

13<sup>th</sup> APRIL 2016

## HOW TO EAT THE ELEPHANT IN THE ROOM

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Time	Topic	Activity
0:00	Introduction	<ul style="list-style-type: none"> <li>• What is “The Elephant in the Room”?</li> <li>• Why is the truth unspoken?</li> <li>• How do you eat an Elephant?</li> </ul>
10:00	FEAR	Some big challenges for my coaching clients <ul style="list-style-type: none"> <li>• Fear of speaking up (keeps elephant in room)</li> <li>• Fear of Failure (drives negative behaviours)</li> <li>• Limiting Beliefs</li> </ul>
15:00	The DRAMA TRIANGLE	<ul style="list-style-type: none"> <li>• Steve Karpman’s drama triangle (PVR)</li> <li>• Petruska Clarkson: Role of Bystander</li> <li>• HR: Critical ‘Bystander’ role</li> </ul>
20:00	CORE PROBLEM Management is not a Skill (1 – 5 – 30 – 82)	1 = No 1 reason people leave companies 5 = 5M Managers in UK 30 = 30M UK Workers £30B cost of attrition 82 = Harvard Study – 82% of Managers
30:00	SELF-FULFILLING BEHAVIOUR “Judging”	Everybody on their feet To understand ‘Judging’, need to learn key principles of ‘observable’ and ‘predictable’ human behaviour <b>D – I – S – C</b>
50:00	SOLUTION <b>Understanding Appreciating Valuing</b>	Emotionally Intelligent organisations <ul style="list-style-type: none"> <li>• One workshop will not ‘fix’ a bad leader</li> <li>• Grow EI ‘from ground up’ (KEY INVESTMENT)</li> <li>• “Appreciative CONTRACTING”</li> <li>• “Self-Fulfilling” Prophecies (Robert Rosenthal)</li> </ul>
60:00	SOLUTION Management is a <b>DECISION</b>	<ul style="list-style-type: none"> <li>• Define “what GOOD looks like” (The JOB)</li> <li>• Make the TRANSITION (“Job” decision)</li> <li>• Get ‘right people on bus’ (“HIRING” decision)</li> <li>• REWARD the right behaviours (OUTPUT)</li> </ul>
70:00	THANKS and FINISH	<b>DOING THIS RIGHT IS WORTH £B’s</b>