



**LEADERSHIP**  
DETROIT

THE KRESGE FOUNDATION

 **LEADERSHIP**  
DETROIT

**Devon O'Reilly**

Senior Director, Community Engagement and  
Leadership Development  
Detroit Regional Chamber

# Class Groupchat

[bit.ly/ld44whatsapp](https://bit.ly/ld44whatsapp)



 **LEADERSHIP**  
**DETROIT**

**Overview & Expectations**

Orientation Packet

 **LEADERSHIP**  
**DETROIT**

**Linda Walter**

Director

Outdoor Adventure Center

 **LEADERSHIP**  
**DETROIT**

**Icebreaker Activities**

 **LEADERSHIP**  
**DETROIT**

**Network Mapping Activity**

See Handout

 **LEADERSHIP**  
**DETROIT**

**Lunch**

Jackson's Five Star Catering

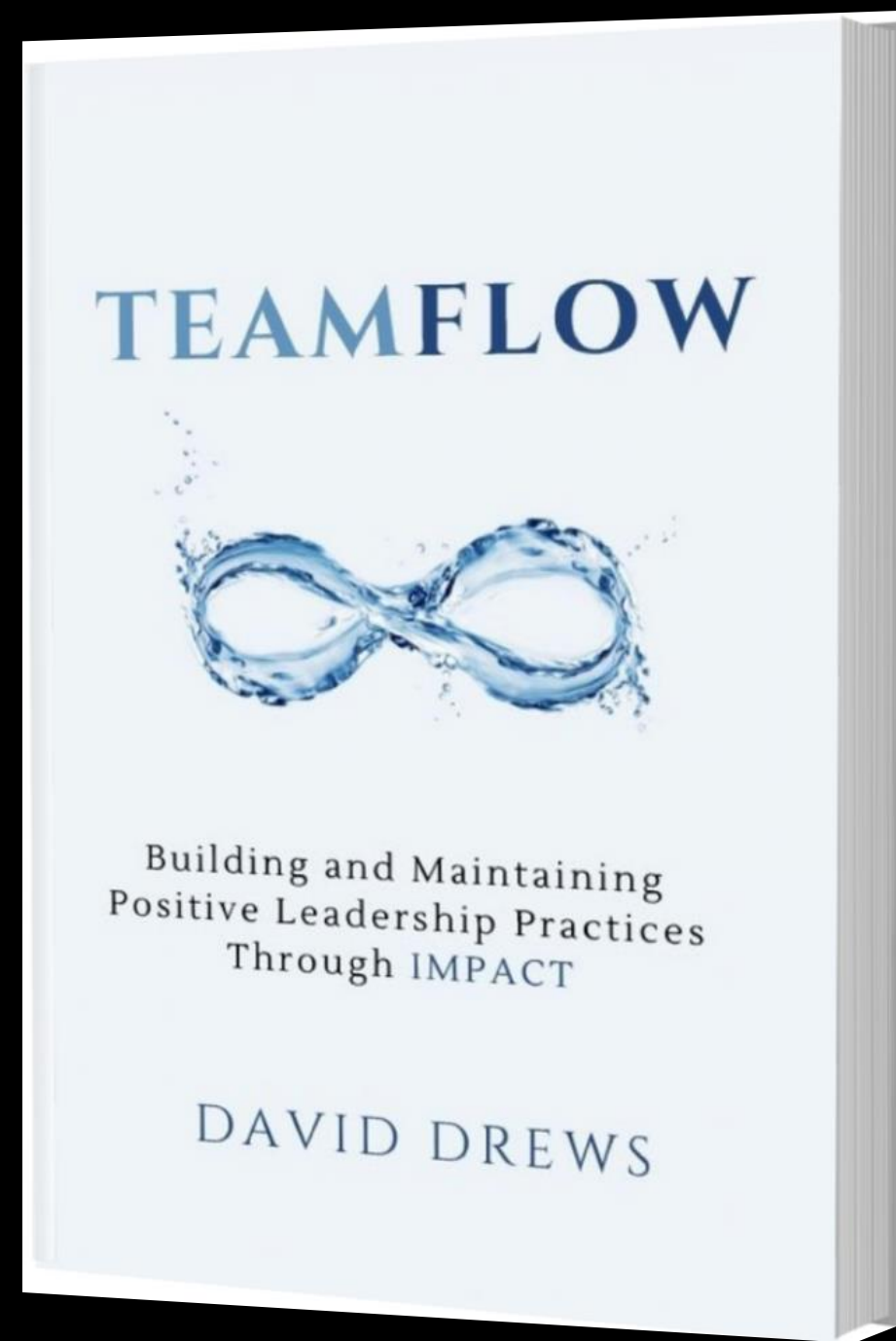


 **LEADERSHIP**  
**DETROIT**

**David Drews**

Author

“Teamflow”



---

# DAVID DREWS

EXECUTIVE IN RESIDENCE  
CENTER FOR POSITIVE ORGANIZATIONS  
UNIVERSITY OF MICHIGAN



TEAMFLOW

# THEMES OF POSITIVE ORGANIZATIONAL SCHOLARSHIP

---

## POSITIVE FRAMING

Identification

Meaning

Perspective

Action

Collaboration

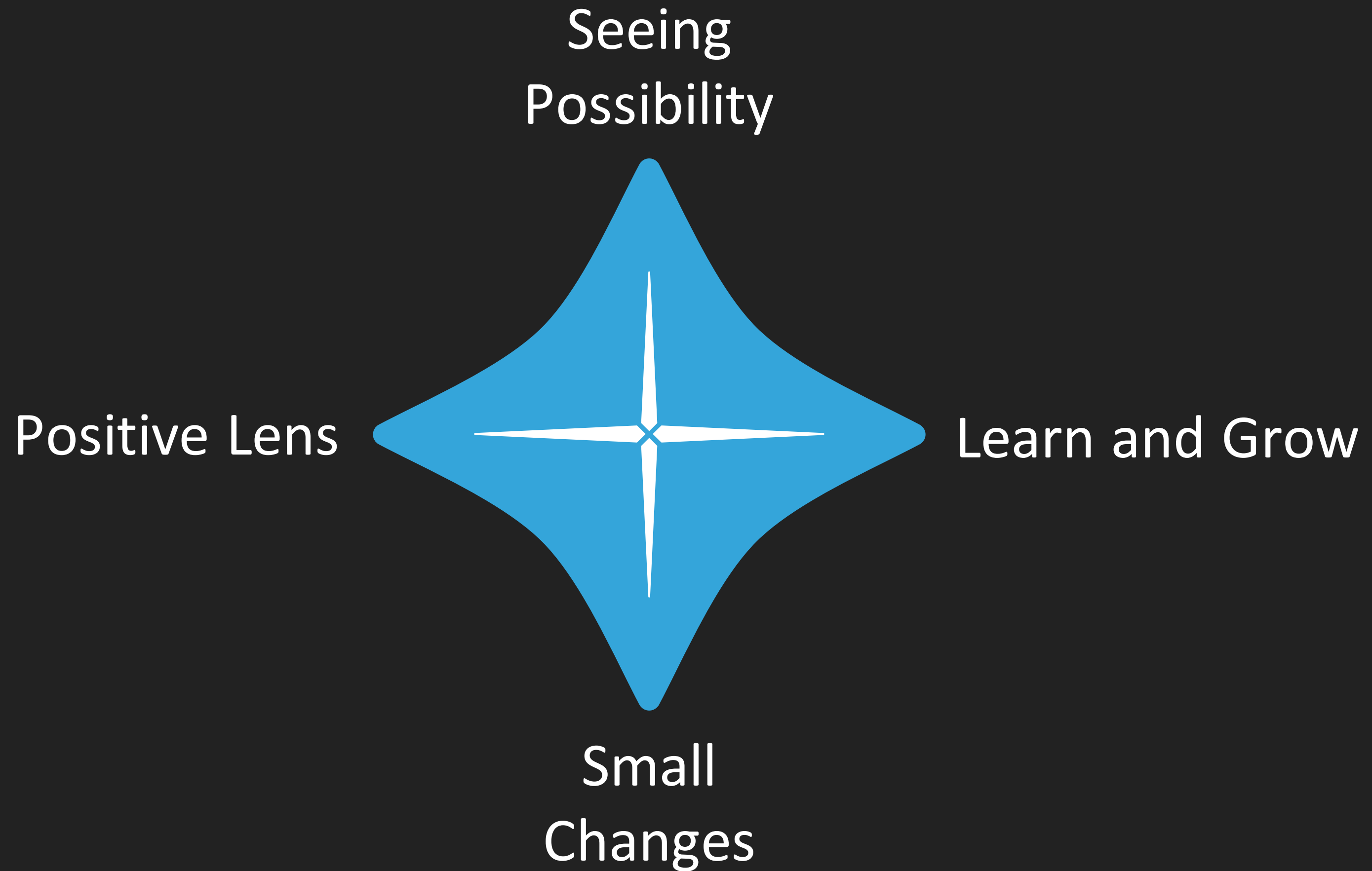
Teamflow

DAVID DREWS. 2019.

TEAMFLOW

# THE FOUNDATION

---



# ZONE OF POSSIBILITY



JANE DUTTON AND GRETCHEN SPREITZER, UNIVERSITY OF MICHIGAN

TEAMFLOW

# POSITIVE FRAMING



TEAMFLOW

---

# POSITIVE FRAMING





---

# POSITIVE FRAMING

Good

Bad

JOHN TIERNEY AND ROY BAUMEISTER. 2019. NEW YORK. THE POWER OF BAD. PENGUIN PRESS.

TEAMFLOW

# MINDSET

FIXED

GROWTH

DANIEL LERNER AND ALAN SCHLECHTER. 2017. NEW YORK. UTHRIVE. LITTLE, BROWN AND COMPANY.

TEAMFLOW

# FIXED MINDSET

- ▶ Leads to desire to look smart
- ▶ ...avoid challenges
- ▶ ...get defensive or give up easily
- ▶ ...see effort as fruitless or worse
- ▶ ...ignore useful negative feedback
- ▶ ...feel threatened by the success of others
- ▶ Result: May plateau early, achieving less than full potential

DANIEL LERNER, MAP, AND ALAN SCHECHTER, MD. 2017. NEW YORK. UTHRIVE. LITTLE, BROWN AND COMPANY.

