ExecuNet
Connecting Leaders Since 1988℠

Lead with JOY!

Rich Sheridan

Author, Chief Storyteller

CEO, Menlo Innovations

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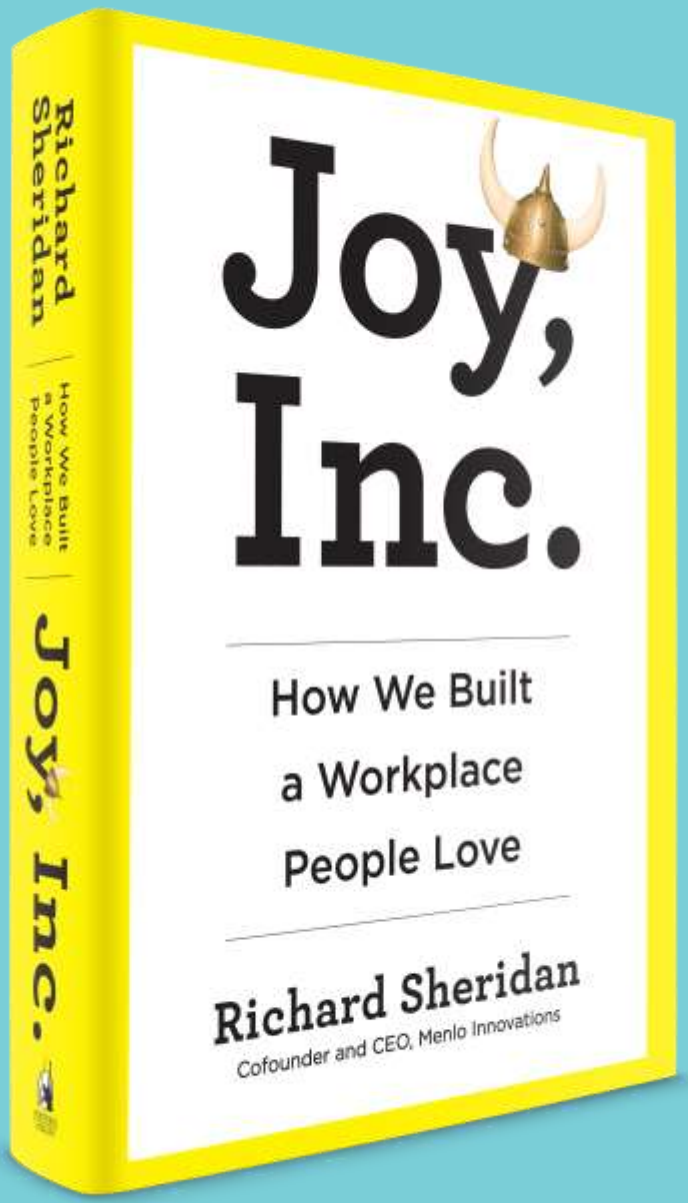

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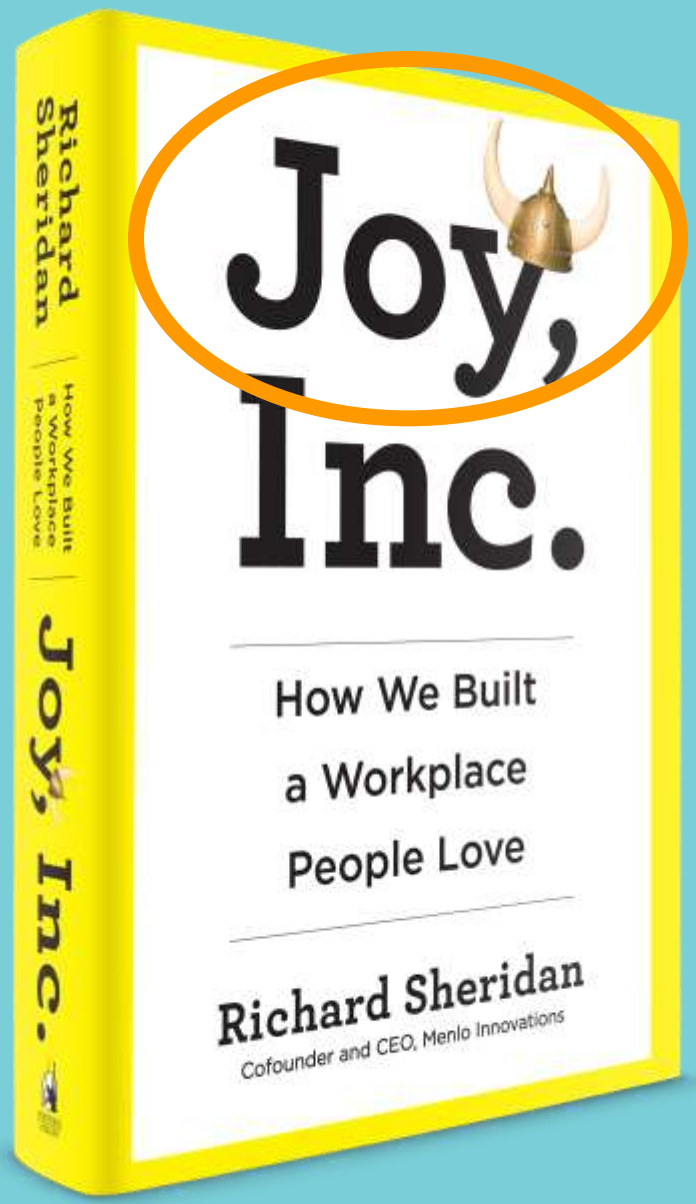

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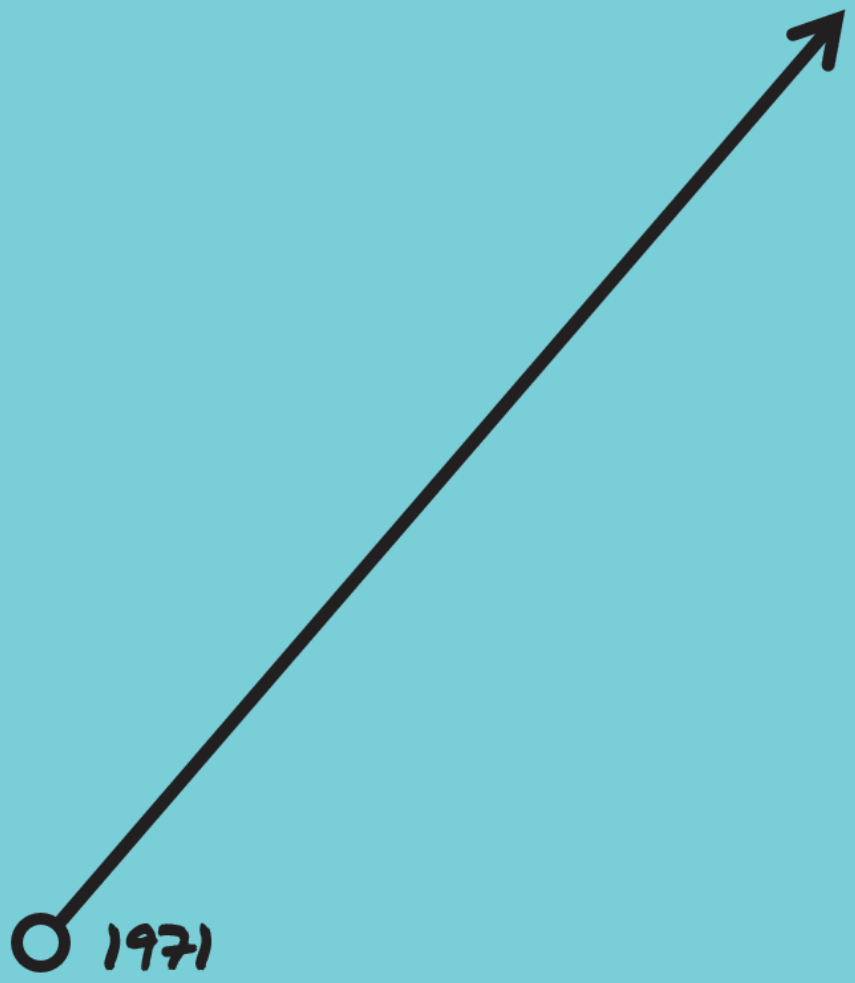

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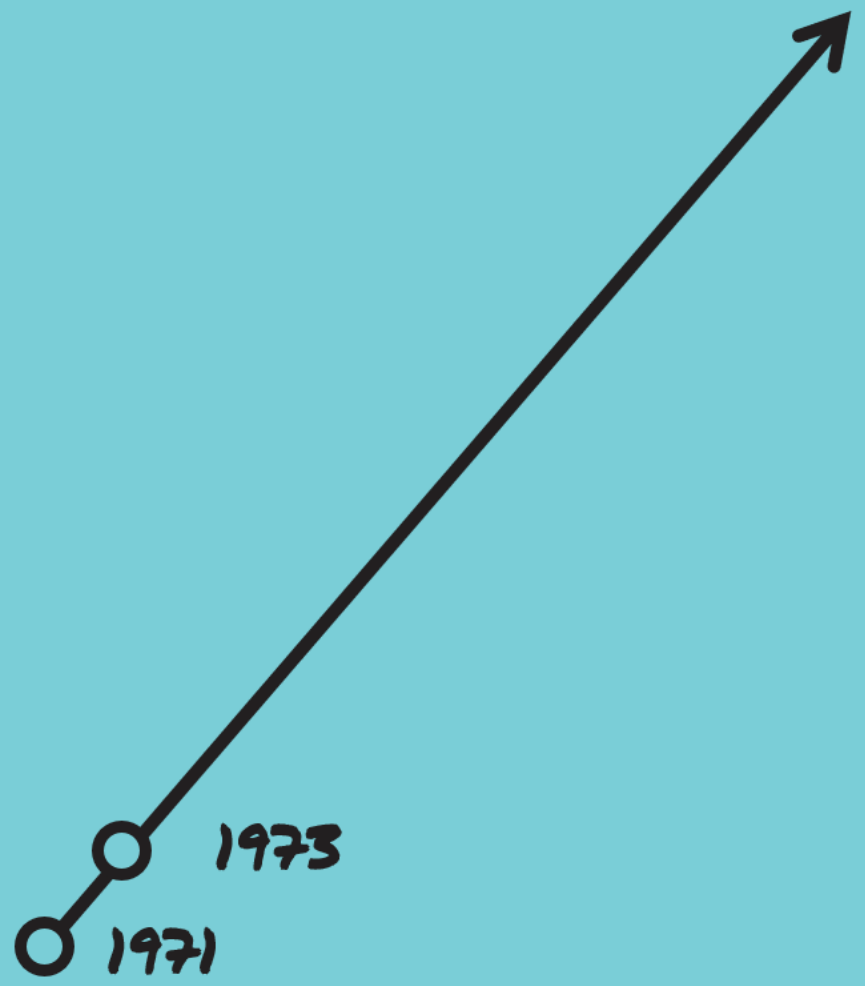

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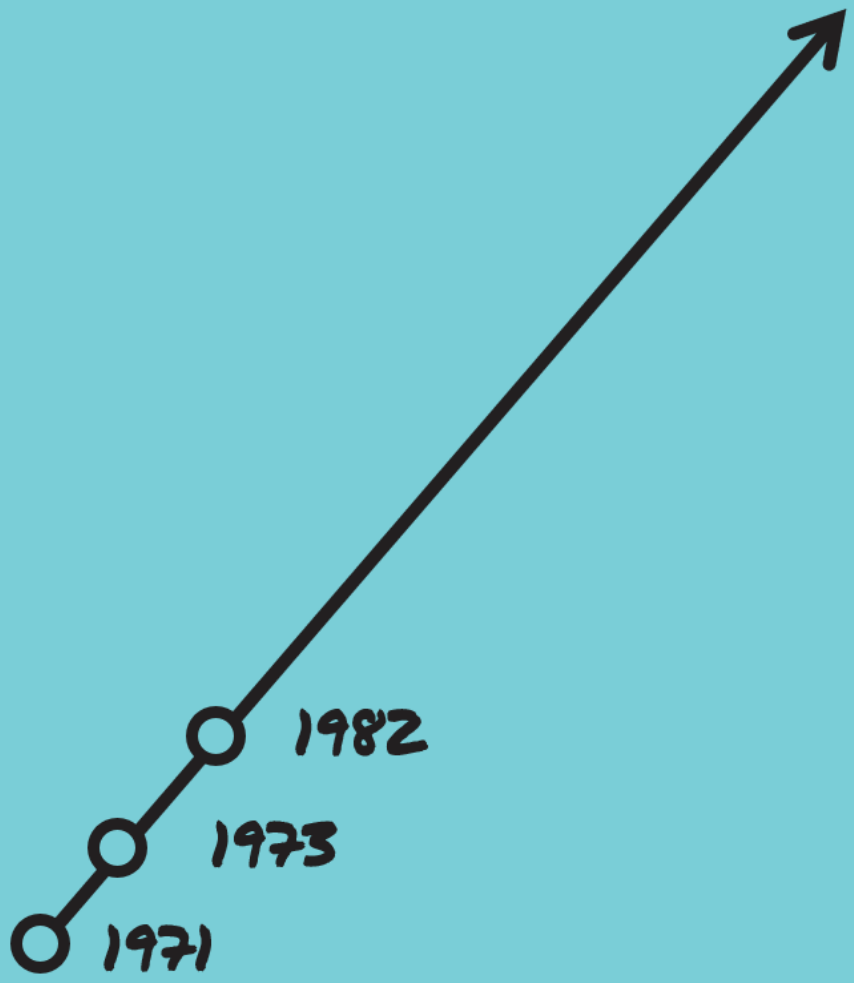

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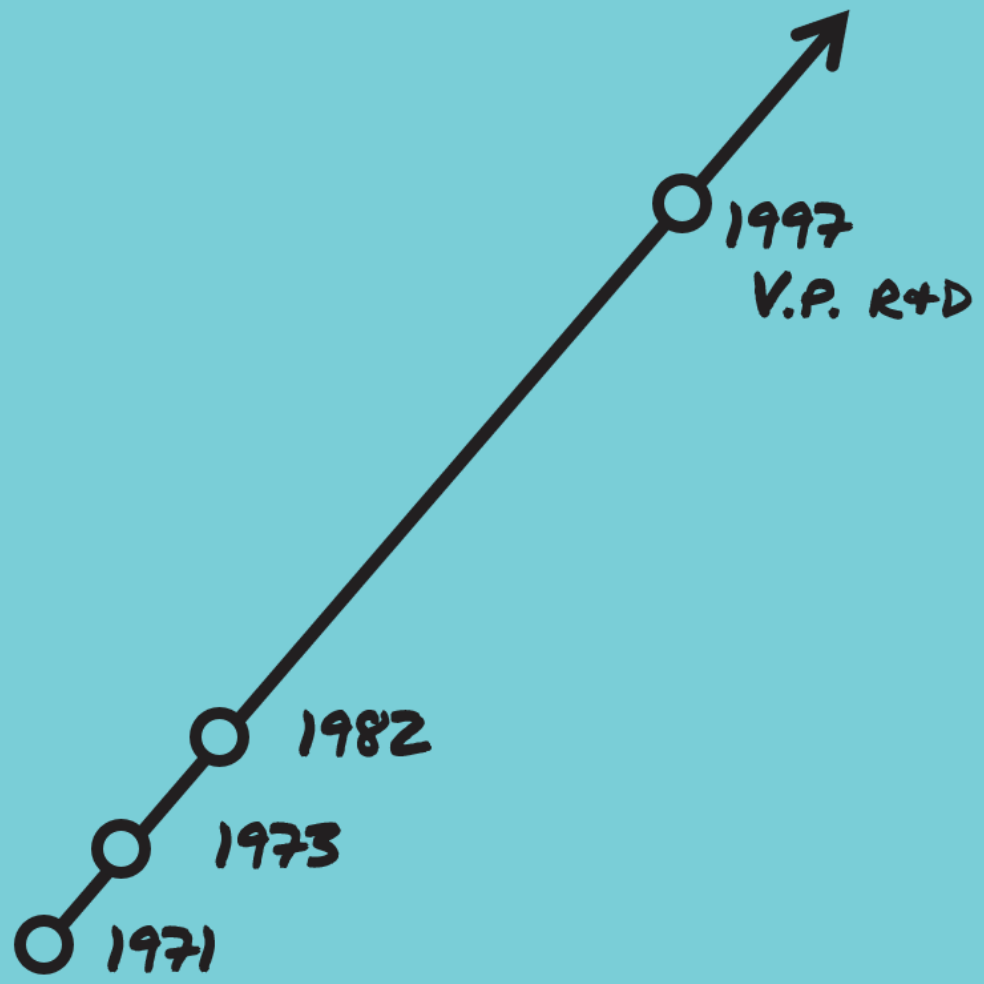

