



# LEADERSHIP DETROIT

THE KRESGE FOUNDATION



# Devon O'Reilly

Senior Director, Community Engagement and  
Leadership Development  
Detroit Regional Chamber



# Class Groupchat

[bit.ly/1d44whatsapp](https://bit.ly/1d44whatsapp)





# Overview & Expectations

Orientation Packet



**Linda Walter**  
Director  
Outdoor Adventure Center

**L** 44 **LEADERSHIP**  
**D E T R O I T**

**Icebreaker Activities**



## Network Mapping Activity

See Handout



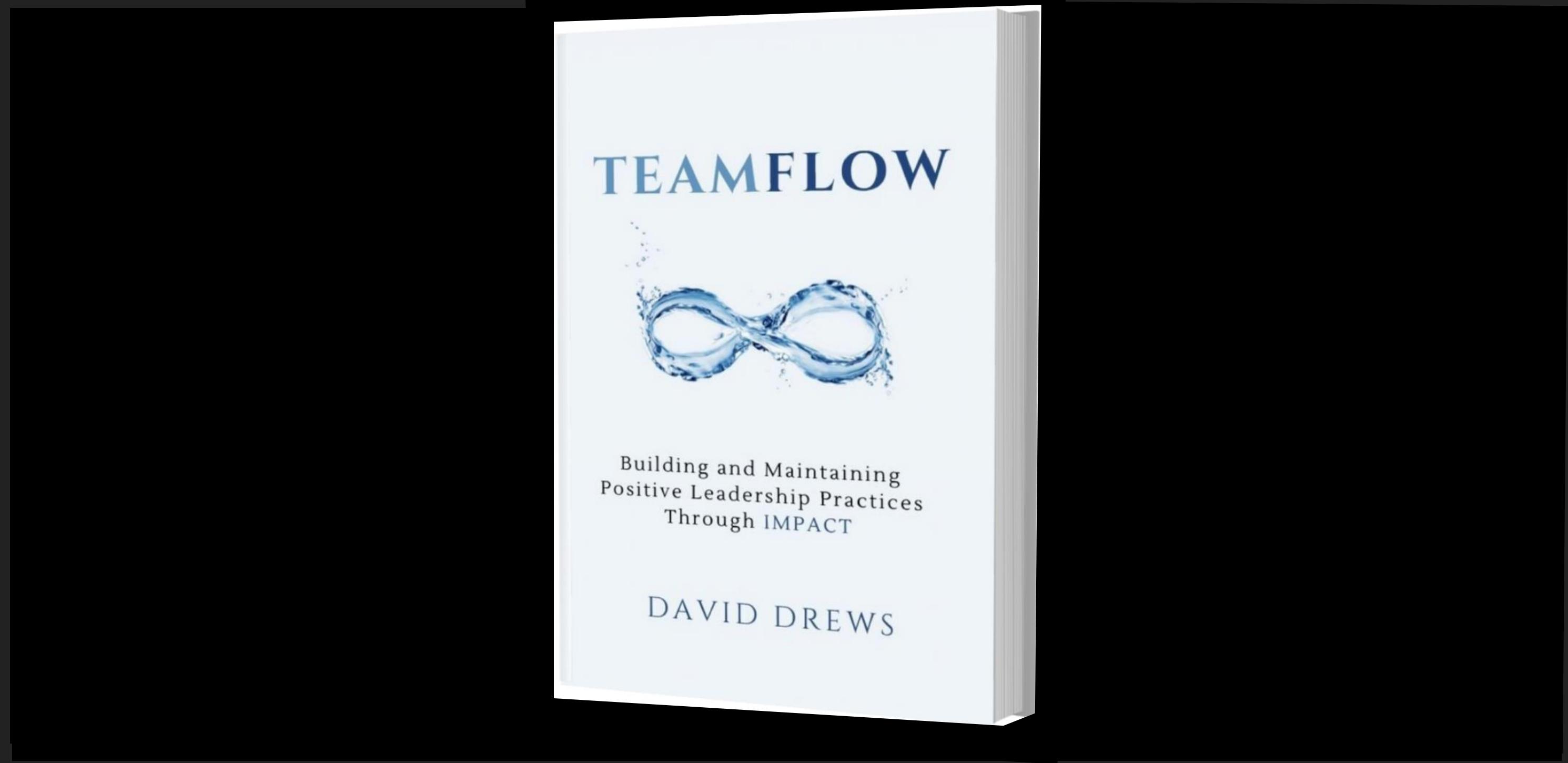
Lunch

Jackson's Five Star Catering



# David Drews

Author  
“Teamflow”



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DAVID DREWS  
EXECUTIVE IN RESIDENCE  
CENTER FOR POSITIVE ORGANIZATIONS  
UNIVERSITY OF MICHIGAN



TEAMFLOW

# THEMES OF POSITIVE ORGANIZATIONAL SCHOLARSHIP

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Identification  
Meaning  
Perspective  
Action  
Collaboration  
Teamflow

DAVID DREWS. 2019.

