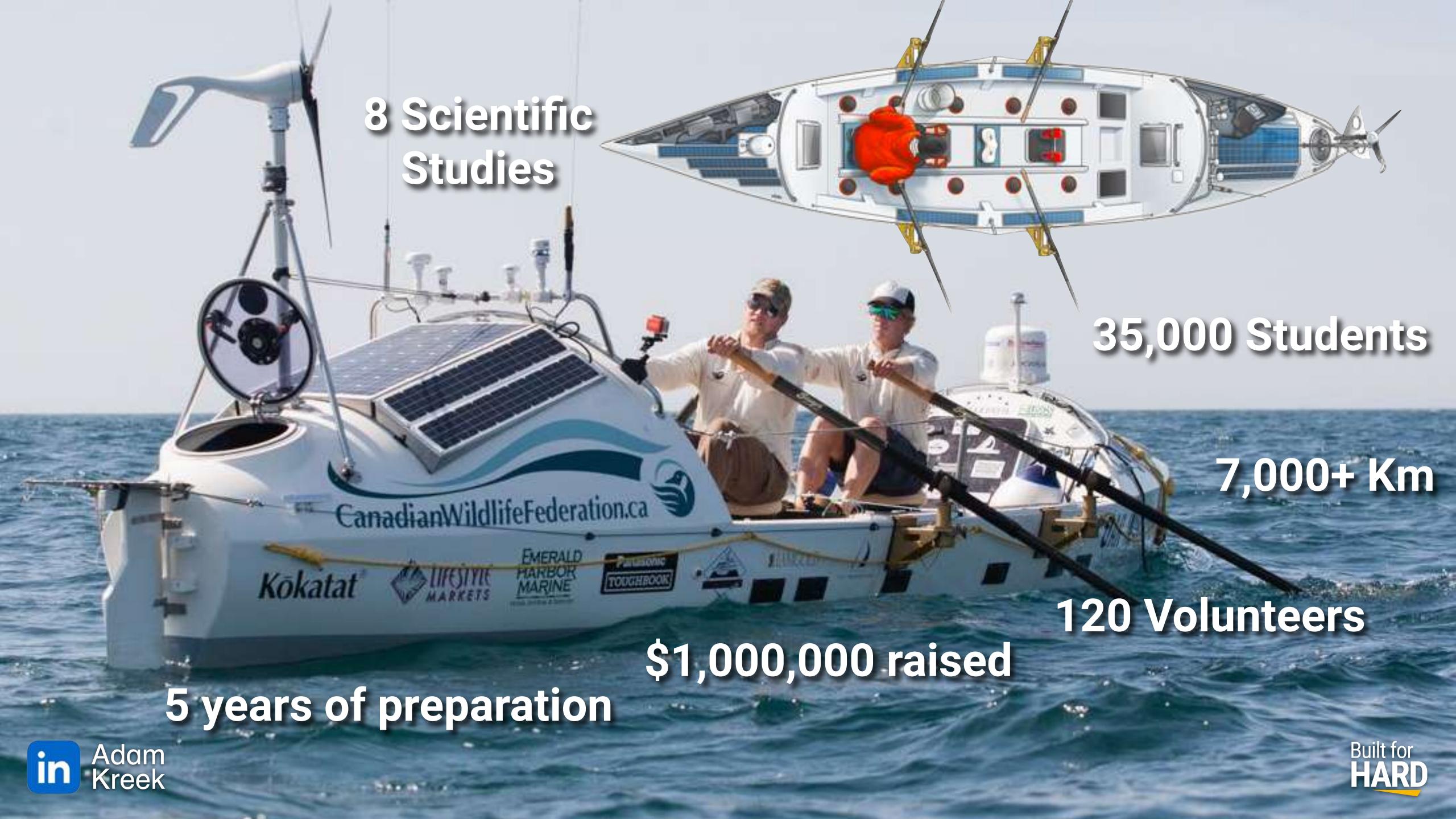
Buitfor

It was about this big...













Fear and doubt are the taxes you pay to experience the incredible.













Fear and doubt are the taxes we pay to experience the incredible





Its Gonna be HARD

Capacity and Focus

Health Check

Vision

Driving Change

Macro Goals

KPIs

Better KPIs **Building Culture**

Micro Goals



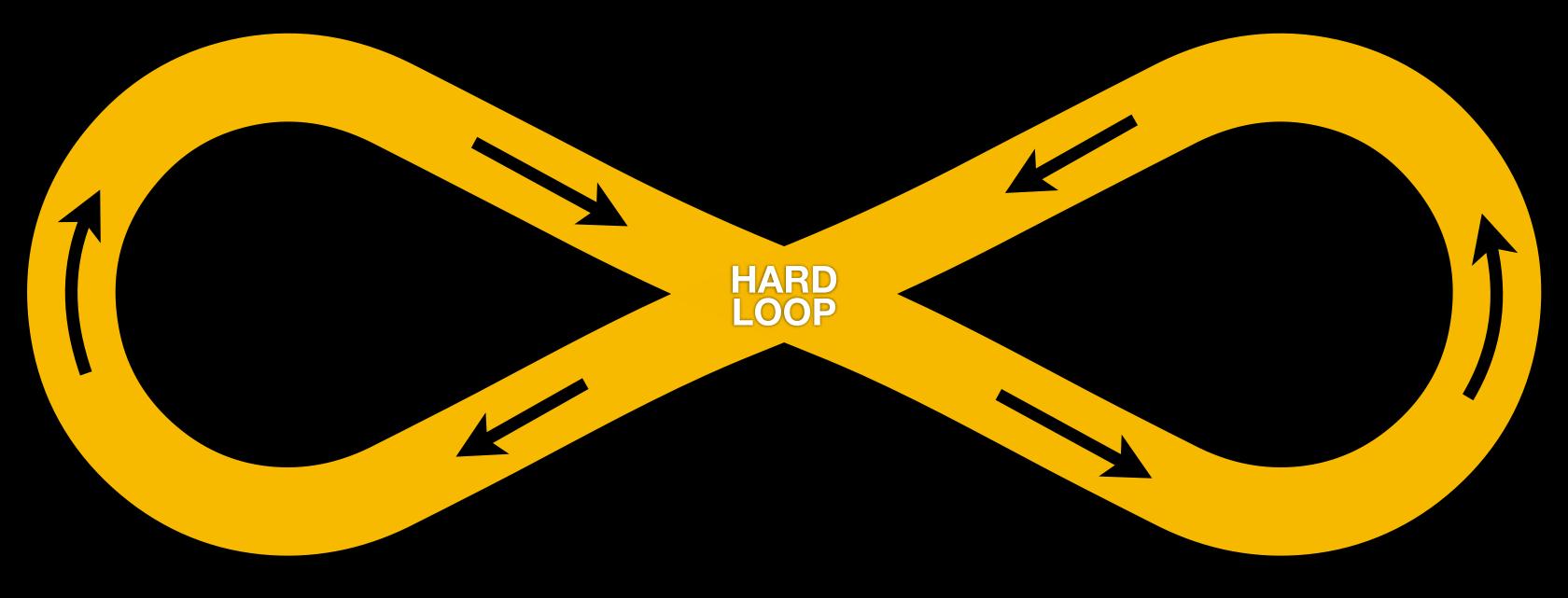


I CAN WIN THE HARD

recommit

I CAN SURVIVE THE HARD

respond



reimagine

I CAN DO THE HARD reflect
THE HARD IS
TOO MUCH





Why try?







Why do we set goals?







May do we have SUCAL

Fear of Judgement

Fear of

Work

standards:

Fear of

Failure

Fear of Success







Your business plan is imperfect and will cause you pain

HARD HAPPENS

You will feel alone and isolated, not good enough, not fast enough, not smart enough.

Disruption and change constantly push you to your limits Built for **HARD**



HARD IS HERE

You are built to lead through it

I have crafted tools and values to help you endure, achieve more and make your hard work feel more meaningful.

