

“Insights from the Heart and Mind of Checchino for Individual & Organizational Transformation”



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The Future

The future is not a result of choices among alternate paths offered by the present, but a place that is created – created first in the mind and will be created next in activity.

The future is not some place we are going to but one we are creating.

The paths are not to be found, but made and the activity of making them, changes both the maker and the destination.

~ John Schaar



The Best Ideas from Today

Something I want to **START** doing:

Something I want to **STOP** doing:

Something I want to **CONTINUE** doing:

Organizational Climate

“Is the emotional tone of the organization based on how comfortable members feel with one another and with the organization.”

~ Kreps

“The climate of the organization is more crucial than are communication skills or techniques (taken by themselves) in creating an effective organization.”

~ Charles Redding



Principles of Transformation

- Evolutionary
- Energy Driven
- Differences are Magnified
- Values are Questioned
- Readiness

New Challenges Require New Thinking First

“The world we have made as a result of the level of thinking we have done thus far, creates problems we cannot solve at the same level of thinking at which we created them.”

~Albert Einstein



The Ideal Supportive Climate

- Supportiveness
- Credibility
- Openness
- Participatory Decision Making
- Emphasis on High Performance Goals

Today's Management Challenges

- Selecting and retaining quality staff
- Morphing change
- Effective communication
- Efficient & effective staff training
- Customer / customer satisfaction
- Tracking outcomes
- Controlling benefit and disability costs



Being Change Agents

- Resilience to deal with unexpected and/or uncontrollable change
- Initiating change
- Anticipating and preparing for change
- Coping with change
- Morphing vs. Episodic change

Insight #1

Trusting One's Instincts

Interpersonal Skills

- Affirmation
- Contact
- Expression
- Linking
- Limit Setting

Debriefing

- What happened? (“I Statements”)
- So what? (What did it mean)
- Now what? (Apply to other situations)