# GROWTH MINDSET

- ▶ Leads to a desire to learn and a tendency toward
- ▶ ... embracing challenges
- ▶ ... persistence in the face of setbacks
- ▶ ...seeing effort as the path to mastery
- ▶ ...learning from criticism
- ▶ finding lessons and inspiration from the success of others
- ▶ Result: Reach ever higher in terms of achievement

DANIEL LERNER, MAP, AND ALAN SCHECHTER, MD. 2002. NEW YORK. UTHRIVE. LITTLE, BROWN AND COMPANY

---

NOTHING POSITIVE  
COMES FROM A  
NEGATIVE THOUGHT

Bob Tewksbury, MLB Mental Skills Coach

AUTHOR: NINETY PERCENT MENTAL

TEAMFLOW

# IDENTIFICATION

---

# GOALS

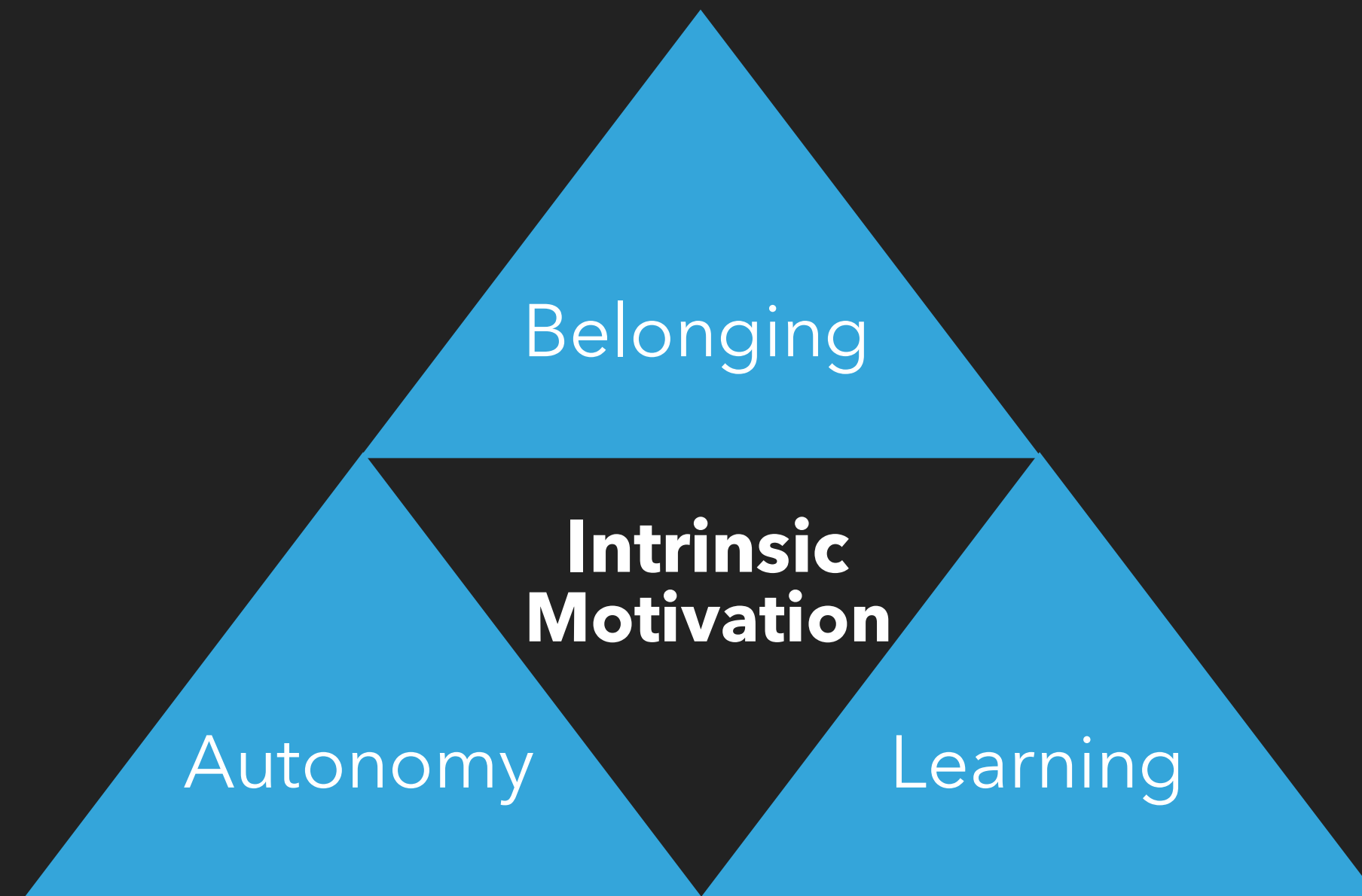


Motivation  
Strength of Character  
Resilience  
Adaptability  
Grit  
Willpower  
Courage  
Perseverance  
Passion  
Persistence  
e



---

# MOTIVATION



Edward Deci and Richard Ryan, University of Rochester

# MOTIVATION

## Extrinsic Motivation

Wealth

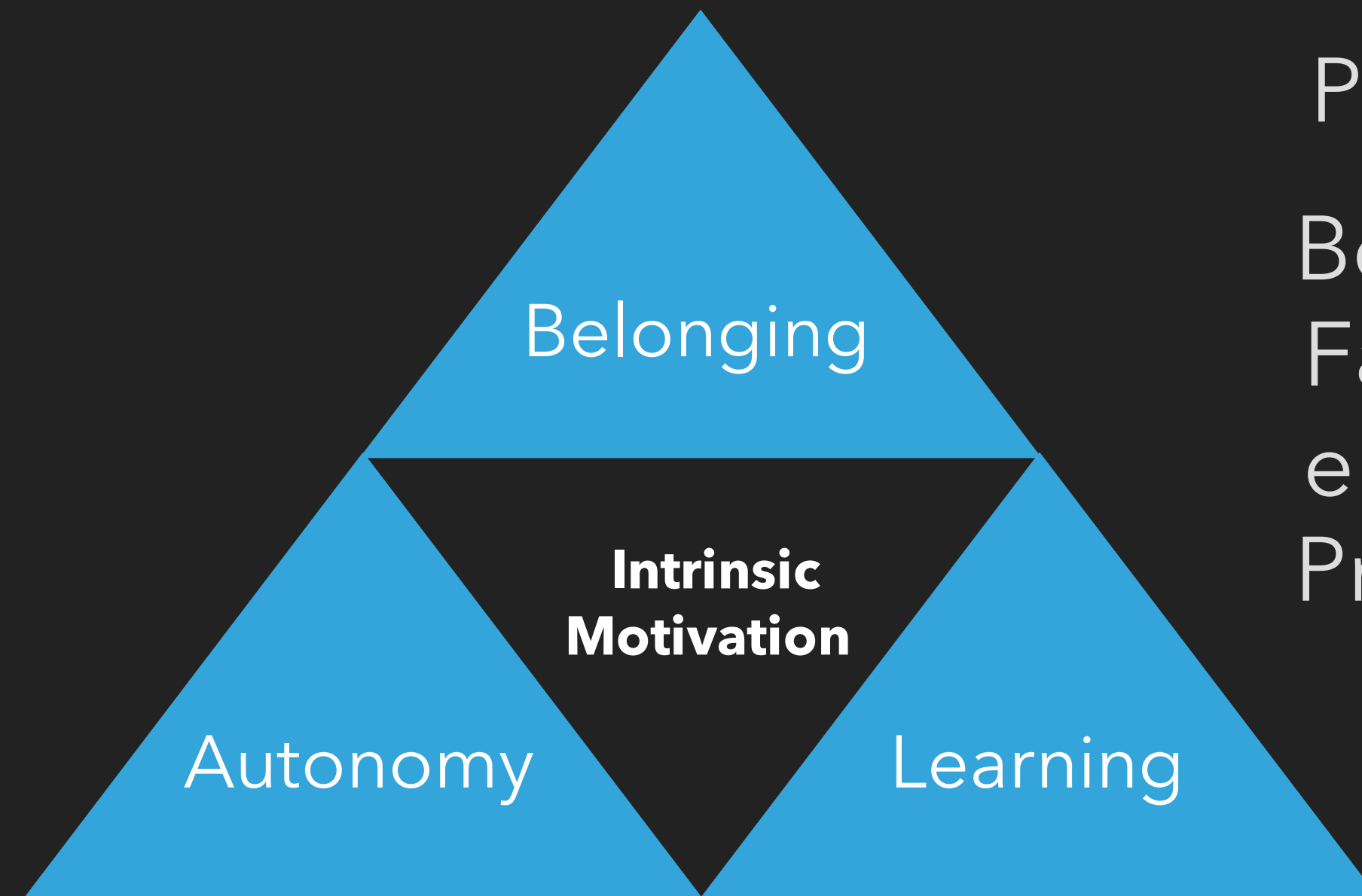
Power

Beauty

Fame

e

Praise



Edward Deci and Richard Ryan, University of Rochester

TEAMFLOW

# FLOW

Time Disappears

Concentration

Progress  
Seems  
Effortless

Skill Matched to Ability



Sense of Control

Clear Goals

Listening

Learning

Harmonious  
Order Exists

Concern for others

Mihaly Csikszentmihalyi, Claremont Graduate University

TEAMFLOW

---

# RESILIENCE

- ▶ Personal: Not Me (driven by the situation) v. Me
- ▶ Pervasive: Not Everything (limited) v. Everything (all aspects of life)
- ▶ Permanent: Not Always (temporary) v. Always (permanent)

KAREN REIVICH AND ANDREW SHATTE. 2002. NEW YORK. THE RESILIENCE FACTOR. THREE RIVERS PRESS.

TEAMFLOW

# HURRICANE IAN



# RESILIENCE



Sheryl Sandberg and Adam Grant, Option B

---

# RESILIENCE



Personal  
Strength

Greater  
Appreciation

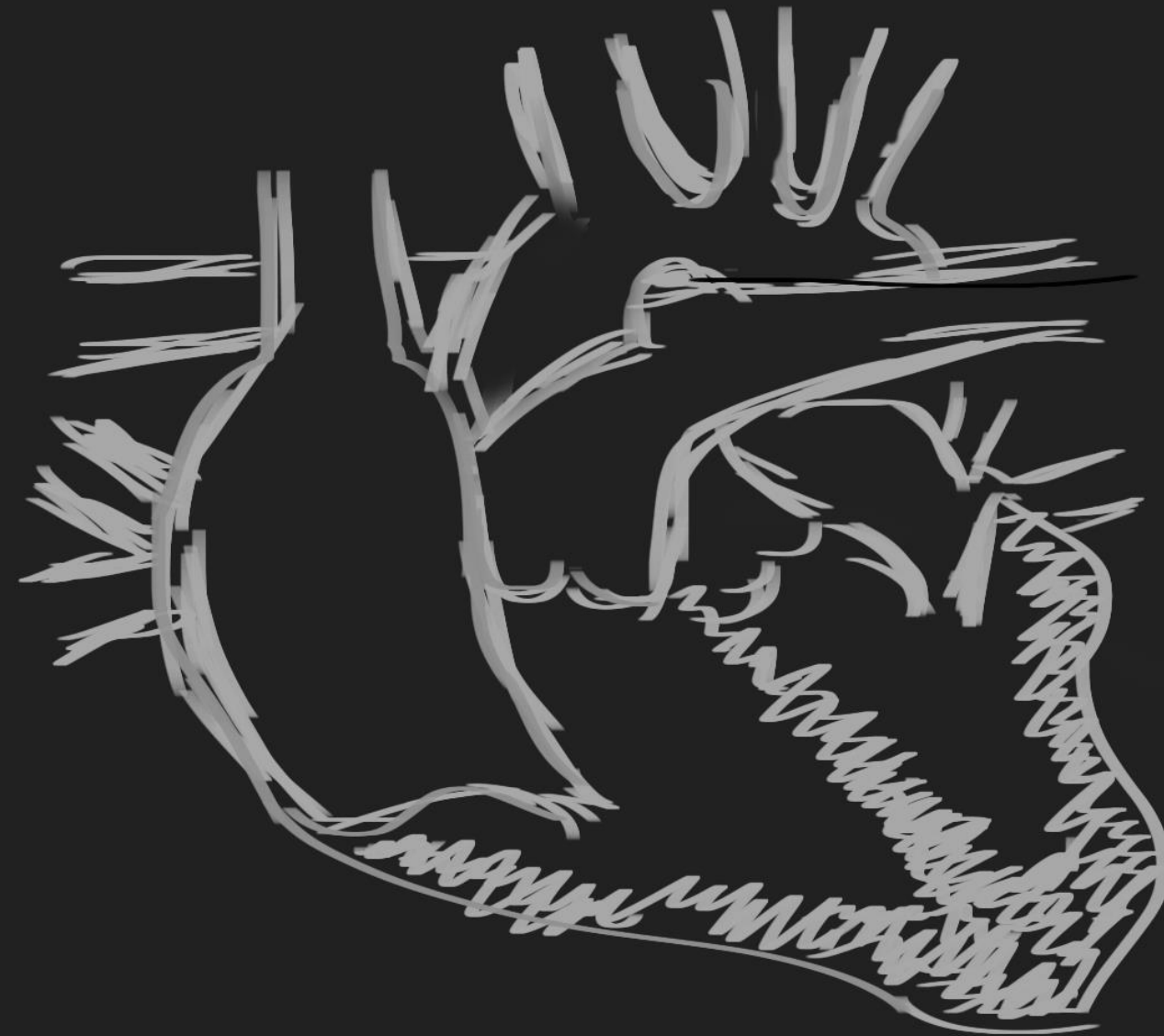
Deeper  
Relationships

Seeing New  
Possibilities

---

# WILLPOWER

- ▶ Willpower is a MUSCLE. Exercise strengthens willpower.



