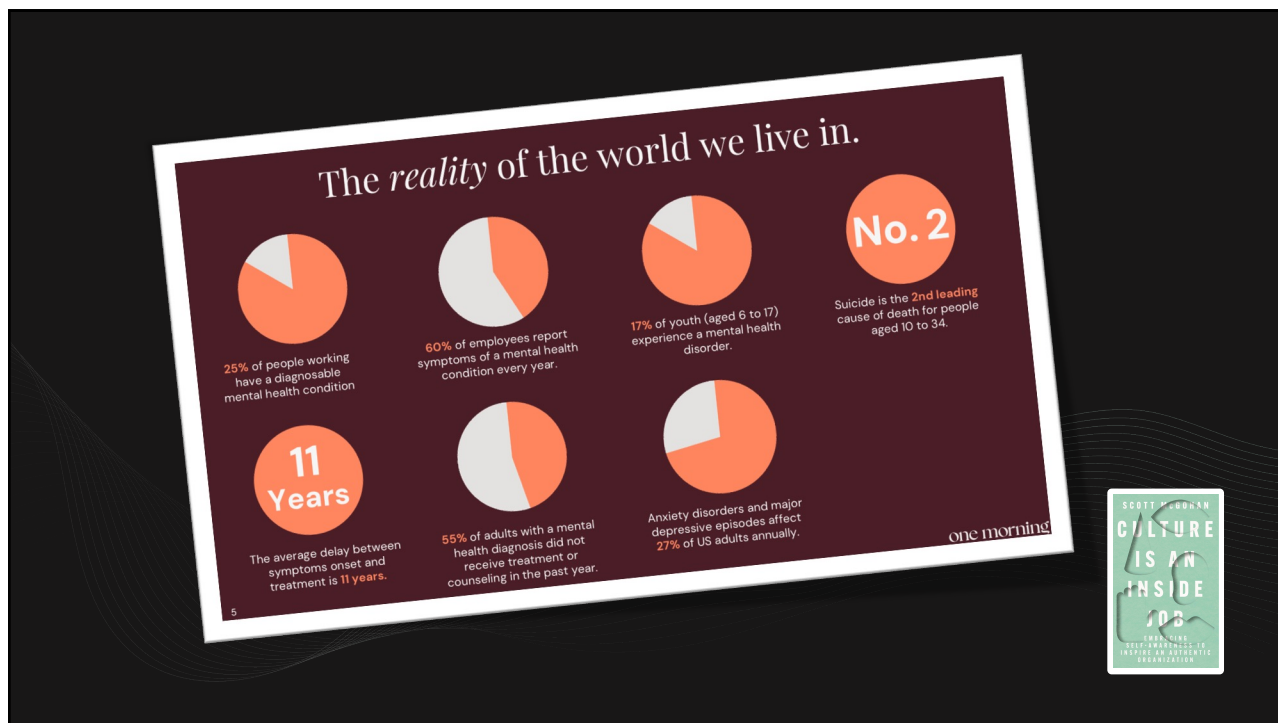
**50%** over half of American workers feel they have no one to turn to.

**Only 4%** of employees dealing with a mental health issue using an employer-based service

**92%** Percentage of respondents who say that employer-sponsored mental health coverage is, or would be, important for creating a positive workplace culture.



24



25



26



**Mental Health costs us so much more than money....**

10,000 Employees on average has a total of 22,000 belly buttons, mom's, dad's, kids

Employees/Dependents impacted 700 employees – 1400 family members  
 Depression 600 employees – 900 family members  
 Anxiety 300 employees – 500 family members  
 Suicide Ideation 500 employees – 700 family members  
 Suicide Comorbidity 500 employees – 300 family members

**\$13,200**  
 Annual cost of mentally distressed workers:  
 \$2.8K more in health care services than their peers  
 \$4.7K in extra days of work missed  
 \$5.7K in turnover costs

**What, Happens**  
 Missed days due to illness 6500  
 Days of work skipped 4700  
 Turn over 200  
 Days in the hospital 200  
 ER visits 200  
 Outpatient visits 2200

**Mental Health Annual Employer Costs \$14,540,000**  
 Per person Costs, Loss of time \$449, job turn over \$539, Health care cost \$466 Total \$1454

27

**Substance use costs us much more than money....**

10,000 Employees on average has a total of 22,000 belly buttons, mom's, dad's, kids

Employees/Dependents impacted 600 employees – 1300 family members  
 Alcohol 600 employees – 900 family members  
 Opioids 100 employees – 200 family members  
 Other Drugs 100 employees – 500 family members

**\$81 billion**  
 Substance Use Disorders costs employers \$81 billion annually through lost productivity and absenteeism.  
\*Source: NCAAD

**What, Happens**  
 Missed days due to illness 6800  
 Drive under the influence 300  
 Turn over 200  
 Days in the hospital 100  
 ER visits 200  
 Outpatient visits 200

**Substance Abuse Disorder Annual Employer Costs \$8,260,000**  
 Per person Costs, Loss of time \$231, Job turn over \$333, Health care cost \$262 Total \$826

28

"Social media hurts"    "I can't stand my mailbox"    "Why am I always late?"    "Why do I always embarrass myself when I drink?"  
 "The state says it will"    "I can't take care of mom and my family"  
 "I know I am in trouble"    "Fertility hurts"    "What if it's cancer?"    "I don't afford an attorney"

Everybody is dealing with something. Life on life's terms can be lonely, drive fear and can paralyze us. Hope is what we do...

29

## IN CONCLUSION

Here are three things to leave with

**P**rogress

**V**ulnerability

**C**ourage

30



# PUT YOUR NAME ON IT!



31

The sound of **your** name for **us** and others can change in a beautiful, meaningful, purposeful way and it can start **today. You're worth it**, so are the people around you.....



32

