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Building A **STRONG, HEALTHY, & Purpose-Driven** Team



PURPOSE

Maximize the cohesion, health, and clarity of our leadership team so our collective strengths multiply employee engagement, performance, and success.

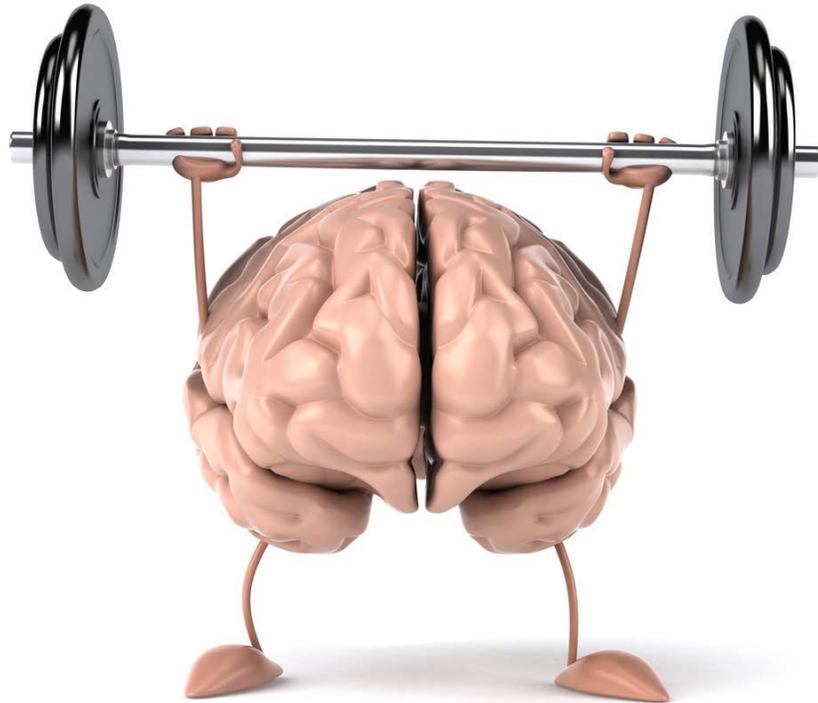
Smart

Strategy

Marketing

Finance

Technology



Healthy

Minimal Politics

Minimal Confusion

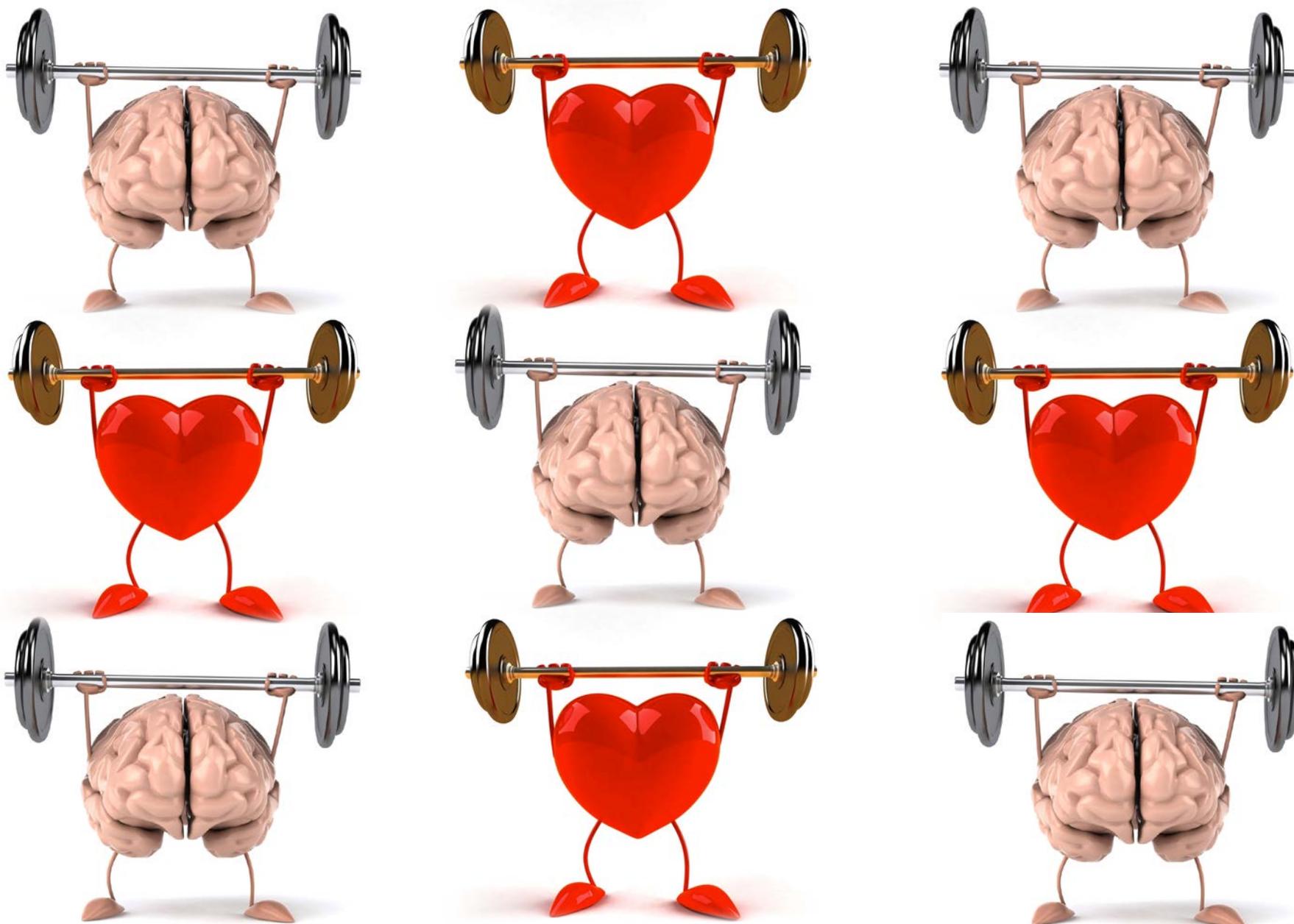
High Morale

High Productivity

Low Attrition



Success



OH is a MULTIPLIER



Cohesive Team

Create Clarity

Over-Communicate
Clarity

Reinforce Clarity

4 Disciplines of OH

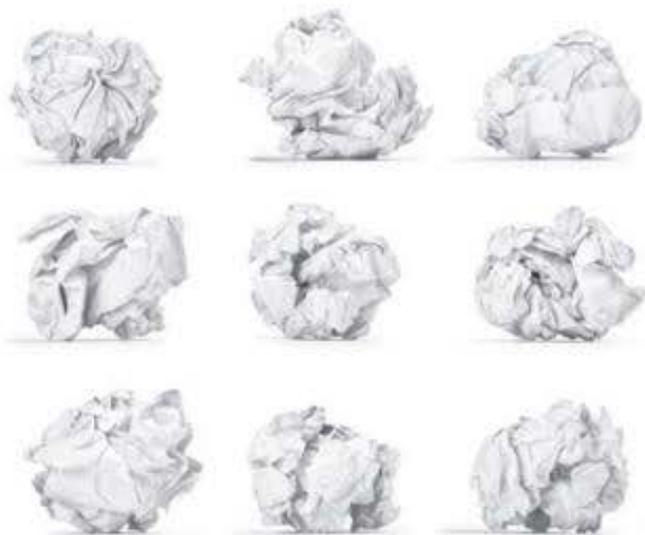
Dialogue



Lie

People care which company they work for?





Freethinking
A Leader's Guide to the Real World

NINE LIES ABOUT WORK

MARCUS BUCKINGHAM
ASHLEY GOODALL

HARVARD BUSINESS REVIEW PRESS



Truth

People care which organization they join



Truth

People care which TEAM they're on





Good Organization – Bad Team



Bad Organization – Good Team



MEET & DEFEAT THE ENEMY

A man in a dark suit, white shirt, and grey tie stands in the center of a dark street at night. Instead of a head, he has a large white balloon. The word "Ego" is printed in bold black letters on the balloon. He is holding a thin gold string attached to the bottom of the balloon. The street has yellow double lines and some blurred lights in the background.