DANIEL LERNER AND ALAN SCHLECHTER. 2017. NEW YORK. UTHRIVE. LITTLE, BROWN AND COMPANY

TEAMFLOW



---

THINK LESS OF WHAT  
OTHERS THINK AND MORE  
OF WHAT YOU THINK OF  
YOURSELF

Victor Strecher, University of Michigan

TEAMFLOW

---

## ROBERT E QUINN, FOUNDER OF POSITIVE ORGANIZATIONAL SCHOLARSHIP

- ▶ What result do I want to create?
- ▶ Am I aligned with my values and being authentic?
- ▶ Am I others focused?
- ▶ Am I open to learning?

MEANING

---

THE TWO MOST IMPORTANT  
DAYS OF YOUR LIFE ARE THE  
DAY YOU WERE BORN AND  
THE DAY YOU FIND OUT WHY

Anonymous

---

# PURPOSE

- ▶ Lowers Bad Cholesterol, Alzheimers, Inflammation
- ▶ Raises Sleep, Relationships, Good Cholesterol
- ▶ Increases life satisfaction, self esteem and positive feelings
- ▶ Connect your purpose, the purpose of others and the organization's purpose

VICTOR STRETCHER. 2016. NEW YORK. LIFE ON PURPOSE. HARPER ONE.

TEAMFLOW

28% / 33%

AUGUST 24, 2023 WALL STREET JOURNAL

TEAMFLOW

TOGETHER WE BUILD LEGACIES FOR  
CUSTOMERS, COMMUNITIES AND  
EMPLOYEE OWNER FAMILIES

TEAMFLOW

WE BUILD A BETTER  
TOMORROW

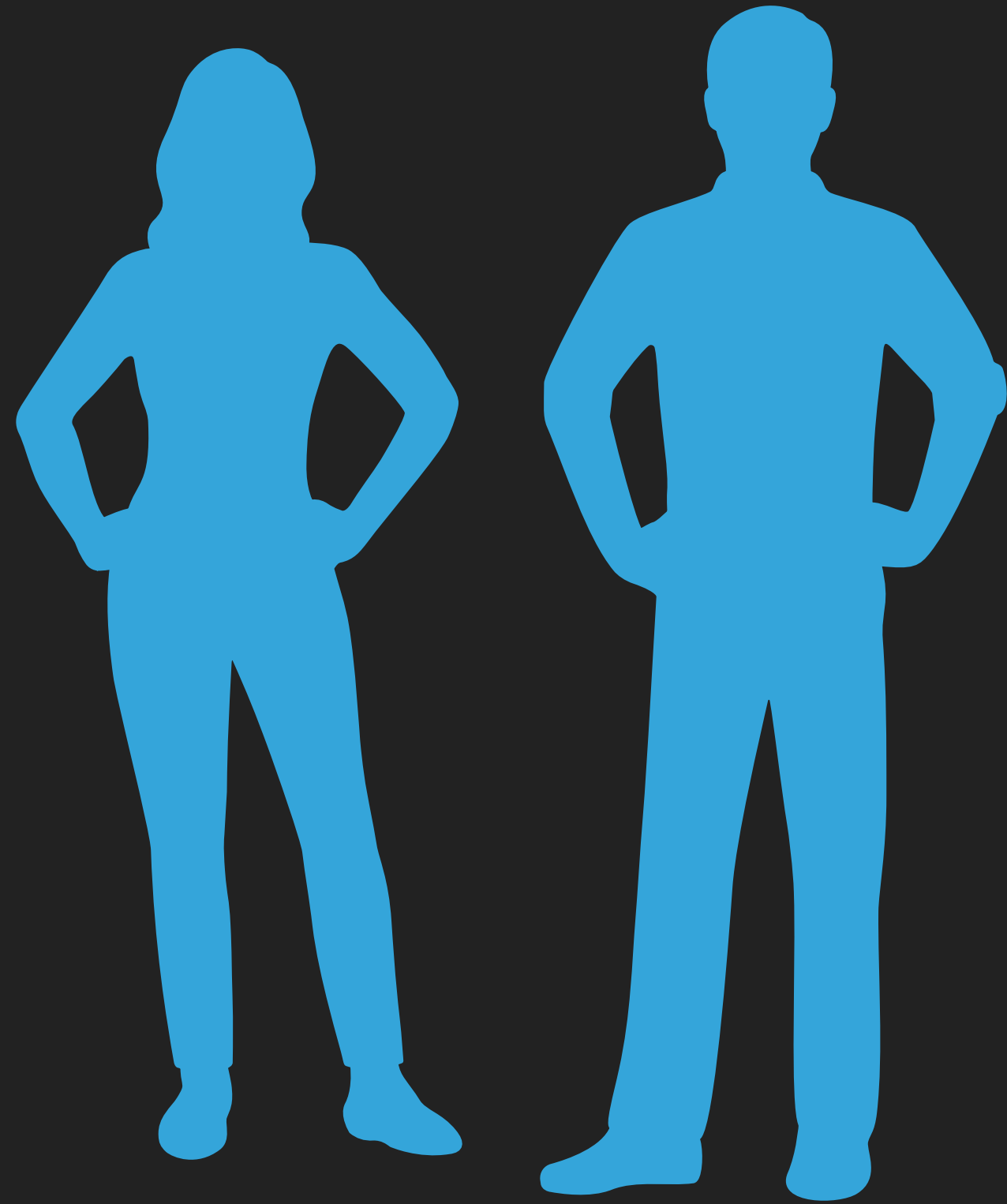
TEAMFLOW



WHAT IS YOUR  
ORGANIZATIONS PURPOSE?