TEAMFLOW

# THE FOUNDATION

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Seeing  
Possibility

Positive Lens



Learn and Grow

Small  
Changes

# ZONE OF POSSIBILITY



JANE DUTTON AND GRETCHEN SPREITZER, UNIVERSITY OF MICHIGAN

TEAMFLOW

# POSITIVE FRAMING



# POSITIVE FRAMING



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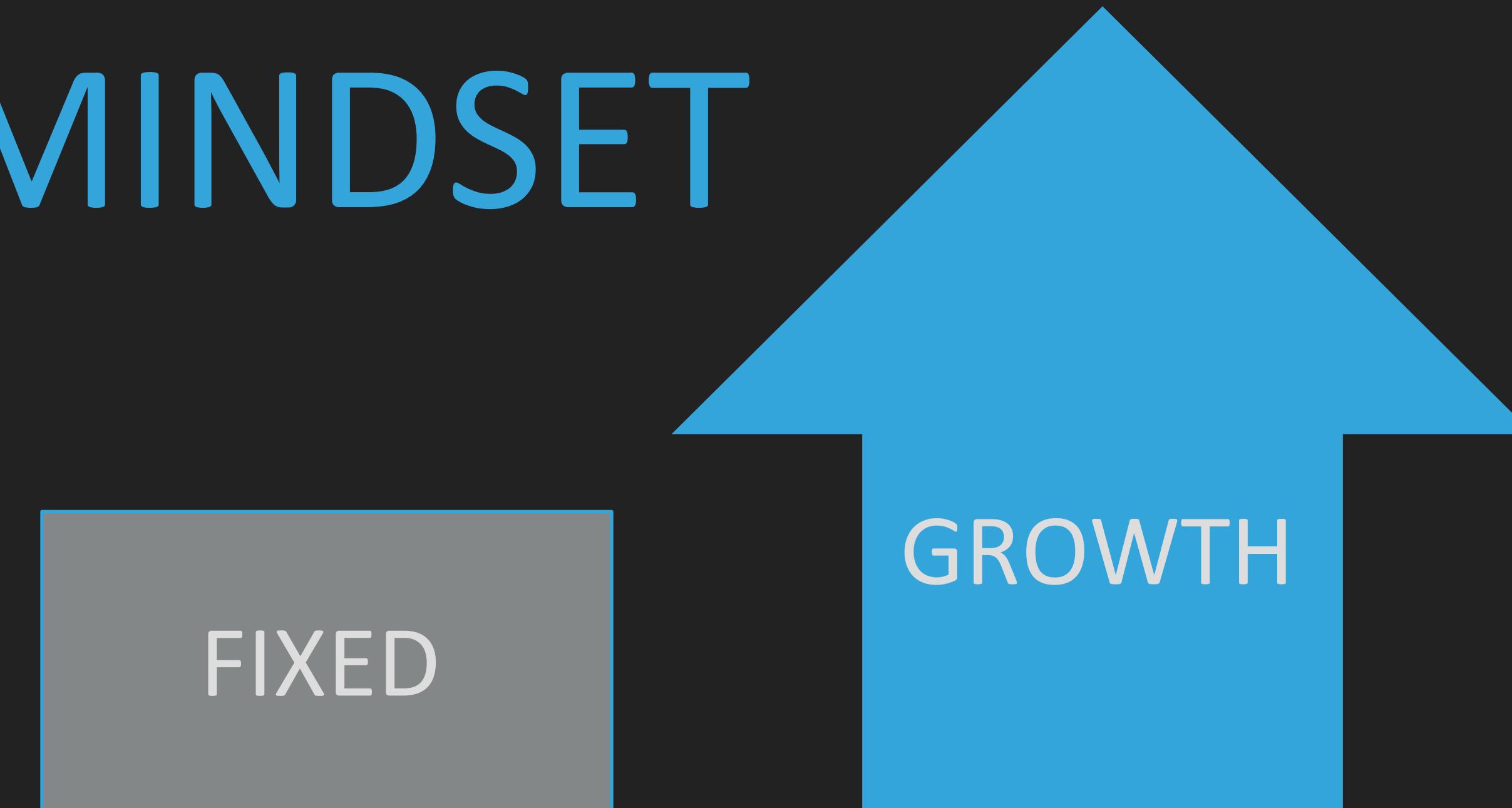
# POSITIVE FRAMING