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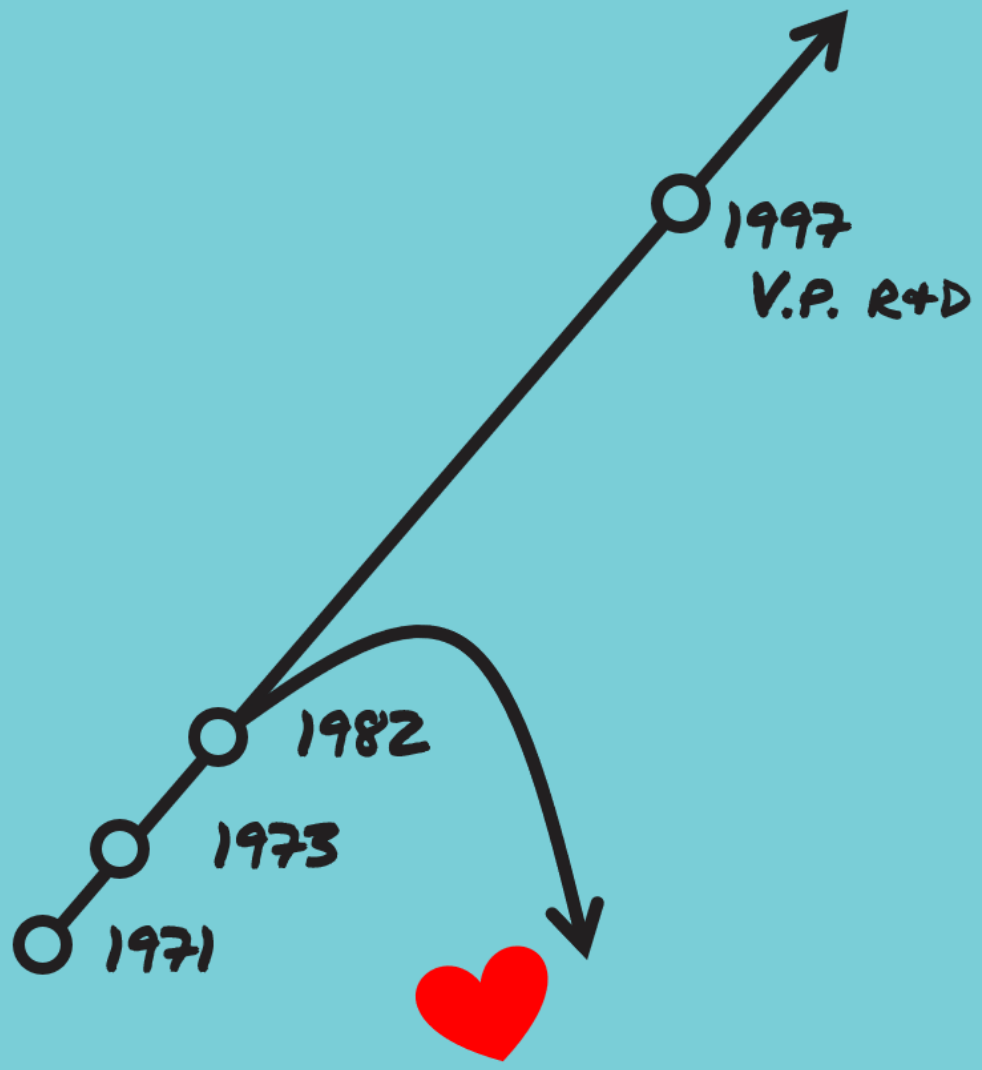

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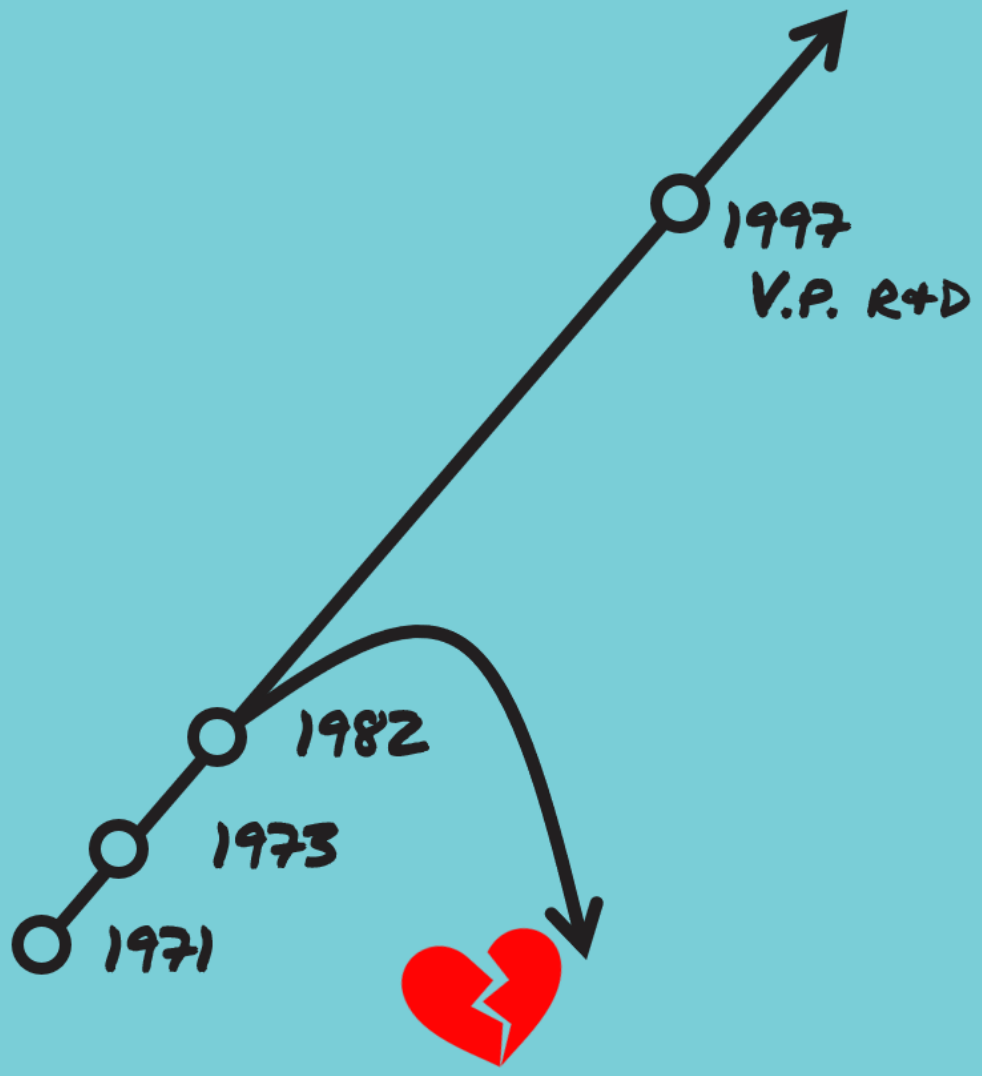

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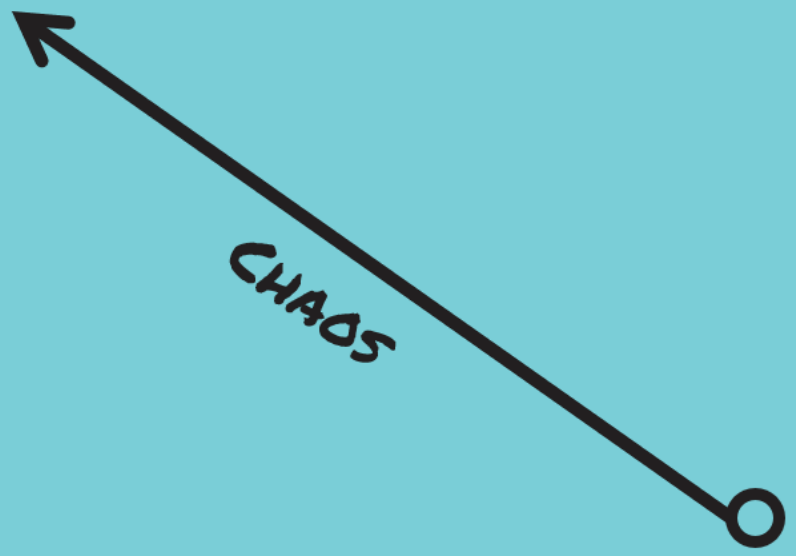

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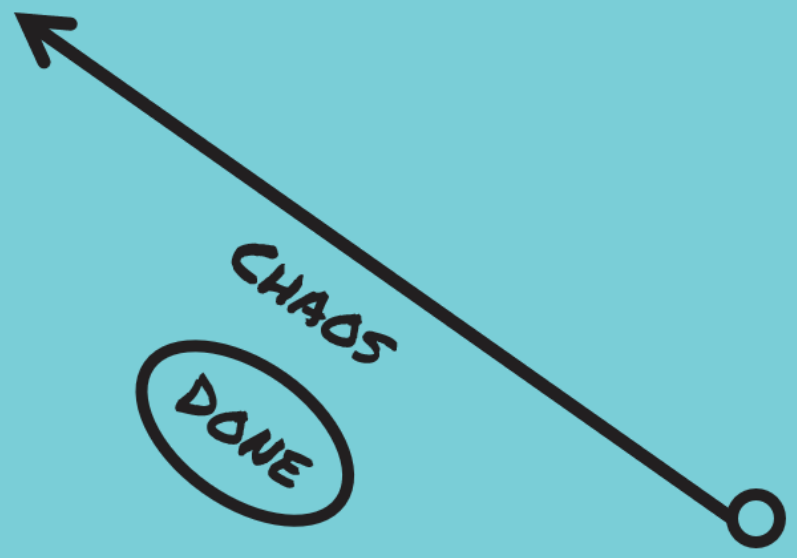

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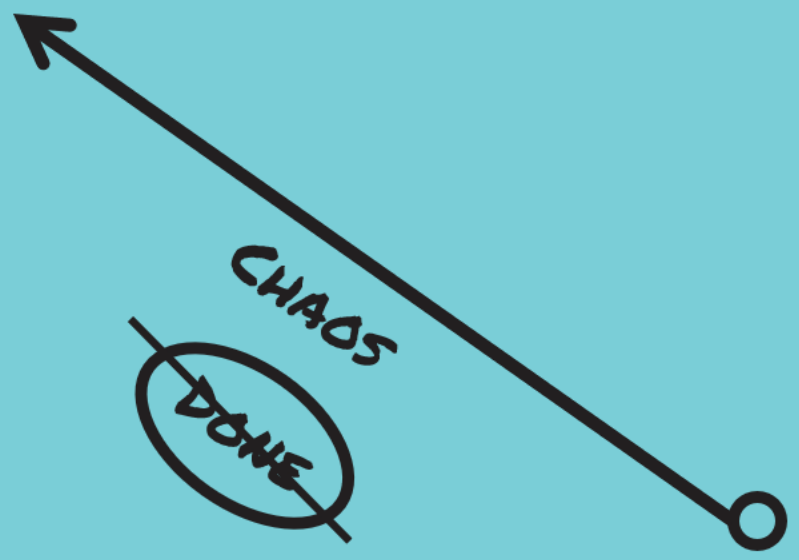

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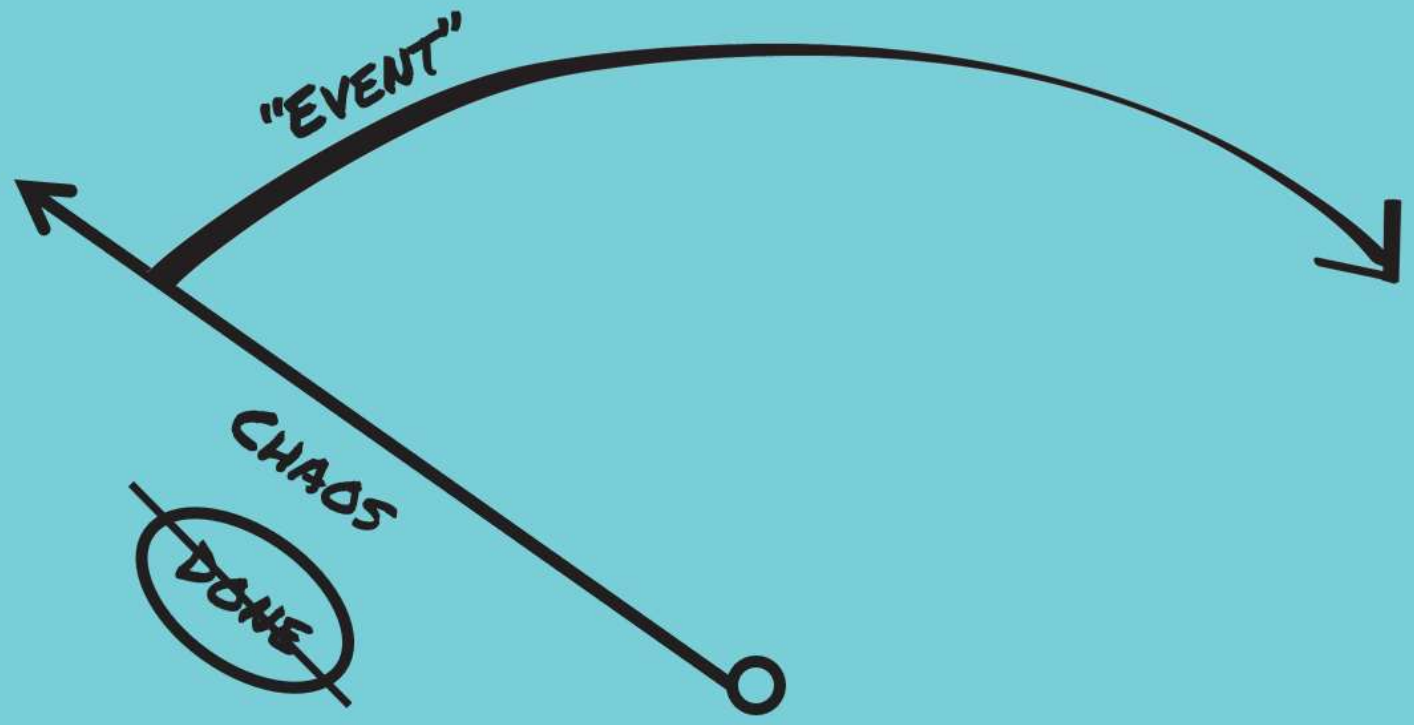

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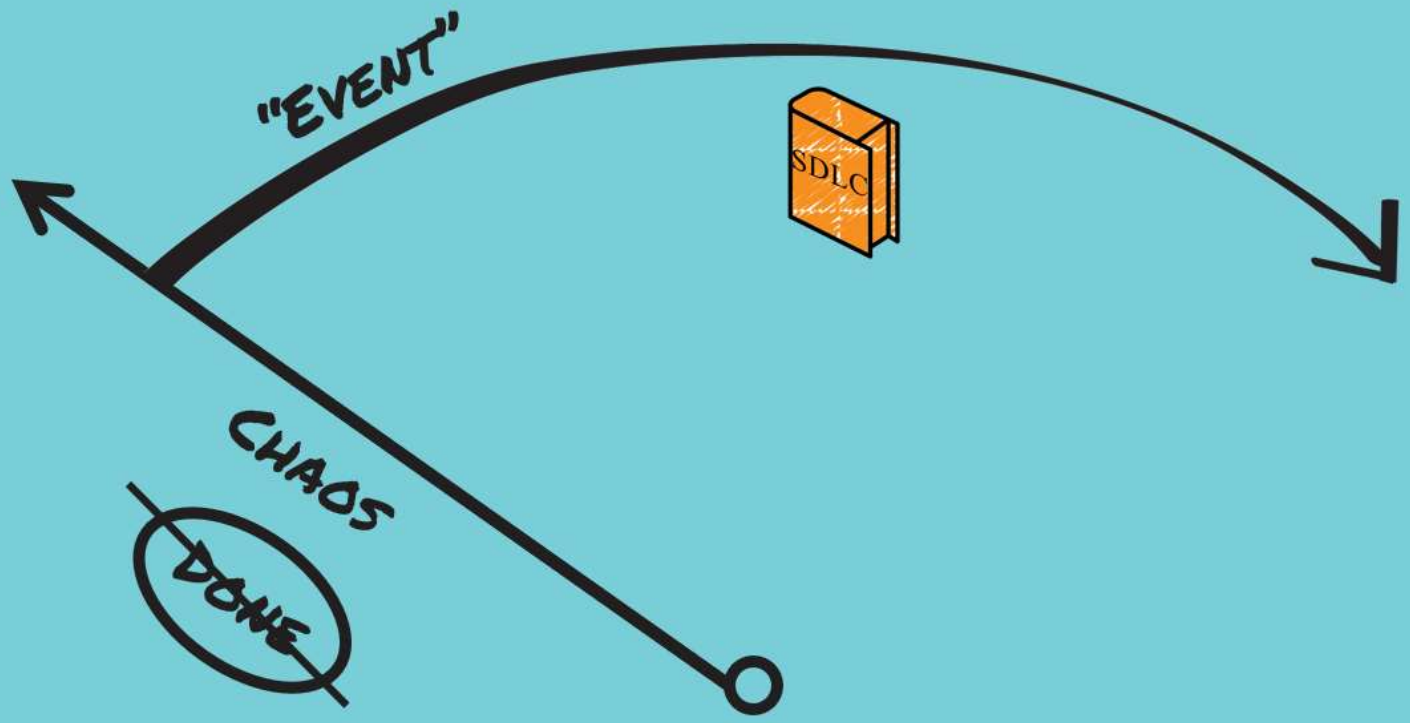