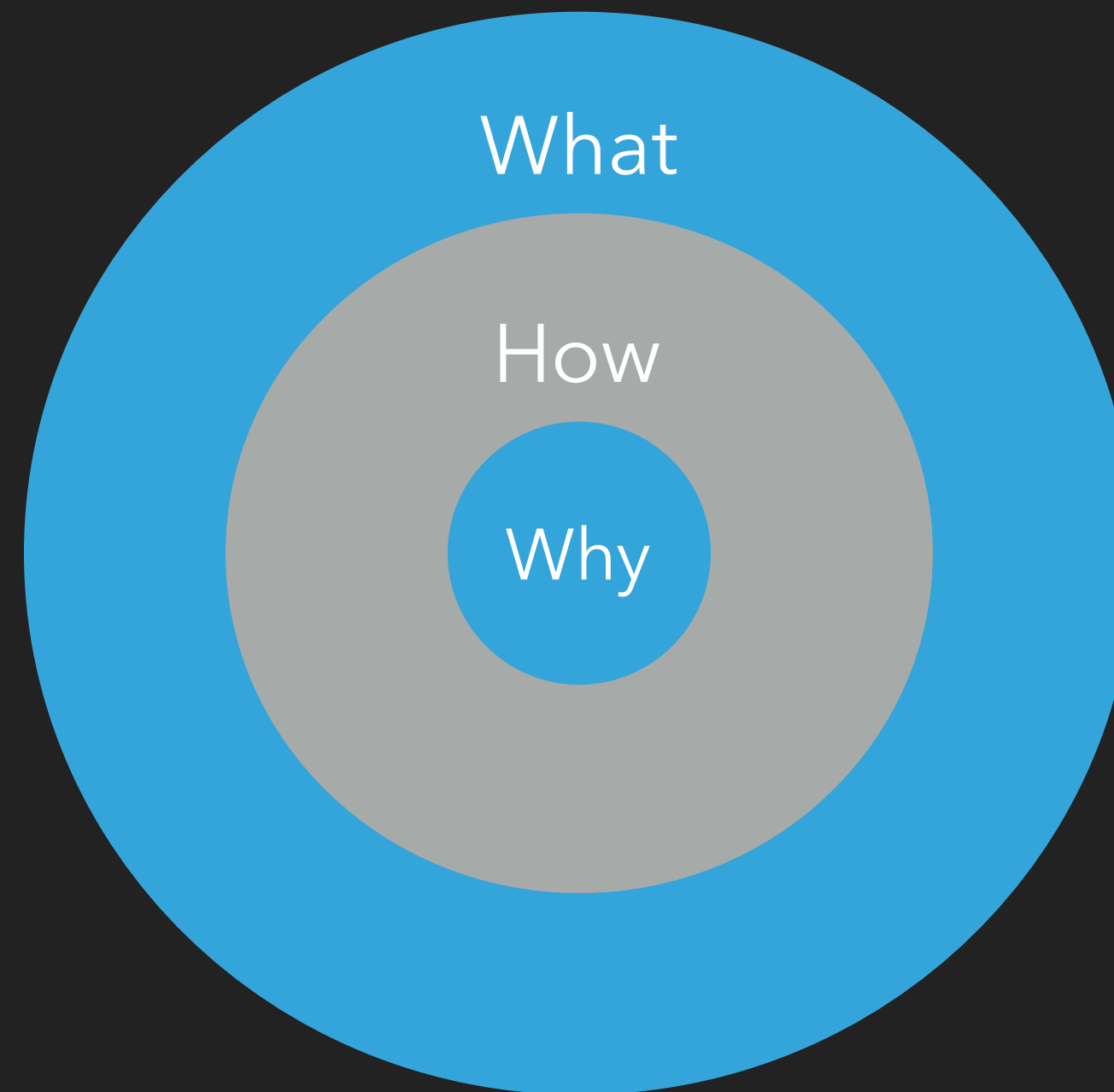
---

# MEANING / PURPOSE



---

# THE GOLDEN CIRCLE

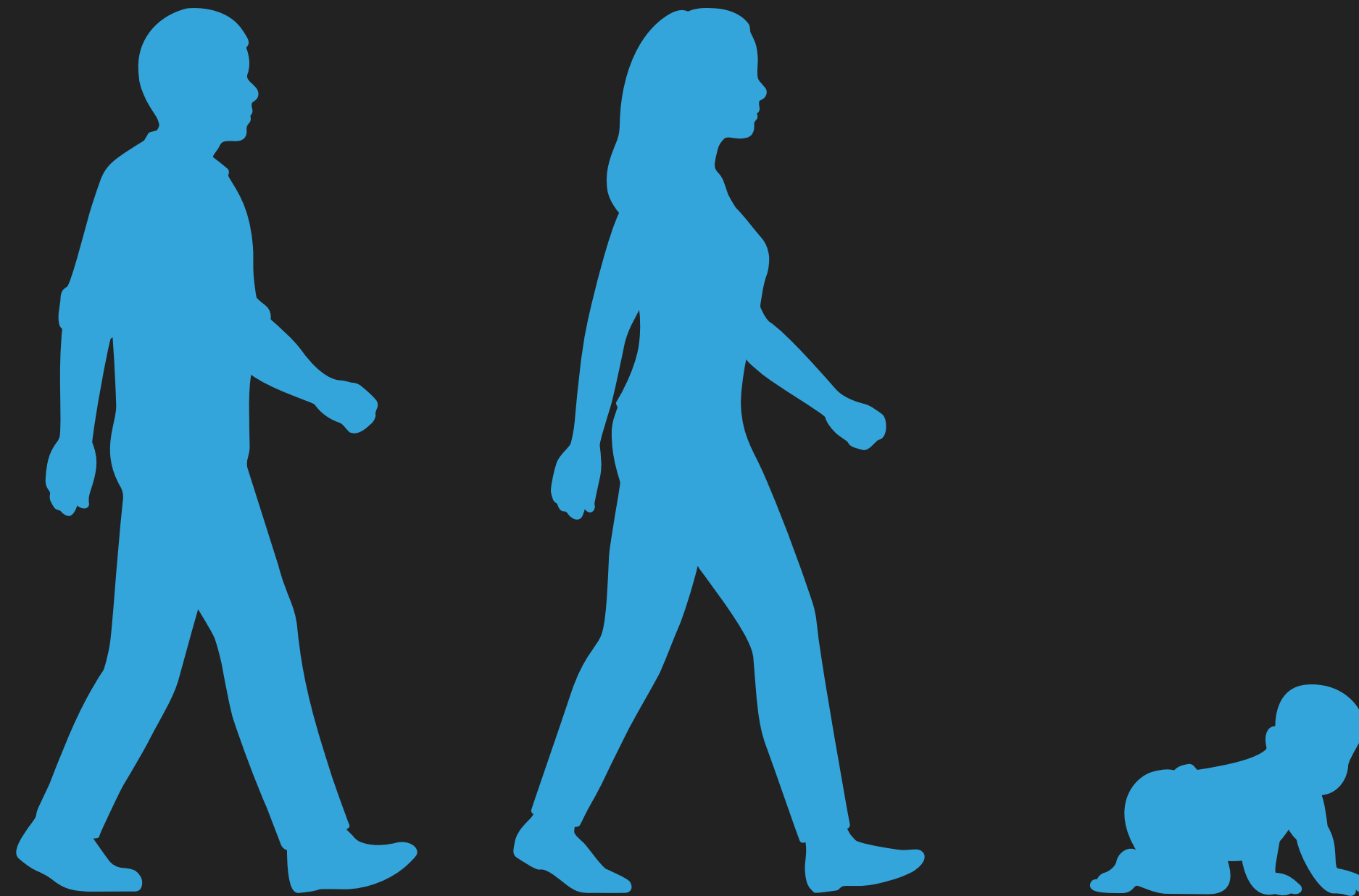


SIMON SINEK, DAVID MEAD. PETER DOCKER. 2017. FIND YOUR WHY. NEW YORK. PENGUIN RANDOM HOUSE.

