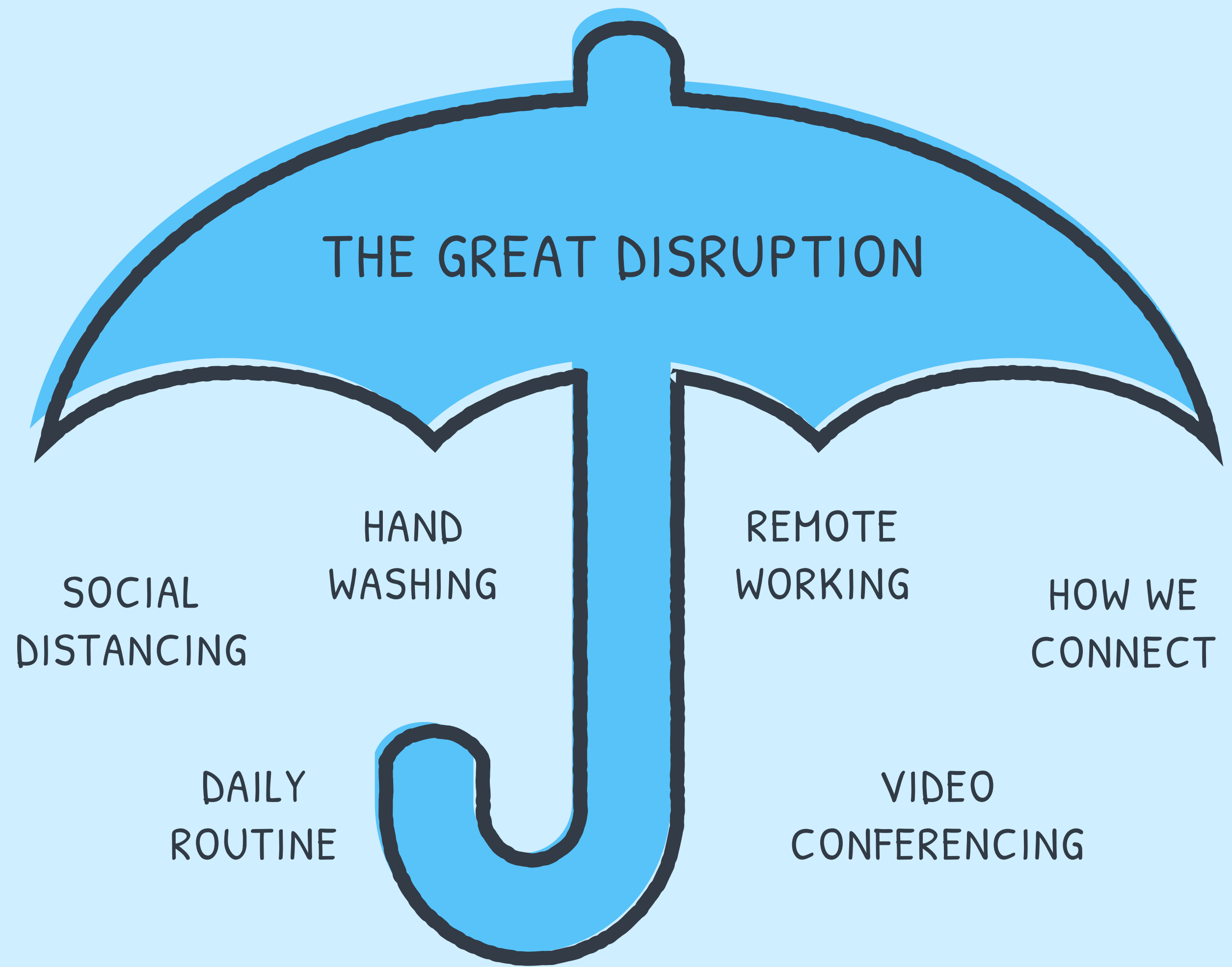


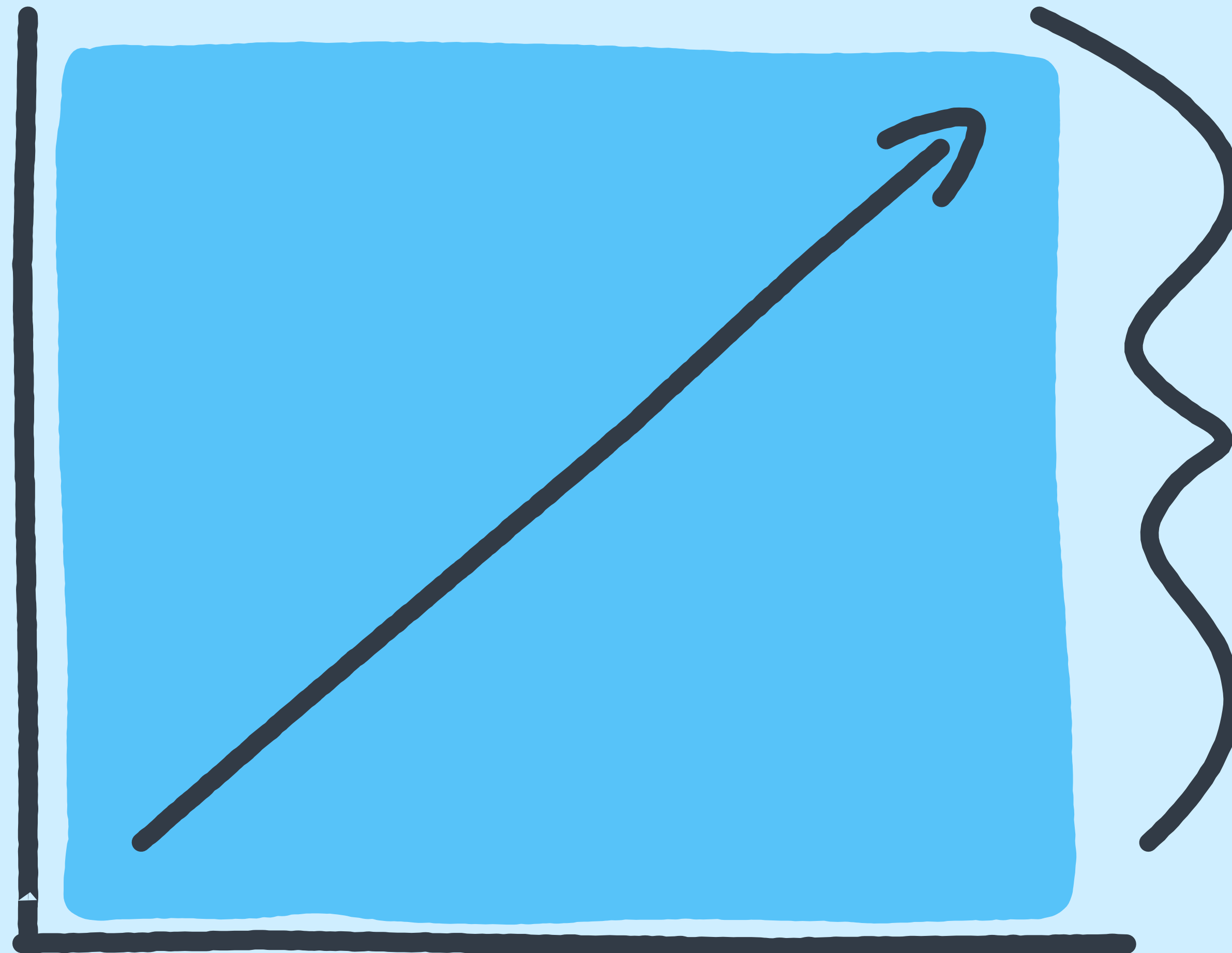
HOW TO LEAD  
DURING THE GREAT DISRUPTION

PRESENTED BY:

MIKE WAGNER  
PRESIDENT / WHITE RABBIT

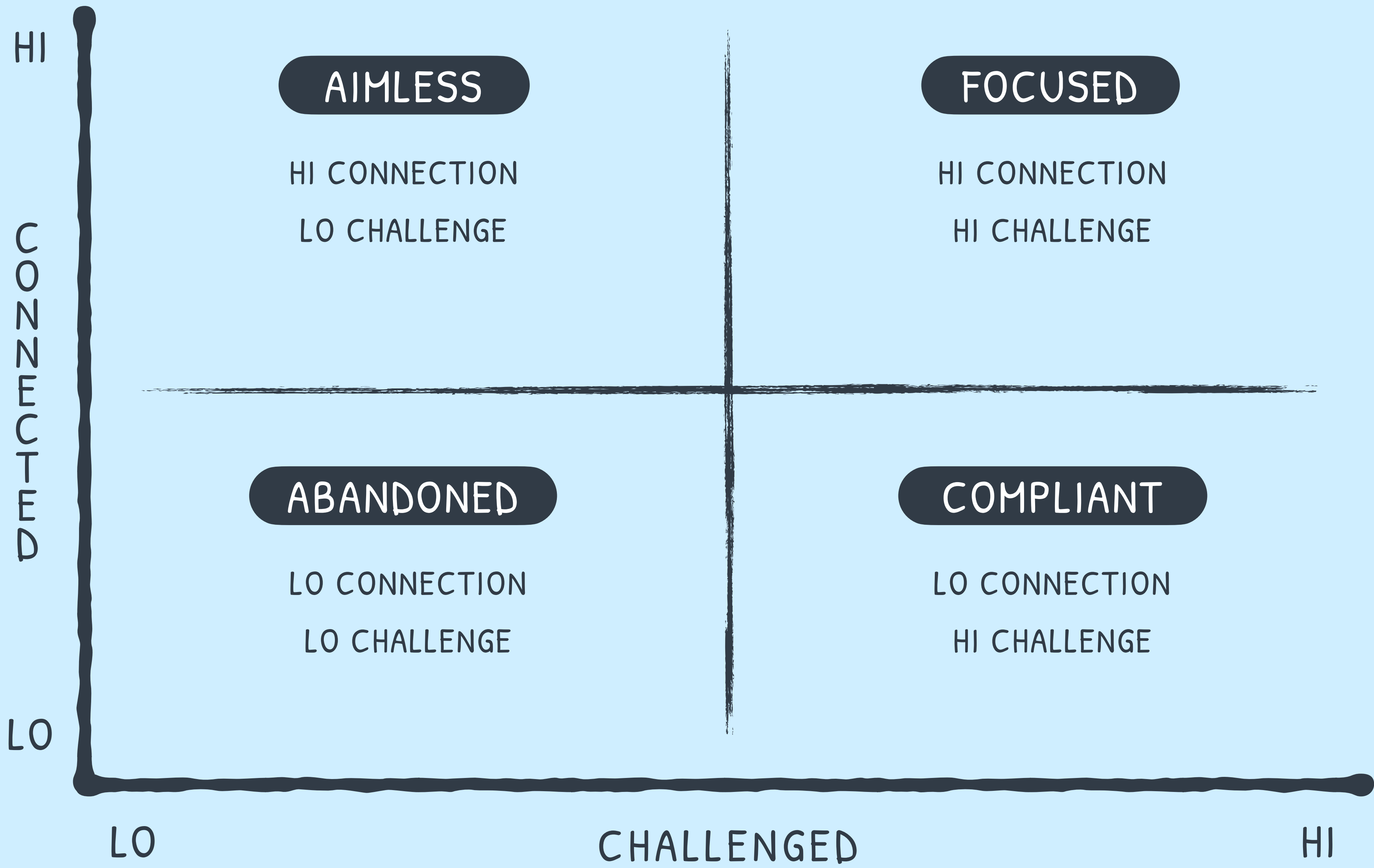


RATE OF  
DISRUPTION



NOT A  
NEW IDEA

NEED FOR CONNECTION



## CONNECTION STRATEGY

1. EVALUATE YOUR 1:1 MEETING CADENCE  
- HOW OFTEN YOU MEET? HOW LONG YOU MEET? WHEN YOU MEET?
2. ASK BETTER DISCOVERY QUESTIONS -  
HOLD OPEN SPACE LONGER FOR YOUR REPORT'S TO ANSWER QUESTIONS
3. BE OPEN TO ASKING AND HEARING ABOUT THE LIFE AND WELL-BEING OF YOUR DIRECT REPORTS - IT'S ABOUT MORE THAN JUST GETTING WORK DONE