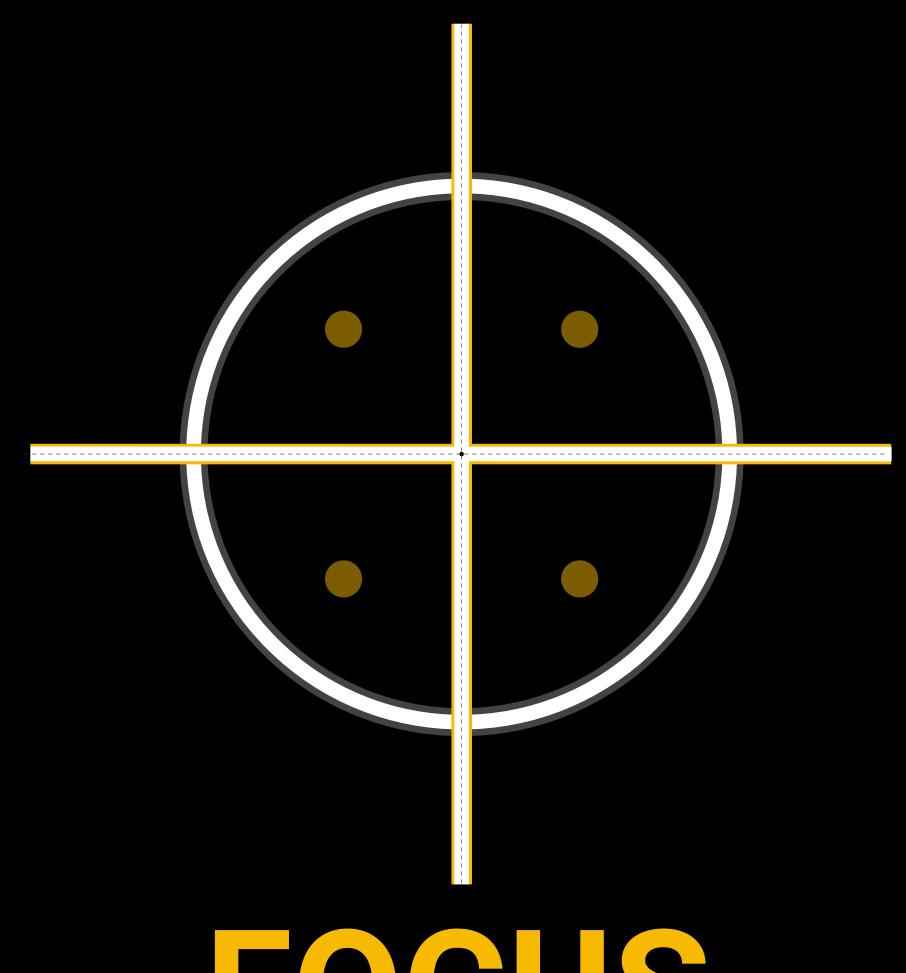




3 VALUES & 2 TOOLS TO BUILD CAPACITY

PICKONE

Find What Resonates With You



Take Notes
Write It
Down













"A journey of 4 thousand miles begins with a single stroke"

Kreekfucius

Philosopher, Teacher, Rower (1980 - Present)





Adjusting to change:

Physiology of Adaptation

Days 1-2 This is awesome!

WHERE QUITTING HAPPENS



Days 3-8 I hate this. I'm an idiot.

WHERE WE FALL OFF AND GET BACKON

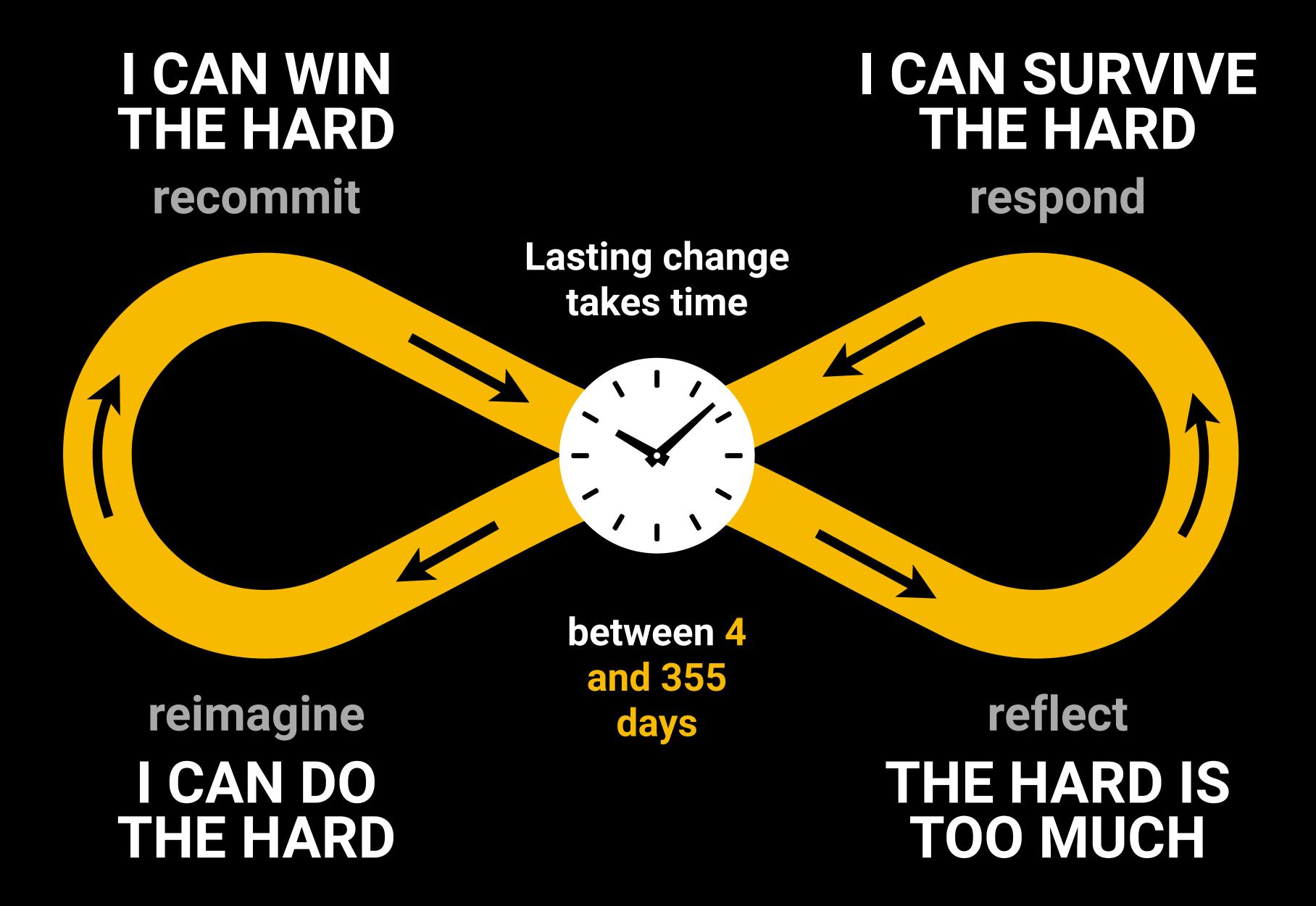
Days 9-24 I'm OK with this. I can do it.

Days 25-35 Wow! This feels really normal.

Days 36+ Thriving.











It you wanna get it you gotta Want It.





Train your HARD:

Are you aware of the time and effort it will take to change? And ready for the challenge?





By Facing the HARD we Gain

4 Freedoms:













It you wanna get it you gotta Want It.





If, Then, Oar Catch

1-2-3 Row

Stay still if word is not **ROW**

Grab neighbour's thumb and escape if word is **ROW**





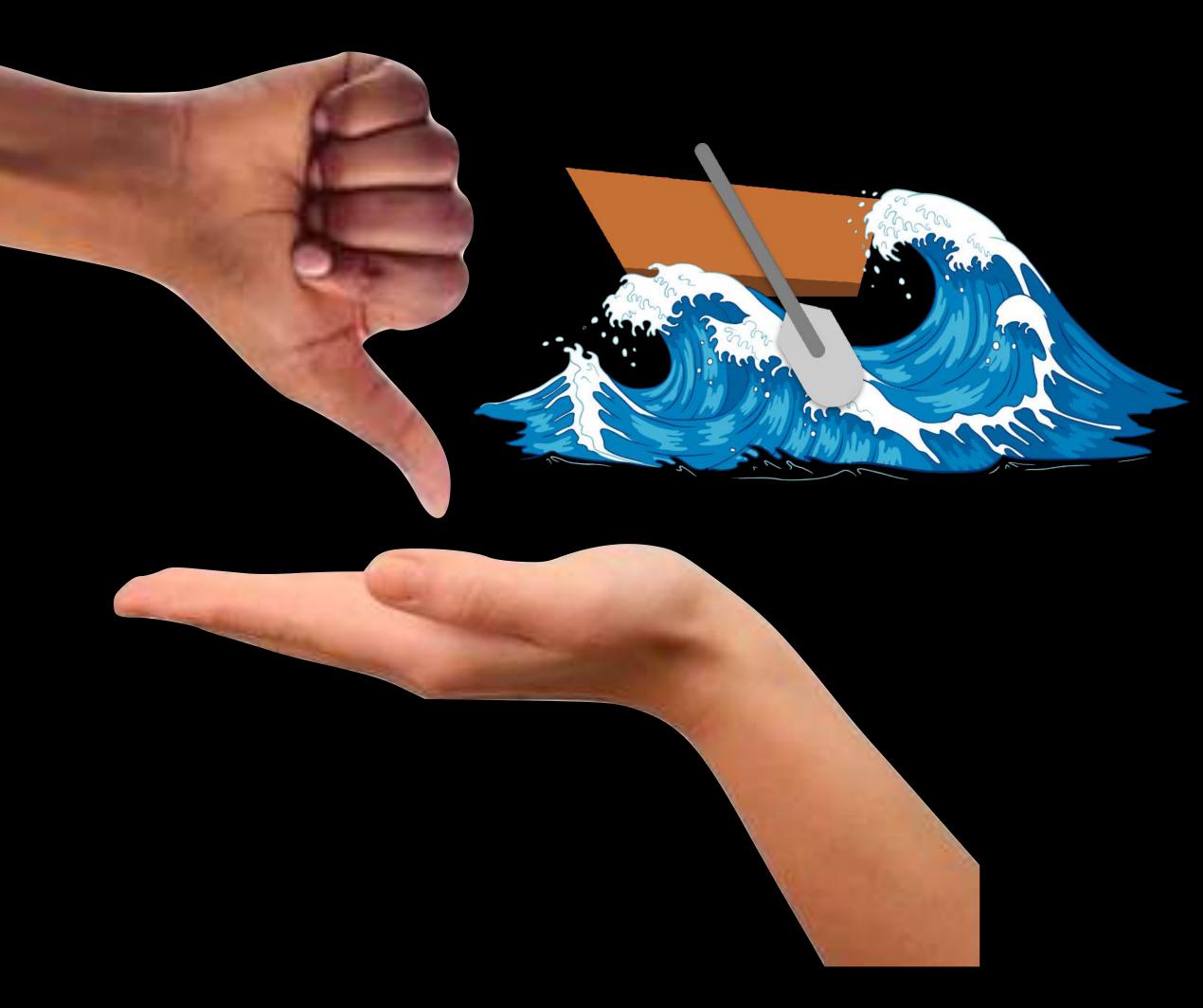


If, Then, Oar Catch

1-2-3 Row

Stay still if word is not ROW

Grab neighbour's thumb and escape if word is **ROW**







The Brain Has A Familiarity Bias

How often do we build solutions based on what we assume, rather than what's actually true?