Ego

Anger

Arrogance

Defensiveness

**Evidence
of
Egocentric
Thinking**

Alienation

Resentment

Apathy

Depression

Indifference

Irritability

NICE

vs.

KIND

4 Domains of Leadership

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>



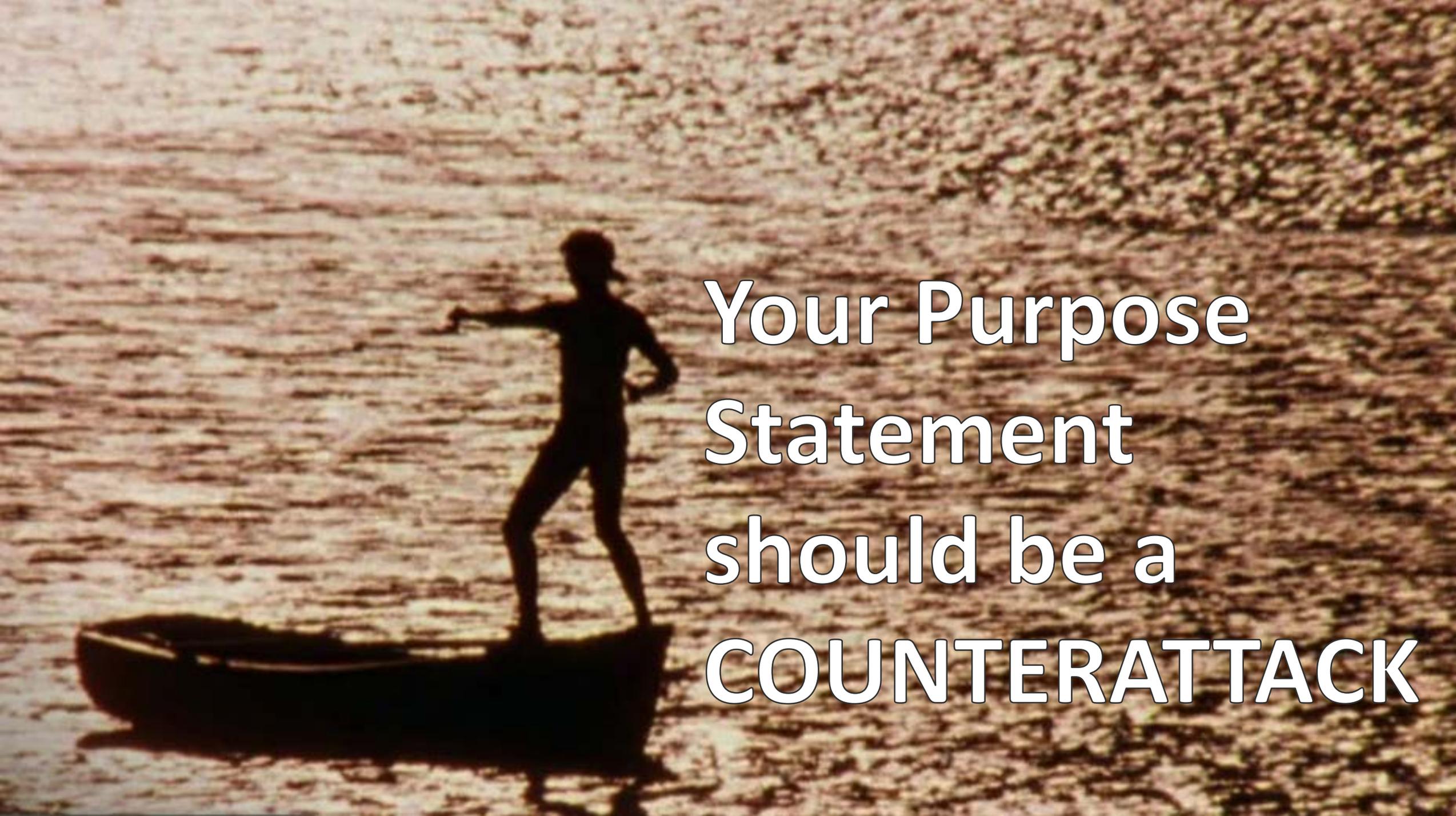
City of Eastvale Leadership Team

		EXECUTING								INFLUENCING							RELATIONSHIP BUILDING							STRATEGIC THINKING											
		Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to "catch" an idea and make it a reality.								Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.							Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that much greater than the sum of their parts.							Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.											
		Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellection	Learner	Strategic
Bryan Jones	City Manager	9	4	10							2		7		5	8											3			6					1
Gina Gibson-Williams	Comm. Development Dir.	5	10								9			8		2										3	4			6			7	1	
Marc Donohue	City Clerk/Comm. Dir.		10			2								3	4	1	7				6					9	5		8						
Amanda Wells	Finance Dir./City Treasurer	2			4		8	5	7																	9	1			6	10	3			
Angelica Zepeda	Talent & Special Projects Mgr.		4	8					3							9			10	2	6			7	5	1									
Johnny Terfehr	Comm. Enhancement & Safety Mgr.										9					10				5						6		1	4	3	2	8	7		
Luis Hernandez	Accounting Manager	8			10	4			9					6											3		1	2			7		5		
Jason Killebrew	Planning Manager	2	8	3			5		9	1																7	10					6	4		
Crystal Adams	Senior Mgt. Analyst		4			5						6			1	7						8			9	3	2						10		
Erica Vega	City Attorney	8			4		2	6	3														1			5	7	9			10				