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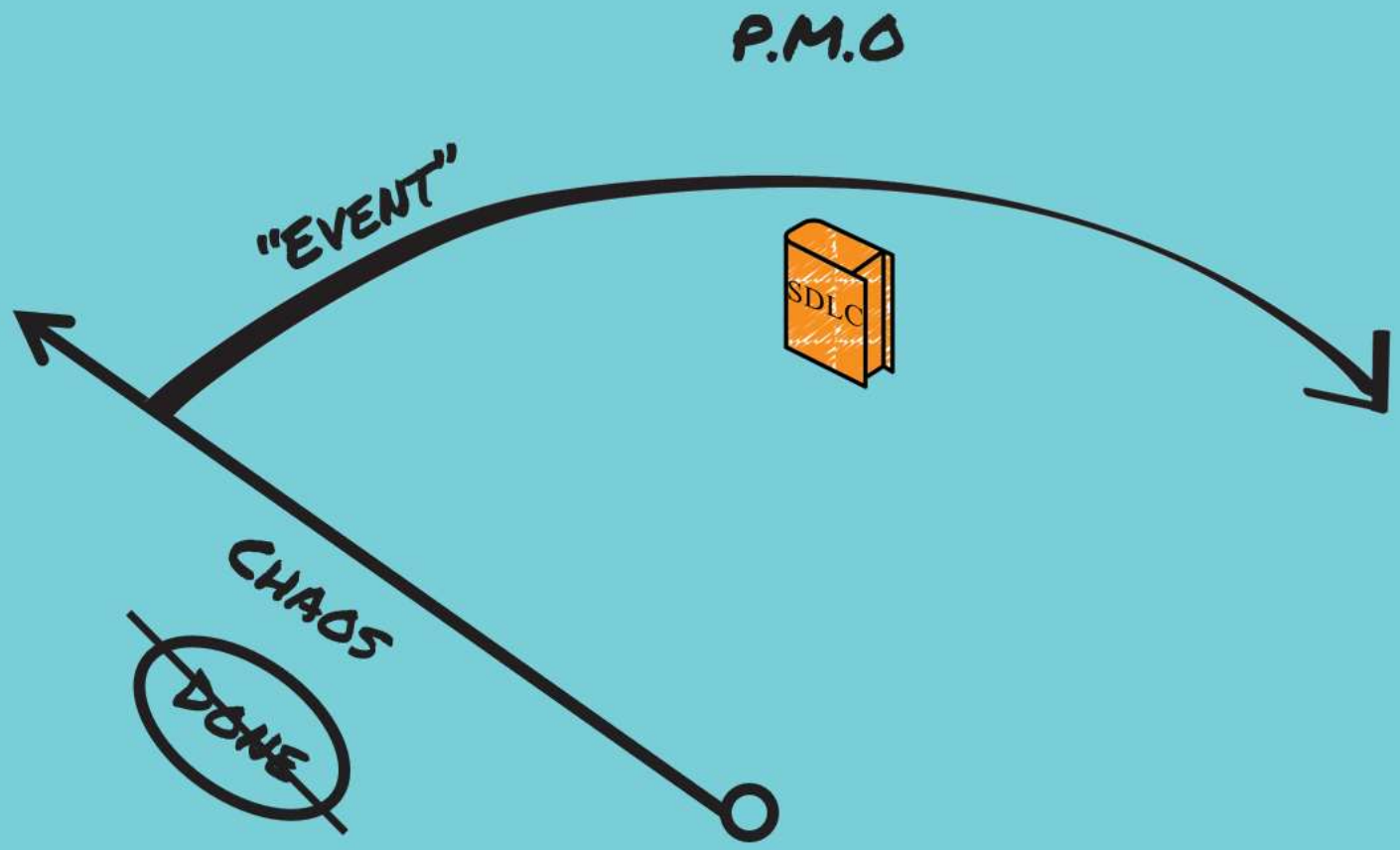

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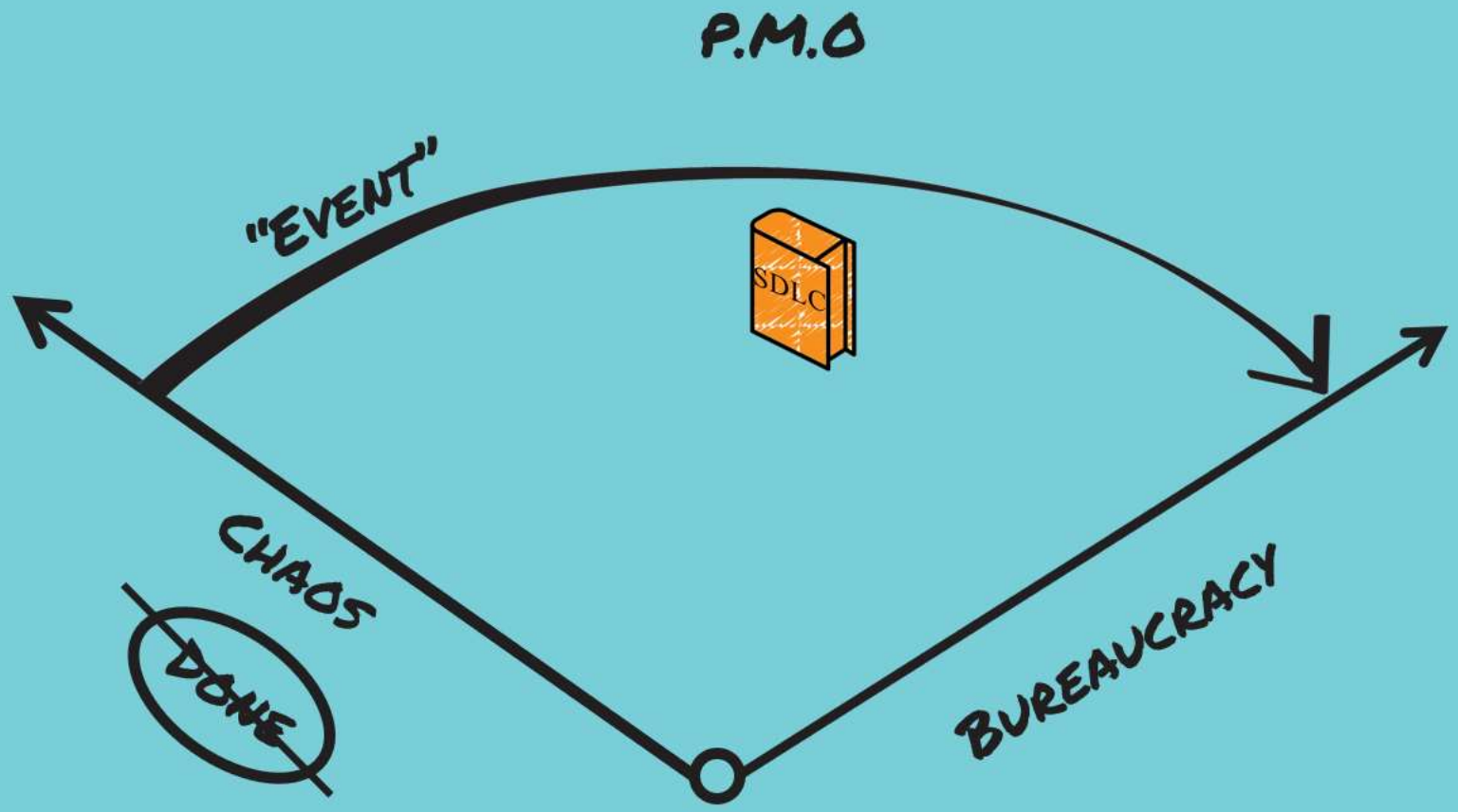

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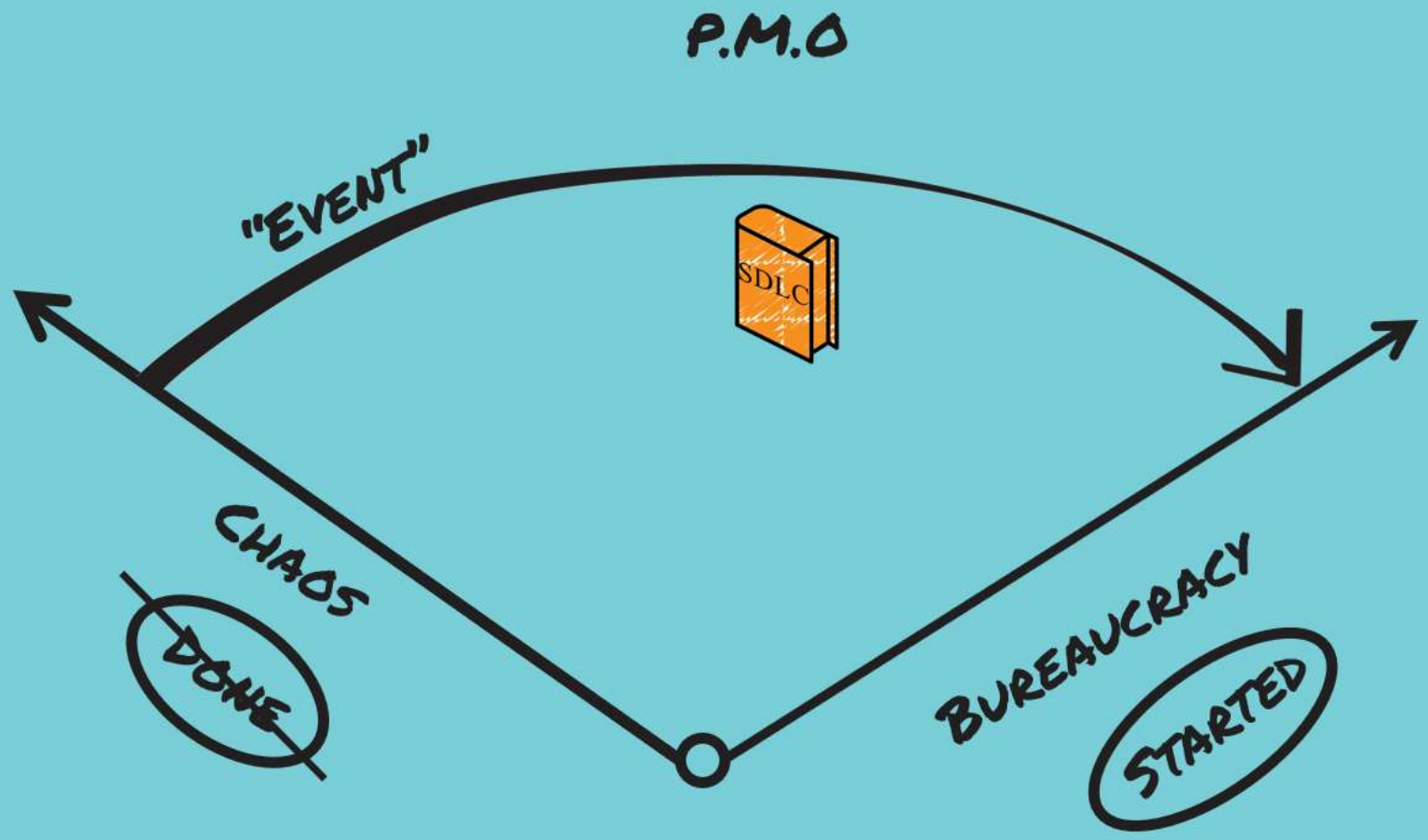

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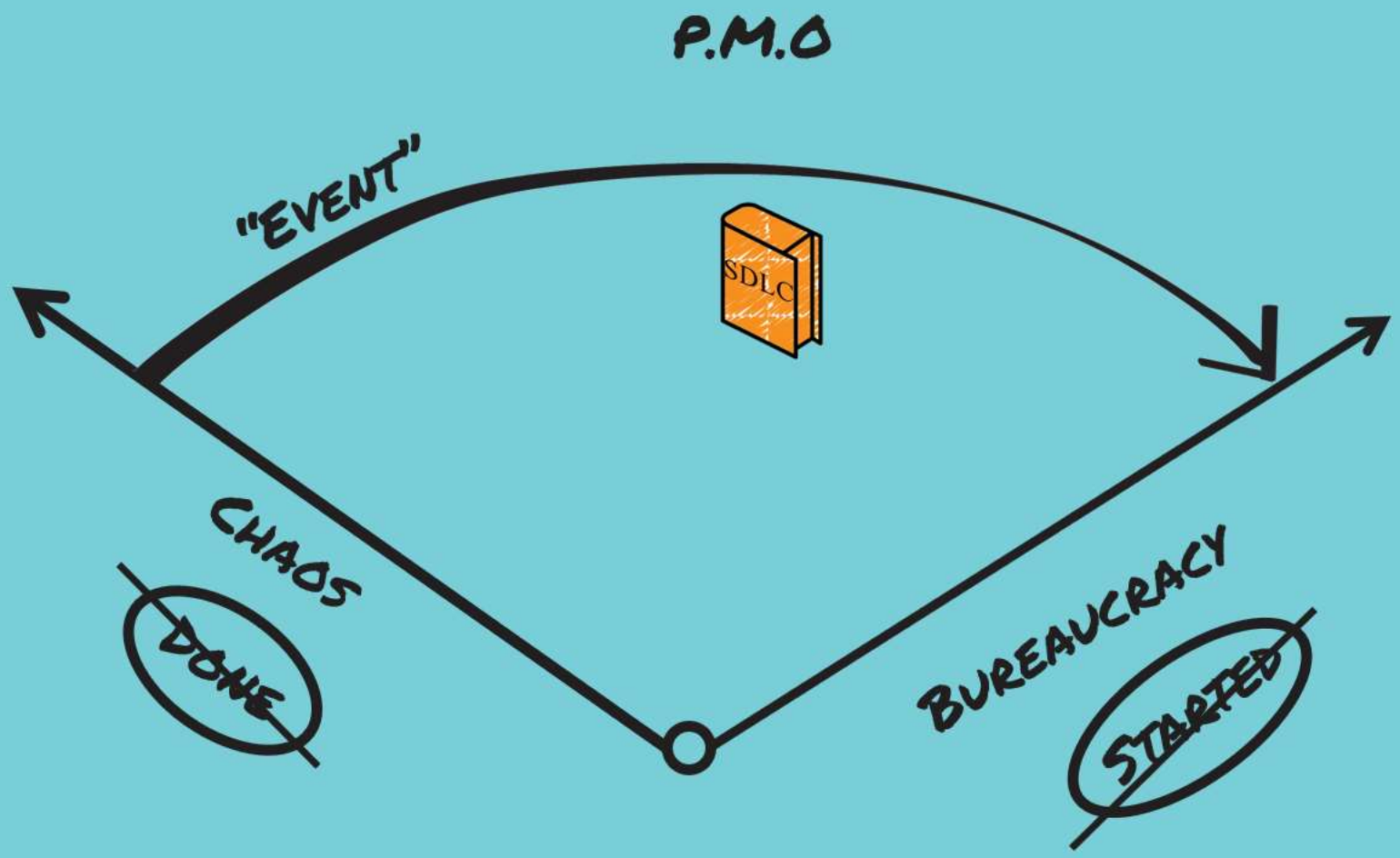
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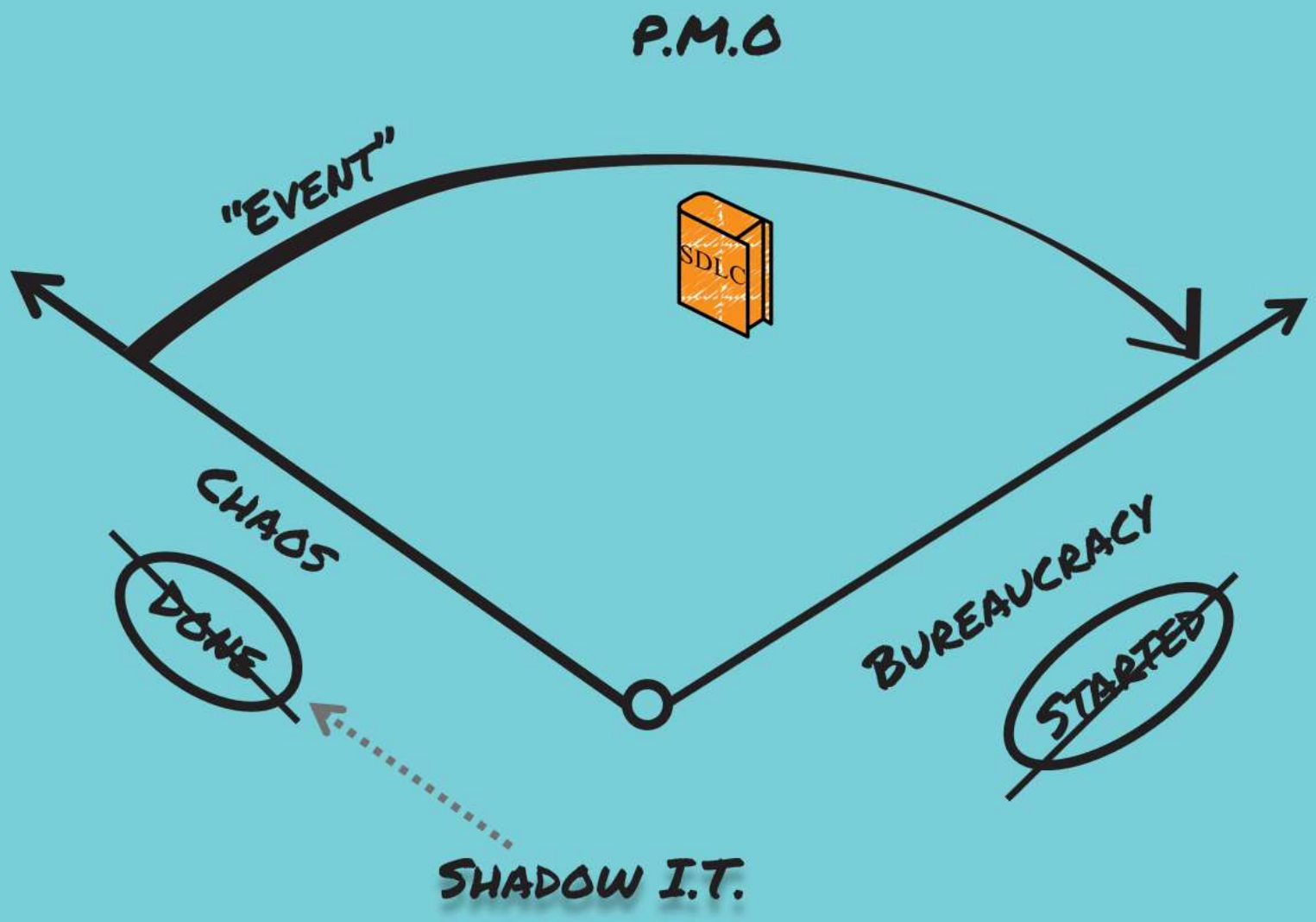