Our Default Is To React, Not Listen

Are you truly hearing your team and customers, or just responding based on past experiences?

Uncertainty Can Be Energizing

When you focus on winning and achieving your desired result, you create drive and agency that is contagious.







Train your HARD:

What gets you most excited about the change you are creating in your ousiness?





It you wanna get it you gotta Want It.







"50% of all business excise are involuntary and forces by external factors.

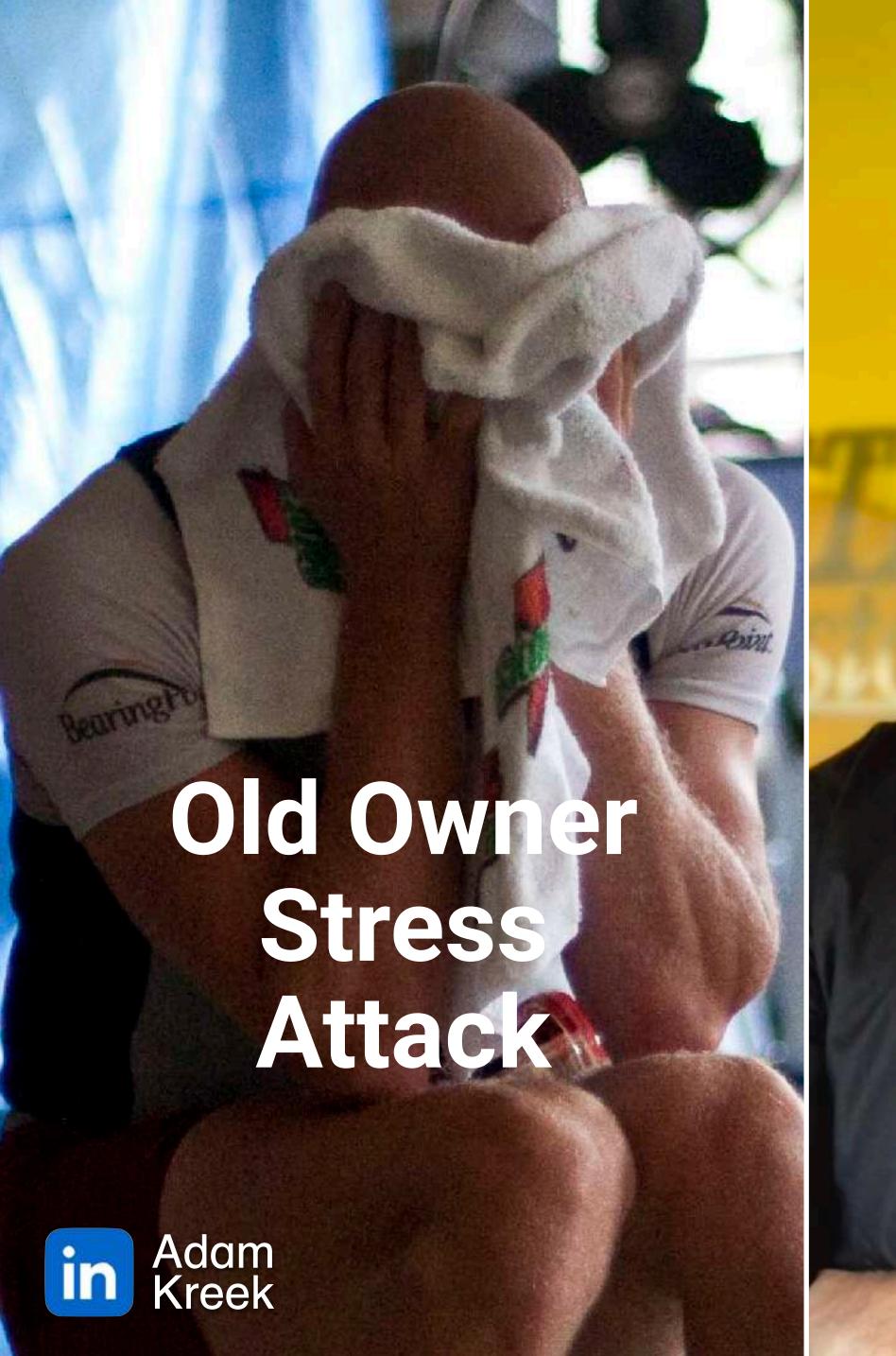
79% have no plan."

