

Colorado State University HR Conference

Learn ~ Grow ~ Connect

9:00 - 10:30 am



Three Strategies to Transform HR from the Inside Out

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Strategy I

Build Trust

- ▶ You
- ▶ Team
- ▶ Stakeholders



The Trust Equation

$$\text{Trustworthiness} = \frac{\text{Credibility} \times \text{Reliability} \times \text{Intimacy}}{\text{Self-Orientation}}$$

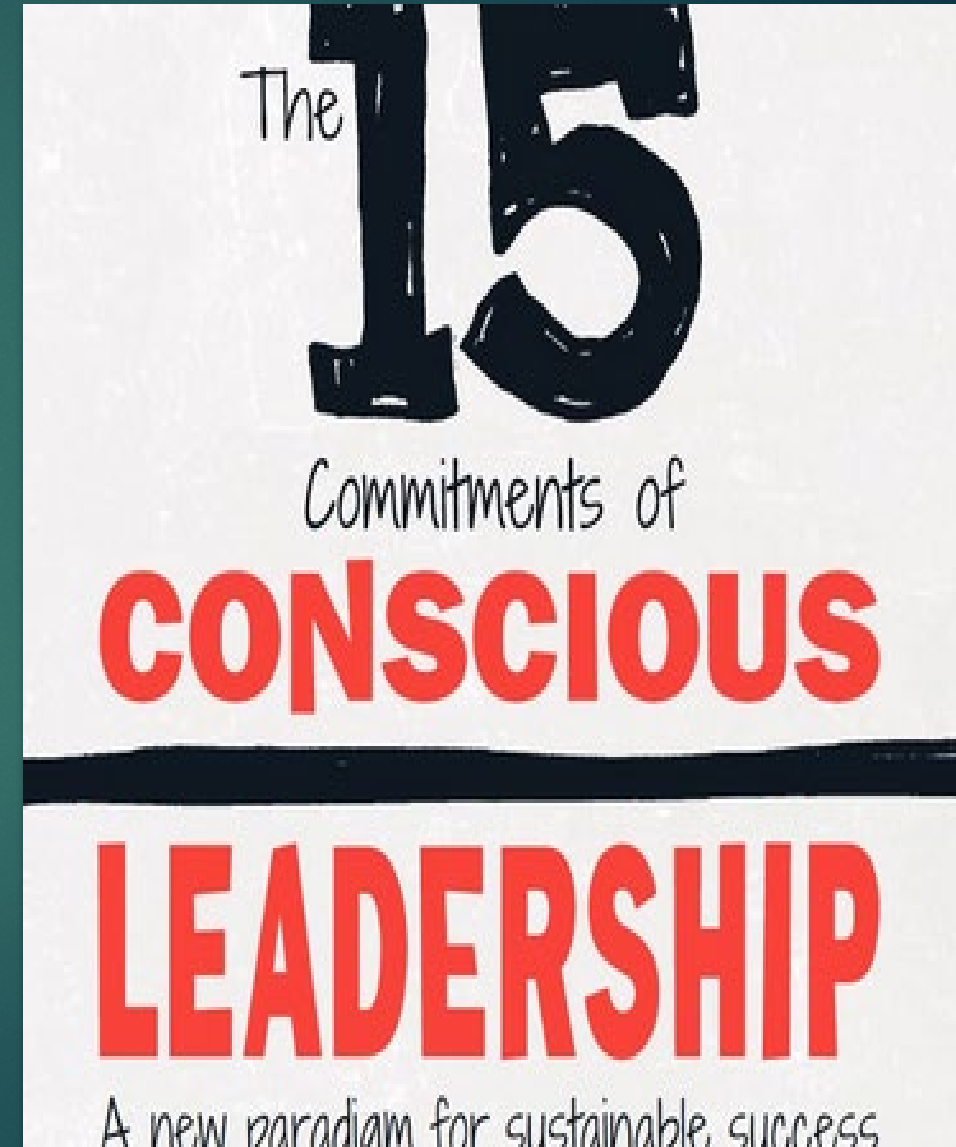
Strategy II

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



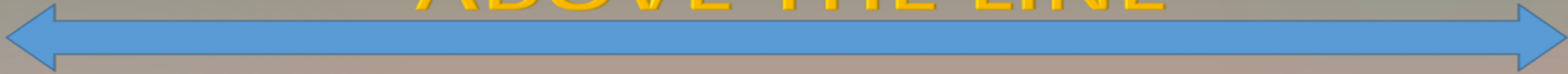
Thinking and Behaviors

Action
Results
Abundance
Choice

Solution
Feedback
Clarity
Responsibility

Acceptance
Hope
Respond
Positive

ABOVE THE LINE



BELOW THE LINE

Failure
Stuck
Excuses
Scarcity

Fear
Victim
Uncertainty
Problem
Procrastination

Blame
React
Judgement
Hopelessness

Locating Yourself: Above

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)

("BY ME")

Responsive / Curious / Growth & Learning

("TO ME")

Reactive / Defensive / Recycling Drama

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

ACCEPTANCE AND TRUST

RESISTANCE AND THREAT



Locating Yourself: Below

("BY ME")

Responsive / Curious / Growth & Learning

ACCEPTANCE AND TRUST

("TO ME")

Reactive / Defensive / Recycling Drama

RESISTANCE AND THREAT

Statements

I/You/They should

I/You/ They can't

I'm right/They're wrong

It's hard

I'm trying

It's not my fault

I'm confused

The "truth" is

I have to

You made me

I'm sorry (with an excuse)

Always/Never

"Why" questions

You're not listening to me

It's no use/I give up

My way or the highway

They don't get it

Behaviors

Hold your breath

Fight/Flee/Freeze/Faint

See others as needing help

Find fault/Blame

Cling to an opinion/argue

Rationalize/Justify

Gossip

Get overwhelmed

Suppress emotions

Use distractions to relieve pain

(food, sex, drugs, media, work)

Enroll others to affirm my beliefs

Avoid all disconfirming data

Be sloppy with your agreements

Avoid conflict

Be judgmental (right/wrong, good/bad)

Beliefs

Being right is the most important thing

There is a threat to me occurring out there

There is not "enough"

I need another's approval

Safety and security come from outside myself

I need to be in "control" (of things I can't control)

There are only two options

To get to a solution, I have to be serious

I am better than/less than

There is a right/wrong way

There is no choice

My story about the situation is true

Strategy III

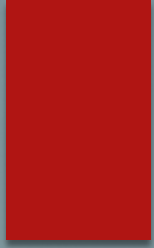
Focus on Wellbeing

- Positive Emotion
- Engagement
- Relationships
- Mattering
- Achievement

Wellbeing

Happiness, Balance, Long Life, Health,
Positive Relationships, Performance, Productivity,
Flourishing

Notes and Commitment



PERMA	Where am I? + <u>Λ</u>	What's my commitment?
Positive Emotion		
Engagement		
Relationships		
Mattering		
Achievement		



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.