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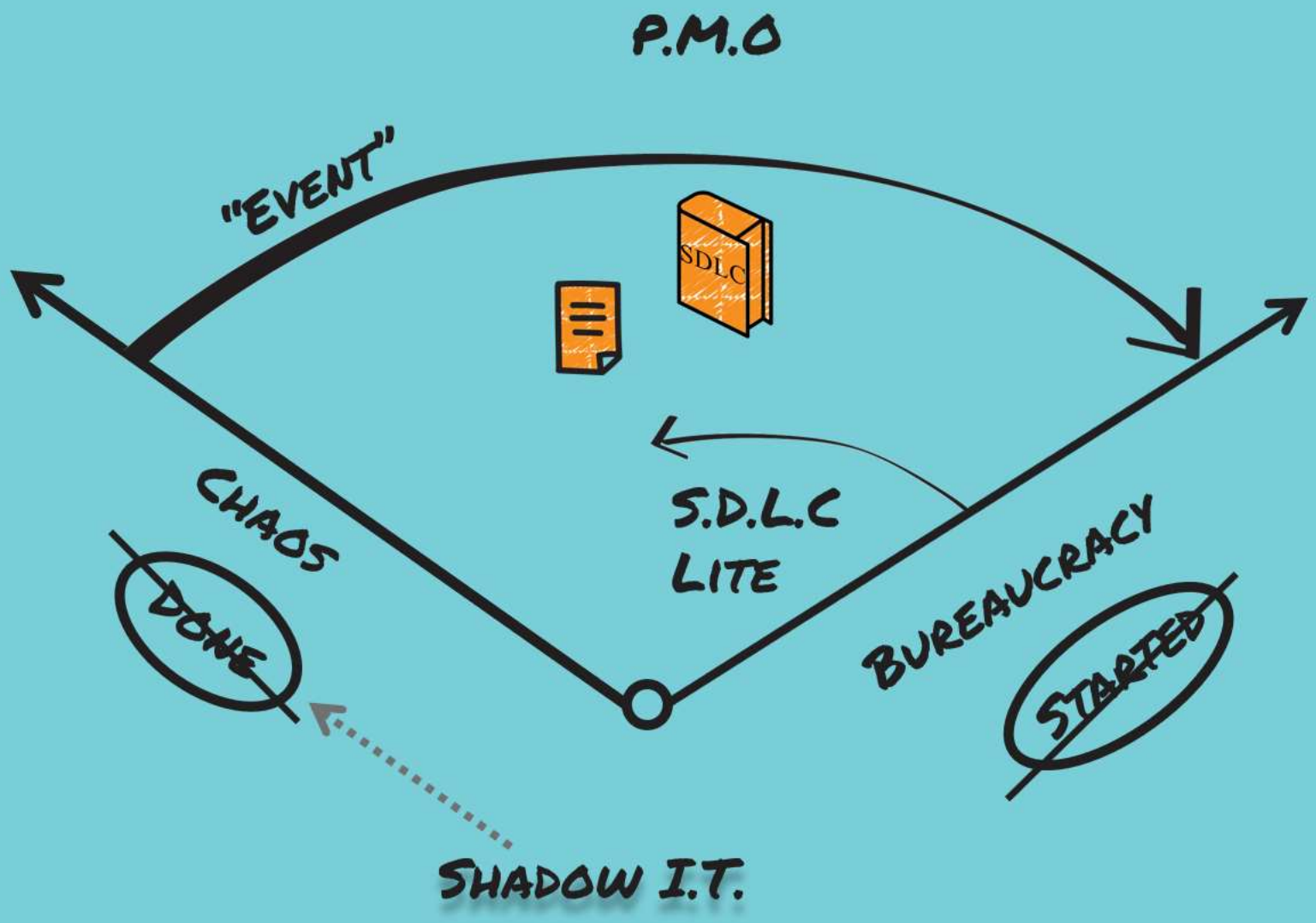

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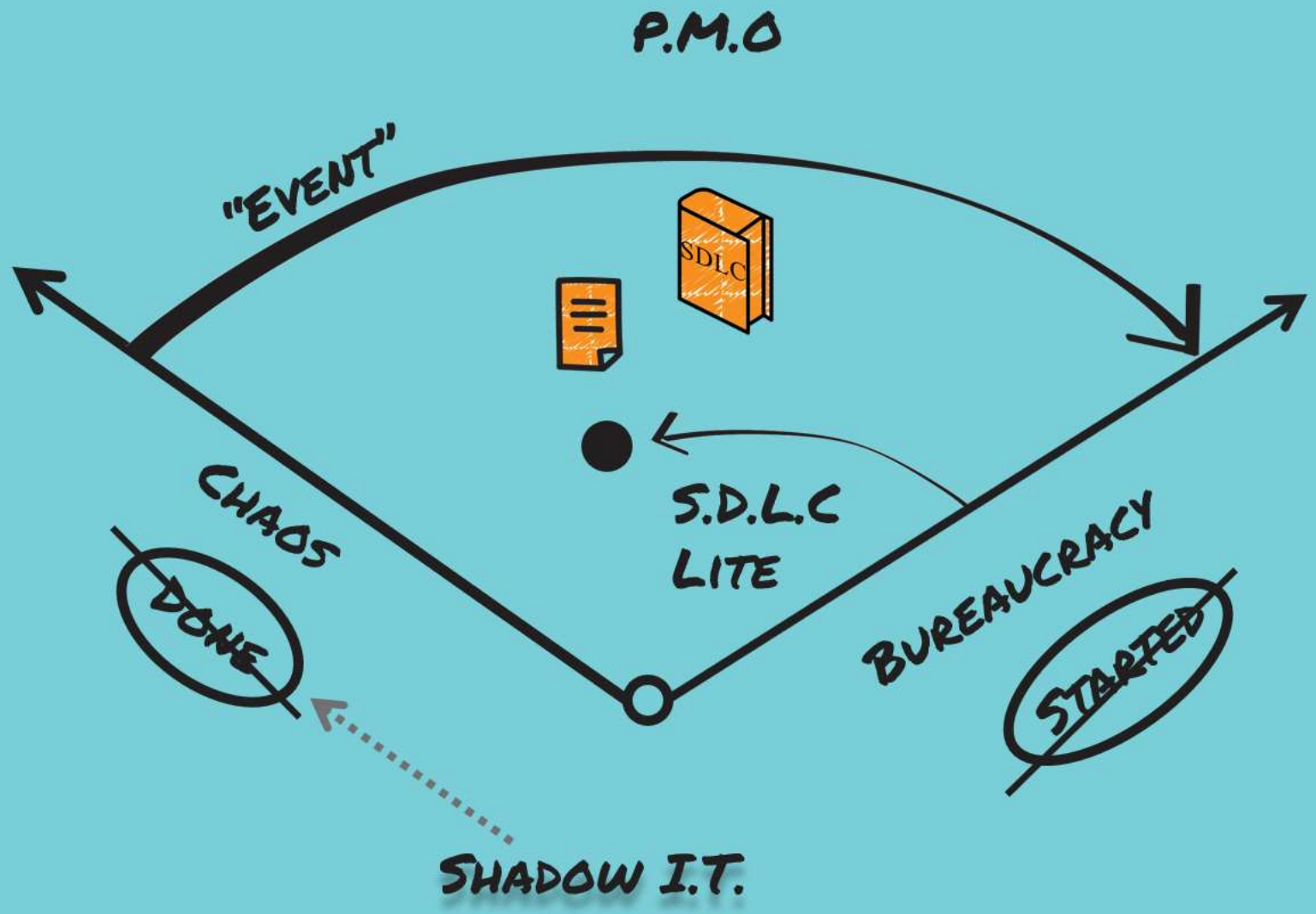

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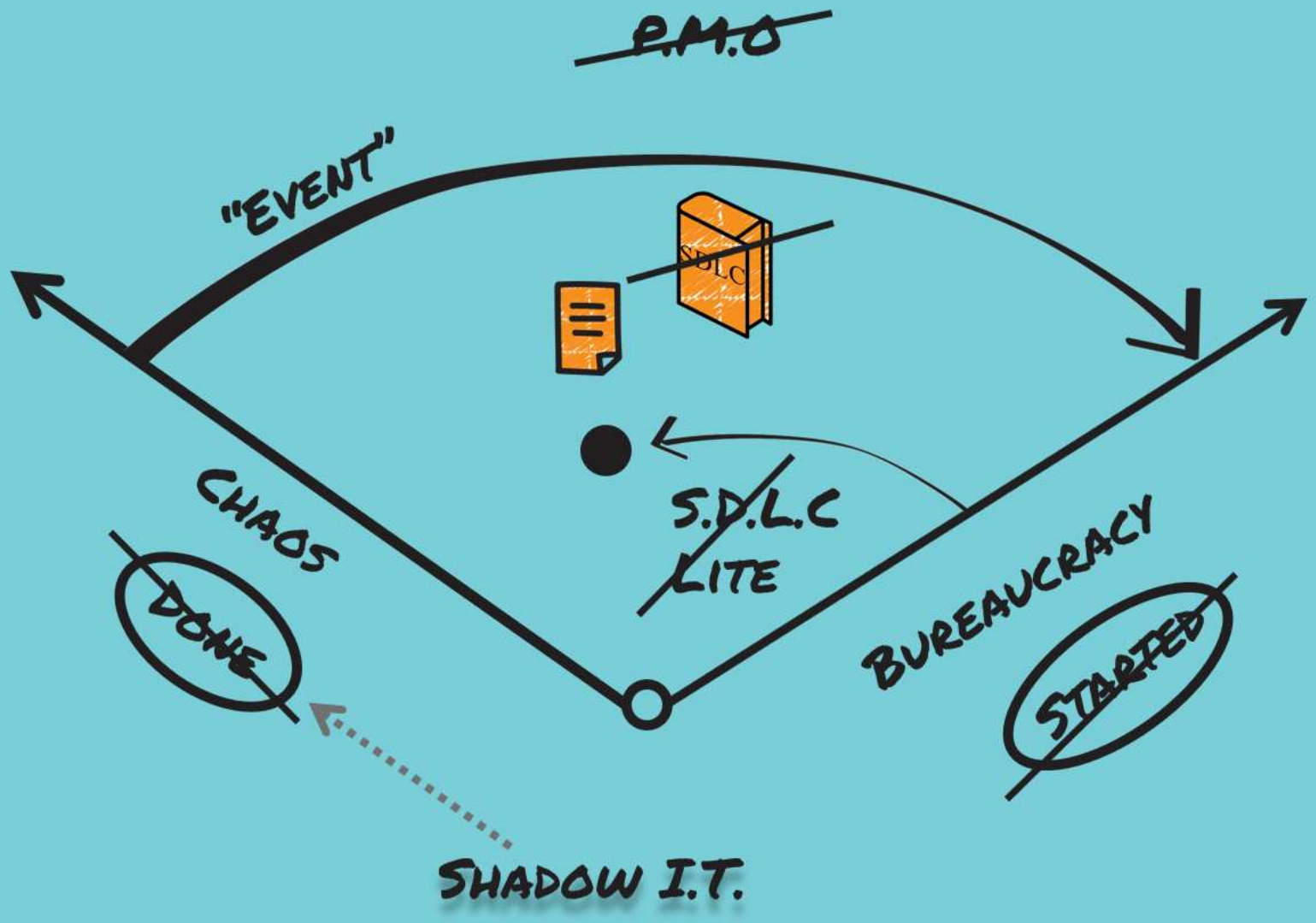

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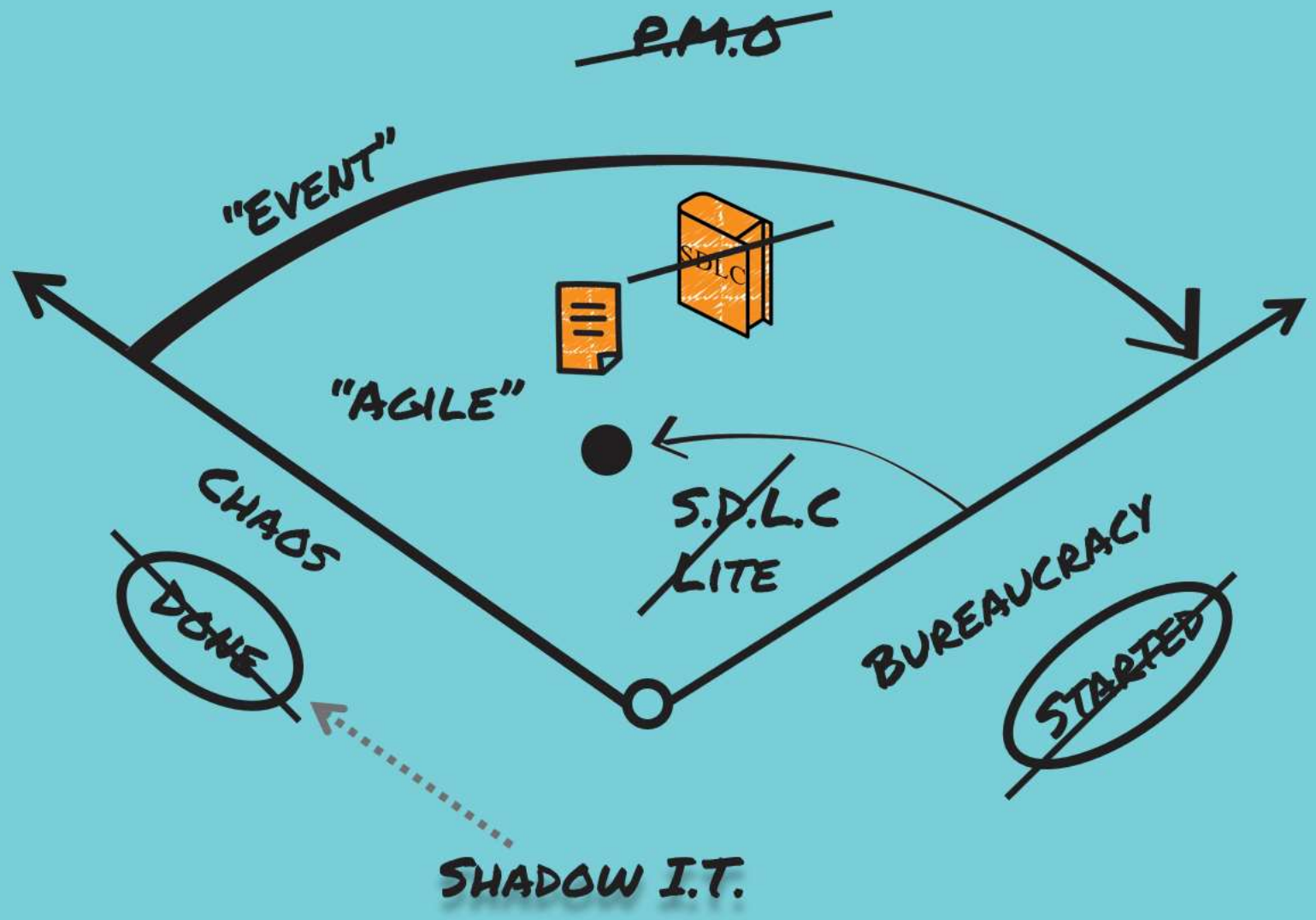