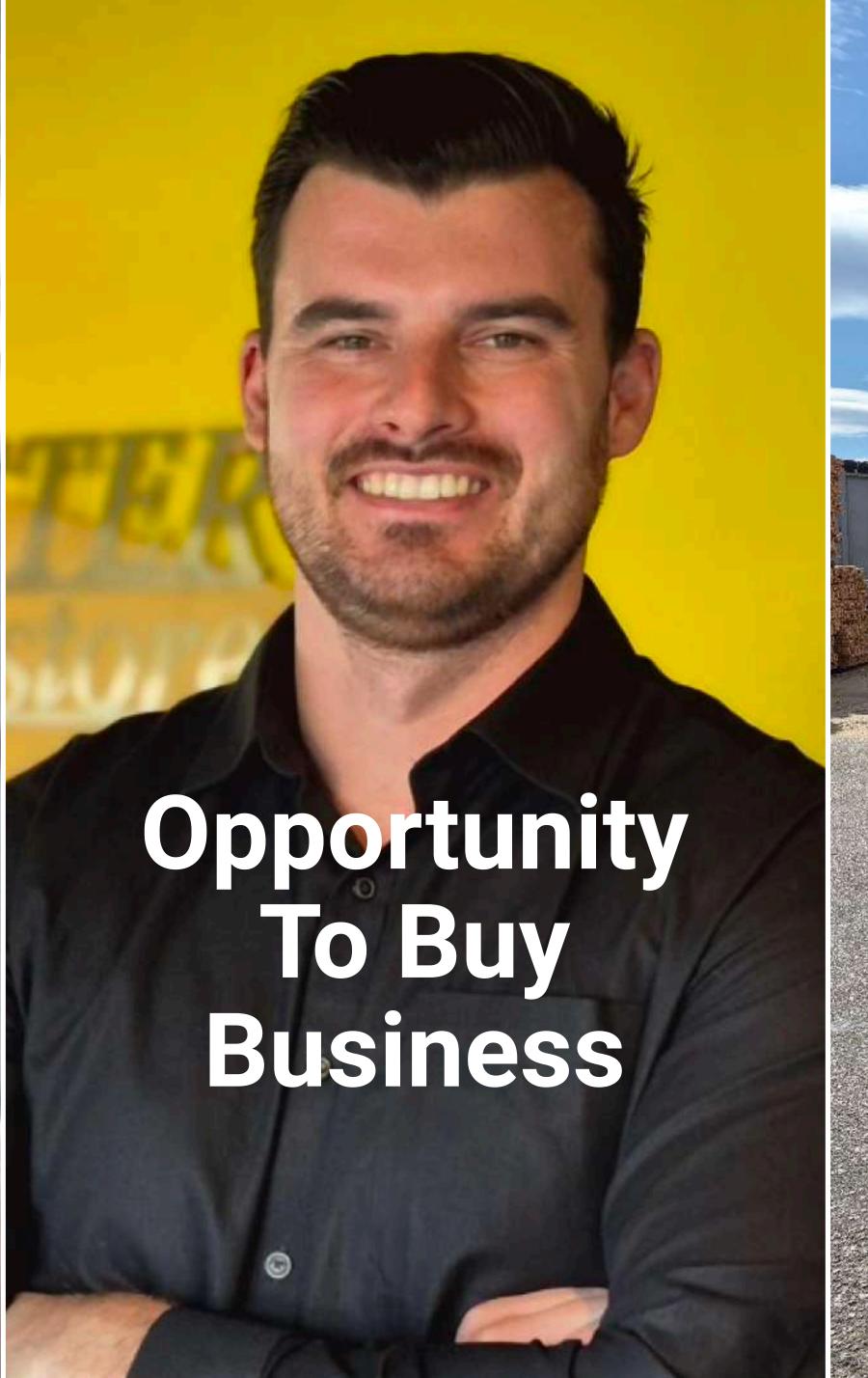
DEATH DISABILITY DIVORCE DISAGREEMENT DISRUPTION

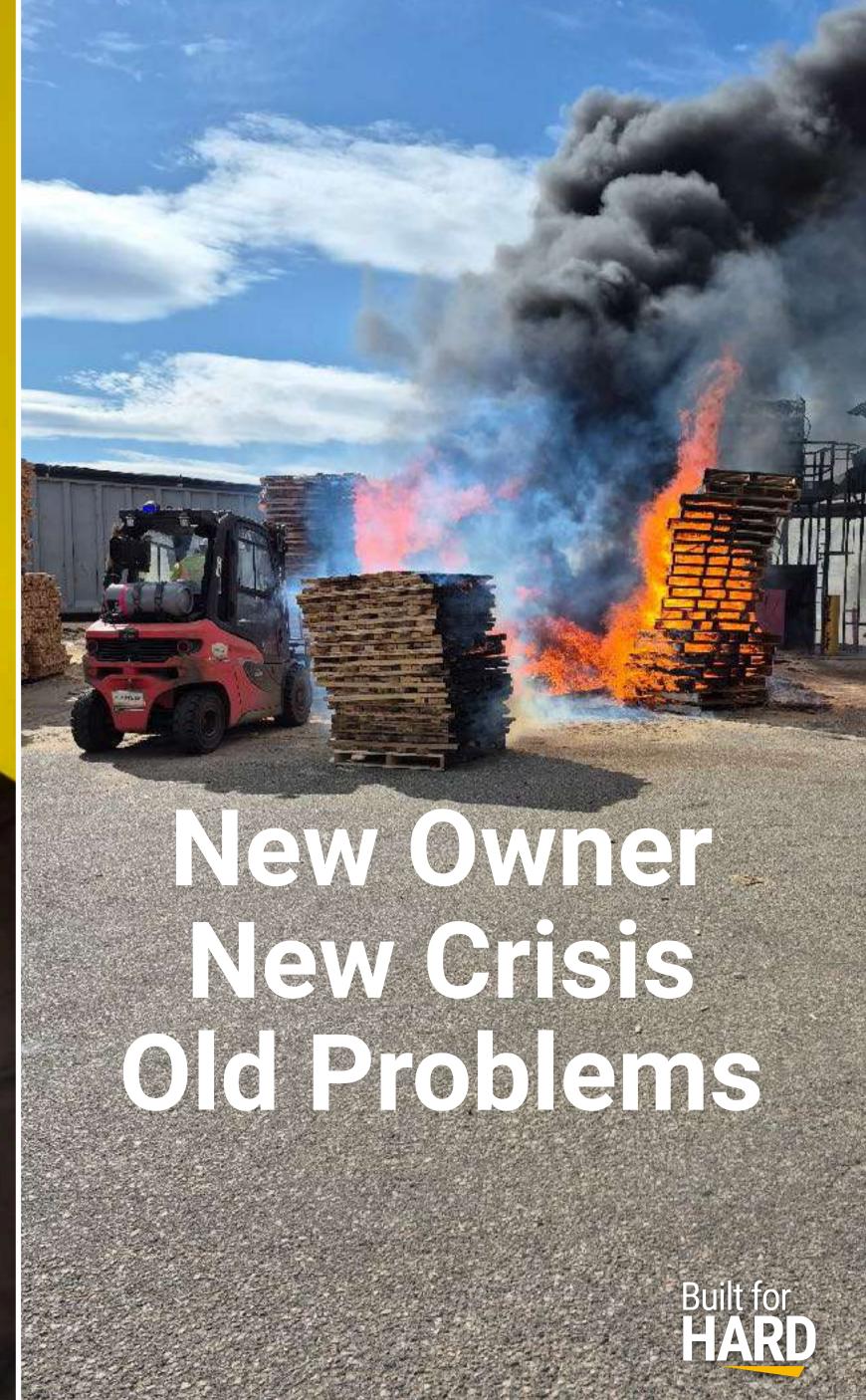
- Only 30% of businesses that list in the marketplace sell
- Only 10% of businesses sold receive the value they expected



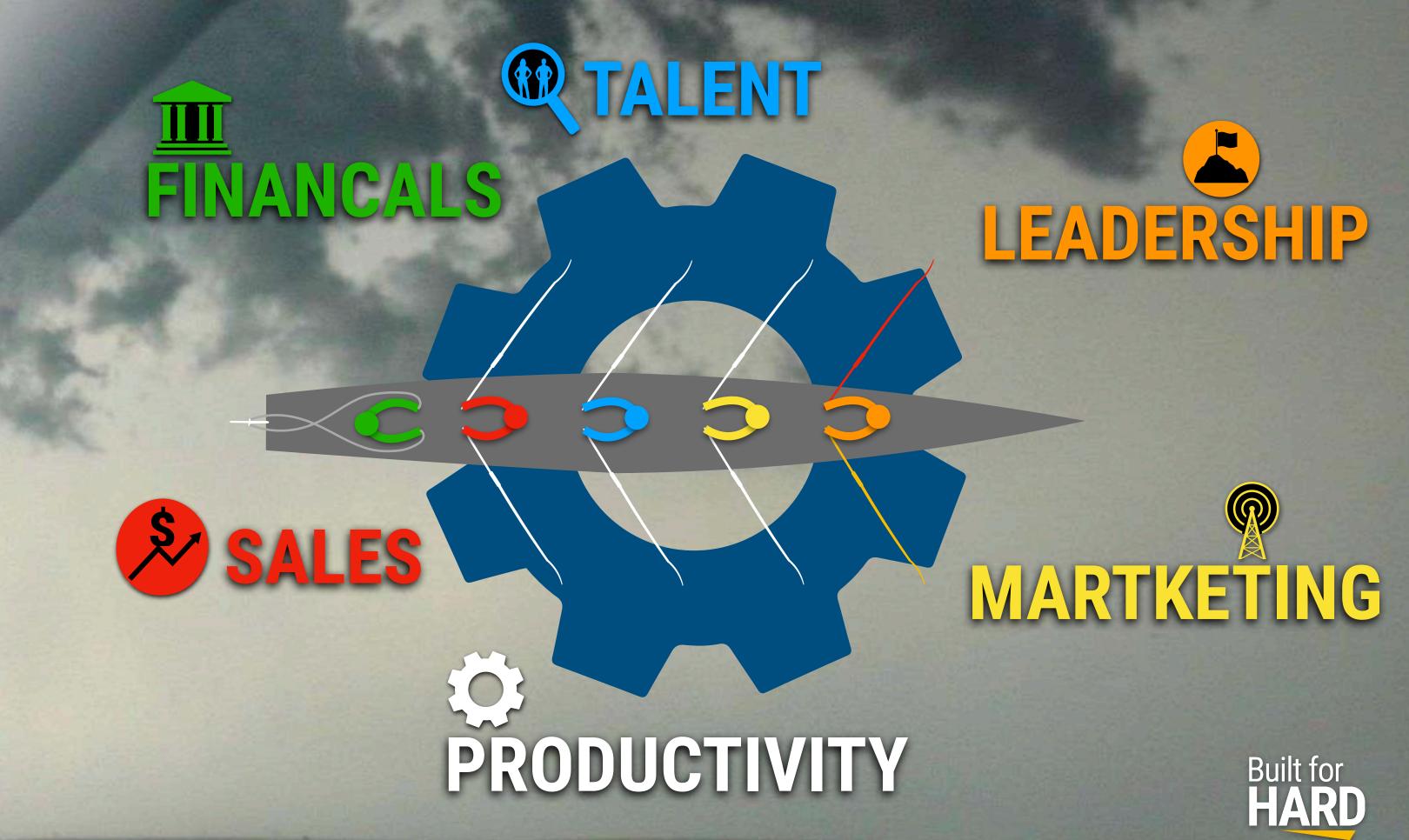








24 Drivers to stop the chaos











Mat coes EADERSHIP mean to you?





Leadership:

FEEL SEE

Influencing others to work together for a future that I feel deeply, see clearly and will take unrelenting action upon.





Train your HARD:

How can I rally others to feel, see and act more in alignment with my vision?