Top 10 - Dominant Talents



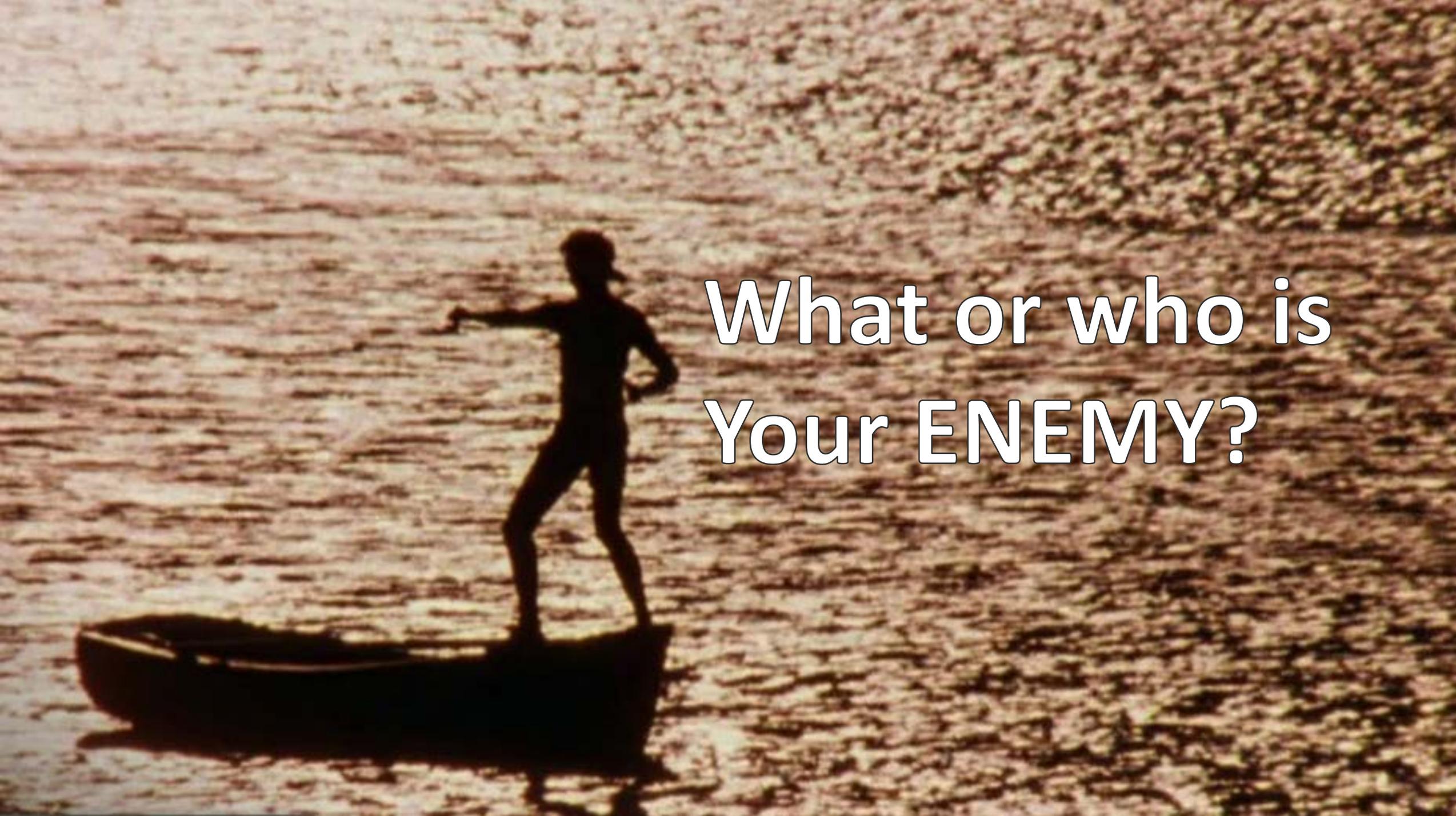
Invite people into a STORY

A silhouette of a person standing on a small boat, holding a long pole or oar, against a background of a sunset or sunrise over