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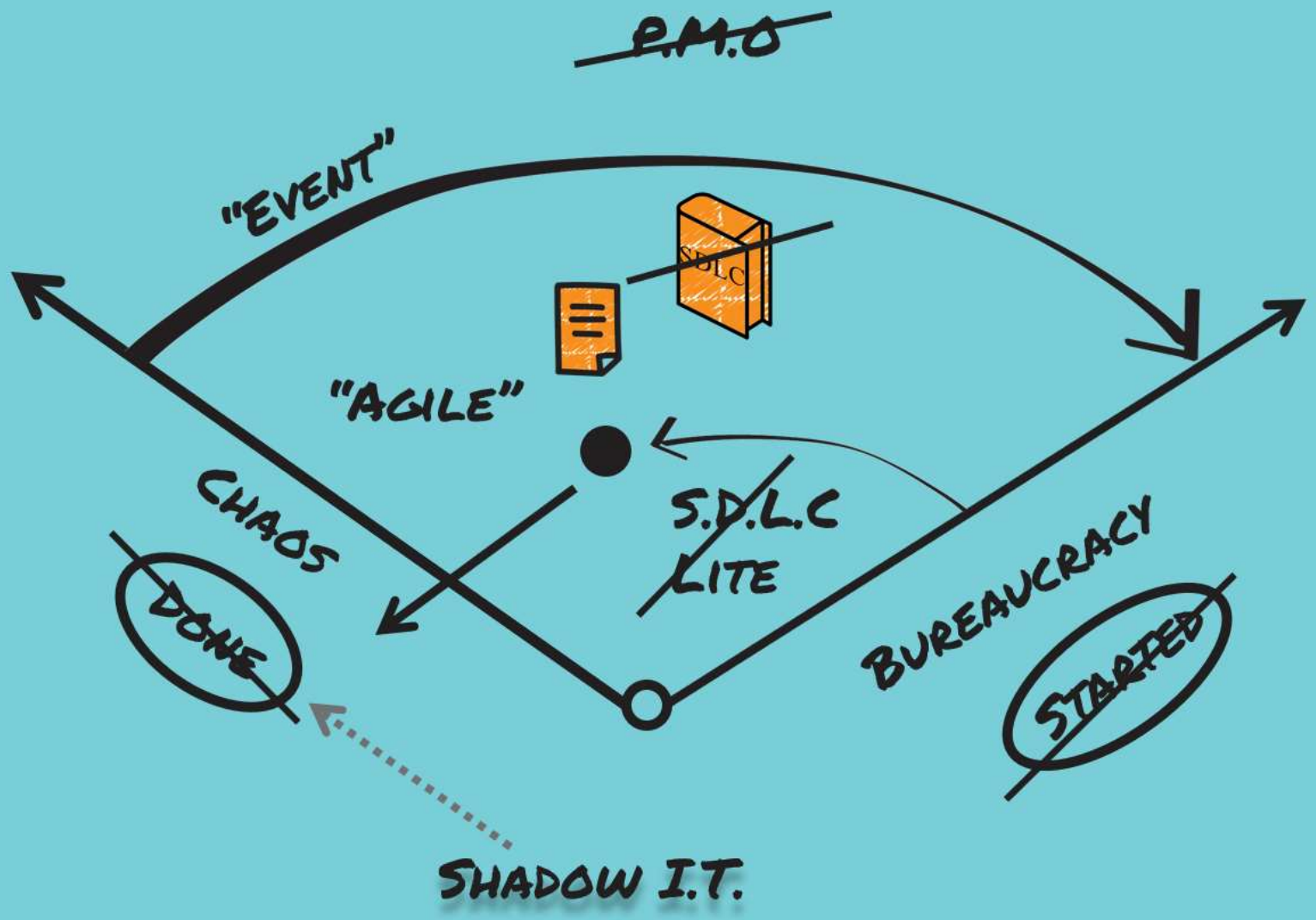

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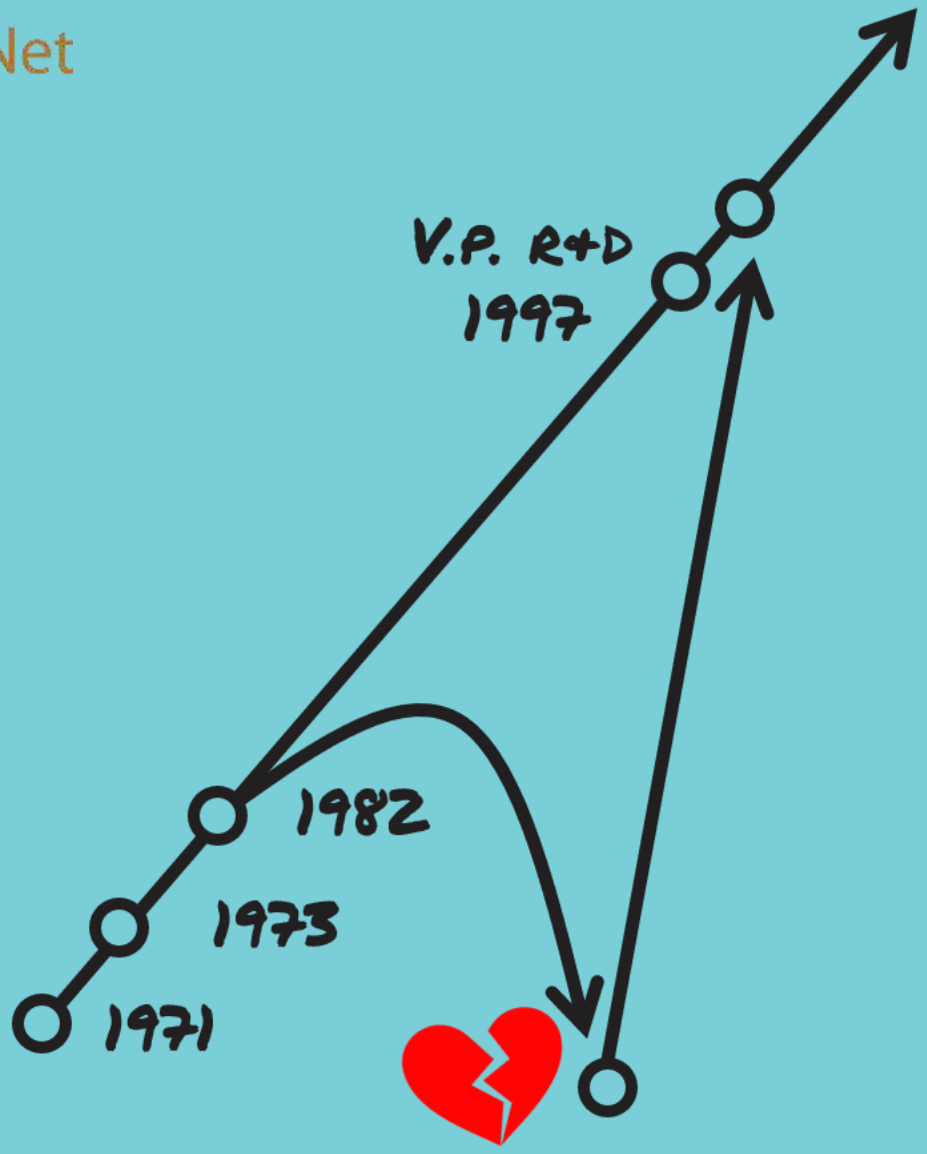

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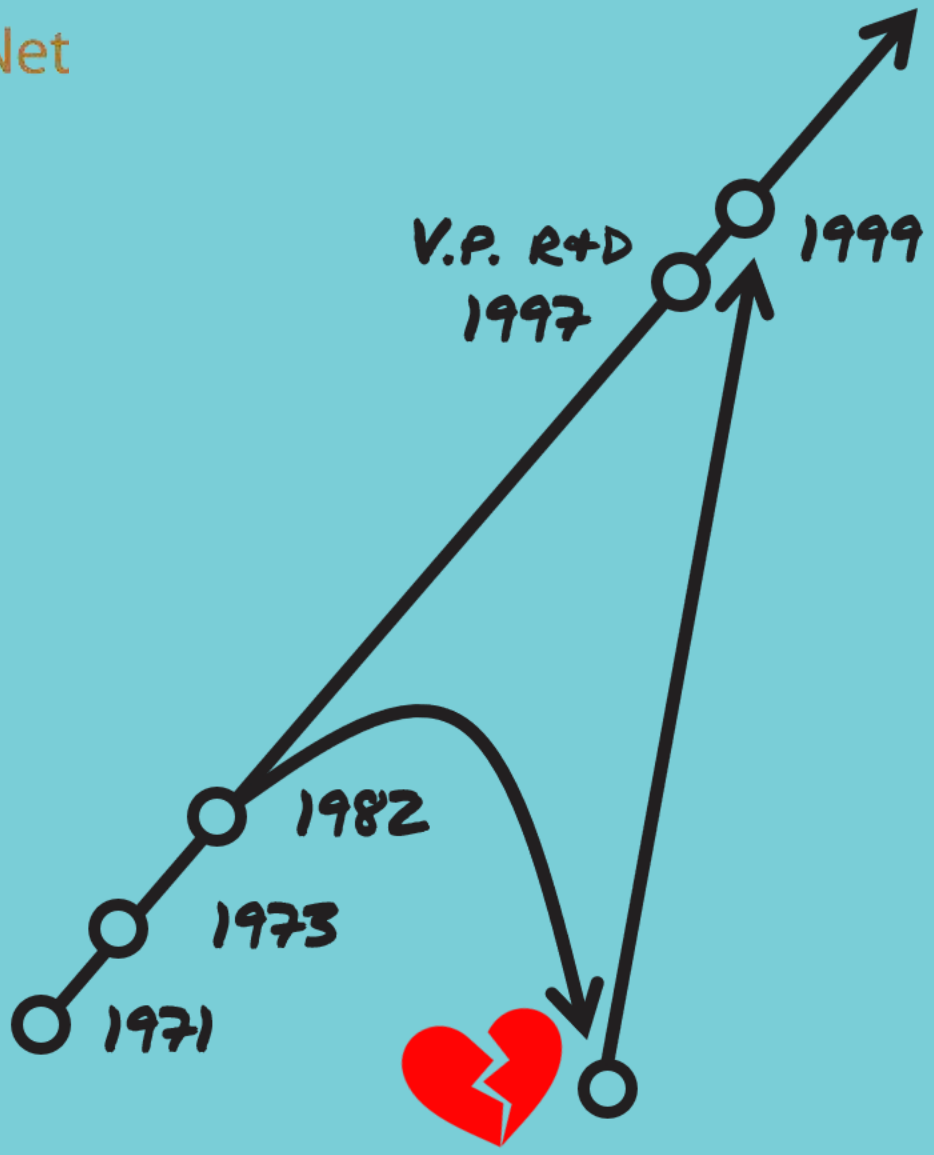

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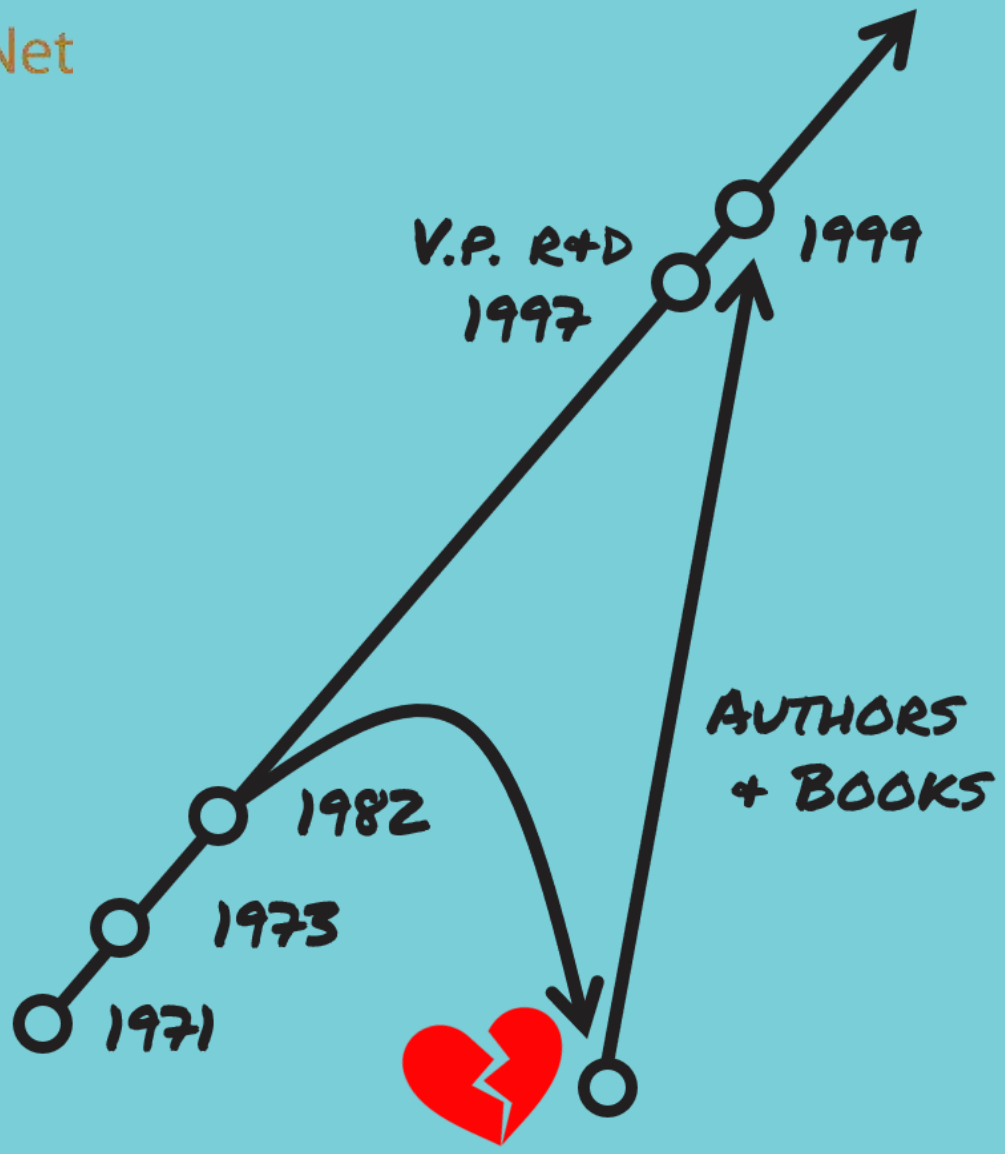

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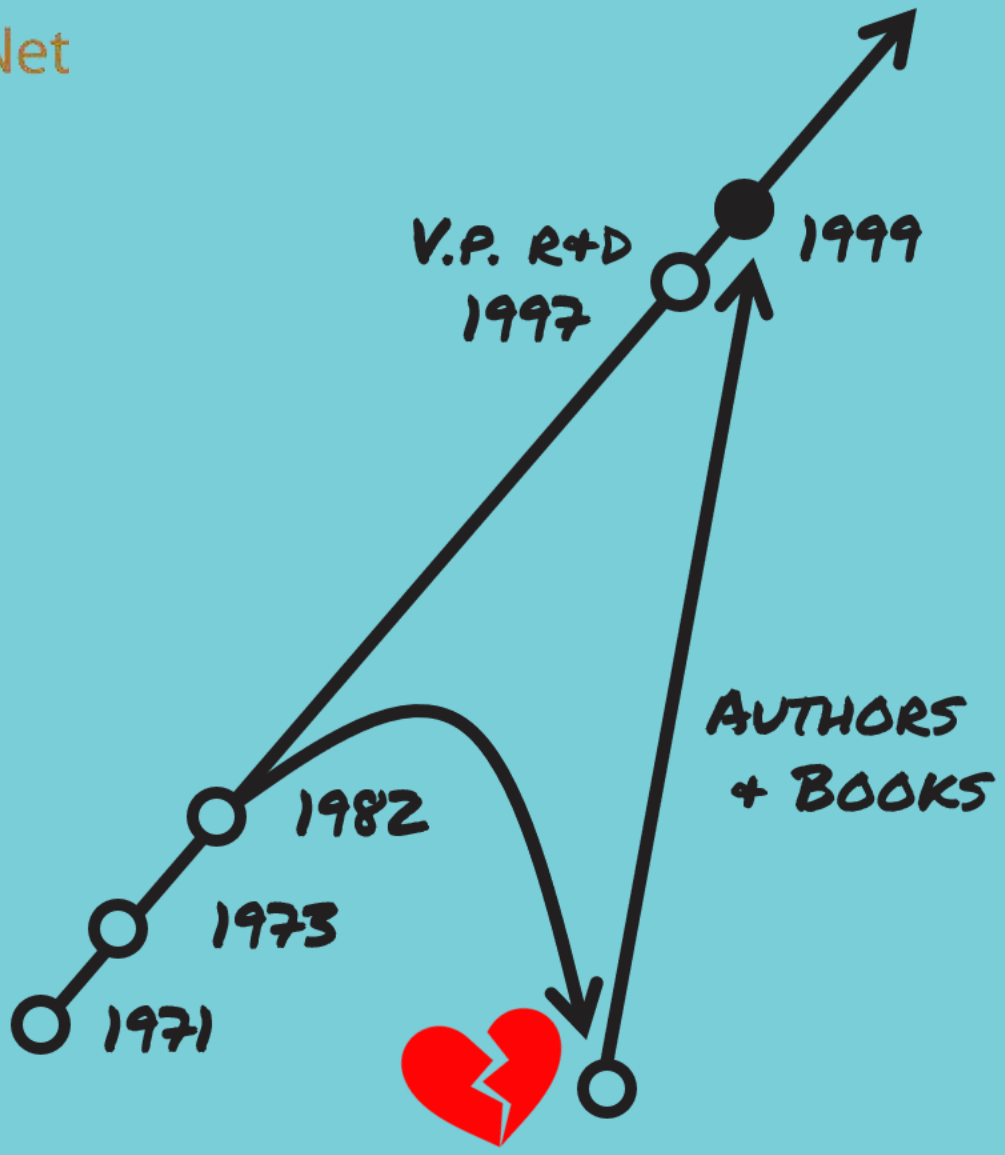