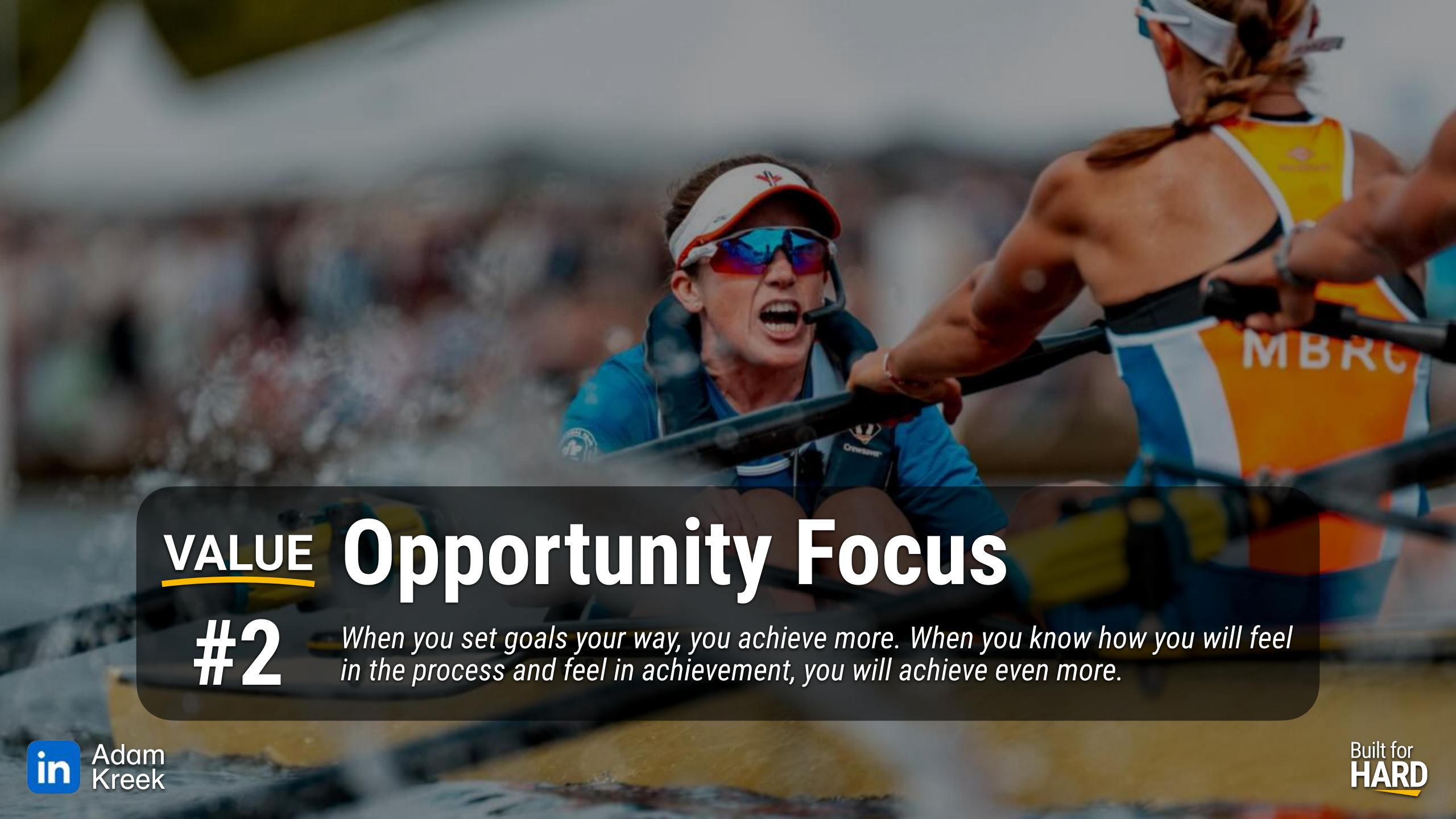


Train your HARD:

How can we rally others to feel, see and act more in alignment with our vision?





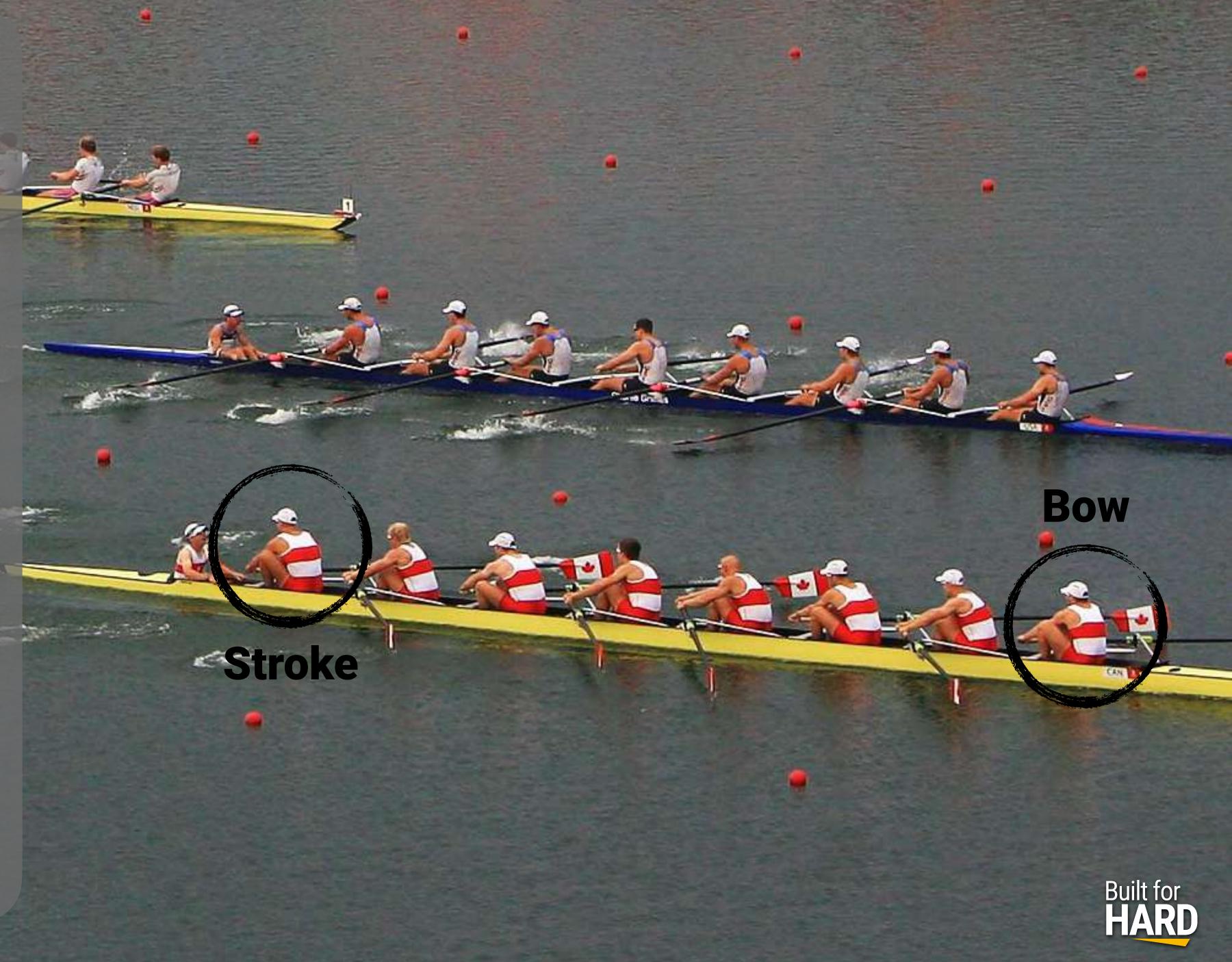




-Kevin Light

Olympic Gold Medalist, Professional Photographer

"Regardless of how my role or title changes, I will do whatever it takes to make the boat go faster."





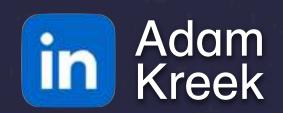






Train your HARD:

What do you want from your work and your team? How are you leading from your seat to make it happen?









