

MINNESOTA FAMILY SUPPORT & RECOVERY COUNCIL

2018 ANNUAL CONFERENCE




# Let's Get Waaaaaay More Done

## The Art of Execution

Bruce Miles

9/28/2018 MFSRC Annual Conference 1

---

---

---

---

---

---


---

---



---

---

Introductions



> Bruce Miles

9/28/2018 MFSRC Annual Conference 2

---

---

---

---

---

---


---

---


---

---

Links for Leaders



**Links for Leaders**  
-  
**bigrivergroup.com**



9/28/2018 MFSRC Annual Conference 3

---

---

---

---

---

---

---

---

---

---

**Personal Worksheet**

Minnesota Family Support & Recovery Council  
 October 1, 2018 • St. Cloud, MN • 2:45 to 4:15 PM  
 Let's Get Waaaaaay More Done: *The Art of Execution*

1) Where do you need to be more effective, or get more done?

2) What might you use from...

A) Applied Leadership Research? (pages 1 – 3)

B) Leader's Wisdom? (page 4)

C) Planning & Decision-Making Tools? (page 5 – 11)

9/28/2018 MFSRC Annual Conference 4

---

---

---

---

---

---

---

---

---

---

**Leadership Issues (Pg 1)**

- How to challenge the status quo of the traditional competitive, individualistic organization.
- How to inspire a clear, mutual vision of what the organization should and could be.
- How to empower members through cooperative teamwork.
- How to lead by example.
- How to encourage the heart of the members to strive & persist.

9/28/2018 MFSRC Annual Conference 5




---

---

---

---

---

---

---

---

---

---

**Master Leadership Challenges & You'll Gain Followership (Pg. 2)**

Performing these five functions will help

Most leaders achieve goals...

- 1) Redefine the Map
- 2) Develop Followership
- 3) Teach & Learn
- 4) Build Community
  - 1) Culture
  - 2) Infrastructure
  - 3) Governance
- 5) Manage Paradox

9/28/2018 MFSRC Annual Conference 6




---

---

---

---

---

---

---

---

---

---

### How Do Leaders Create Followers? (Pg. 3)

First:  
Create a feeling of significance - that their contributions matter.

Second:  
Create a feeling of community - a unity of purpose around work & others.

Third:  
Create excitement & challenge - that "edgy" feeling.

9/28/2018 MFSRC Annual Conference 7

---

---

---

---

---

---

---

---

### Leaders Window (Pg. 4)

<b>Window 3</b> Developing "Coach"	<b>Window 2</b> Problem-Solving "Director"
<b>Window 4</b> Delegating "Laissez-Faire"	<b>Window 1</b> Directing "Authoritarian"

9/28/2018 MFSRC Annual Conference 8

---

---

---

---

---

---

---

---

### Why Teams Fail (Pg. 5)

- ✦ Lack of Clear Purpose & Goals
- ✦ Unsure of What Requires a Team Effort
- ✦ Lack of Accountability
- ✦ Lack of Effective or Shared Leadership
- ✦ Lack of Trust Among Team Members
- ✦ Inability to Deal With Conflict
- ✦ Ineffective Problem-Solving Skills
- ✦ Lack of Focus on Creativity & Excellence

MF SRC Annual Conference 9/28/2018

---

---

---

---

---

---

---

---

### The Funnel (Pg. 6)

**Plans**  
(3-5 year goals)

**Vision**  
(A new business opportunity)

**Mission**  
(Job description to act there)

**Priorities**  
(1-3 most important)

**Specific Goals**

**Detailed Work Plans**

9/28/2018 MFSRC Annual Conference 10

---

---

---

---

---

---

---

---

---

---

### Successes & Issues (Pg. 7)

	Positive	Less Than Positive
<b>Intended</b>	1)	1)
	2)	2)
	3)	3)
	4)	4)
	5)	5)
<b>Unintended</b>	1)	1)
	2)	2)
	3)	3)
	4)	4)
	5)	5)

9/28/2018 MFSRC Annual Conference 11

---

---

---

---

---

---

---

---

---

---

### Vision & Priorities (Pg. 8)

*Chainsaw Planning*  
Worksheet #3: Priorities

**Step #1: Write items for your new Vision here.**

As the years go by, we will have developed additional & new resources for ...

.....

.....

.....

**Step #2: Identify between 4 & 6 near-term Priorities.**

- 1)
- 2)
- 3)
- 4)
- 5) (Optional)
- 6) (Optional)

9/28/2018 MFSRC Annual Conference 12

---

---

---

---

---

---

---

---

---

---

**Benchmark Worksheet**  
(Pg. 9)

1) What do we want to accomplish? *(New Goals)*

2) What should be done to begin? *(Data Needed or Action Steps)*

3) What should we see happening w/in 30-60 days? *(Benchmarks)*

---

---

---

---

---

---

---

---

---

---



**Designing Change** (Pg. 10)

---

---

---

---

---

---

---

---

---

---

**My Job, Your Job** (Pg. 11)

**Chainsaw Planning® My Job, Your Job Worksheet**

Organizational (Design's Dept.) (Start & End Dates for Task)	Organizational Leaders or Department					
	11	12	13	14	15	16
Priority 1 Start/End/Project						
Priority 2 Start/End/Project						
Project Status						
By						
Approved By						

---

---

---

---

---

---

---

---

---

---

THANK YOU!

[Please fill out your evaluation](#)

If I may provide more information or be of assistance, please contact me:

- ☎ (800)500-7017
- ✉ [bruce@bigrivergroup.com](mailto:bruce@bigrivergroup.com)
- 🌐 [www.bigrivergroup.com](http://www.bigrivergroup.com)

 @bigrivergroup  /bigrivergroup

**BIG RIVER**  
Consulting Group, LLC

---

---

---

---

---

---

---

---