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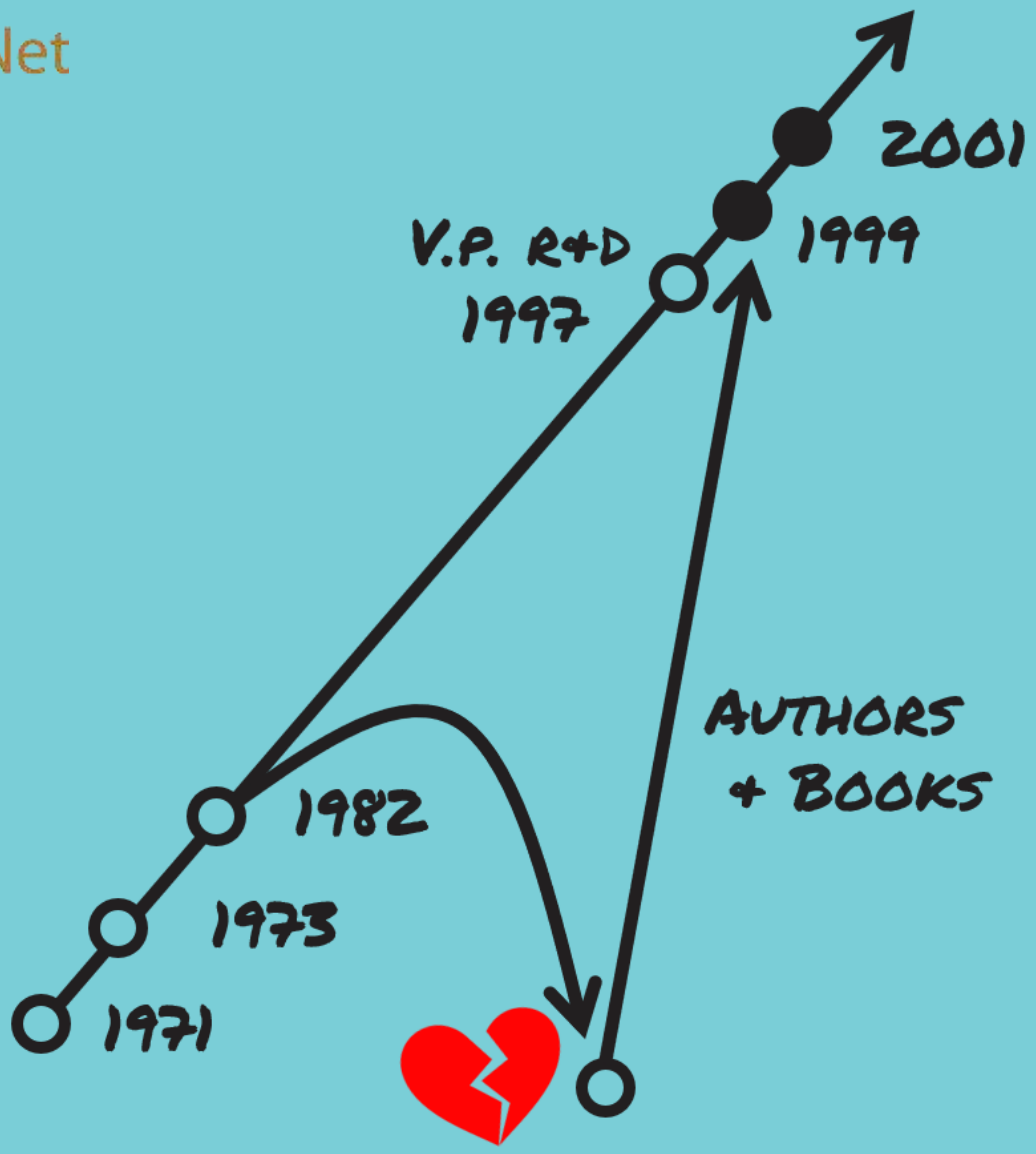

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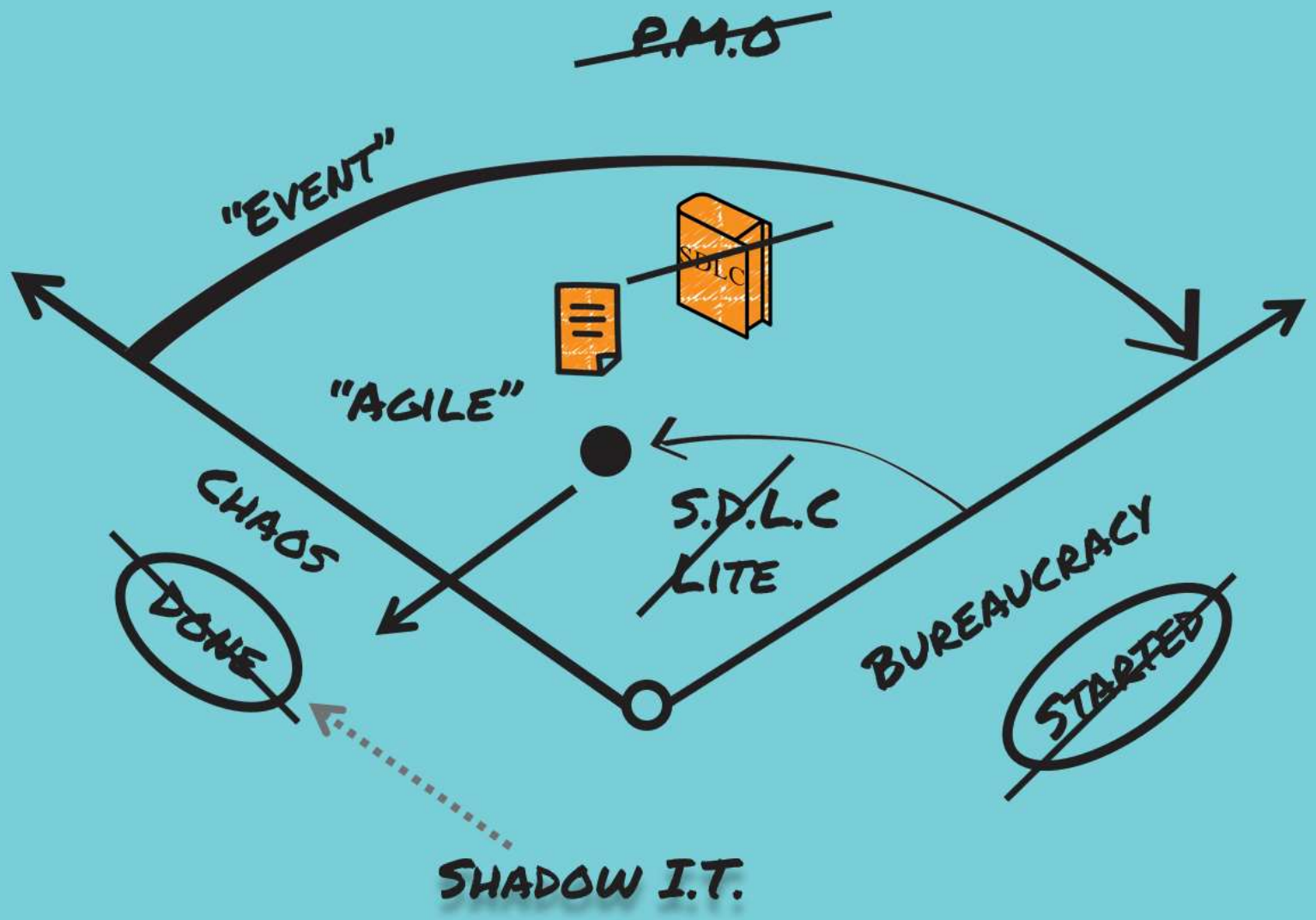

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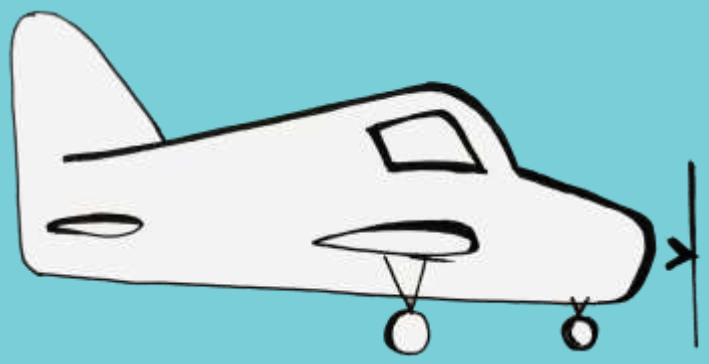

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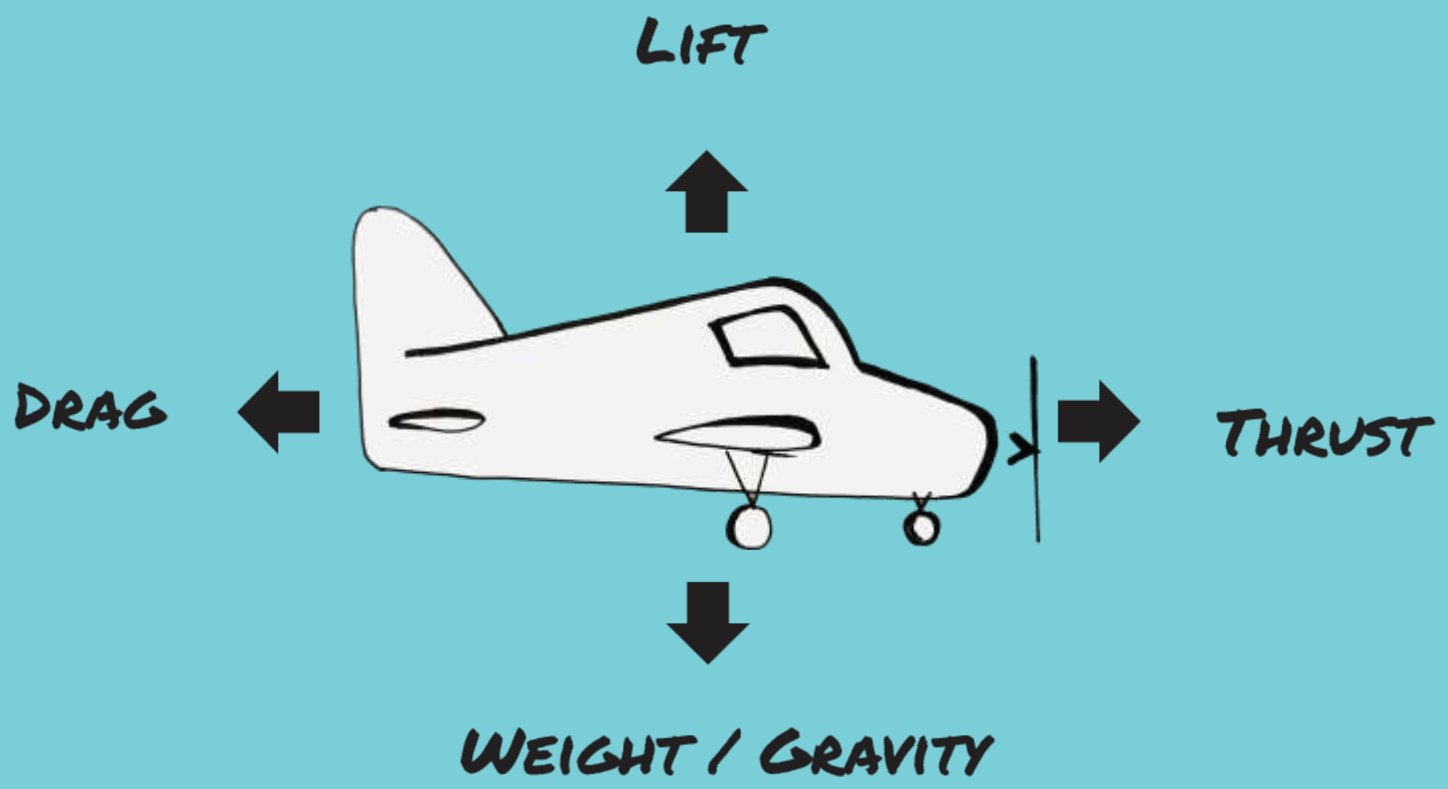

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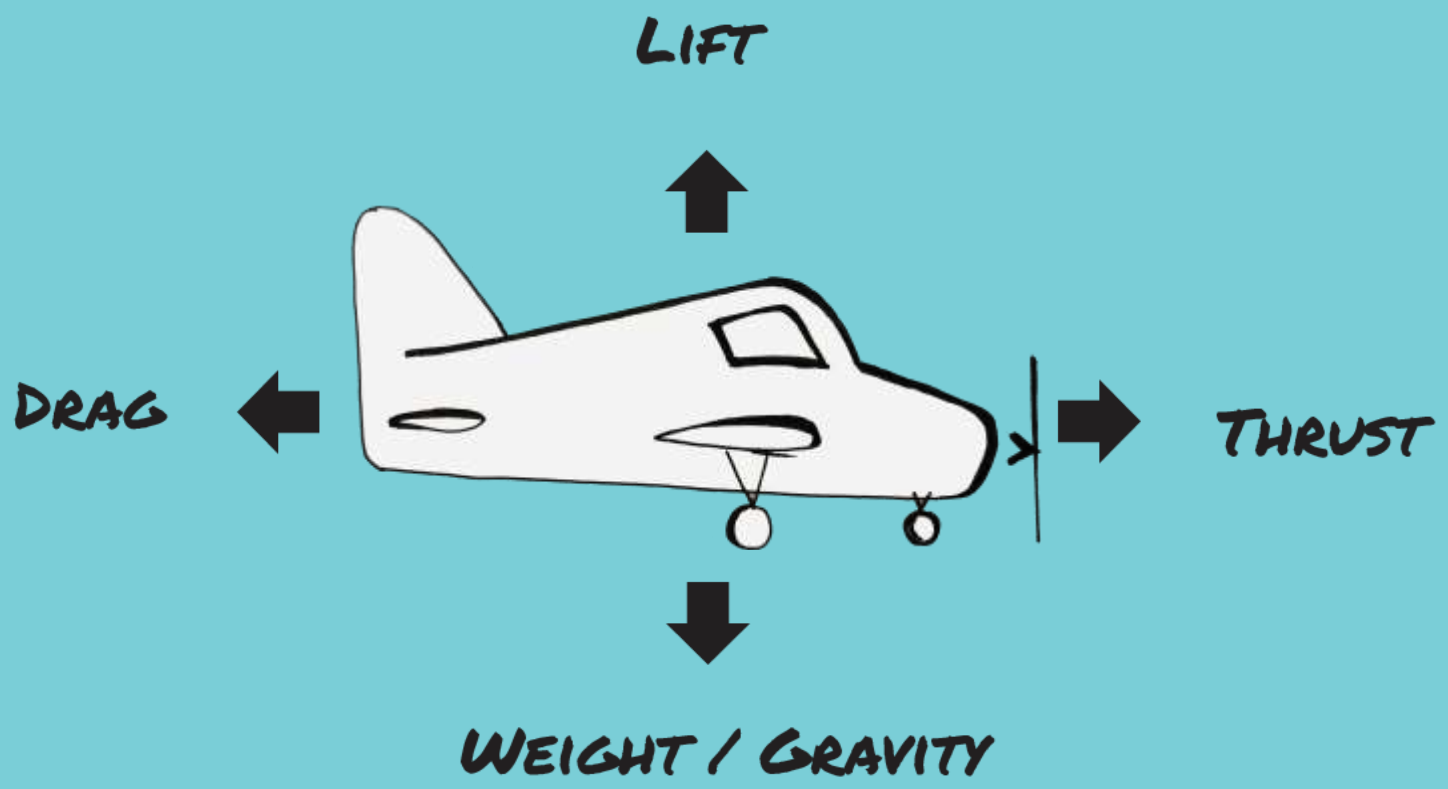