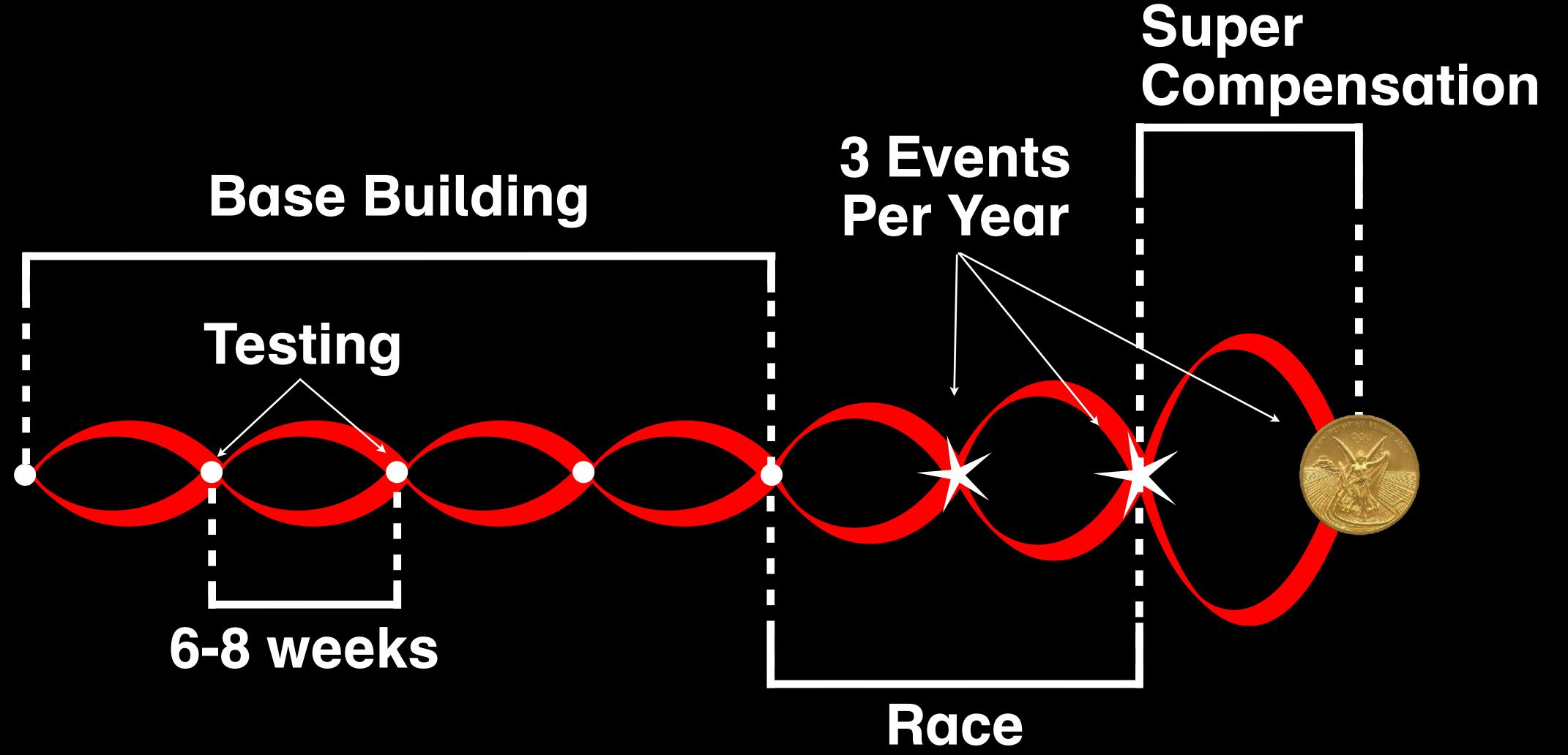
4 Year Plan

Post-Olympic Pre-Olympic Year 2 Olympics





Yearly Plan



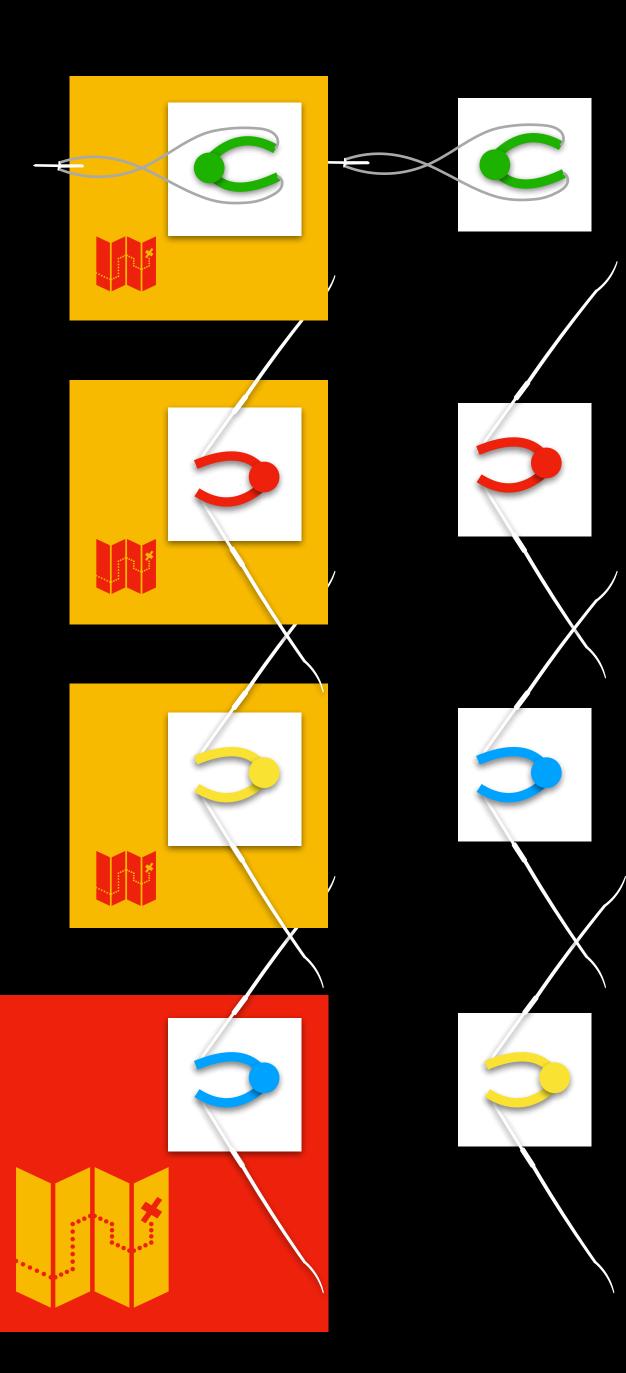
Building





Quarterly Annual

Strategic Planning System Alignment

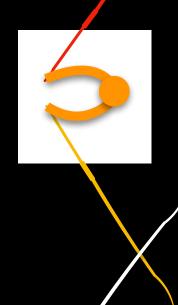




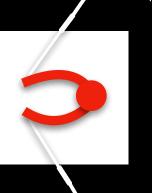








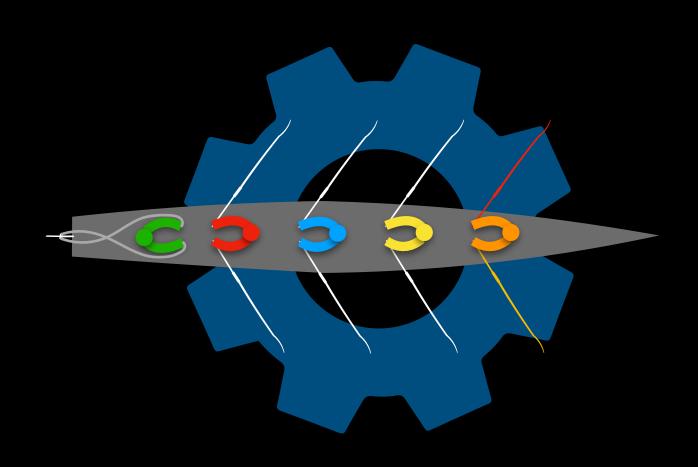








Systems
Execution &
Realignment







To be achieved GOLD MEDAL MOMENTS must be broken down into smaller wins









































12 Years





12 Years
580 Races & Time Trials
7,200 Training Sessions
13,400 Hours on the Water
2,200,000 Practice Strokes

Olympic Race: 1st

Strokes in Race: 220

Time to Win: 5:23.89

What's Your Focus?







1 Choked Olympic Final
2 Herniated Discs
100 Lost Training Days
1,000 Failures in Training
2,000,000 Imperfect Strokes

Olympic Race: 1st

Strokes in Race: 220

Time to Win: 5:23.89

What's Your Focus?

Self Determination Theory

COMPETENCE

(Am I good and getting better? Do I feel effective?)

AUTONOMY

(Can I do it my way? Do I feel I have choice?)

MOTIVATION

ESULIS

Enhanced Performance Greater Well Being

RELATEDNESS

(Am I connected to others? Do I feel like I belong?)







COMPETENCE

(Am I good and getting better? Do I feel effective?)

Enhanced By:

- Optimal Challenge
- Positive Coaching
- Performance Feedback

Undermined By:

- Excessive Challenge
- Lack of Feedback
- Negative Messages

Self Determination Theory

AUTONOMY

(Can I do it my way? Do I feel I have choice?)

Enhanced By:

- Choice
- Rational Limits
- Acknowledging Feelings

Undermined By:

- Rewards & Punishments
- Threats & Deadlines
- Control, Imposed Goals

RELATEDNESS

(Am I connected to others? Do I feel like I belong?)

Enhanced By:

- Respect, Caring
- Inclusivity
- Security

Undermined By:

- Criticism
- Cliques, Inflexibility
- Toxic Competition





Train your HARD:

How will you build more motivation in yourself and those you lead?









Built for HARD



What vision or goal are you currently saying yes to—but haven't fully stepped into yet?

What conversation, decision, or action are you avoiding—that could change everything?

COMPETENCE

What skill or system—once mastered —would remove friction and multiply your results?

CONFIDENCE

What earned you this confidence—and how will you draw on it when doubt returns?

COMPETENCE

(Am I good and getting better? Do I feel effective?)





A Tale of Two Leaders



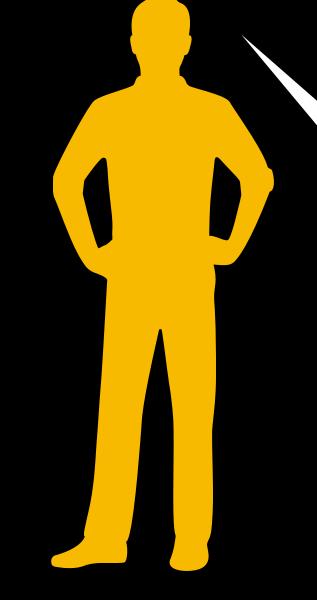


What went well at work today?

Values Getting Results By Developing Skills of Others

What went well at work today?

