Colorado State University HR Conference

Learn ~ Grow ~ Connect

9:00 - 10:30 am

Three Strategies to Transform HR from the Inside Out

Linda Rad, MSM, PCC, CPCC, SHRM, SPHR, ODN
Strategy I

Build Trust

► You
► Team
► Stakeholders
The Trust Equation

Trustworthiness = Credibility x Reliability x Intimacy
Self-Orientation
Strategy II

Commit to the Practice of Leadership

- 15 Commitments
- Above and Below the Line
- Locating Yourself
Commitments of Conscious Leadership

- Taking radical responsibility
- Learning through curiosity
- Feeling all feelings
- Speaking candidly
- Eliminating gossip
- Practicing integrity
- Generating appreciation
- Excelling in your zone of genius
- Living a life of play and rest
- Exploring the opposite
- Sourcing approval, control and security
- Having enough of everything
- Experiencing the world as an ally
- Creating “win for all” solutions
- Being the resolution
Thinking and Behaviors

Above the Line

Action
Results
Abundance
Choice

Solution
Feedback
Clarity
Responsibility

Acceptance
Hope
Respond
Positive

Below the Line

Failure
Stuck
Excuses
Scarcity

Fear
Victim
Uncertainty
Problem

Procrastination

Blame
React
Judgement
Hopelessness
## Statements
- What can I learn from this?
- How is the opposite as true?
- How is this familiar?
- I appreciate you for...
- I take responsibility for...
- I agree to...
- I choose to...
- I created...
- How is this for me?
- What I hear you saying...
- My body sensations are...
- I feel... (sad, angry, scared, joyful, sexual/creative)

## Behaviors
- Breathe
- Significantly change my posture
- Take responsibility
- Question my beliefs
- Feel emotions
- Listen consciously
- Speak unarguably
- Make impeccable agreements
- Appreciate
- Create win for all solutions
- Play

## Beliefs
- I am the creator of my well-being
- There are more than two possibilities
- It is valuable to question my thoughts and beliefs
- My feelings are intelligent
- Approval, control and security are something I already have
- All people and circumstances are my allies
- Revealing creates connection and vitality
- Play and rest are key to peak performance

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**("BY ME")**
- Responsive / Curious / Growth & Learning

**("TO ME")**
- Reactive / Defensive / Recycling Drama

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**Acceptance and Trust**

**Resistance and Threat**
<table>
<thead>
<tr>
<th>Statements</th>
<th>Behaviors</th>
<th>Beliefs</th>
</tr>
</thead>
<tbody>
<tr>
<td>I/You/They should</td>
<td>Hold your breath</td>
<td>Being right is the most important thing</td>
</tr>
<tr>
<td>I/You/They can’t</td>
<td>Fight/Flee/Freeze/Faint</td>
<td>There is a threat to me occurring out there</td>
</tr>
<tr>
<td>I’m right/They’re wrong</td>
<td>See others as needing help</td>
<td>There is not “enough”</td>
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<tr>
<td>It’s hard</td>
<td>Find fault/Blame</td>
<td>I need another’s approval</td>
</tr>
<tr>
<td>I’m trying</td>
<td>Cling to an opinion/argue</td>
<td>Safety and security come from outside myself</td>
</tr>
<tr>
<td>It’s not my fault</td>
<td>Rationalize/Justify</td>
<td>I need to be in “control” (of things I can’t control)</td>
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<tr>
<td>I’m confused</td>
<td>Gossip</td>
<td>There are only two options</td>
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<tr>
<td>The “truth” is</td>
<td>Get overwhelmed</td>
<td>To get to a solution, I have to be serious</td>
</tr>
<tr>
<td>I have to</td>
<td>Suppress emotions</td>
<td>I am better than/less than</td>
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<tr>
<td>You made me</td>
<td>Use distractions to relieve pain</td>
<td>There is a right/wrong way</td>
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<tr>
<td>I’m sorry (with an excuse)</td>
<td>(food, sex, drugs, media, work)</td>
<td>There is no choice</td>
</tr>
<tr>
<td>Always/Never</td>
<td>Enroll others to affirm my beliefs</td>
<td>My story about the situation is true</td>
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<tr>
<td>“Why” questions</td>
<td>Avoid all disconfirming data</td>
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<tr>
<td>You’re not listening to me</td>
<td>Be sloppy with your agreements</td>
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</tr>
<tr>
<td>It’s no use/I give up</td>
<td>Avoid conflict</td>
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<tr>
<td>My way or the highway</td>
<td>Be judgmental (right/wrong, good/bad)</td>
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<tr>
<td>They don’t get it</td>
<td></td>
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</table>
Strategic III  
Focus on Wellbeing

- Positive Emotion
- Engagement
- Relationships
- Mattering
- Achievement

Wellbeing
Happiness, Balance, Long Life, Health, Positive Relationships, Performance, Productivity, Flourishing
## Notes and Commitment

<table>
<thead>
<tr>
<th>PERMA</th>
<th>Where am I?</th>
<th>What’s my commitment?</th>
</tr>
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<tbody>
<tr>
<td>Positive Emotion</td>
<td>+</td>
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<td>Engagement</td>
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Everyone wants to do better.
Trust them.
Leaders are everywhere.
Find them
People achieve good things, big & small, every day.
Celebrate them.
Some people wish things were different.
Listen to them.
Everybody matters.
Show them.