water. The person is facing left, and the boat is in the lower-left quadrant. The text is overlaid on the right side of the image.

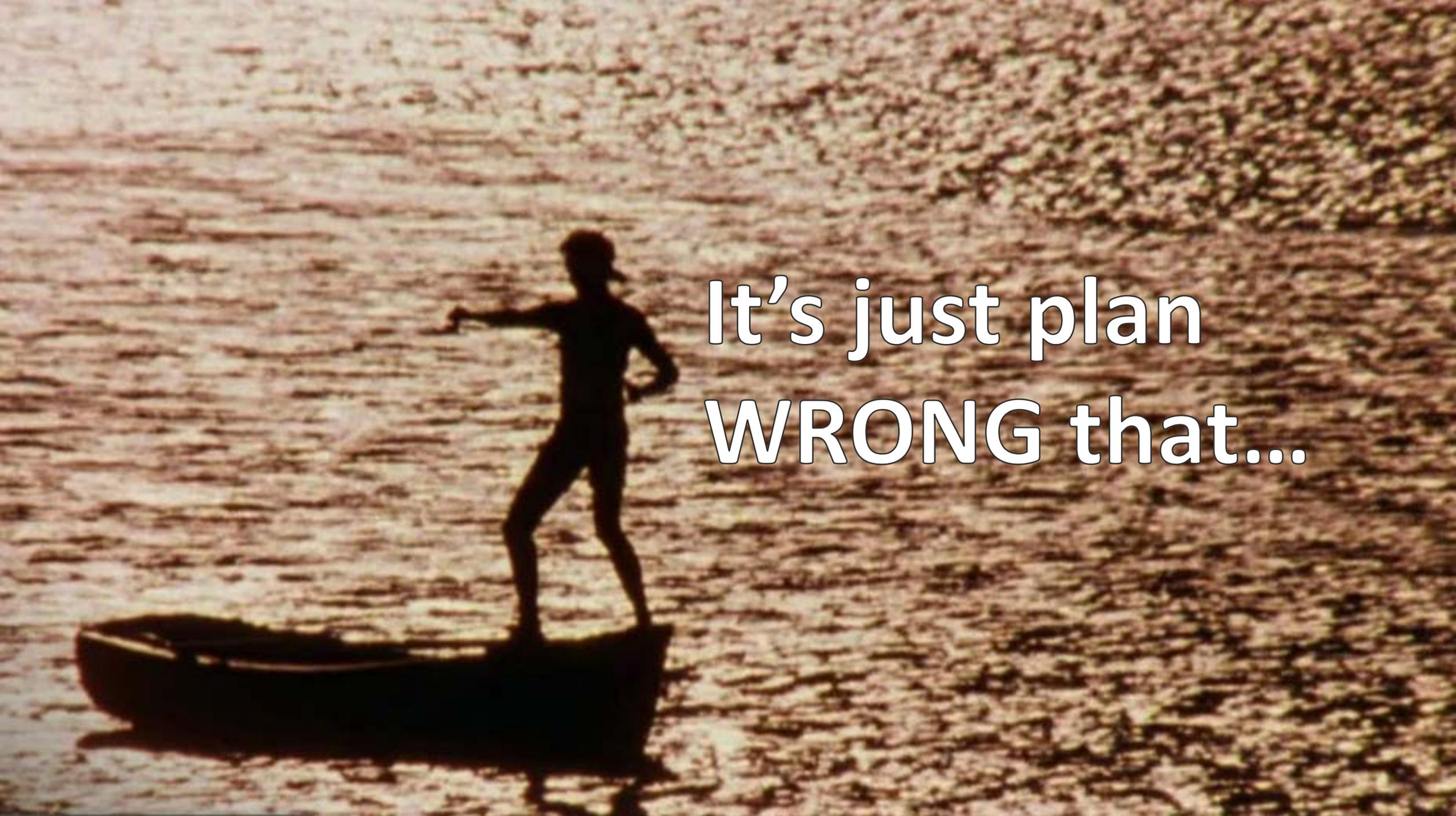
Your Purpose
Statement
should be a
COUNTERATTACK

