Organizational Development 'Flip Book'

Goodwin Solutions

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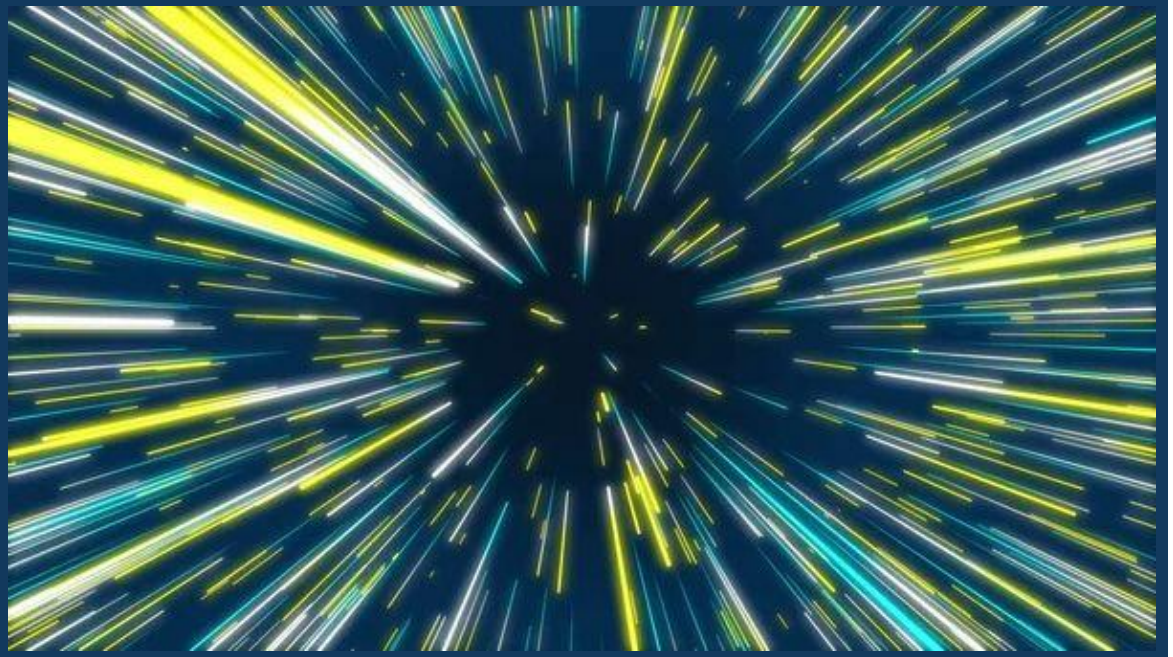
The best leaders check-in

- I had the privilege of facilitating a leadership workshop with a vibrant local organization where the team took a step back to assess their effectiveness. The result? A clear action plan to strengthen collaboration, trust, and performance.
- Strong leaders recognize when there's a gap and seek support to bridge it. That's exactly what this executive leader did to invest in his leadership team. Now, they're on the path to becoming a high-performing, united team.
- If you're a leader wondering how to elevate your team's effectiveness, don't hesitate to seek a coach for guidance. The best teams don't just happen—they're built with intention.

Elevate by leveraging your strengths



- Want to live a fuller, more fun, and perhaps healthier life now, and in the future?
- Engage your strengths and what you are naturally good at.
- Take action. Spend time reflecting on what comes easy to you. Not a specific line of work, but how you engage with your surroundings, others, and new insights. Do you enjoy… Setting a vision? Engaging others 1-1? Reviewing the latest insights? Connecting with new people? Planning for how best to achieve a goal?
- One story. I was recently exploring a client's strengths or 'superpowers.' As he continues to grow his leadership skills and work toward his next role, he is uncovering his superpowers. His 'Futuristic' strength allows his to easily see the future and inspire others in his vision. His 'Developer' strength helps him naturally develop others, and as a result he is known as an 'amazing manager.' He is seeking roles where he can let his strength shine, leading to his further success.
- Deep benefits. Consistently leveraging our strengths lets us reinforce what we are good at and creates a state of confidence to achieve future success. It's a repeating cycle. Using your strengths often will reduce stress and fatigue as your brain enjoys the flow of key chemicals like dopamine. It doesn't get better than that.