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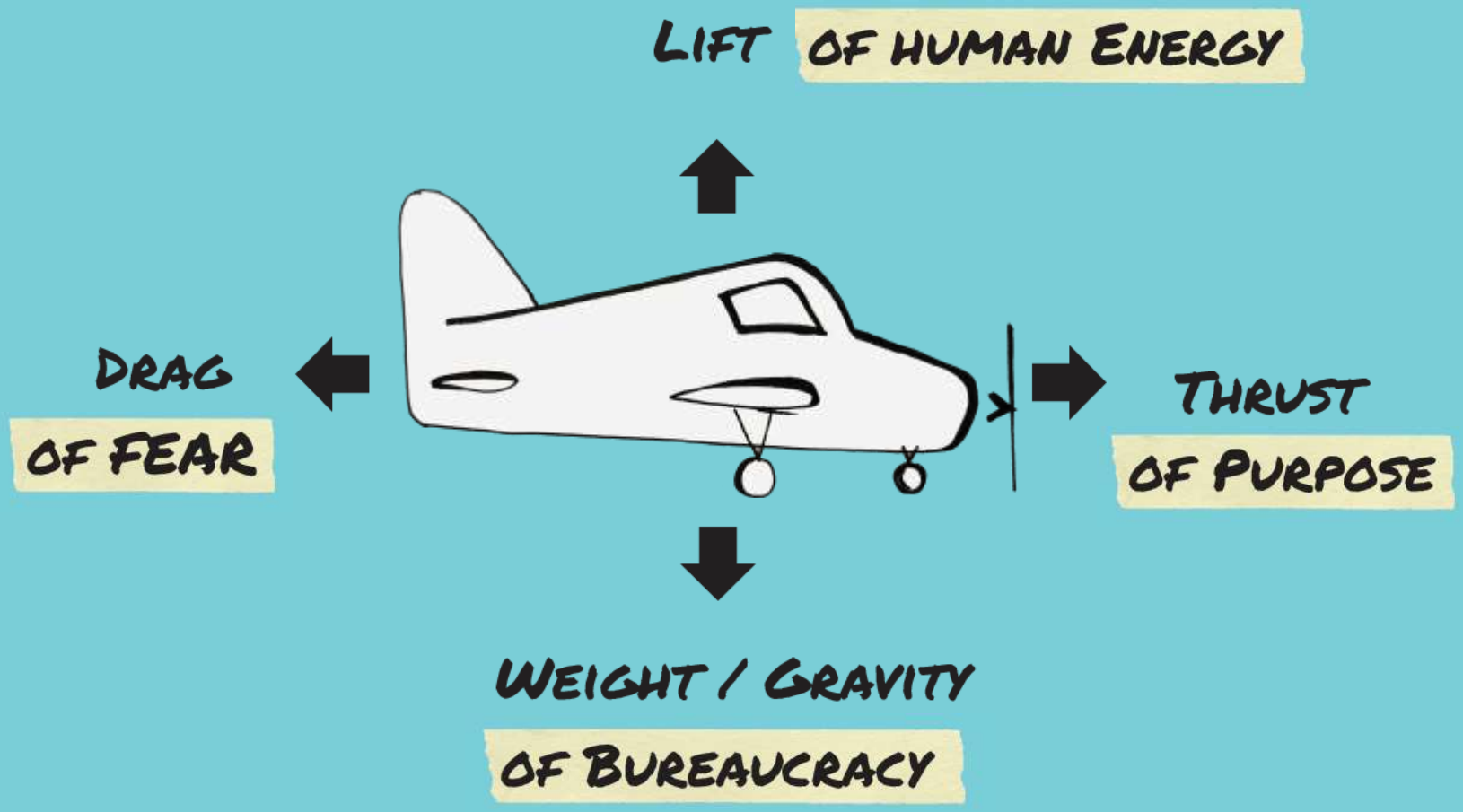

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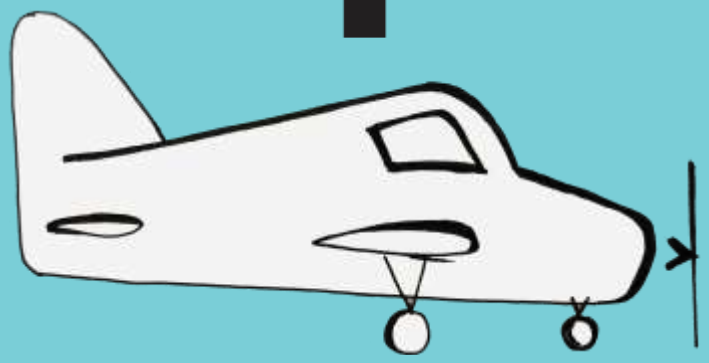
Lift of Human Energy

Clarity, getting meaningful things done



Drag of Fear

Micro-managing

Thrust of Purpose

External focus

Weight / Gravity of Bureaucracy

Meetings, Slow or no decision making

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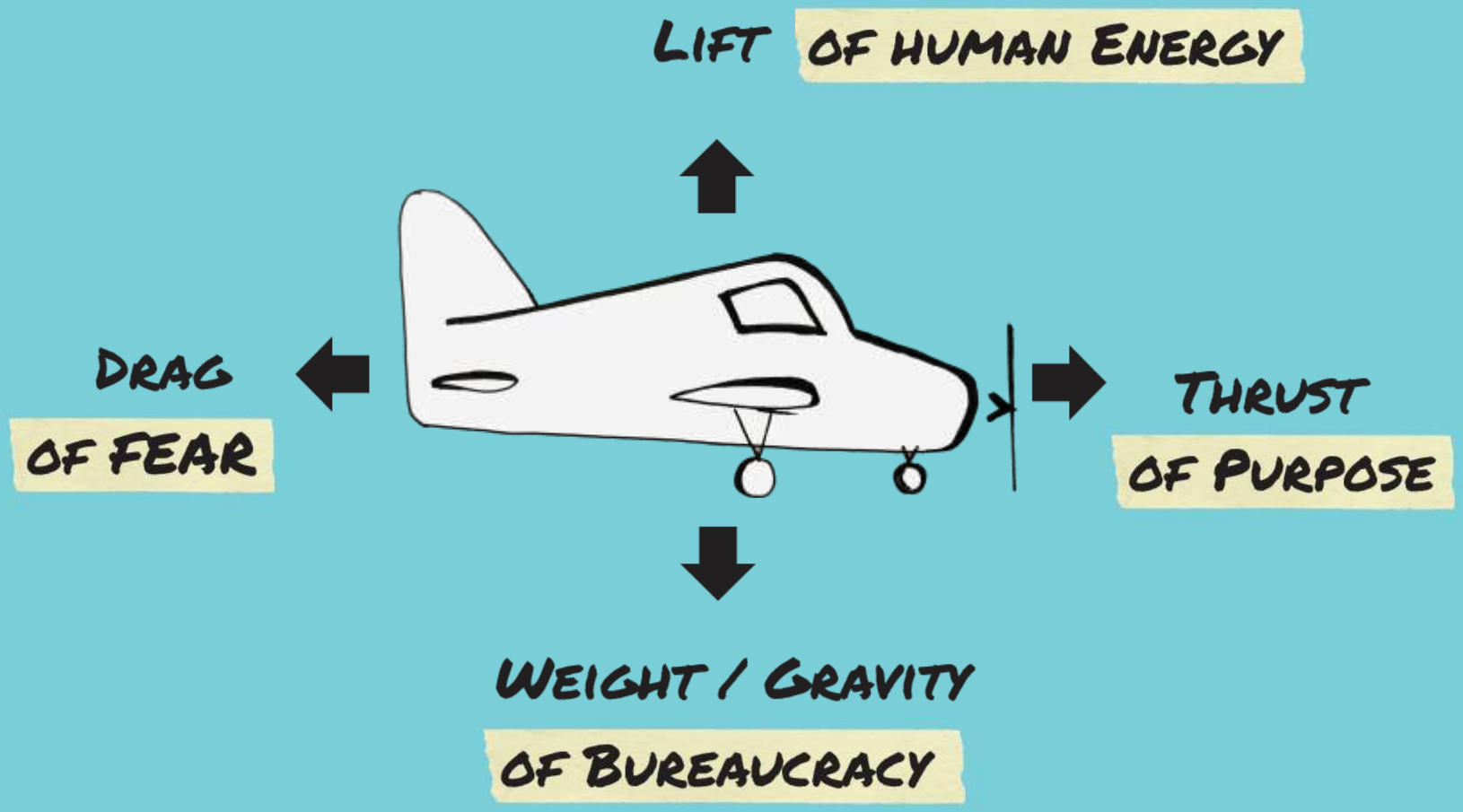

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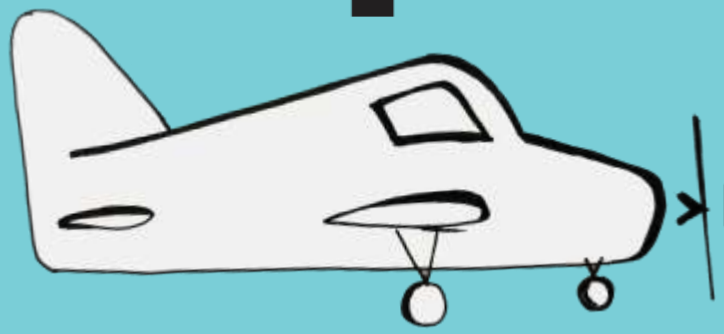
Lift of human energy

Drag of fear



Thrust of purpose

Weight / Gravity of Bureaucracy

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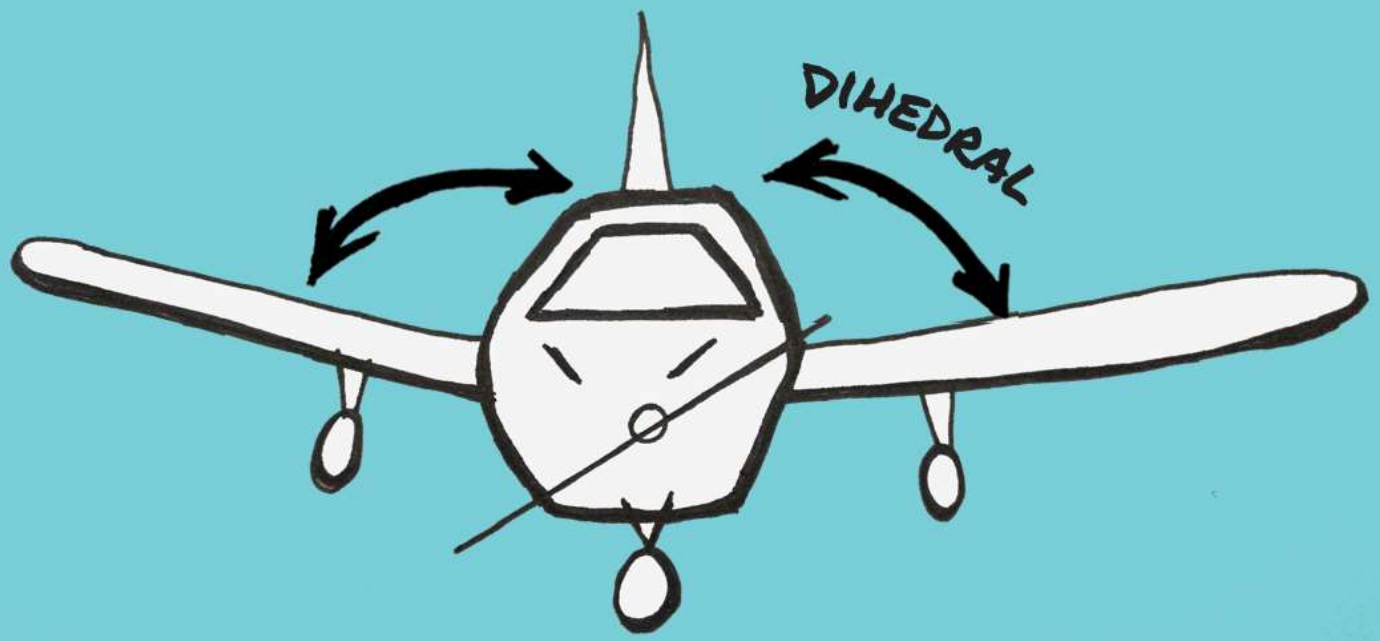
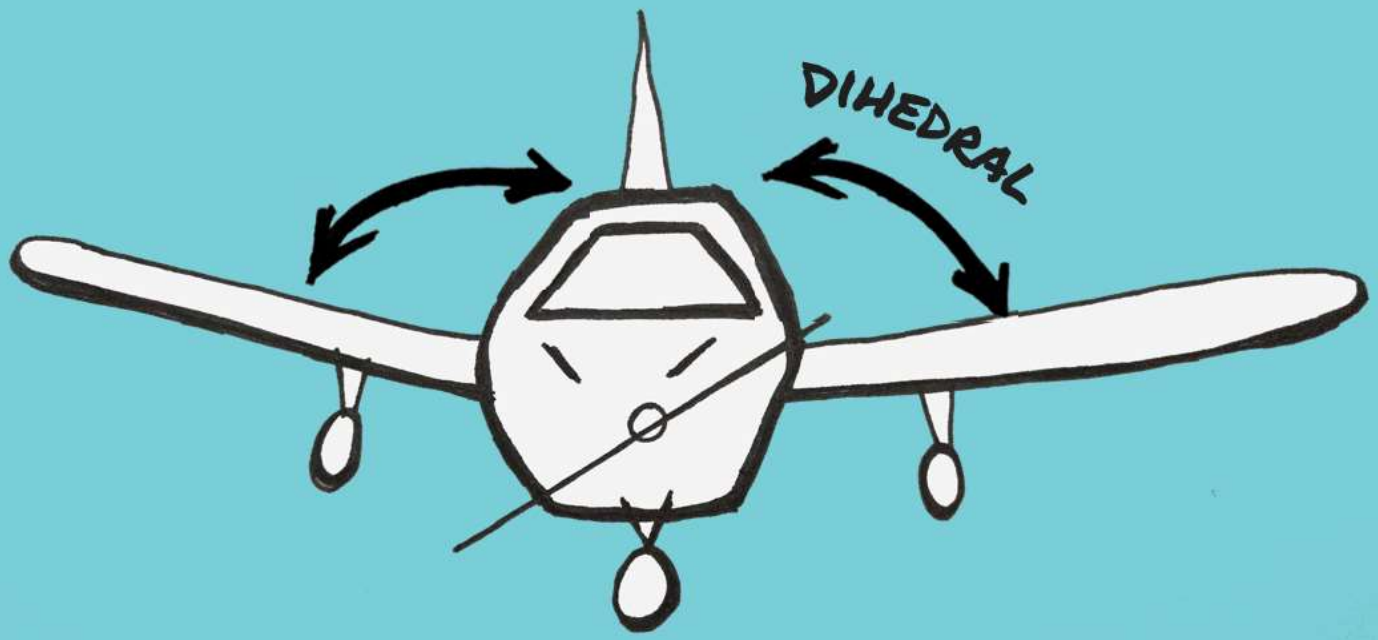
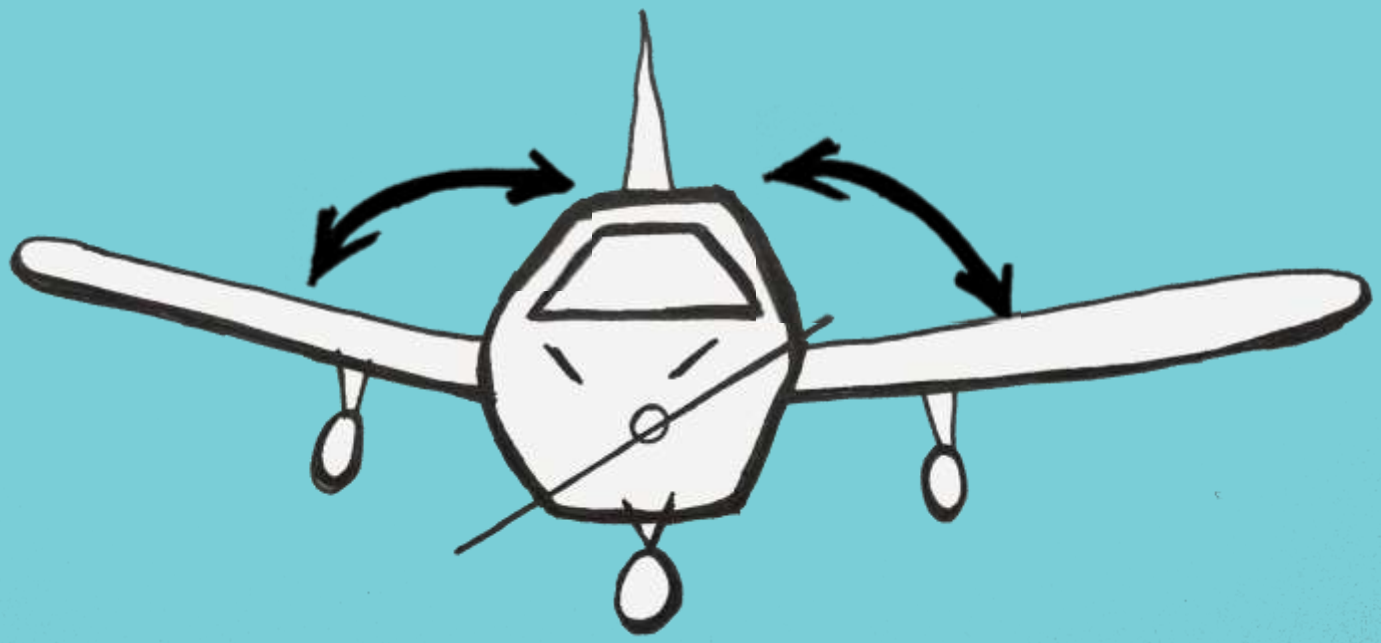