## CHALLENGE STRATEGY

1. DEVELOP SHARED GOALS WITH EACH OF YOUR REPORTS - DON'T DICTATE ONLY YOUR GOALS, TAKE TIME TO HEAR WHAT THEY THINK THEY CAN ACCOMPLISH
2. SHORTEN YOUR TIME HORIZONS -  
BREAK IT DOWN INTO WEEKLY AND EVEN DAILY GOALS
3. INCLUDE PERSONAL GOALS ALONG WITH ORGANIZATIONAL GOALS - EACH REPORT HAS UNIQUE CHALLENGES

(STAGE 4)

## SUSTAINABILITY

PROVEN PROCESSES  
BAKING IT IN

(STAGE 3)

## ADJUSTMENT

TRIAL & ERROR  
ITERATION

(STAGE 1)

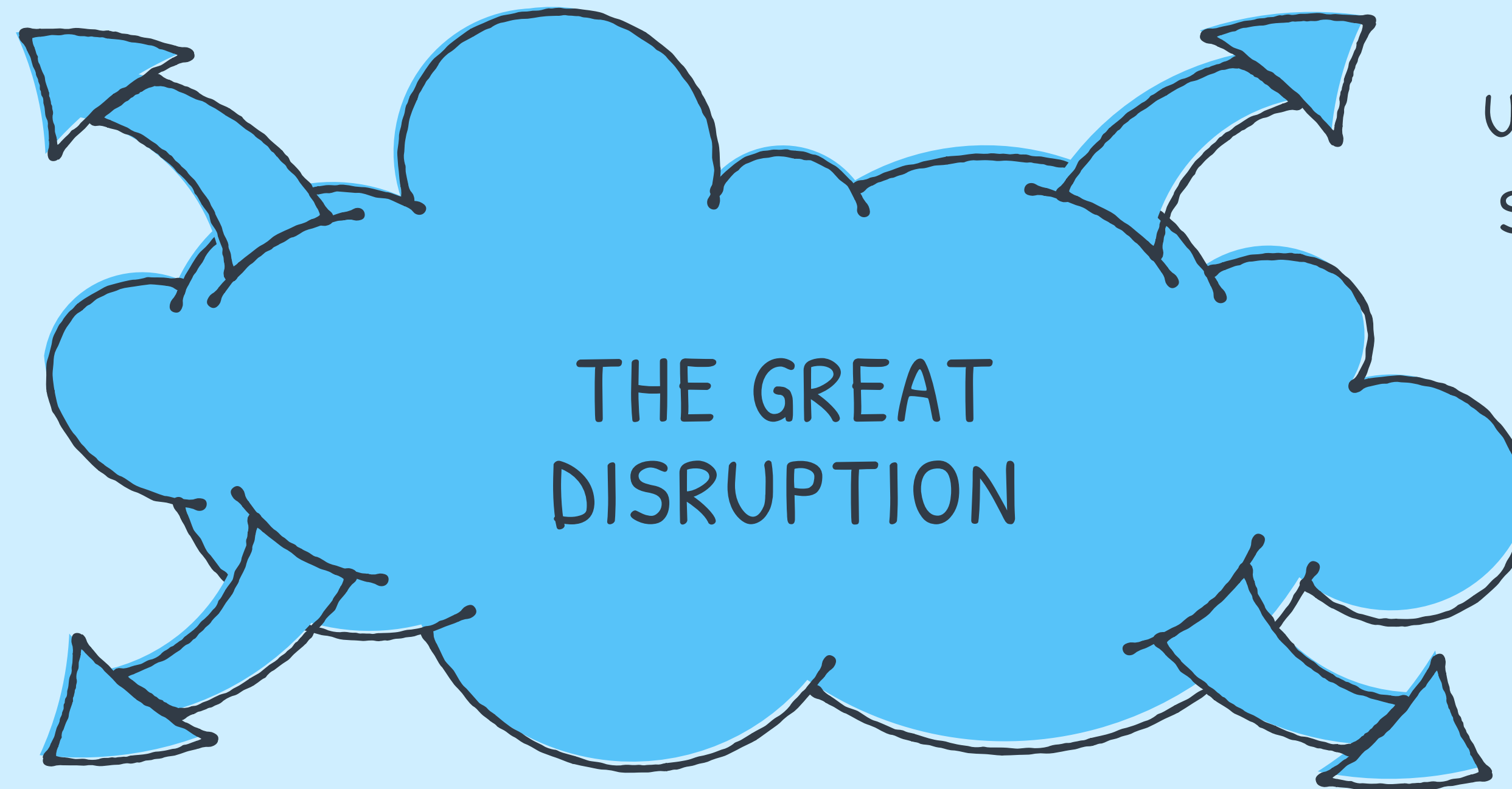
## SKEPTICISM

UNDER-REACTION  
STUCK IN PLACE

(STAGE 2)

## ALARM

OVER-REACTION  
CHAOTIC



YOUR CHALLENGE: \_\_\_\_\_

**WHAT'S RIGHT?**

(WE WANT MORE OF THAT)

**WHAT'S WRONG?**

(WE WANT TO IMPROVE THAT)

**WHAT'S CONFUSING?**

(WE WANT TO CLARIFY THAT)

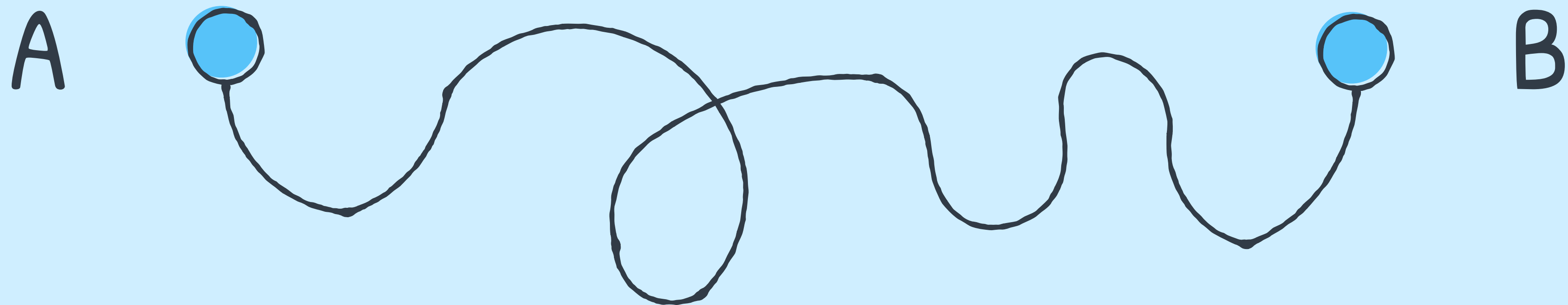
**WHAT'S MISSING?**

(WE WANT TO ADD THAT)