TEAMFLOW

---

# PROSOCIAL MOTIVATION

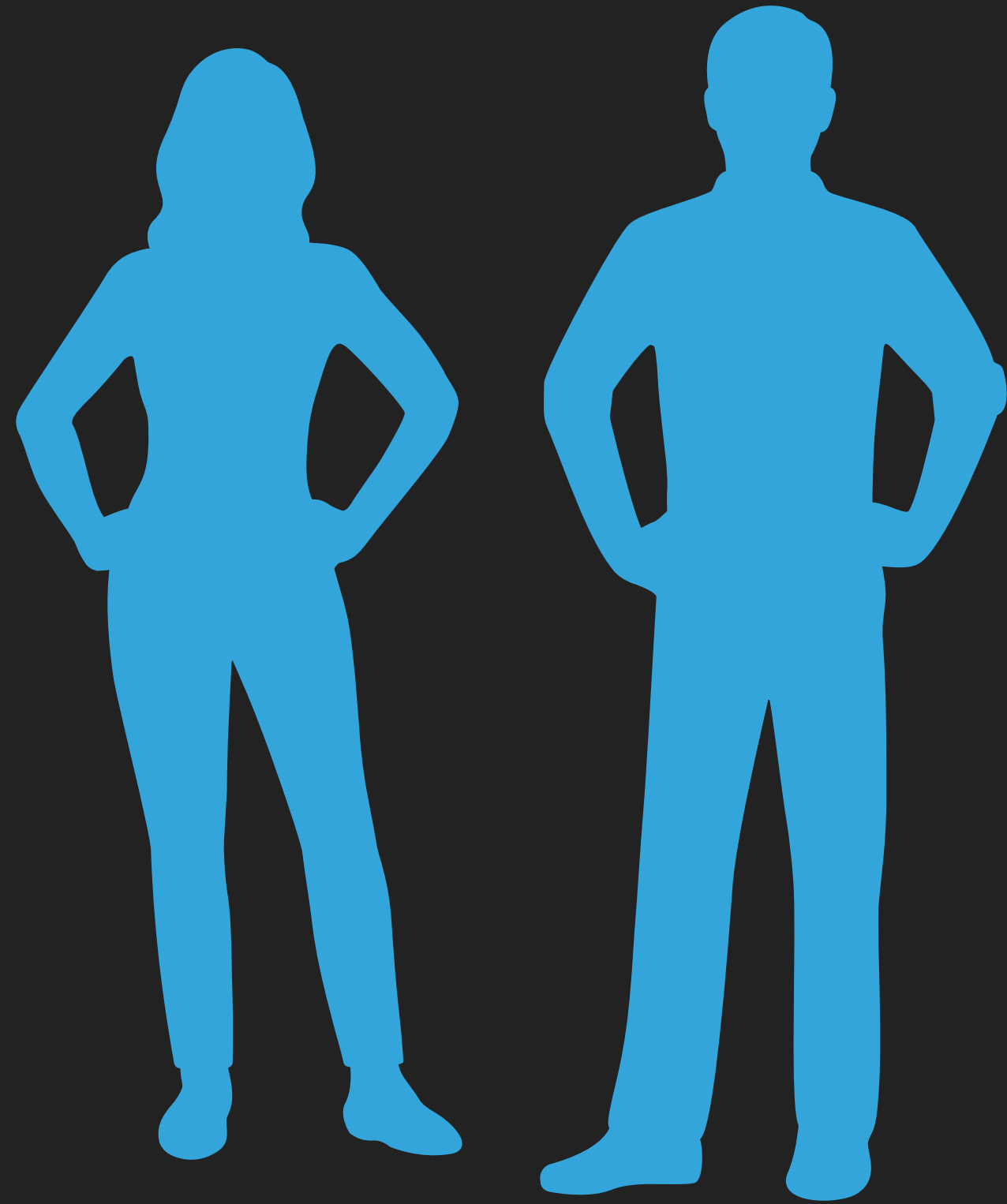


Adam Grant, University of Pennsylvania

TEAMFLOW

---

# MEANING / PURPOSE



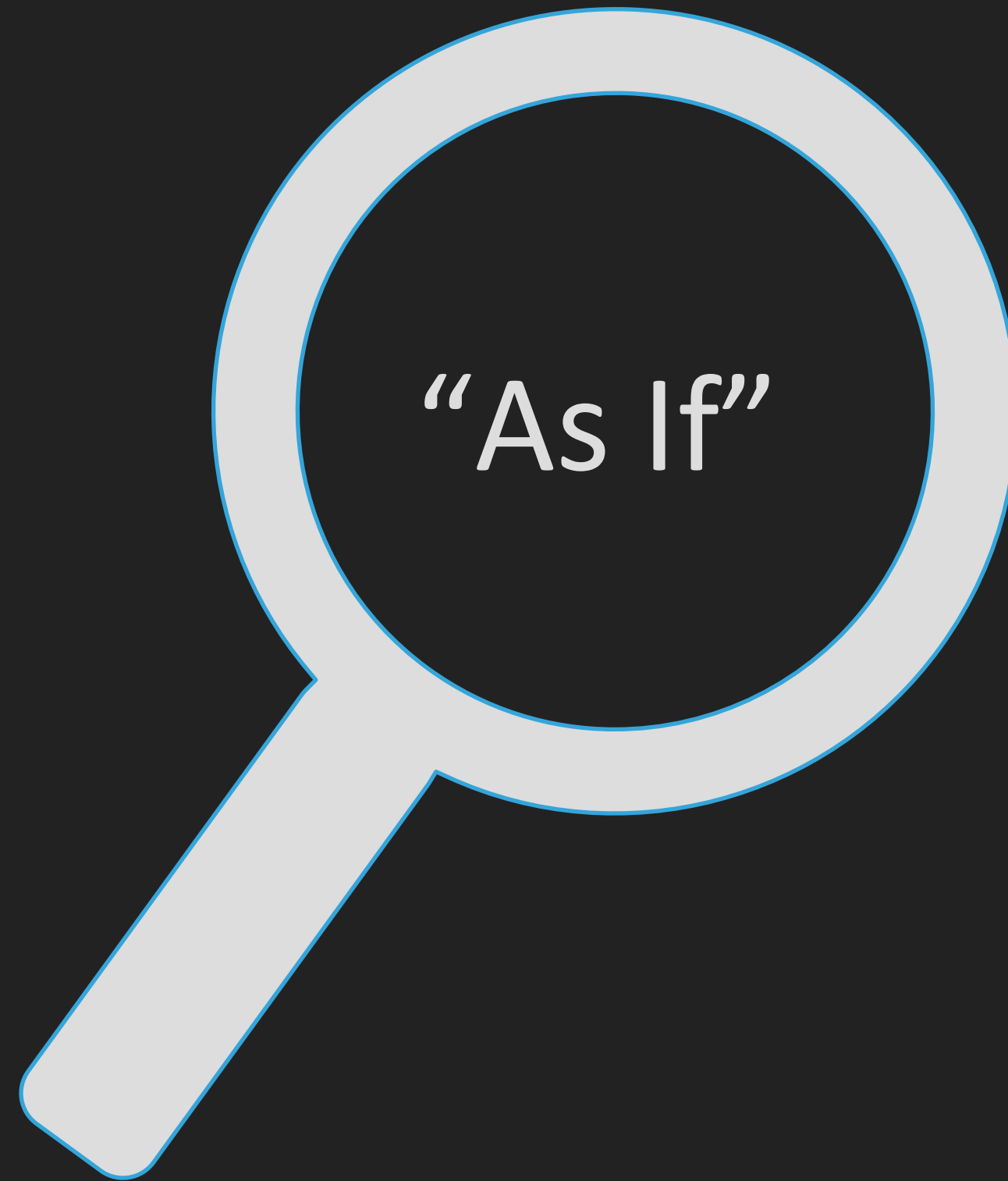
To \_\_\_\_\_

So That \_\_\_\_\_

PERSPECTIVE

---

# THE LENS OF OTHERS



DEEP LISTENING /  
ACTIVE CONSTRUCTIVE  
RESPONDING



---

# ACTIVE CONSTRUCTIVE RESPONDING

1 Week

More Satisfied and More Grateful

4 Weeks

Better Relationships / Higher  
Levels of Gratitude

# BE PRESENT



Paraphrase

Summarize

Clarify

Solicit Feedback

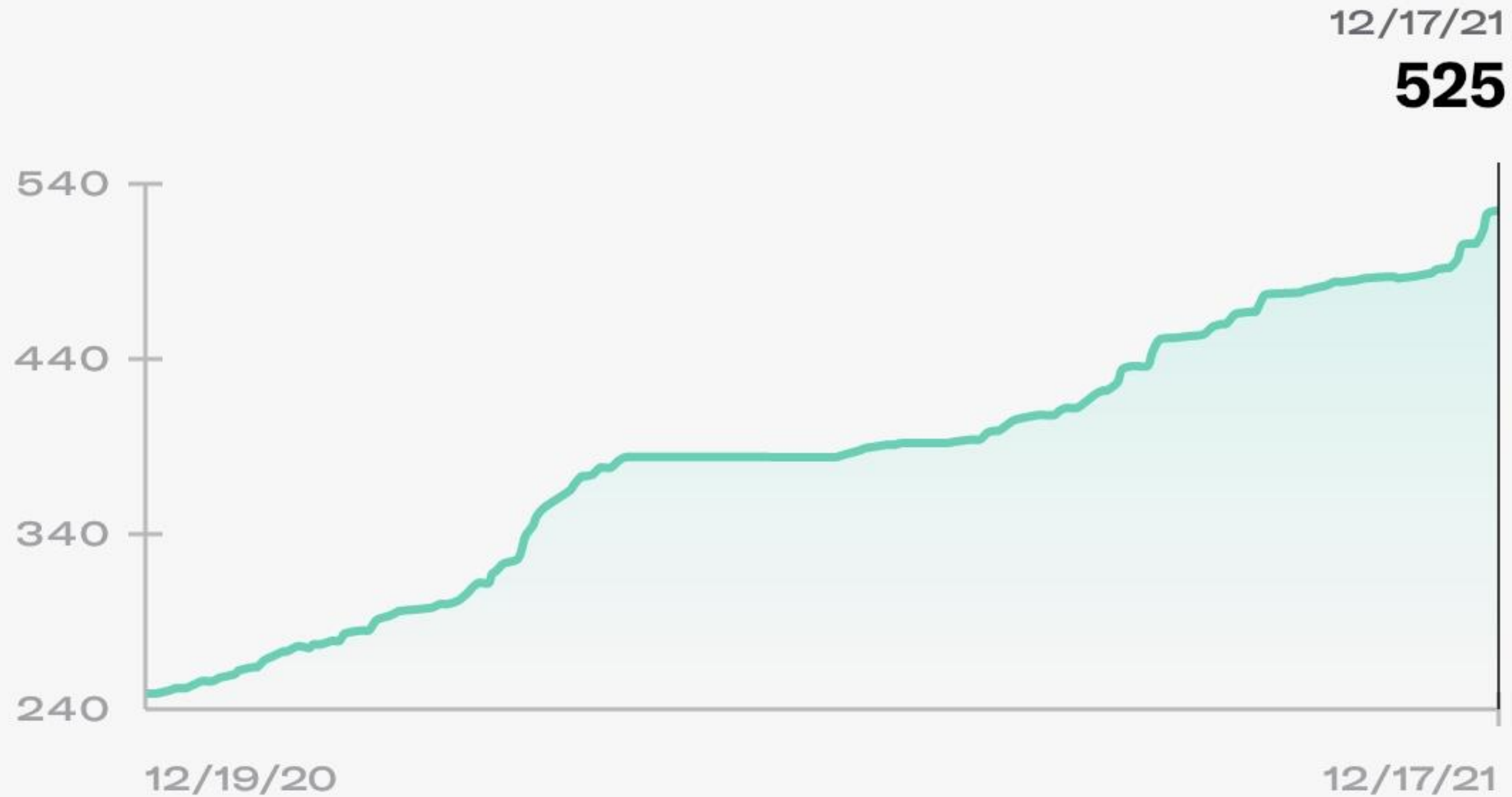
Body Language

Be Supportive

- ▶ Jane Dutton, Gretchen Spreitzer and Wayne Baker - University of Michigan
- ▶ Christine Porath - Georgetown University; Bradley Staats - University of North Carolina

ACTION

# The Power of Small Changes

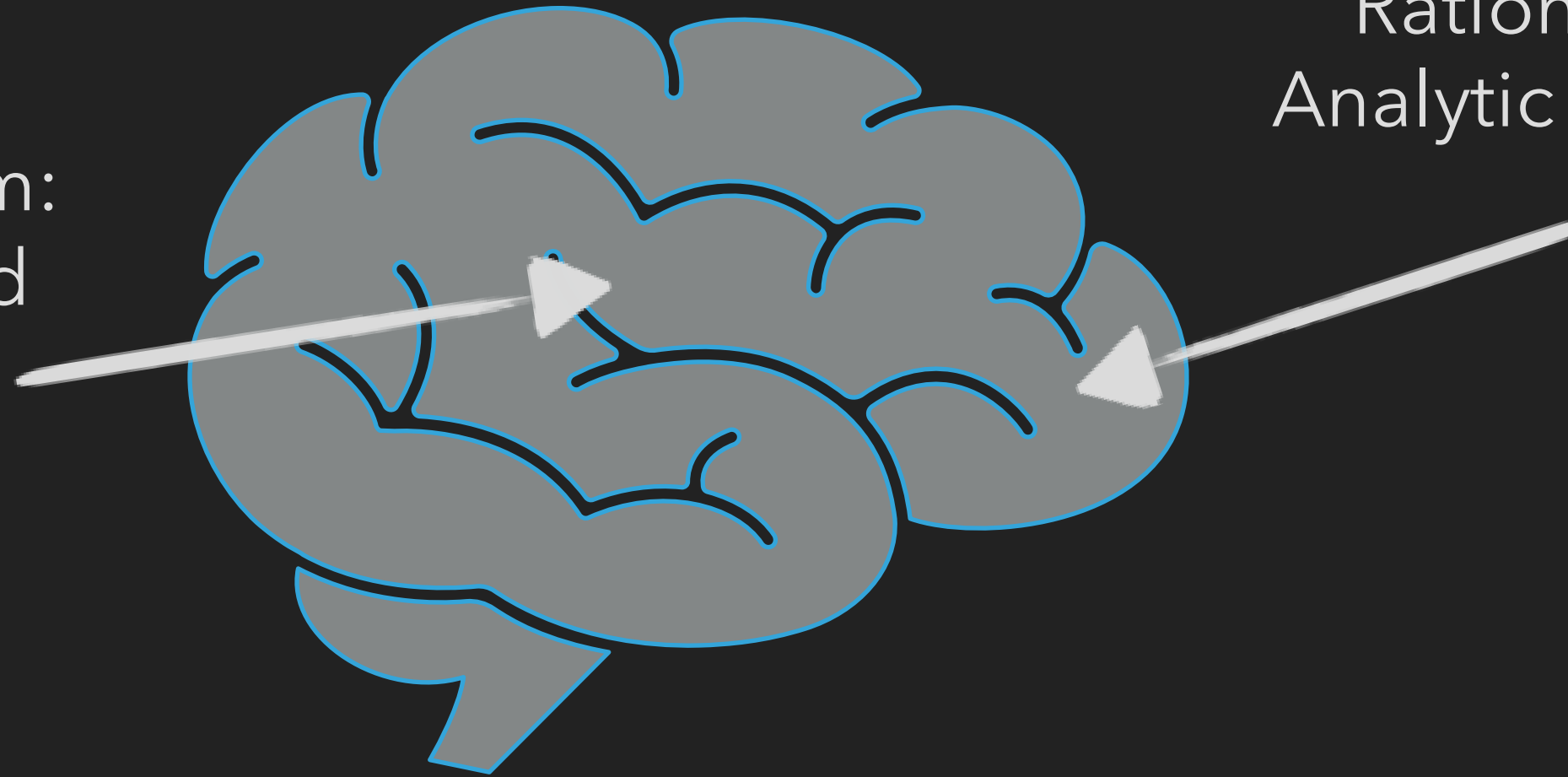


TONAL. 2021.

