

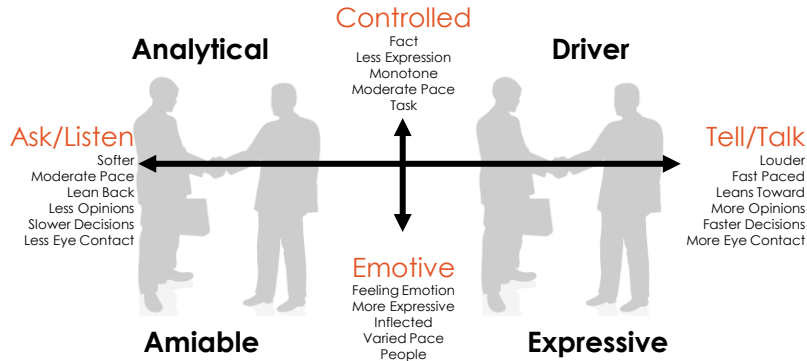


Leading From Within

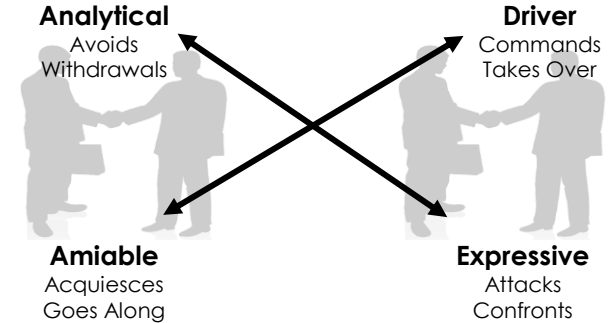
L	E	A	D	E	R
Lead	Empathy	Action	Develop	Empowerment	Recognition

The CardenGroup
REBUILDING THE EMPLOYEE EXPERIENCE

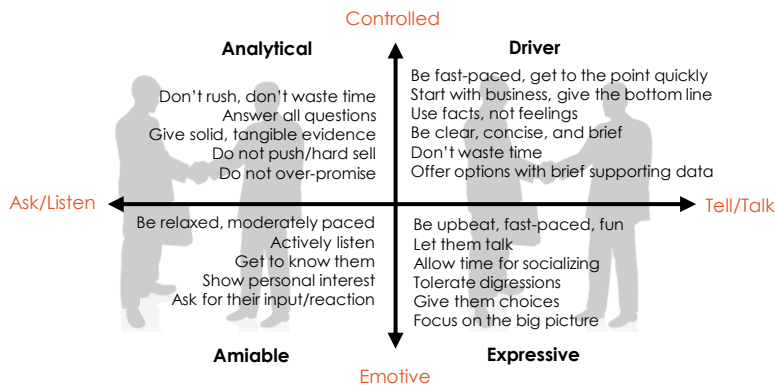
Identifying My Behavior



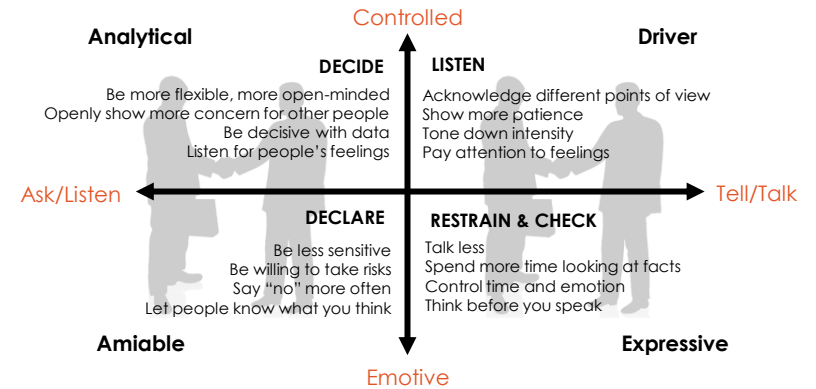
Styles Under Stress



Flexing To Style Preferences



Improving Your Versatility



Goals

Stronger Working Relationships

Trust • Respect • Rapport

Better Engagement

Opportunity Mindset

Fulfillment

Promoting Growth and Personal Value

Value Premise

- Describe the work that you do for IDOC.
- Who is impacted by your work?
- How do those impacted benefit from the work you do?

Growth Contribution and Goals (GCGs)

Growth – How do you want to grow? How can you grow within the department?

Contributions – (Value) What is it that you really do? Who is impacted by what you do? How do others benefit by what you do?

Goals – What goals do you have with your role within IDOC. How can I/we help support those goals?

Retention Reminders

- Ensure engagement (Feedback, Clarity, Alignment, Purpose)
- Ensure fulfillment (Value Premise)
- Open and ongoing communication (HEAT, TIDES, Value Premise)
- Impact relationships (Styles, Value Premise, HEAT)
- Ongoing communication to ensure clarity, alignment, purpose and value
- Blend these tools into your everyday role and make this a part of how you interact with your peers, your supervisor and other departments in IDOC

Creating Engagement