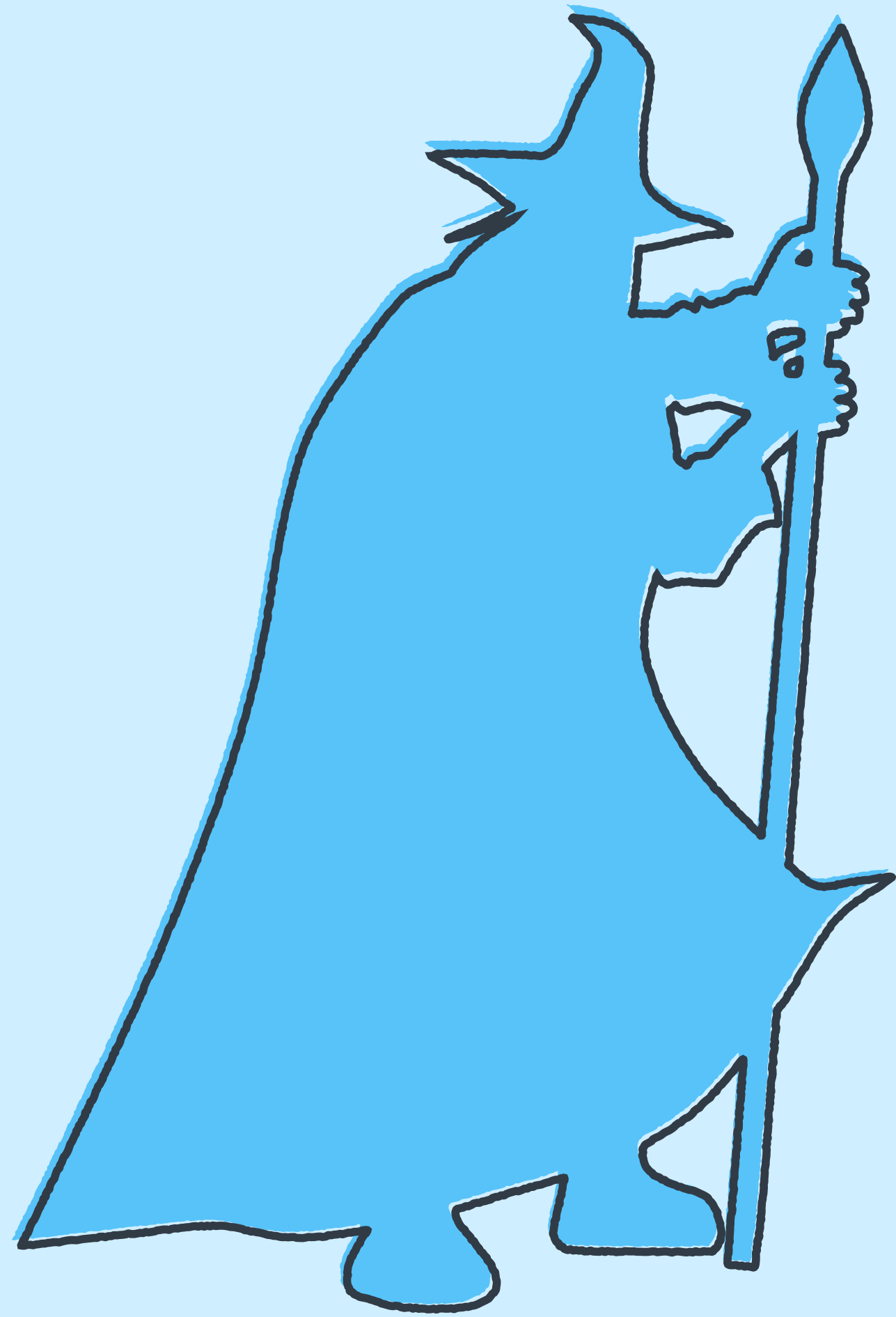
TAKES A MANAGER



TAKES A LEADER







“I WISH IT NEED NOT HAVE HAPPENED IN MY TIME,” SAID FRODO. “SO DO I,” SAID GANDALF, “AND SO DO ALL WHO LIVE TO SEE SUCH TIMES. BUT THAT IS NOT FOR THEM TO DECIDE. ALL WE HAVE TO DECIDE IS WHAT TO DO WITH THE TIME THAT IS GIVEN US.”

~ J.R.R. TOLKIEN



THANKS FOR PARTICIPATING!

YOU CAN REACH ME AT:

MIKE@WHITERABBITGROUP.COM

515.371.7711