

Fanning the Fatherhood **FIRE**:

A National Fatherhood Summit
June 4-6, 2019 | Nashville, Tennessee



Family-focused 🔥 Interconnected
Resilient 🔥 Essential

P3

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

Presenter:

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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 ask "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:

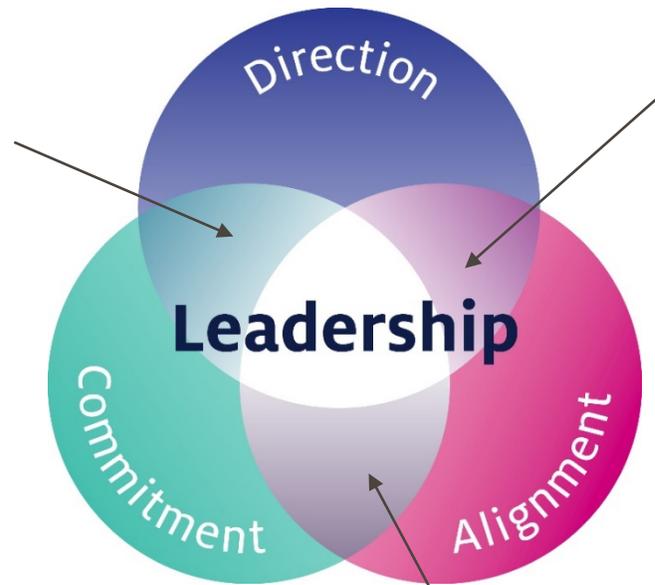
- **Direction** – how will we decide on a shared direction?
- **Alignment** – how will we coordinate our work, so it fits together
- **Commitment** – how will we maintain commitment to the collective?



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...

TAKE THE SURVEY



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DAC Self-assessment

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

How is the organization's "leadership health"?



STEP TWO: “GET SECOND OPINION”

- Share your results with table group

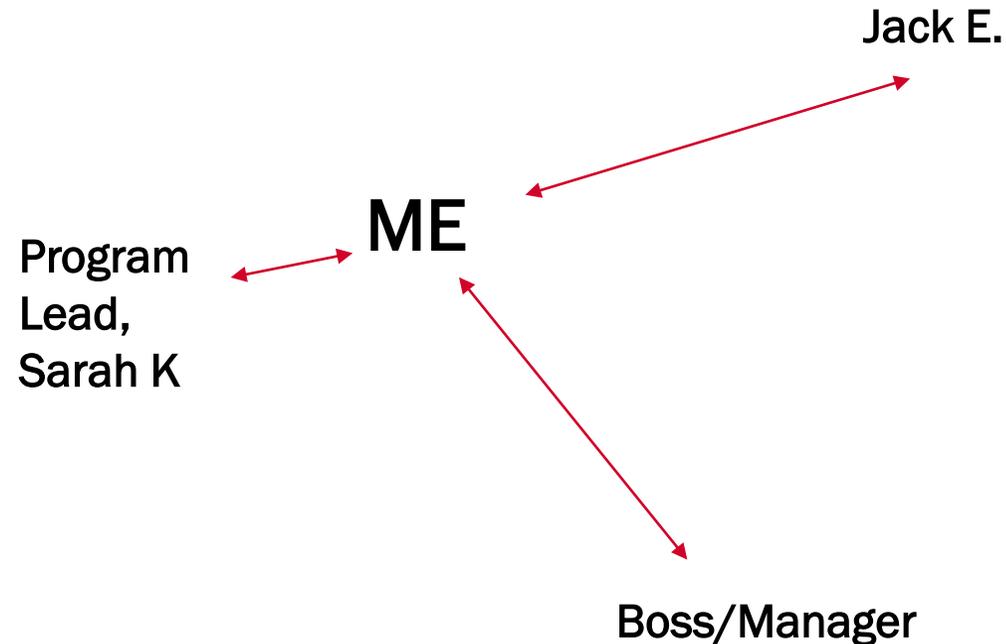
STEP THREE: PROGNOSIS

- 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



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



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Stay in touch with us!

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