P3
Setting A Place at the Fatherhood Table: Developing an Organizational Strategy

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Importance of Gratitude

• Share gratitude expression with person sitting next to you:
  “Thank You for whatever it took for you to be here today and to be present!”

• NOW, get up and share a gratitude “experience” that is higher than the person expects.

• Give someone an unbelievable “experience”
The “Experience” Begins with YOU…

- **Setting a Place at the Table** – is about preparing you and your organization to best serve your clients and your stakeholders.

- Ask yourself:
  - What “experience” do I want our clients to have?
  - How prepared am I to create that “experience”?
  - How well does our organization understand the “experience” we want to create?

- This session will better prepare you to create an “unbelievable experience”
Session Key Components

✓ Intentionality

✓ Interconnectivity

✓ Transferability
Intentionality 1

• Purposeful, laser-focused on organization mission, vision and goals

• The “WHY” of Your Organization

• QUESTION:

“How are services your organization provides different from services I can receive from Social Services or another program in our area?”
Intentionality 2

• "5-WHY’s" activity
  • Partner 1 asks the question
  • Partner 2 responds (Why #1)
  • Partner 1 asks "WHY?" – until 5 Why’s have been asked
  • Partner 2 responds to each "Why?"
  • Partner 2 writes response to 5th "why?" question in session notes
Intentionality...

• What similarities or differences exist between your organization’s vision and mission statement and your response to the LAST WHY?...

• Are there areas to tweak?
Interconnectivity

• Learnings, tools and strategies consistent and aligned with your mission, vision and goals

• **Leadership is a social process** and **NOT** defined by title, rank or position; involves influence, communications and collaboration
Interconnectivity...

Leadership process consists of three key components:

• **Direction** – how will we decide on a shared direction?

• **Alignment** – how will we coordinate our work, so it fits together

• **Commitment** – how will we maintain commitment to the collective?
Effective Leadership DAC Model

Buy in but uncoordinated
- Competing for resources
- Failure to agree deadlines and ways of working

Coordinated, facing same way but lacking momentum
- Promises without delivery
- Nobody “walks the talk”
- Only easy things get done
- Failure to progress

Willing cooperation - lacks purpose
- Inertia
- Running in circles
- Teams going nowhere fast;
- Everyone heading in different directions
STEP ONE: DIAGNOSIS...

How is the organization’s “leadership health”?

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DAC Self-assessment

<table>
<thead>
<tr>
<th>NOW</th>
<th>DEVELOP</th>
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<tbody>
<tr>
<td>Right team: Do we have the right team to guide us and discover the most critical things?</td>
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<td>Right process: Are leaders committed to a process of discovering what’s really important?</td>
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<td>Right data: Have we analyzed data from multiple perspectives (i.e., internal vs. external)?</td>
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<td>Right conclusions: Have we narrowed our focus so that we will have the greatest impact?</td>
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<td>Vision: Is our vision current, compelling, enabling, truthful, relevant, urgent and personal?</td>
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<td>Diagnosing: Do we understand what’s causing the gap between current and future states?</td>
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<td>List avoidance: Are we focused on lists or seeing the interconnections among key things?</td>
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<td>Sociotechnical: Are we paying attention to what’s good for both our work and people?</td>
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<td>Using a map: Have we adopted a framework that helps us make better decisions?</td>
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<td>Fresh eyes: Have we invited people to think along with us who will also challenge us?</td>
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<td>Effort: Do we take an opportunity to slow down in order to then speed up?</td>
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<td>Hotspots: Are we making certain the work does not overload certain teams or units?</td>
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<td>Loud and clear: Are people hearing our communications? Do they understand?</td>
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<td>Team effort: Are middle managers brought into the loop early and broadly?</td>
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<td>Top-down and bottom-up: Are we balancing listening with telling? Are we engaging people in ways that matter most to them?</td>
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<td>Emotional hook: Have we made it clear why people should care?</td>
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<td>Right people: Have we involved the key people who will most influence others to follow us?</td>
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<td>Repeated processes: Have we invested in processes to address new opportunities?</td>
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<tr>
<td>Rapid prototyping: Do we understand how rapid prototyping can help us learn what really works rather than overinvesting in approaches that may never succeed?</td>
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STEP TWO: “GET SECOND OPINION”

• Share your results with table group

STEP THREE: PROGNOSIS

• Use “wisdom of the crowd” to determine sessions to attend
STEP FOUR: CREATE Your "CARE TEAM"

- Begin your Connection Map...

Draw lines to indicate closeness/familiarity with you/org

- ME
  - Program Lead, Sarah K
  - Jack E.
  - Boss/Manager
Transferability

• Method and strategy to take learnings, tools and strategies back home.

• Complete Transferability & “Next Steps” Checklists
Summary of Key Points

• **Intentionality – Interconnectivity – Transferability** – are key to summit success

• Choose sessions that support your organization’s mission, vision and goals. Expand your reach and effectiveness.

• Leadership is a social process is EVERYONE MUST create the “experience” you want constituents and stakeholders to have

• Maintain focus on **Direction-Alignment-Commitment** – difference in success and less-than success
Questions and Answers
Stay in touch with us!

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