A silhouette of a person standing on a surfboard, riding a wave. The person is facing left, with their right arm extended forward. The background is a textured, golden-brown surface representing the water's surface.

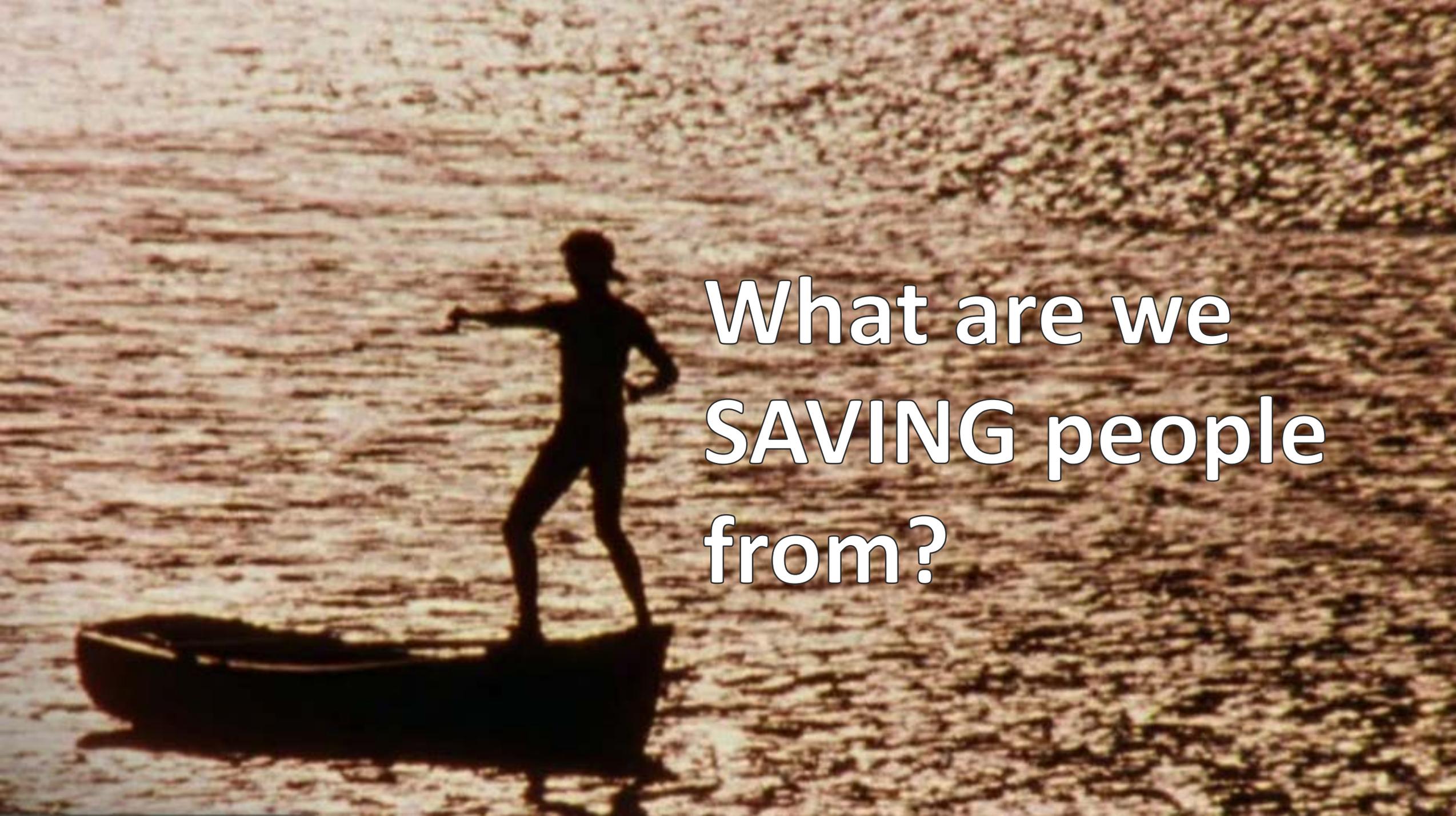
**Stand FOR and
AGAINST
something**

A silhouette of a person standing on a small boat on a body of water, with the text "What or who is Your ENEMY?" overlaid. The person is facing left, holding a long object, possibly a spear or a staff. The water is textured with small waves. The text is in a bold, white, sans-serif font with a black outline.