TEAMFLOW

# OUR BRAIN

Limbic System:  
Behavior and  
Decision  
Making

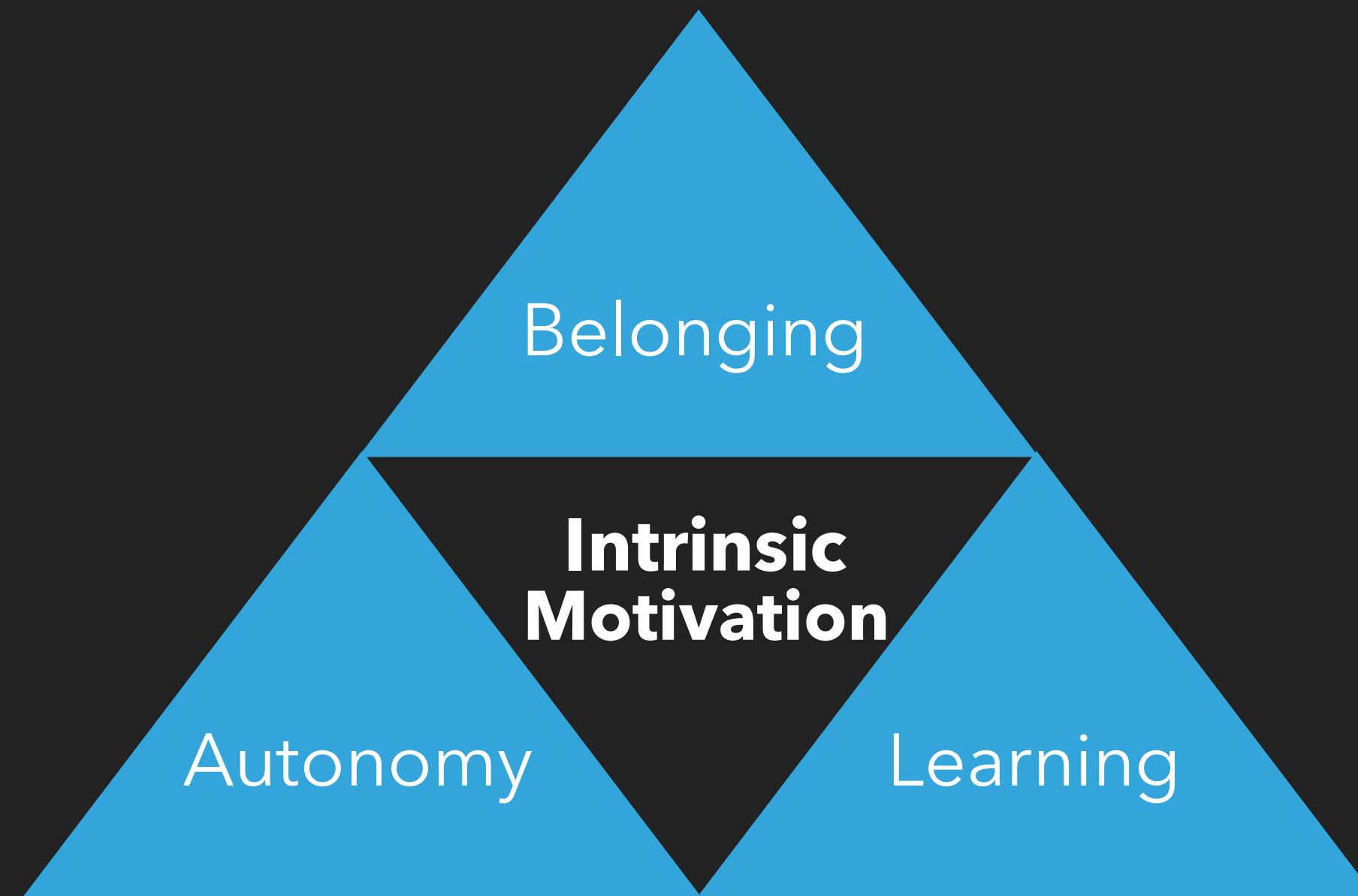


Neocortex:  
Rational and  
Analytic Thought

SIMON SINEK, DAVID MEAD. PETER DOCKER. 2017. FIND YOUR WHY. NEW YORK. PENGUIN RANDOM HOUSE.

---

# MOTIVATION



Edward Deci and Richard Ryan, University of Rochester

# Express Benefits

Areas of Common Agreement

What won't change?

# Celebrate Progress

Public Benefits

Ripples of Influence

Connect to Core Values

Evidence of Success

Visible Sacrifice

BOB QUINN AND KIM CAMERON, UNIVERSITY OF MICHIGAN

TEAMFLOW

# Emergent Discovery

Empowerment

Connect to Sense of Purpose

Challenge the Status Quo

# Active Listening

Sense of Urgency

Peak End Rule

Midpoint Strategies

Adaptability

BOB QUINN, UNIVERSITY OF MICHIGAN; ADAM GRANT, UNIVERSITY OF PENNSYLVANIA  
DANIEL PINK. AUTHOR OF "WHEN"

TEAMFLOW



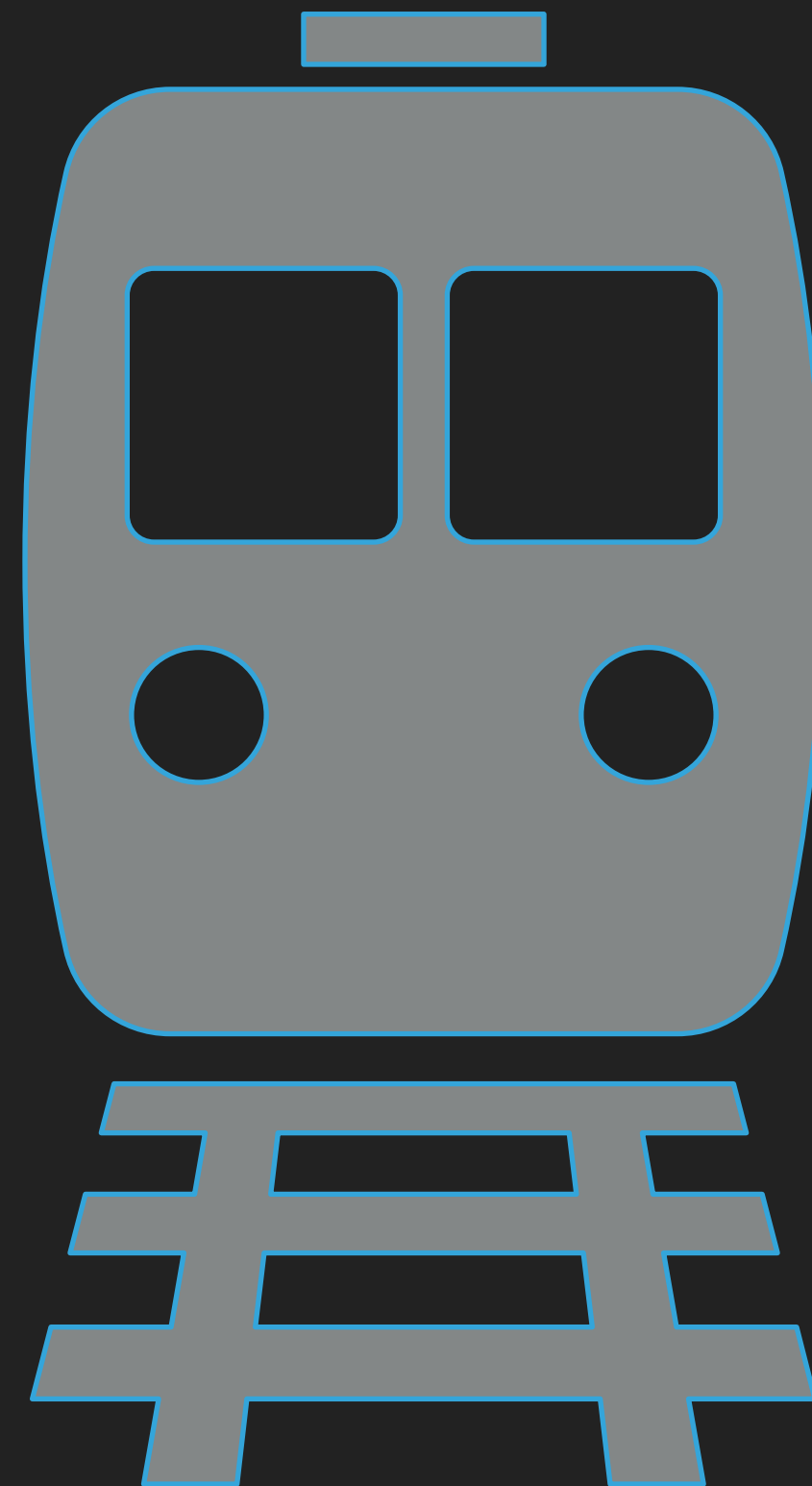
COLLABORATION

TEAMFLOW

# 2 MINUTE EXERCISE

---

# HIGH QUALITY CONNECTIONS



Jane Dutton, University of Michigan

TEAMFLOW

---

# HIGH QUALITY CONNECTIONS



Innovative  
Thinking  
Flexibility  
Adaptability  
Openness  
Resilience  
Curiosity  
Love of Learning  
Health

