

Rotary



Reframe *Your Future*

December 20, 2016



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Four Frame Thinking

Frames and Rapid Cognition

The capacity to quickly and accurately size up situations

- Nonconscious
- Fast
- Renders affective judgments

Frame determine

- The questions we ask
- The information we gather
- How we define problems
- What actions we take



- Mental map to read and negotiate a "territory"
- The better the map the easier to get around.
- Frames enable you to see some things, but not others.
- Effectiveness depends on using the right frames and multiple frames

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What's Your Frame? Take the Quiz

Example: People see me as: Engaging 3 Helpful 4 Prepared 1 Energetic 2 =10

STRUCTURAL

The **RATIONAL** side

Someone who thinks clearly, makes the right decisions, has good analytical skills, and can design structures and systems that **get the job done.**



HUMAN RESOURCE

The **PEOPLE** side

A facilitator and participative manager who supports and **empowers others.**



POLITICAL

The **ADVOCACY** side

An advocate and negotiator who understands politics and is **comfortable with conflict.**



SYMBOLIC

The **MEANING** side

A prophet and visionary, who uses symbols, tells stories and frames experience in ways that give people **hope and meaning.**



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Play to your strengths

Two ways of looking at the world **Deficit Approach**
Strengths Based Approach

- You cannot be good at everything
- Focus and develop strengths to offset weaknesses
- Build systems to minimize your weaknesses (4 Frames)

Strengths Algebra: Talent x Investment = Strength
Why teams should to play to member's strengths?



Five clues to talent

- What are you naturally inquisitive about?
- What activity are you engaged in when the time flies by?
- What activity gives you a great deal of satisfaction?
- What do you pick up rapidly?
- What can you do to near perfection?

What's your best strength? _____

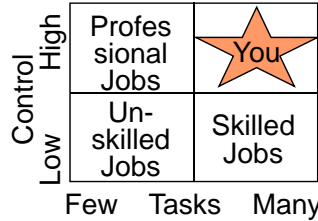


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Structural Frame

Getting Organized

Division of Labor



Coordination of Labor

What's your mission?

I am a (role) coach and teacher

who (does what) empowers you
to do good great

by using my (strengths) symbolic frame
strengths

Toolkit

Authority

- Chain of command
- Job descriptions
- Organizational charts

Rules

- Rules, regulations, SOPs
- Incentives, rewards
- Degree of formalization

Low Organic Bureaucratic High

Planning

- Purpose
- Strategy
- Vision
- Operations

Coordination

- Meetings
- Coordinators

Take 10

Human Resource Frame

Peoples and Organizations

Organizations exist to serve human needs.

All about the FIT: (People + Job) + (People + Organization)

- The three elements of fit
 - Responds to your need for useful work Self-respect
 - Enables you to express yourself Intrinsic motivation
 - Fulfills your financial, life needs Extrinsic motivation

Toolkit

Hire the right people

Keep them: Meet their needs

Invest in them: Training

Empower them

- Meaning
- Autonomy
- Feedback

What do you need to learn?

Institute for Professional Coaching cert.
International Coach Federation cert.

Political Frame

Getting What You Want

Organizational realities

- Organizations are coalitions.
- Members have lasting differences.
- Power is the most important asset.
- Goals and decisions arise from bargaining, negotiation and jockeying for position.

Does power corrupt?

Toolkit

What do you want?

Whose help do you need?

Networking/building coalitions

Bargaining and negotiating

"The basic point is simple: you need friends and allies to get things done. To sew up their support, you need to build coalitions."
(Bolman & Deal, 2013, p. 214)

Whose help do you need?

My spouse

My clients

My boss

Symbolic Frame

Focuses on how humans make sense of the chaotic, ambiguous world.

- Meaning, belief, and faith are its central concerns."
- And symbols are the tools

"A symbol is something that stands for or suggests something else"
(Zoe & Huy, 2007, p. 72)

Meaning is not given to us; we create it. (Bolman & Deal, 2013, p. 244)



Performance and appearance matter more than data and logic.

Toolkit

Values
Vision
Heroes
Stories
Ritual
Ceremony

What's your vision for 12/2017?

Certified coach (iPEC and ICF)
2 introductory trainings per month
20 clients yr x 6 sessions

<http://www.firstlightgroup.com/Exchange/Reframe12-20-16.pdf>

Free Follow-up Coaching Session

<http://www.firstlight.acuityscheduling.com>