Start with unlearning

- Can’t seem to change your organization’s culture?
- Stop addressing the symptoms, and dive into the root cause.
- Just like a leader, your organization has a mindset or habit that is preventing the desired behavior. As we ‘go back to school’, take this time to assess what readiness skill your organization needs to flourish? Once you identify the gap, you can grow that behavior through experienced-based engagement.
- Not sure where to start? I can help determine your organization’s needed readiness skill and create a plan to help you achieve your desired culture.
- The recipe: Architect the habits and customs, how you envision people connecting and working together. Then, be intentional about how you will enable that. Recognize and embed that feeling/mindset in a typical day, not just a slogan on a wall. Make it real and reinforced in any direction an employee may look. Then, define what you need the organization to unlearn and weave that into place. It is typically not easy, but well worth it.

Recipe for transformational success

- (Ahhh, the summer. I think of tomato recipes, with tomatoes fresh from my garden.)
- If you are embarking on a transformational program, check the recipe.
- A key ingredient is change management. Unless you effectively achieve the future state, you have not met your business case. Ensure you help your stakeholders move from awareness, to understanding, to acceptance and then to commitment to the new way of working by making change management a key focus. Note: It will require some planning and preparation time, but the result is delicious.
- While you can prepare a terrific dish with change management, to make it even tastier, add this secret ingredient: Executive coaching. By bolstering the leadership lever of change management, you ensure effective communications to lead through the change, clear vision and expectation setting, plus agile execution. You will transform your leaders' competencies for this change, plus help them gain the change readiness skills needed for future changes and to enhance their overall well-being.
- Recipe tip: Contact me for ideas on how to add Executive coaching to your transformation. (I would also love to hear about your tomato recipes.)

Visibility enables transformation

Neuroscience research reveals that clarity about upcoming changes reduces uncertainty—a major source of workplace stress. Here's why providing visibility to upcoming changes isn't just good practice; it's a brain-friendly strategy that:

- **Reduces Stress:** Early visibility to changes mitigates the fear of the unknown, calming the brain's 'alarm system' and lowering stress hormones. This helps improve decision-making and promotes innovation and creative thinking. The opportunity to envision a future where one can thrive creates a state of confidence to adapt to the new way of working.
- **Boosts Motivation:** Knowing what the future holds triggers dopamine, a neurotransmitter linked to motivation and pleasure. By providing even an overall vision for the change, you can invoke this result. With a clear picture of upcoming changes, our brains can better prepare, utilizing neuroplasticity, or the ability for the brain to change to better support learning and growth.
- **Builds Trust:** Transparency fosters trust, essential for teamwork and cooperation. It strengthens organizational commitment and promotes the power of the team, by leveraging appreciation grounded in strengths.

By ensuring visibility (or transparency) to changes, we not only make changes smoother, but we create a resilient organizational culture.

CALL TO ACTION: The next time you can share a vision for the future, or more detail about an upcoming change, do so. It has real benefits.

Quickly break down silos and achieve your transformation

Leaders often try to push transformational initiatives through a single team, but involving cross-functional teams early leads to stronger outcomes. Although it may slow the start and raise more questions, early engagement increases commitment and improves adoption of change. Engaging people across teams produces four key brain-based benefits:

- **Builds trust** by helping people feel heard and included.
- **Reduces resistance** by lowering fear and helping others see change as less threatening.
- **Boosts engagement** as participation triggers the brain's dopamine-driven reward system.
- **Strengthens collaboration and commitment** by building empathy, alignment, and a "one-team" mindset.

Overall, involving others early and often generates the energy, connection, and shared ownership needed to successfully drive transformational change.

Appreciation has incredible impact on your team's health and wellbeing

As a leader, you are busy, have multiple priorities and fires to fight. I get it. Plus, you have a high bar for your team members. What you might not know is that a simple act of showing appreciation goes a long way. It's not just a nice-to-have.

By saying 'I appreciate you working into the evening to wrap up that project', or 'I appreciate how you dug into the data to generate new insights', has scientific results. The neuroscience behind appreciation involves several key brain systems that respond positively to feelings of gratitude and recognition.

- Here's how it works:
  - As soon as a person hears an authentic 'I appreciate….', amazing chemicals start flowing in their brain (dopamine and oxytocin to be exact), which then invoke feelings of empathy, social connection and trust.
  - These regulating/feel good hormones create feelings of pleasure and satisfaction. At the same time, stress hormones (cortisol) are reduced leading to reduced stress and anxiety, and increased immune function as feelings of happiness and social bonds increase.
  - Over time, not only does your team member gain long-term improvements in psychological well-being (self-worth and happiness), plus enhanced immune function and reduced depression.
- Take it one step further… foster an atmosphere of appreciation among your team where team members showcase what they appreciate about each other. (Tip: This also makes sharing development feedback with each other that much easier and effective.)