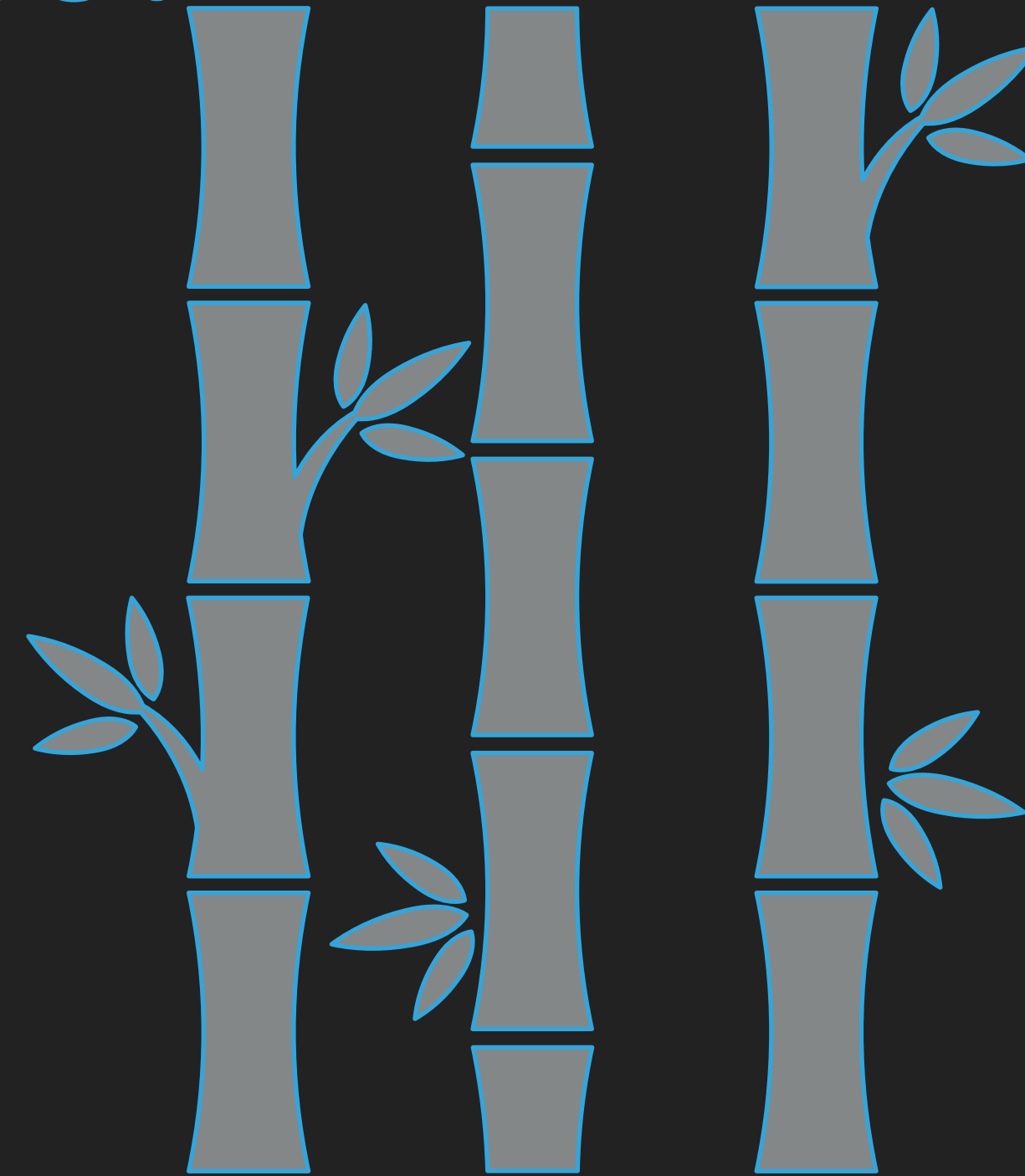
# ELEMENTS OF TRUST

Integrity

Dependability

Benevolence

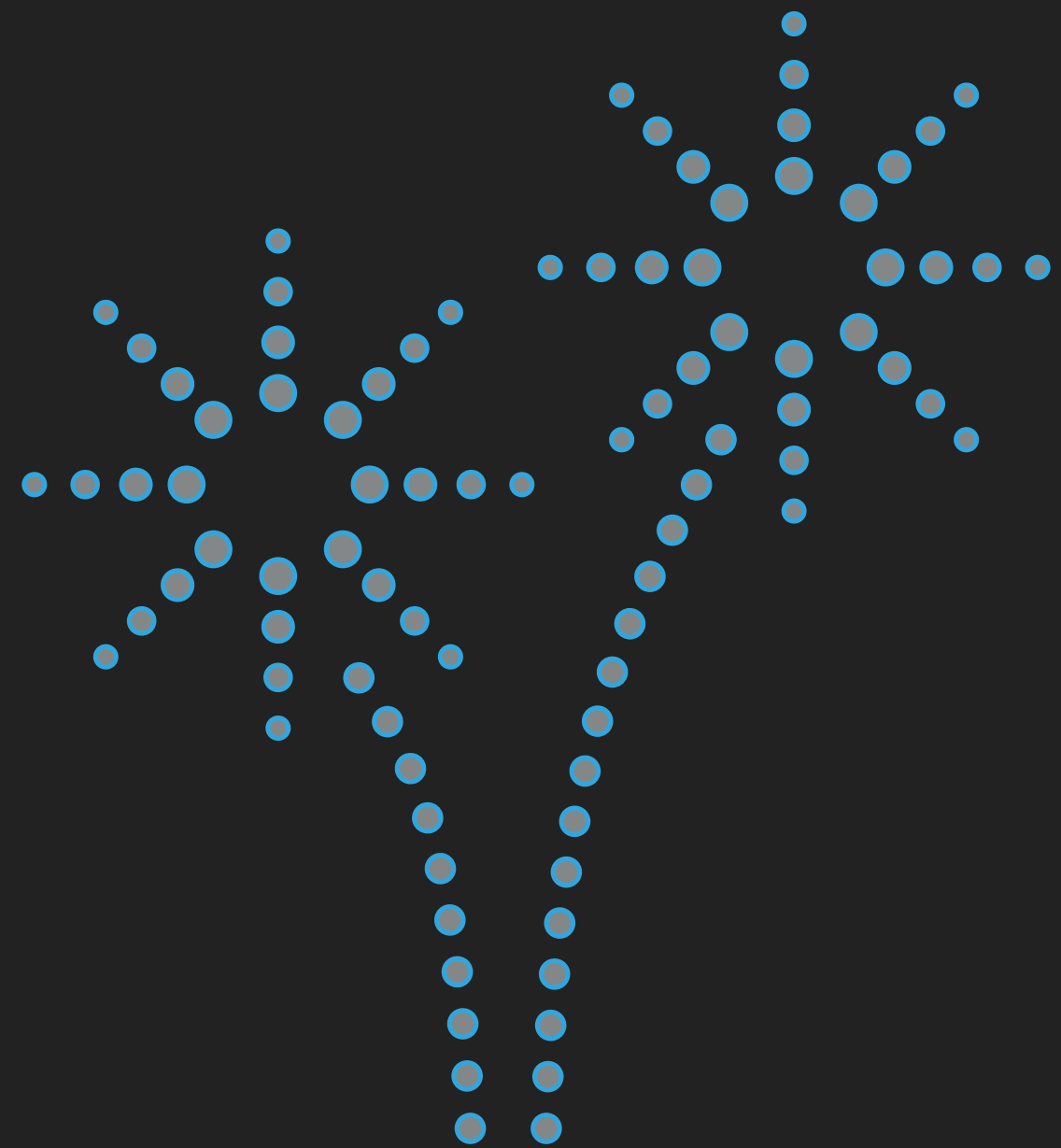
Vulnerability



- ▶ Jane Dutton, Gretchen Spreitzer and Wayne Baker - University of Michigan
- ▶ Christine Porath - Georgetown University; Bradley Staats - University of North Carolina

---

# HIGH QUALITY CONNECTIONS



- ▶ Compassion
- ▶ Empathy
- ▶ Forgiveness
- ▶ Helping

Jane Dutton, University of Michigan

# DIGS

# FEEDBACK





# ENABLE

Safety, Not Fear

Civility

Gratitude

Deep Interest

Strengths

2/3

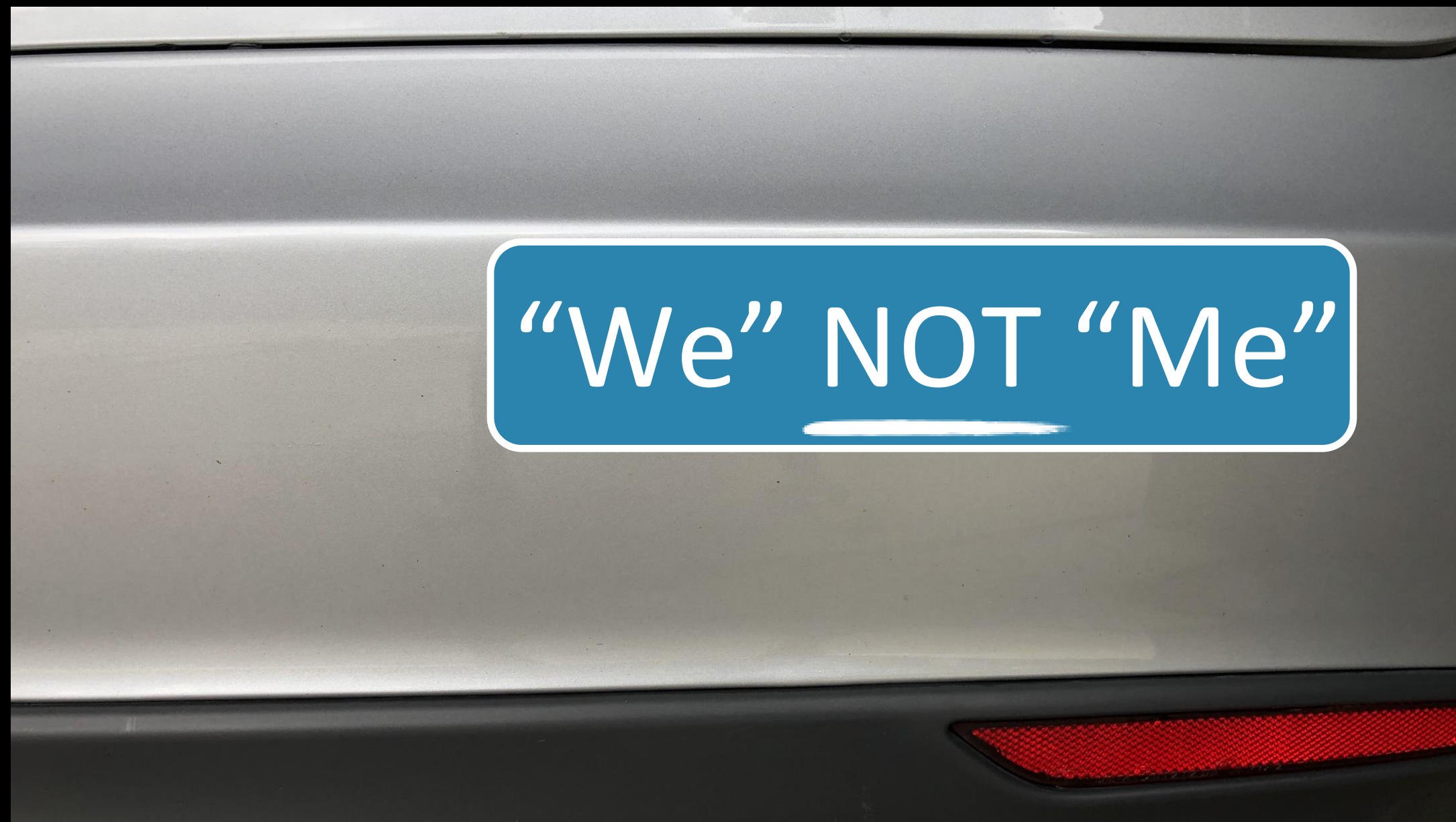
10% v 50-60%

8%

- ▶ Jane Dutton, Gretchen Spreitzer and Wayne Baker - University of Michigan
- ▶ Christine Porath - Georgetown University; Bradley Staats - University of North Carolina

# THE LENS OF A COACH

# BUMPER STICKER



DAVID DREWS. 2019.

# CO-CREATED ENERGY

---

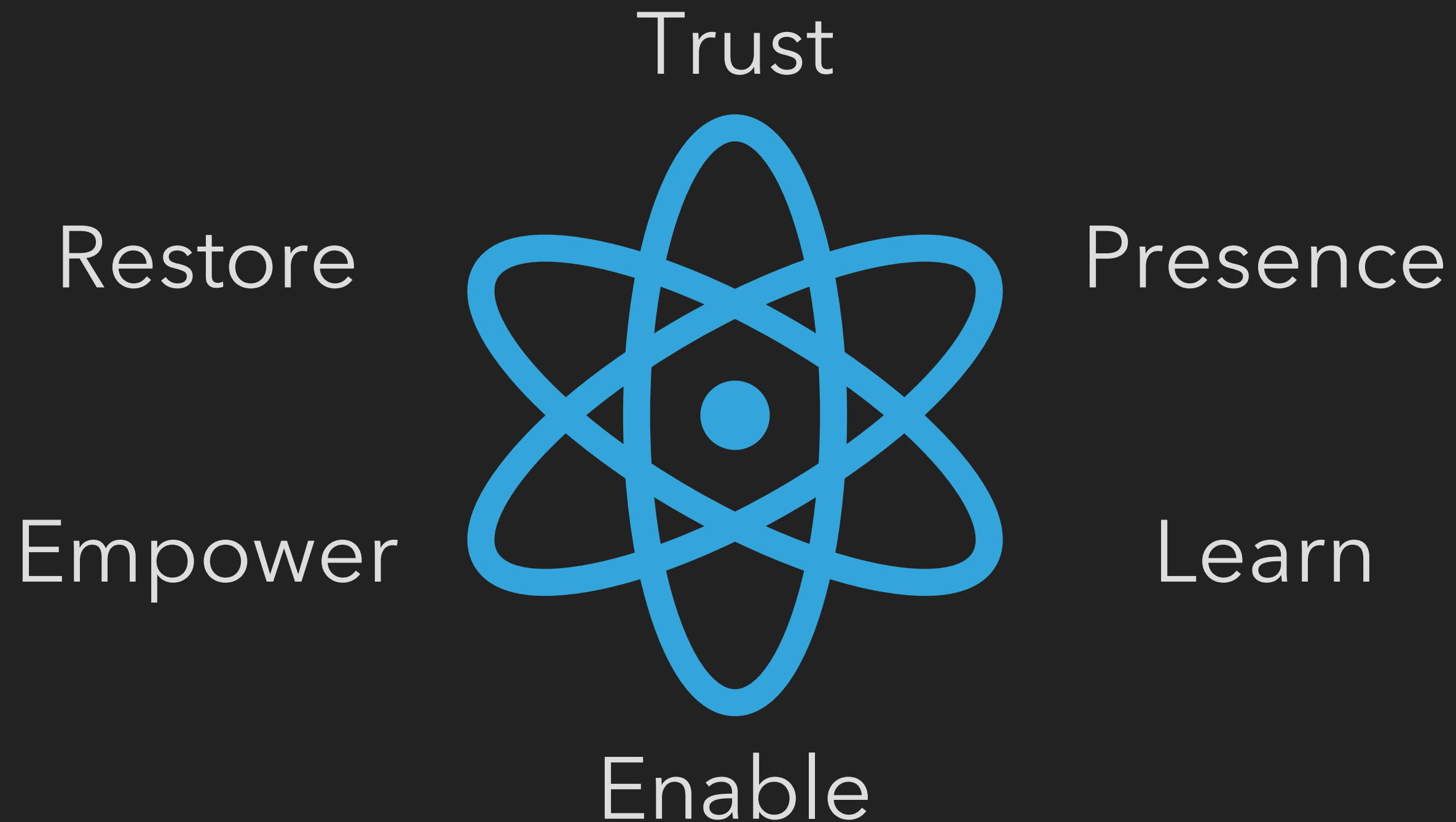
# POSITIVE ENERGY



Performance  
Engagement  
Job Satisfaction  
Learning  
Orientation  
Confidence  
Enthusiasm  
Relationships