POSITIVE STABILITY



Positive Stability vs. Catastrophic Instability



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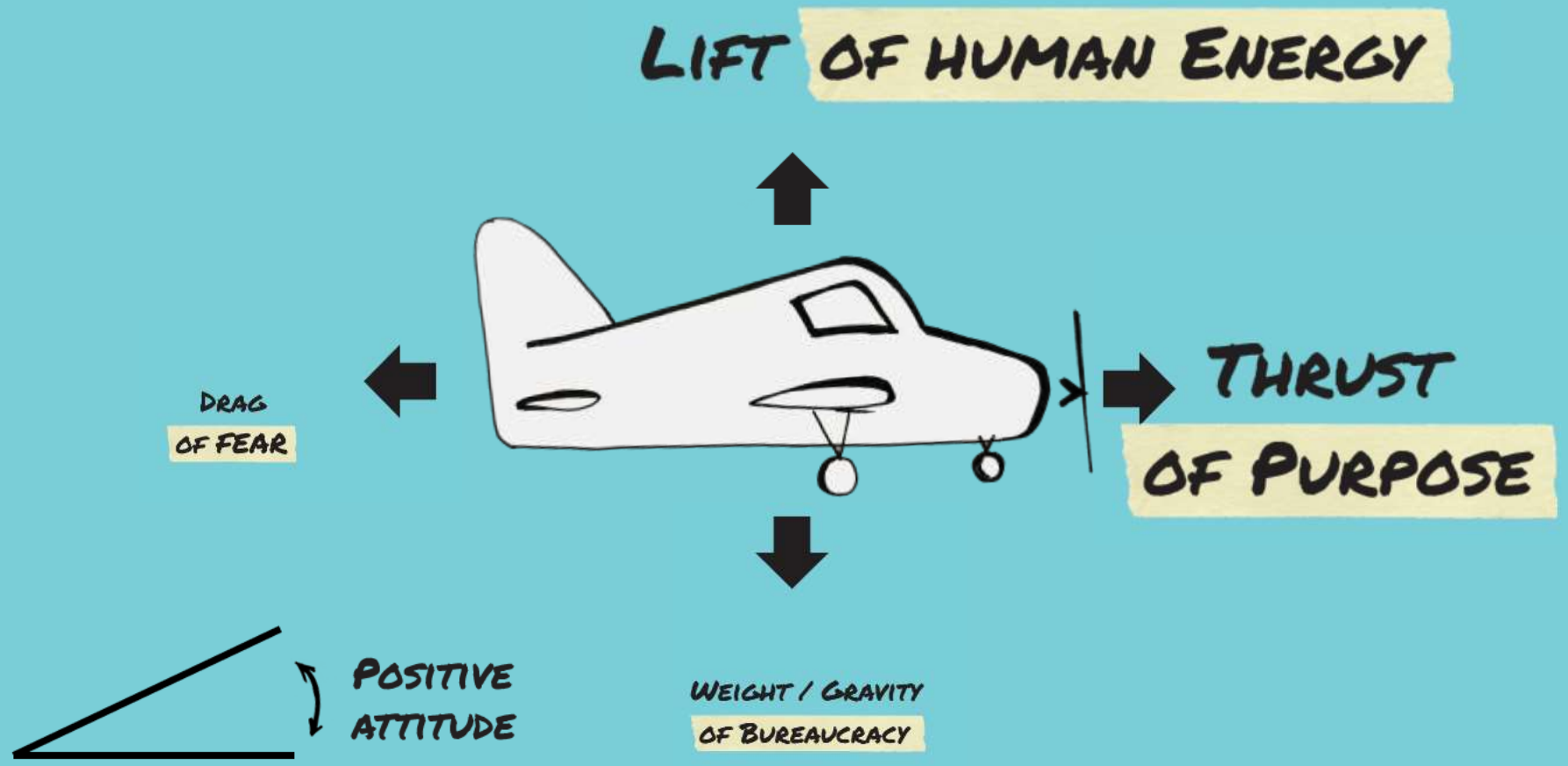

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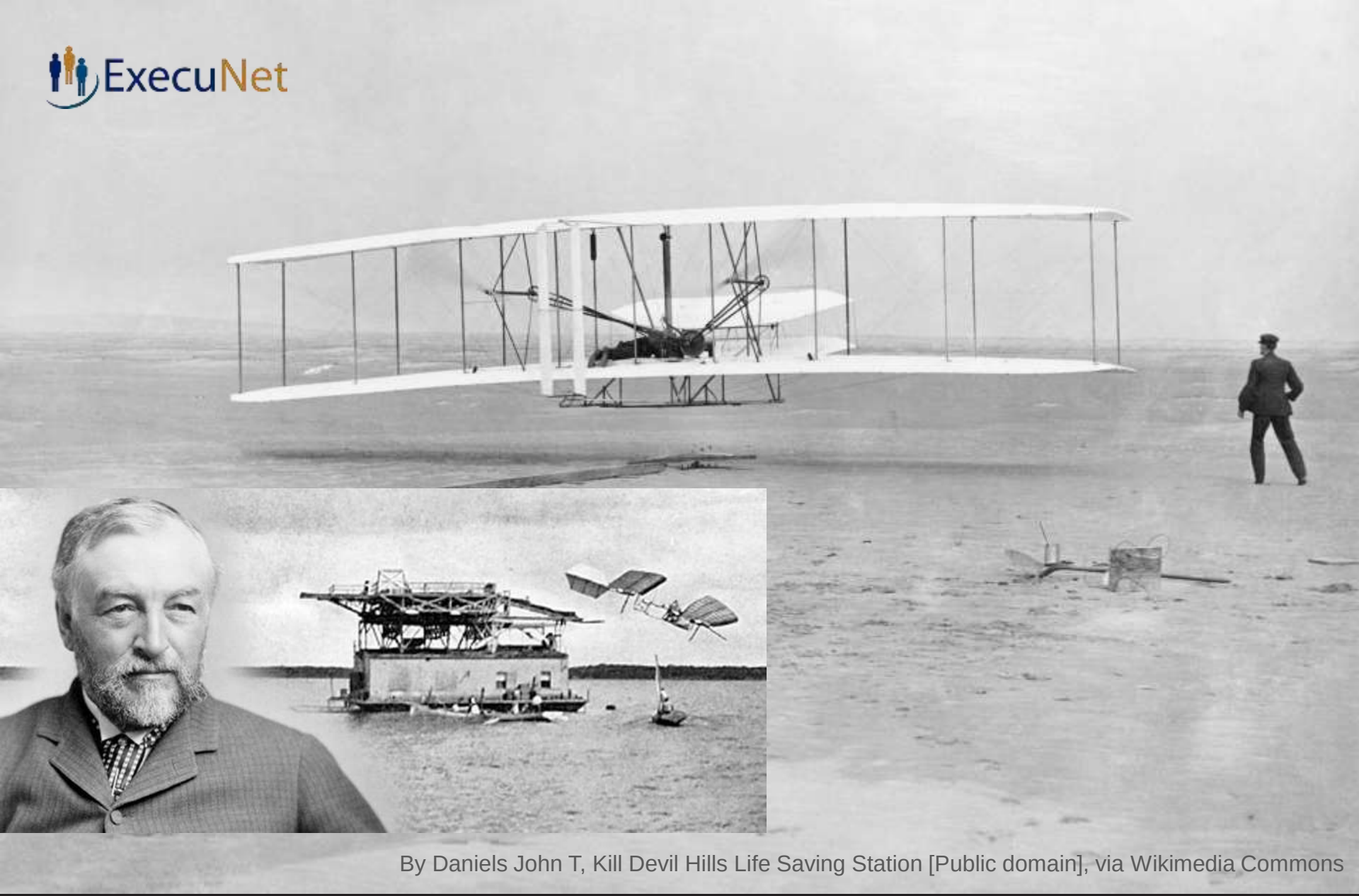

By Daniels John T, Kill Devil Hills Life Saving Station [Public domain], via Wikimedia Commons

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You Can Lift the
Human Energy of Your Team

and fly to heights and distances
<u>previously unimaginable</u>

DO
DON'T

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Building A Culture of Joyful Leadership

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Building A Culture of Joyful Leadership

- Start with Purpose

Building A Culture of Joyful Leadership

- Start with Purpose
- Value Leaders, Not Bosses

Building A Culture of Joyful Leadership

- Start with Purpose
- Value Leaders, Not Bosses
- Pursue Systems, Not Bureaucracy

Building A Culture of Joyful Leadership

- Start with Purpose
- Value Leaders, Not Bosses
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- Care for the Team

Building A Culture of Joyful Leadership

- Start with Purpose
- Value Leaders, Not Bosses
- Pursue Systems, Not Bureaucracy
- Care for the Team
- Learn Together

Building A Culture of Joyful Leadership

- Start with Purpose
- Value Leaders, Not Bosses
- Pursue Systems, Not Bureaucracy
- Care for the Team
- Learn Together
- Become Storytellers

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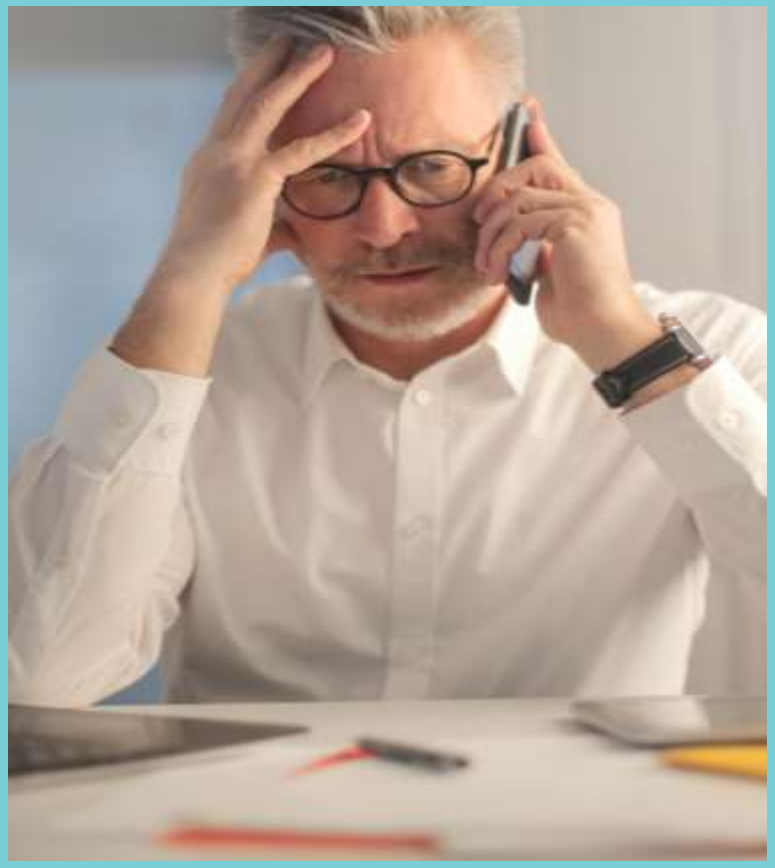
The wisdom of an 8-year-old



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Start with Purpose

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Where to begin?

Look outward and ask two questions:

- Who do you serve?
- What would delight look like for them?

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Value Leaders, Not Bosses

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Are bosses bad and leaders good?

- Bosses don't like experiments, leaders do
- Start small …

  Eliminate one meeting, try standup

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Pursue Systems,
Not Bureaucracy

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Why does systems thinking matter?

- Systems should match purpose
- Systems, not heroes
- Gall's Law

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Care for the Team

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What are your human processes?

- Recruiting
- Interviewing
- Onboarding
- Team builds the team
- Strategic pairing

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Learn Together

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Why do we need to be learning?

- Reduce threats
- Increase speed
- Leaders are learners
- Pairing is our learning engine

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Become Storytellers

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Why are stories important?

- Chief storyteller
- Team of storytellers
- Tours and accountability

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Bigger than Ourselves

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What is the scope of your impact?

"Ask not what your country can do for you, ask what you can do for your country."

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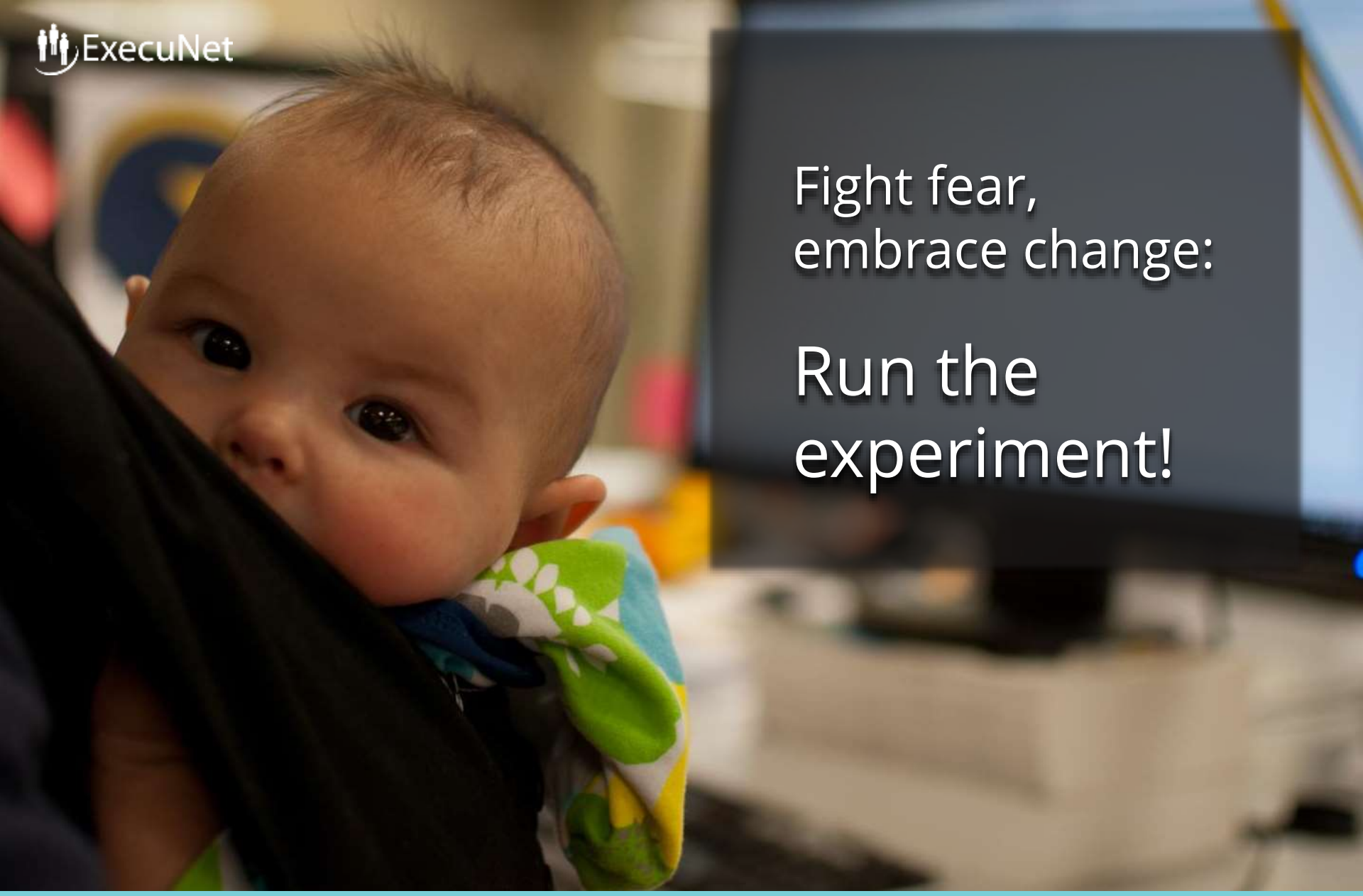
Start Where You Are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Fight fear,
embrace change:
Run the
experiment!

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START

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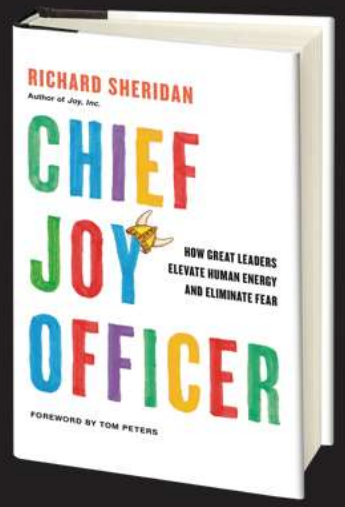

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