

Jeffersonian Lunch

October 24, 2018

The Jefferson, Lemaire Restaurant (the Library)

ATTENDEES:

Jonathan Braband

Bryan Figura

Carey Godwin

Amy Howard

Jason Merrick

Lenn Murrelle

Roxanne Brown

Ed Cook

Lauren DeSimone

Kristan McGehee

Why are you here for the lunch? What are you hoping to be inspired by?

Meet new people. (Lenn)

Figure out with limited resources how to make a big impact. (John)

Meet new people / learning opportunity and how to use influence vs power to accomplish goals. (Amy)

Help others become force multipliers. (Ed)

How to combine analytics with people dynamics. (Jason)

Team reflection, ownership of objectives, processes, norms of teams. (Bryan)

How do you know when you are a multiplier vs. a diminish-er?

What is the secret sauce for being a multiplier? It is creating the environment and conditions necessary for all the pieces to come together. It takes invisible, emotional labor but that doesn't show up on a performance report. There is no system in management that exists to celebrate what went into creating the environment and conditions necessary. (Amy)

What does a system look like that appropriately credits the invisible labor, emotional labor along with performance? What if performance management is revised? Consider competencies and goals as performance measures multiplied by factor of demonstration of brand values and behaviors.

If goals are outputs, what are (invisible labor) inputs and how do you measure them?

Soft vs. hard skills

Soft skills are real skills

How does one quantify / qualify these skills for the sake of metrics?

“Busy” is the enemy of strategy.

Leaders build loyalty through competency, duty, and decisions made in the best interest of the organization (NOT the self).

Ownership means trust in results. (Jason)