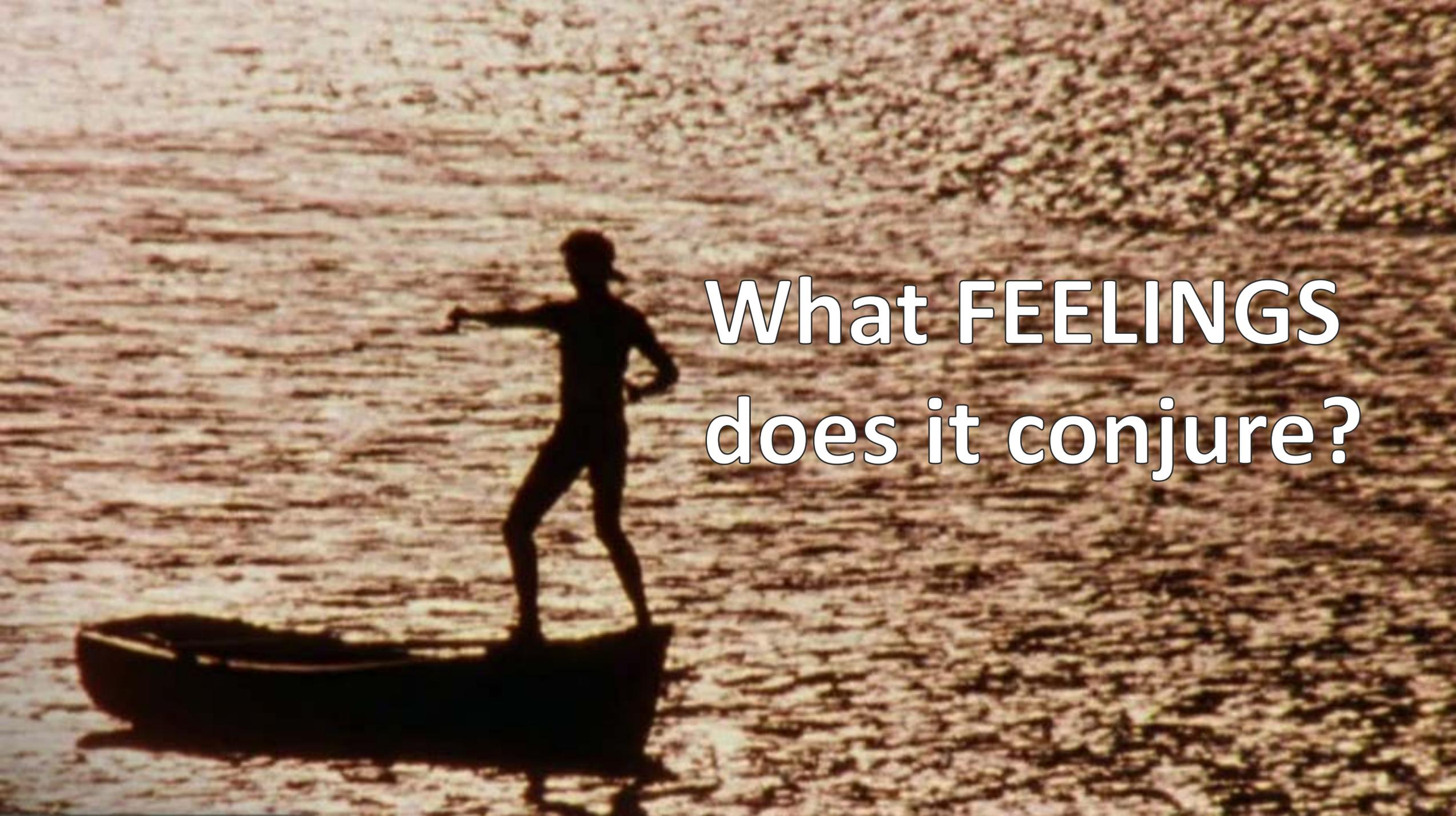
What or who is
Your ENEMY?

A silhouette of a person standing on a small boat on a body of water. The person is facing right, with their left arm extended forward. The water is textured with small ripples. The text "It's just plan WRONG that..." is overlaid on the right side of the image in a white, bold, sans-serif font. The word "WRONG" is in all caps and larger than the other words.

It's just plan
WRONG that...

A silhouette of a person standing on a small boat, holding a long pole or oar, against a background of a sunset or sunrise over a body of water. The person is positioned on the left side of the frame, and the text is overlaid on the right side.

What are we
SAVING people
from?

A silhouette of a person standing on a small boat on a body of water, with the text "What FEELINGS does it conjure?" overlaid. The person is facing left, and the boat is in the lower-left quadrant. The water is textured with small waves. The text is in a bold, white, sans-serif font with a black outline, positioned in the center-right of the image.

What FEELINGS
does it conjure?

A silhouette of a person standing on a surfboard, riding a wave in the ocean. The person is facing left, with their right arm extended forward. The water is textured with small waves. The overall scene is captured in a warm, golden light, likely during sunrise or sunset.

Define a
DESTINATION

Why Do We Exist?



Our Purpose

We champion experiences that
engage, excite, and elevate our
commUNITY

How Do We Behave?



Our Values

Kindness

Selfless concern for all

How Do We Behave?



Our Values

Grit

Passion and resilience in everything we do

How Do We Behave?



Our Values

Solutions-Driven

Courageous, creative, and collaborative results

OUR PLAYBOOK



MARCH 13, JUNE 15, & JULY 7, 2020

CRO

Chief Reminding Officer



Reinforce Clarity





BREAKING THE CHAIN
CONSULTING

Jim Uhl

909-908-5828

juhl@BreakingTheChainConsulting.com

www.BreakingTheChainConsulting.com



@BreakTheChain73



BreakingTheChain73

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