Insight #2

Relishing The Moment

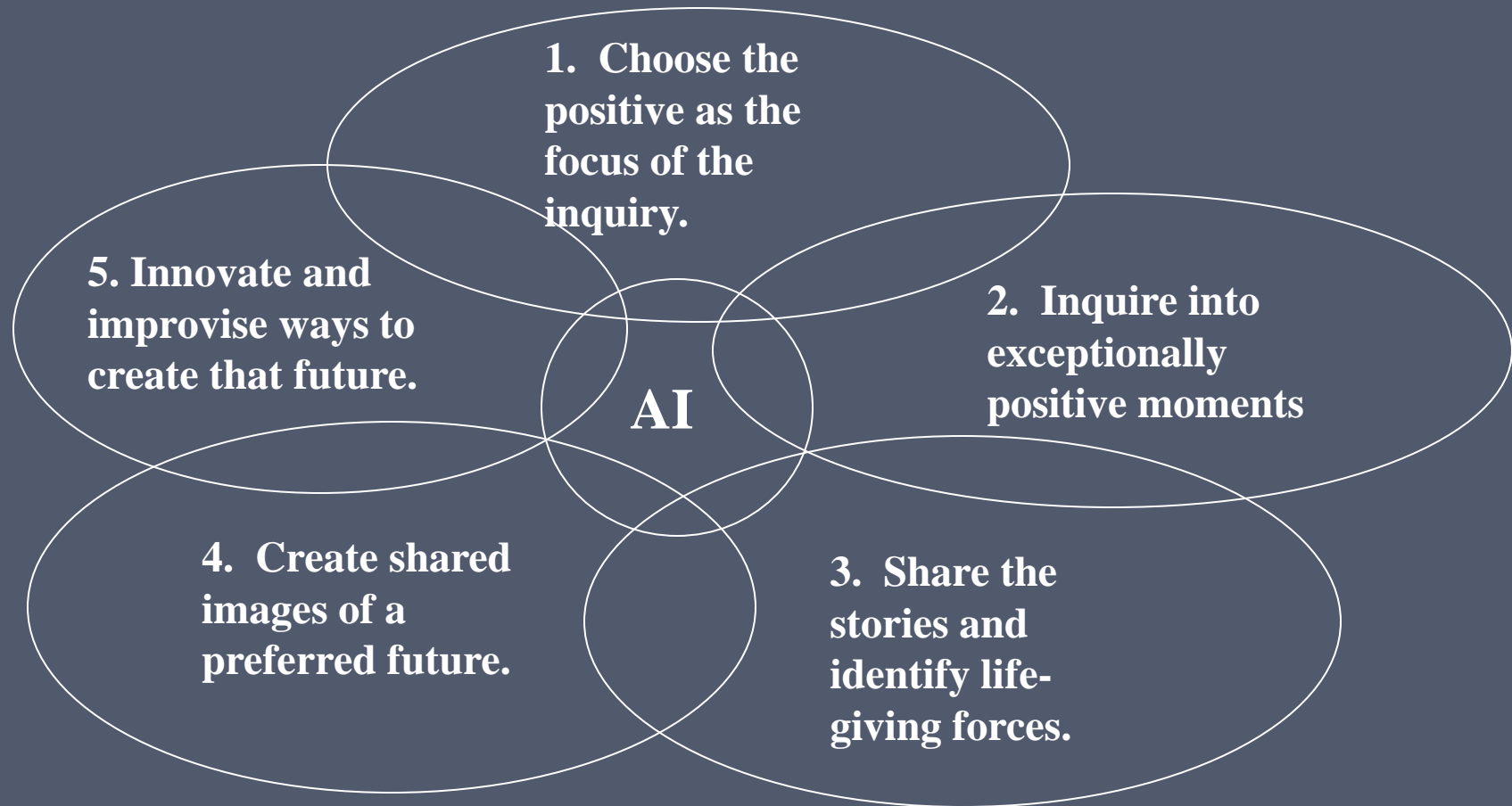
Mental Skills

- Imagination
- Time Management
- Problem Solving
- Life Planning
- Relabeling

The Idea of Positive Change

Any form of organization change, re-design, or planning that begins with comprehensive analysis of an organization's "positive core" and then links this knowledge to the heart of any strategic change agenda.

The AI Change Process



The Core Process of Appreciative Inquiry

(Bernard J. Mode and Jane Magroder Watkins)



Insight #3

Learning

Diversion Skills

- Music
- Getaways
- Hobbies
- Play

A LIFE CHAPTER

BREAKPOINT/POINT OF NO RETURN
Reactivity, Decline, Holding On, Feeling Trapped and Angry

The Heroic Self

Life Skill #2
Plan, work, pursue, goals, achieve

Phase 1
Go for it

Life Skill #1
Dream again, new beginning

Life Skill #3
Plateau, evaluate

Life Skill #4
Manage the doldrums: keep the chapter alive

Phase 2
The Doldrums

Life Skill #7
A minitransition
Restructure your chapter

Life Skill #5
Sort things out

The Disenchanted Self

Life Skill #6
An ending, a little "death," letting go

Phase 4
Getting Ready

Life Skill #10
Experiment, explore, network, be creative, learn and train

The Passionate Self

Life Skill #9
Sustain your own resilience

Life Skill #3
Heal, invest in yourself, introspect, reflect, find a new identity, spiritual discovery

The Inner Self

TURNING POINT:
New Sense of Purpose and Passion; New Feelings of Trust, Peace, and Ecstasy

A LIFE TRANSITION

2010 ANNUAL CONFERENCE



What did I learn new today?

Insight #4

*Respecting family
and community*

Family Skills

- Balancing
- Togetherness
- Networking
- Esteem-building
- Conflict resolution
- Flexibility

Reactive Risk Models

- Focus on theories of failure
- Focus on adaptation/reaction to life conditions
- Diathesis-stress explanations
- Focus on buffers and protective factors (e.g. shielding someone from harsh realities or weakens its impact)

Proactive Mastery Models

- Focus on agency – exerting control over one's own functioning and taxing environments
- Enables persons with personal resources to select and structure their environments in ways that set a successful course for their lives
- Assumes that people play a pro-active role in their adaptation

Theoretical Perspective

- ❖ Strengths perspective has a theoretical foundation that is closely linked to and exemplified by the Positive Psychology perspective.
- ❖ This perspective begins with what is positive and normal about people – rather than focusing on their deficiencies.
- ❖ This perspective also focuses on the environmental conditions of fostering positive characteristics and well being.

Insight #5

Acting with dignity

Spiritual Skills

- Commitment
- Seek meaning and purpose in life
- Surrender

The Strengths Perspective

“You start seeing people in terms of who they are ... rather than in terms of who they aren't”

Strengths-Based Leadership

- ❖ Know yourself and your strengths
- ❖ Lead with your strengths
- ❖ Spend most of your time ‘getting the right people on the bus’
- ❖ Identify the strengths of your team

Strengths-Based Leadership

- ❖ Encourage your team to develop and apply their strengths to the work at hand
- ❖ Set stretch goals and empower team members to reach those goals in a way that allows them to capitalize on their strengths

The greatest opportunity for growth is in your greatest area of strength.”

Insight # 6

Accepting Change

Physical Skills

- Relaxation
- Nourishment
- Nutrition
- Exercise
- Stretching

Blend Personal Humility and Professional Will

Insight #7

Maintaining Honesty

Ethics of Care

- Caring about
- Caring for
- Care giving
- Care receiving

The Best Ideas from Today

Something I want to **START** doing:

Something I want to **STOP** doing:

Something I want to **CONTINUE** doing:

The Balance

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After he had journeyed,
And his feet were sore,
And he was tired,
He came upon an orange grove
And he rested.
And he lay in the cool,
And while he rested, he took unto himself an
orange and tasted it,
And it was good.
And he felt the earth to his spine,
And he asked, and he saw the tree above
him, and the stars,
And the veins in the leaf
And the light, and the balance,
And he saw magnificent perfection,
Whereon he thought of himself in balance,
And he knew he was.

And he thought of those he angered,
For he was not a violent man,
And he thought of those he hurt,
For he was not a cruel man
And he thought of those he frightened
For he was not an evil man,
And he understood.

He understood himself.
Upon this he saw that when he was of
anger or knew hurt or felt fear,
It was because he was not understanding,
And he learned compassion.

And with his eye of compassion
He saw his enemies like unto himself,
And he learned love.

Graeme Edge



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