

Uplifting:

- Your performance
- Your people
- Yourself



Uplift:

- Behavioral
- Emotional & Spiritual
- Social

We uplift ourselves by uplifting others

Uplifting Criteria

- Do better than before
- Do a lot with a little
- Outperform your peers
- Create something from almost nothing

SIX UPLIFTING FORCES

1. Dreaming with Determination
2. Creativity and Counter-flow
3. Collaborating and competing
4. Pushing and pulling
5. Measuring with meaning
6. Sustainable growth

1: Dreaming with Determination

Dreaming with Determination

The impossible dream and improbable challenge produce a leadership response of fight to overcome or avoid obstacles and a spirit of relentless determination to succeed

The Future with the Past

Long-standing organizations that exceed expectations (compared to new organizations like Internet firms) create an inspiring future by connecting inspiring futures to an honorable past. They bond change and tradition; they connect the destination to the origin.

21st Century?

Creativity
Critical Thinking
Collaboration
Communication

+

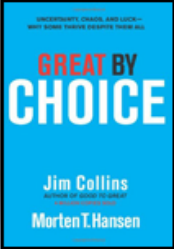
20th Century?

Citizenship
Character
Discipline
Perseverance
Sacrifice
Loyalty

Creativity and CounterFlow

Leaders of organizations that perform beyond expectations are prepared to run against the mainstream, and to move ahead not by going with the flow but against or around it. These leaders are courageous, creative and counterintuitive.


Jim Collins



The great task is to combine creative intensity with relentless discipline, so as to amplify the creativity rather than destroy it

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Vision?
Evaluation?
PLCs?
Leadership?



Improving Schools in Wales: An OECD Perspective

OECD



Cricket Australia




I liked to bowl uphill, into the wind.
Malcolm Speed, former CEO, Cricket Australia

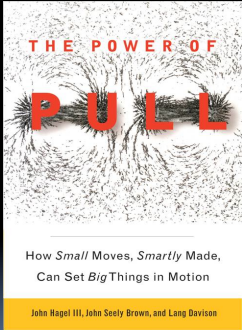
Singapore

We give away our best ideas because that makes us have to keep inventing new ones

4. Pushing & Pulling



The image shows two rectangular buttons. The top button is labeled 'PULL' with a downward-pointing arrow. The bottom button is labeled 'PUSH' with an upward-pointing arrow.



THE POWER OF
PULL

How *Small* Moves, *Smartly* Made, Can Set *Big* Things in Motion

John Hagel III, John Seely Brown, and Lang Davison

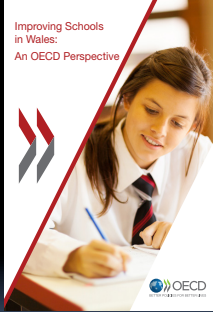
Pull resources
Pull together
Pull from within

Professional Learning Communities


Talking & sharing; not acting & doing

Optional & extra

Lack focus & coherence



Improving Schools in Wales: An OECD Perspective



Pushing people outside of their comfort zone, as difficult as it is, it truly is successful because in time we were able to see changes in the content of discussion and the quality of the discussions that were happening around the table, but it took a lot of time.

Goals Gone Wild 2009

"The specific, challenging goals (speed to market, fuel efficiency, and cost) were met at the expense of other important features that were not specified -- safety, ethical behavior, and company reputation."

Ordonez at al.



The Scientific Marxism of Soccer: Kiev 1970s

"rewards a very specific style of play: physical and frenetic. Players work tirelessly to compile points. They play defense more aggressively than offense, because that's where points can be racked up.

In stifling individual initiative, (it) mimicked the Soviet regime under which it was conceived. Nothing in Lobanovsky's point valuation measures creativity or daring. A vertical pass receives the same grade as a horizontal pass; a spectacular fake means nothing".

Foer, F. (2004). *How soccer explains the world*

Measuring with Meaning

Uplifting leaders use indicators and targets of progress and performance that are:

- Measuring what people value.
- Professionally shared.
- Accurate and fair.
- Broad & balanced.
- Just in time; not after the fact

SIX UPLIFTING FORCES

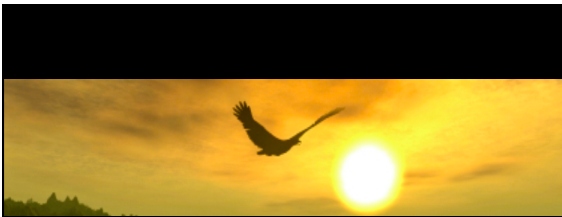
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All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.

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@HargreavesBC