Values Getting Results Using Own Skills



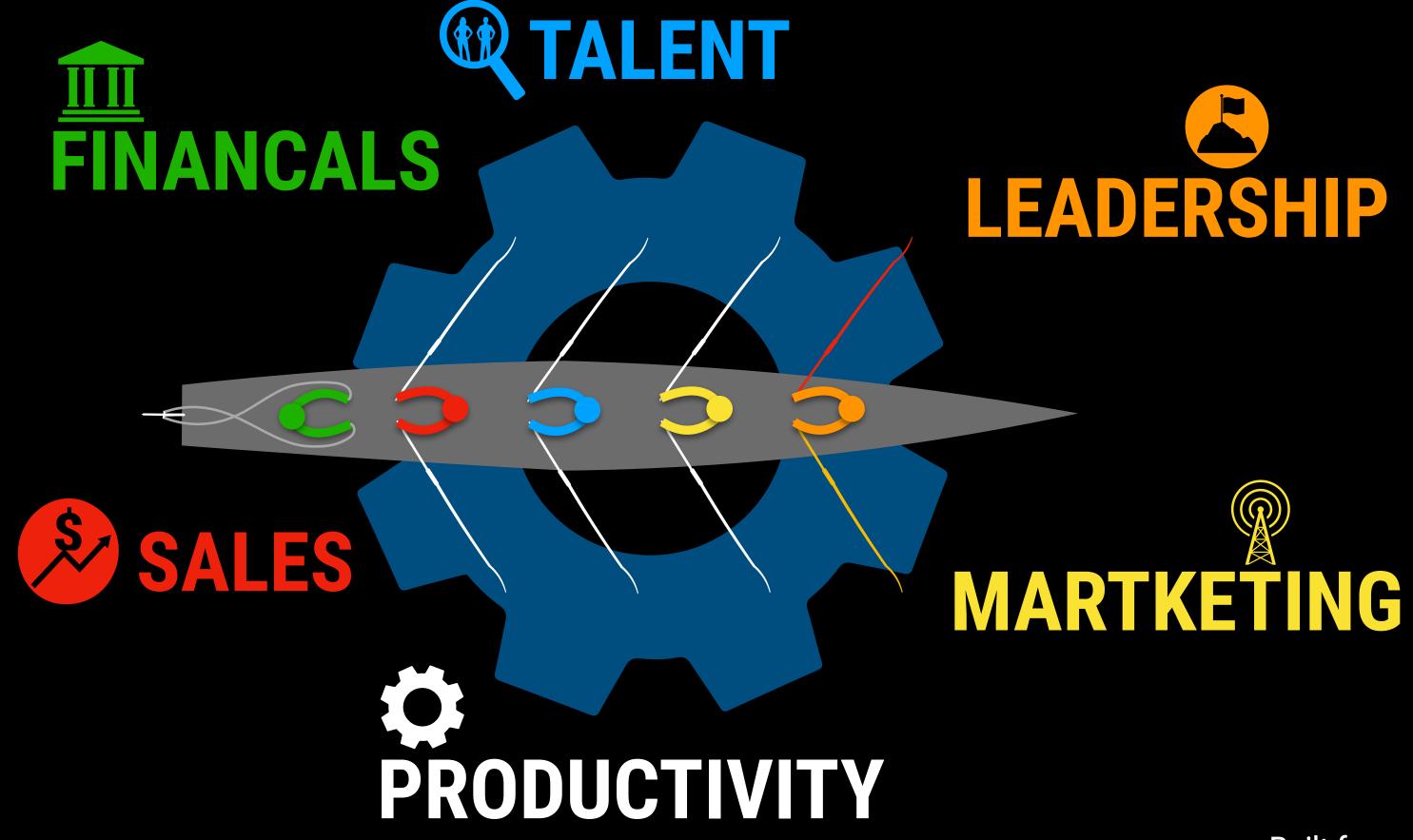
I was able to calm down an upset customer and fixed the broken coffee machine.

You know that new hire, Hasan? He came on four months ago? He was able to calm down an upset customer and fixed the broken coffee machine.





Empowering Staff To Drive What Matters:







5-Minutes of Connection



What's one thing the team is doing well that we should keep doing?

Any tweaks to make it better?

Where do you feel momentum—or friction—right now?

What's working? What's not working for you?

What's something you're looking forward to this weekend?

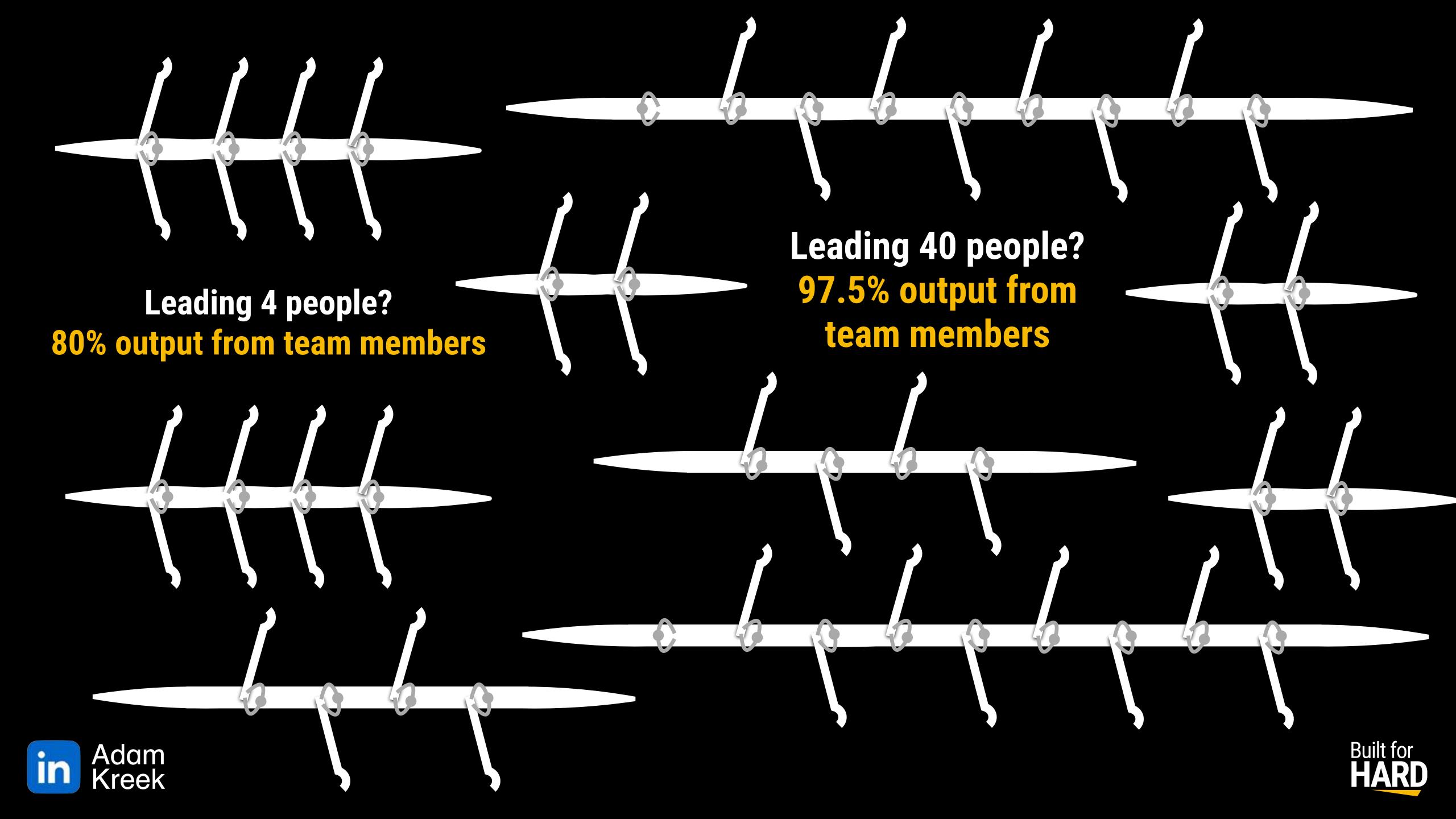
How's your family?

RELATEDNESS

(Am I connected to others? Do I feel like I belong?)



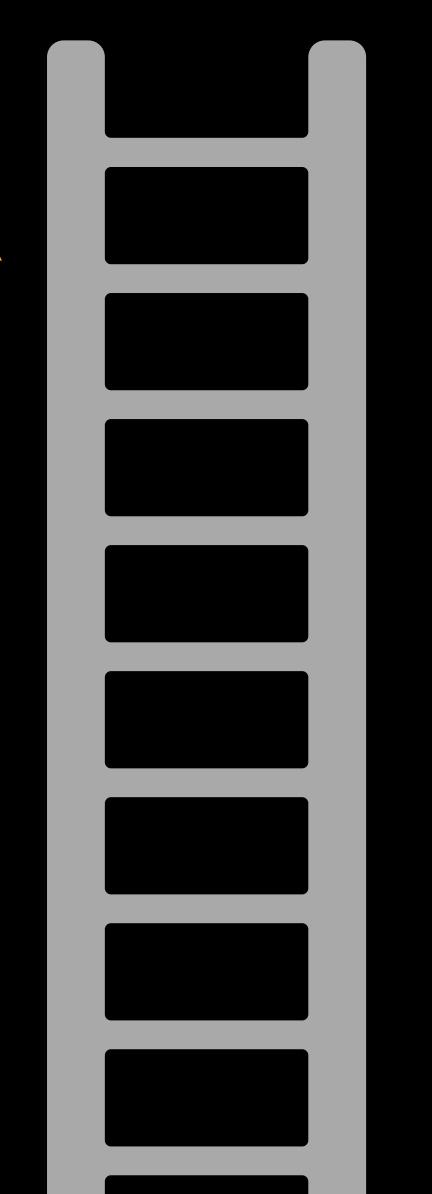




AUTONOMY

(Can I do it my way? Do I feel I have choice?)

> INCREASING AUTONOMY



You own it, I trust you fully

You decide, I'm informed

You recommend, I approve

We co-decide

I decide





"We bring care and courtesy to every job, every staff member, every client.

And we we have sharp edges. We take it personally.