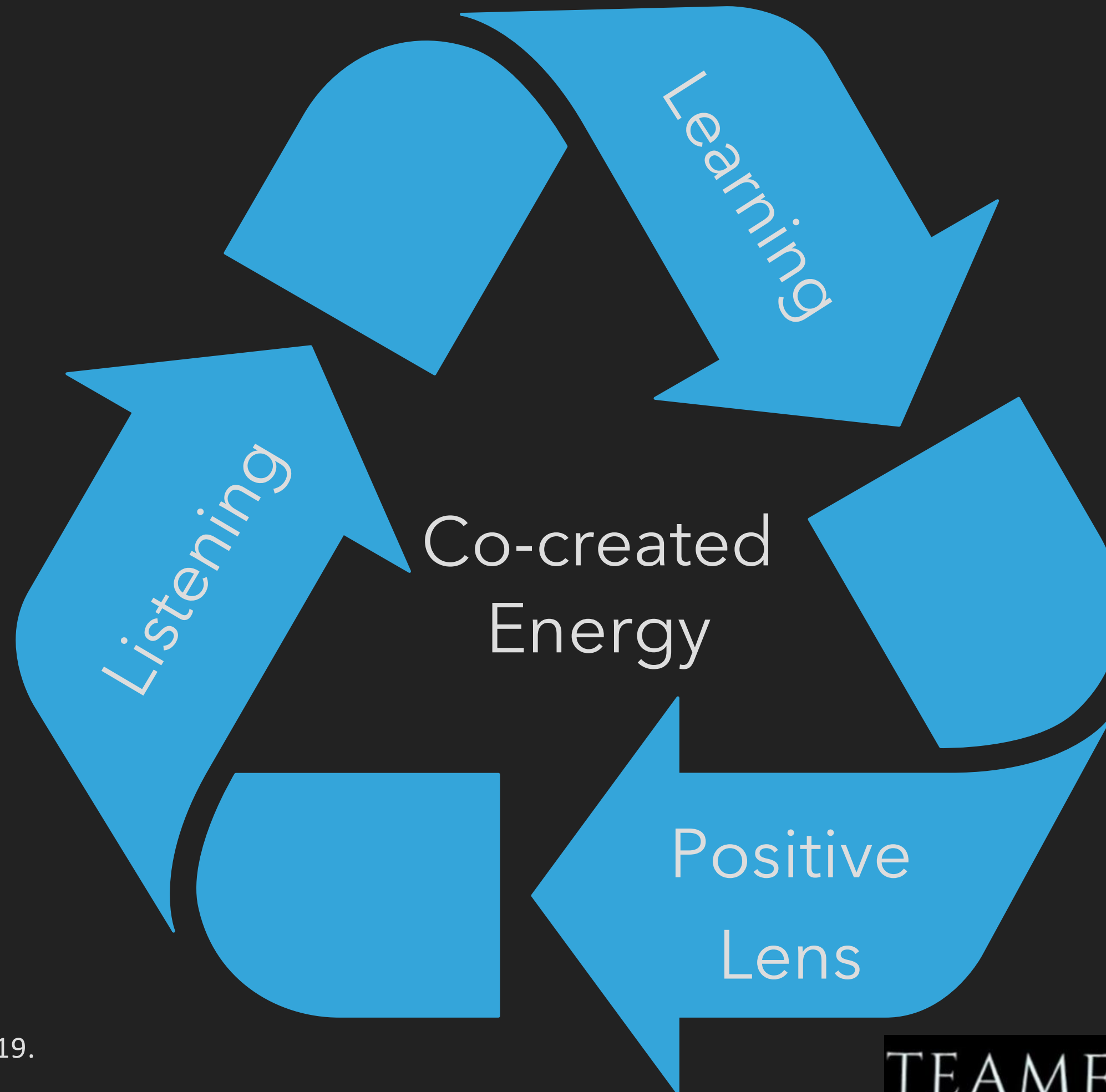
TEAMFLOW

# KEYS TO CO-CREATED ENERGY

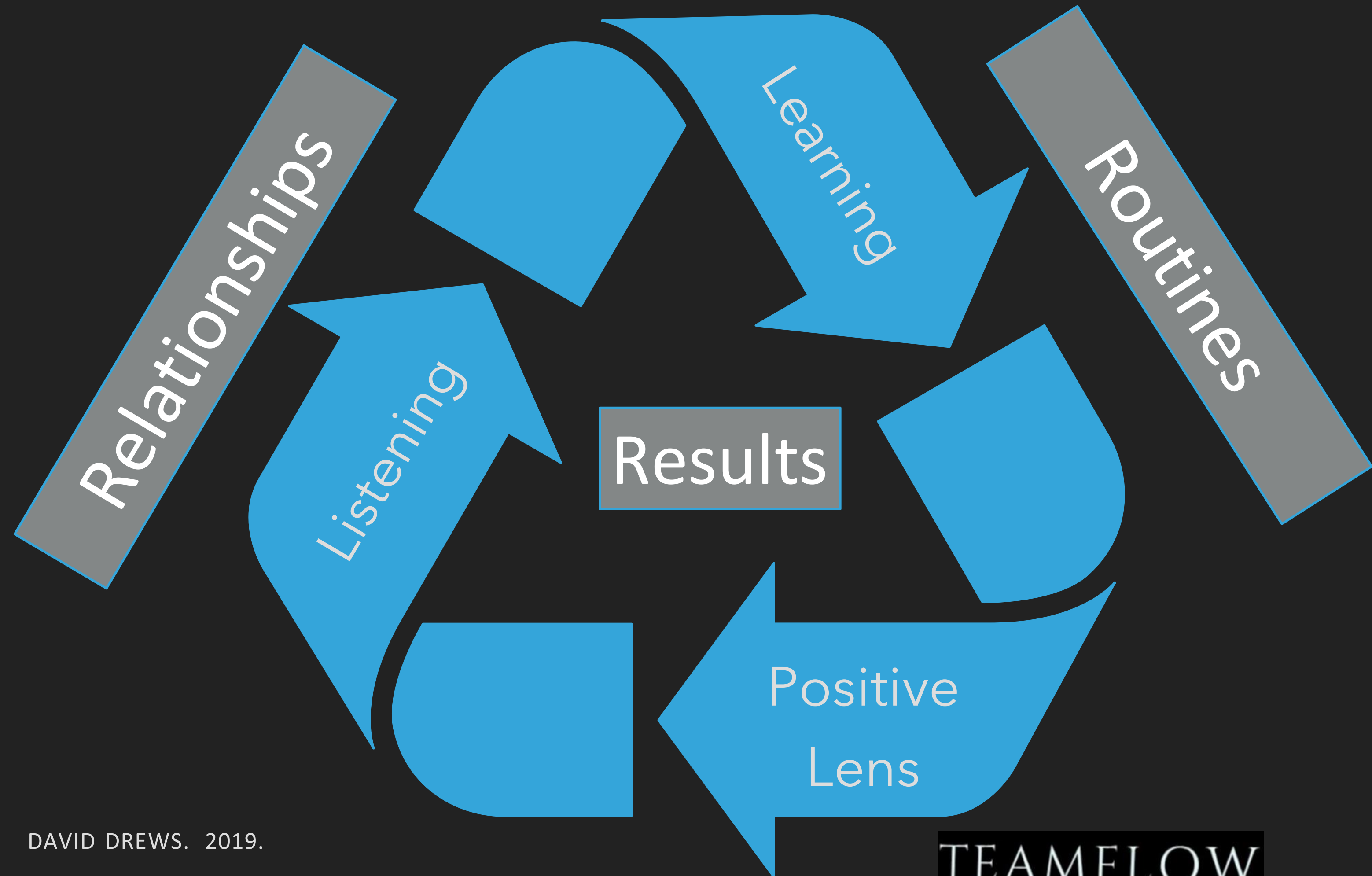


- ▶ Jane Dutton, Gretchen Spreitzer and Wayne Baker - University of Michigan
- ▶ Christine Porath - Georgetown University; Bradley Staats - University of North Carolina

# TEAMFLOW



# TEAMFLOW





A FEW WORDS  
FROM JOHN  
BEILEIN...



THANK  
YOU!!!!

TEAMFLOW

 **LEADERSHIP**  
**DETROIT**

**Defining Moments**

Led by LD 43 Alumni

# Social Committee Interest Form

[bit.ly/ld44socialcommittee](https://bit.ly/ld44socialcommittee)



# Class Groupchat

[bit.ly/ld44whatsapp](https://bit.ly/ld44whatsapp)





## Follow Us

Instagram: @leadership\_Detroit

Facebook: Leadership Detroit

LinkedIn: Leadership Detroit

 **LEADERSHIP**  
**DETROIT**

**Orientation Day 2**

Outdoor Adventure Center  
**Wear Walking Shoes**



**LEADERSHIP**  
DETROIT

THE KRESGE FOUNDATION





**LEADERSHIP**  
DETROIT

THE KRESGE FOUNDATION

 **LEADERSHIP**  
DETROIT

**Devon O'Reilly**

Senior Director, Community Engagement and  
Leadership Development  
Detroit Regional Chamber

 **LEADERSHIP**  
**DETROIT**

**Jeanette Pierce**

Founder & President  
City Institute

 **LEADERSHIP**  
**DETROIT**

**Lunch**

Blue Star Catering

 **LEADERSHIP**  
**DETROIT**

**Reflection**

 **LEADERSHIP**  
**DETROIT**

**Defining Moments**

# Session Survey

<https://www.surveymonkey.com/r/9F6QL6W>



# Social Committee Interest Form

[bit.ly/ld44socialcommittee](https://bit.ly/ld44socialcommittee)





 **LEADERSHIP**  
**DETROIT**

**Class Resource Page**

[www.detroitchamber.com/leadership-detroit/class-44](http://www.detroitchamber.com/leadership-detroit/class-44)

Find today's slides, agenda, session info, & more



## Follow Us

Instagram: @leadership\_Detroit

Facebook: Leadership Detroit

LinkedIn: Leadership Detroit

 **LEADERSHIP**  
**DETROIT**

**Next Session: Media & Storytelling**

Thursday, October 19th

Ford Field

Detroit Regional Chamber Office

 **LEADERSHIP**  
**D E T R O I T**

**Social Hour**

Atwater Brewery & Tap House  
237 Jos Campau, Detroit, MI 48207



**LEADERSHIP**  
D E T R O I T

THE KRESGE FOUNDATION