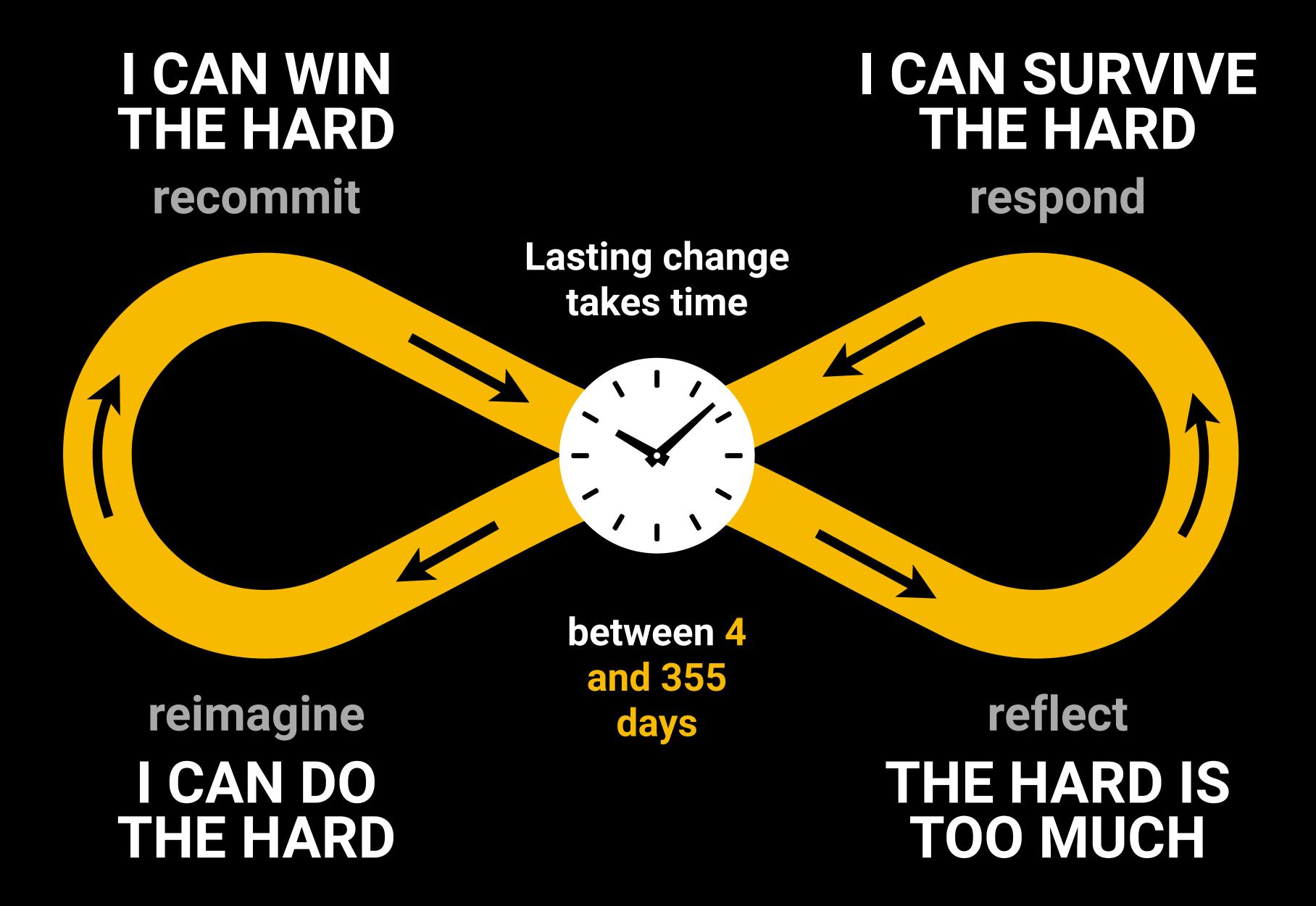
We're driven, fast and do it right-starting at day one."

- Josh Day

President & Owner ServiceMaster Restore Victoria











How will you build competence, relatedness and autonomy in your team to endure change?





Final Thought

Pick One Idea That Resonates With You

Write it down

Apply it to your leadership

practice

Continue to grow







THE RESPONSIBILITY



nink of the the biggest PAIN in vour business





Matwillit EE ike knowing you've led your team to solve this orobem?





What will it LOOK like when you are eading your team to solve it?





Matsthe simplest, next thing you need to ACT on to lead this solution?





VALUE Positive Uncertainty

Change, challenge and uncertainty can give us excitement and fuel us, if we harness the feelings of wanting a better future.

VALUE Opportunity Focus

When you set goals your way, you achieve more. When you know how you will feel in the process and feel in achievement, you will achieve even more.

VALUE Courageous Leadership

The bravery to keep learning through discomfort, hold a high standard, and commit fully to the mission, even when it costs comfort, approval, or ease.





** Anticipated Adaptation Change doesn't happen immediately. It happens slowly over time. When TOOL Change doesn't happen immediately. It happens slowly over time. When I was the process we find more period and the process we have the process we have the process we have the process we find the process we have the process when the process we have the process we have the process we have the process when the process we have the process we have the process when the process we have the process we have

Change doesn't happen immediately. It happens slowly over time. When we know the process we find more persistence.

TOOL #2 Effective Motivation Resilient teams aren't born. They're built—when leaders conscident.

Resilient teams aren't born. They're built—when leaders consciously increase competence, individual choice, and authentic connection.





Are you aware of the time and effort it will take to change? And ready for the challenge?



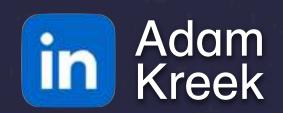


What gets you most excited about the change you are creating in your ousiness?





What do you want from your work and your team? How are you leading from your seat to make it happen?





How will you build more motivation in yourself and those you lead?





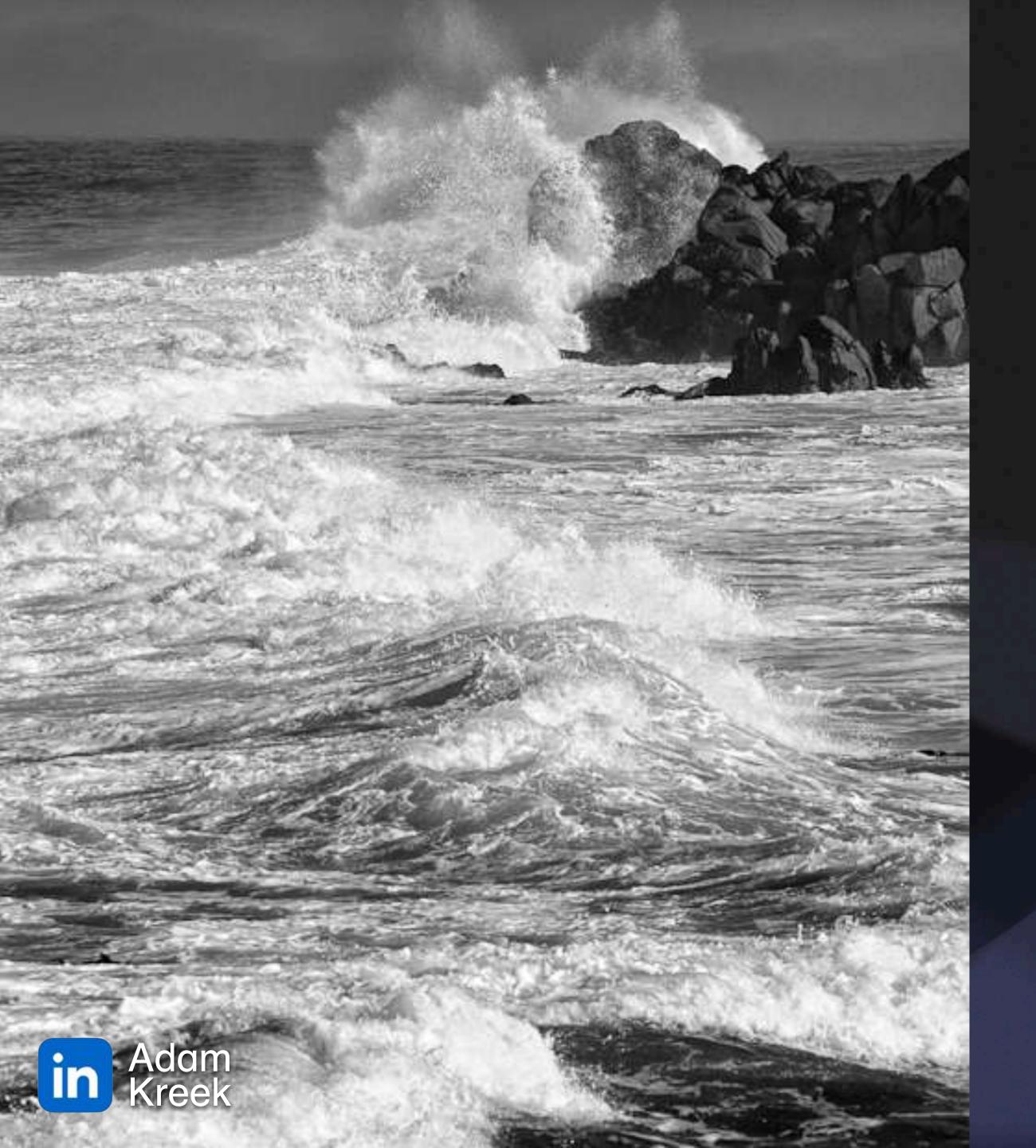
How will you build competence, relatedness and autonomy in your team to endure change?











"May your seas be choppy, the winds unfavourable and may the currents regularly push you off course unveiling wonders and blessings that you never could have predicted... Work hard. Be authentic. Persevere.

May your next sunrise sparkle and warm the soul."



You Got This