Good

Bad

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

# MINDSET



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

# 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

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NOTHING POSITIVE  
COMES FROM A  
NEGATIVE THOUGHT

Bob Tewksbury, MLB Mental Skills Coach

AUTHOR: NINETY PERCENT MENTAL

TEAMFLOW

# IDENTIFICATION

# GOALS



Strength of Character

Resilience

Adaptability

Willpower

Courage

Passion

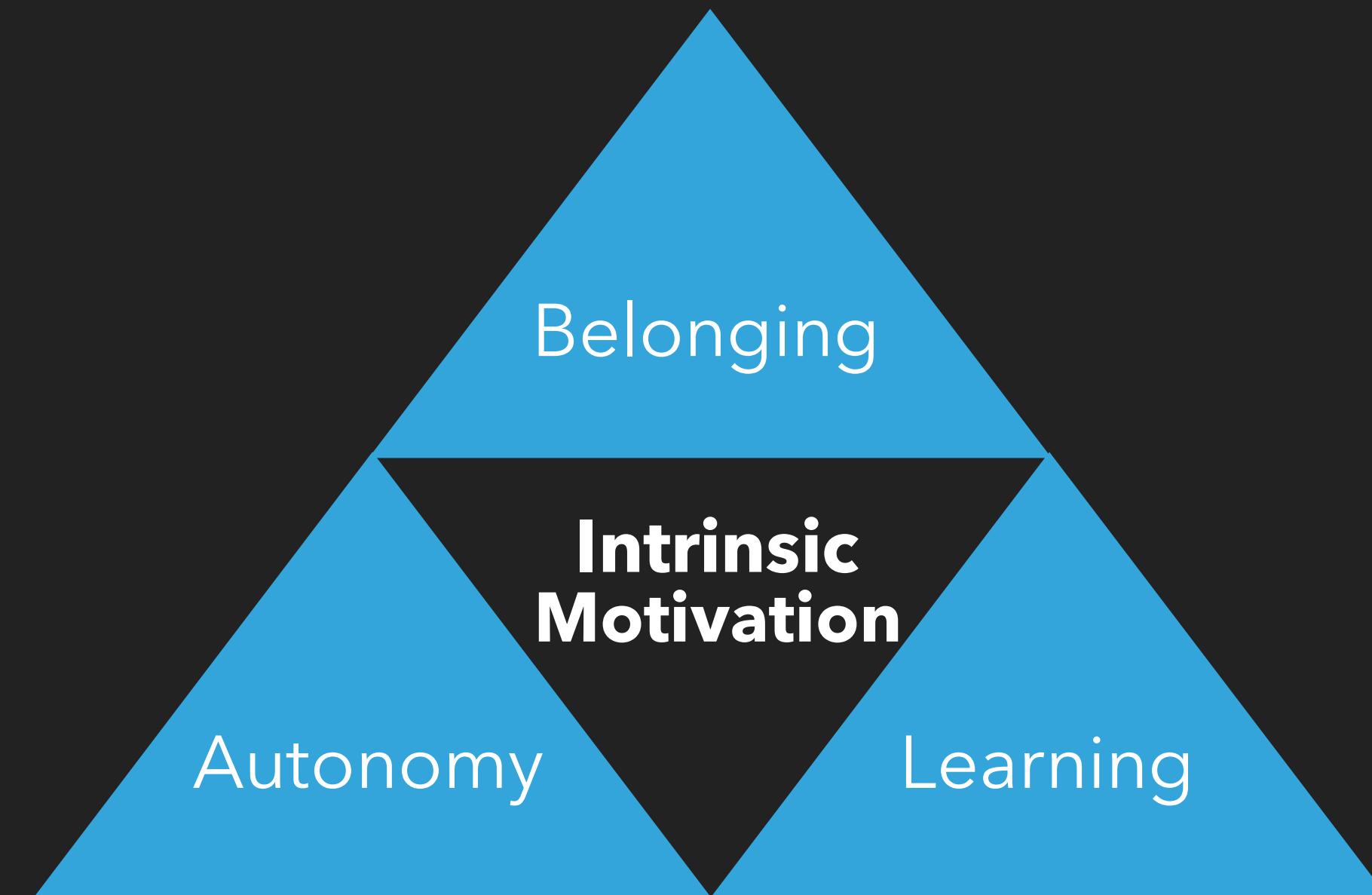
Motivation

Persistence

Grit

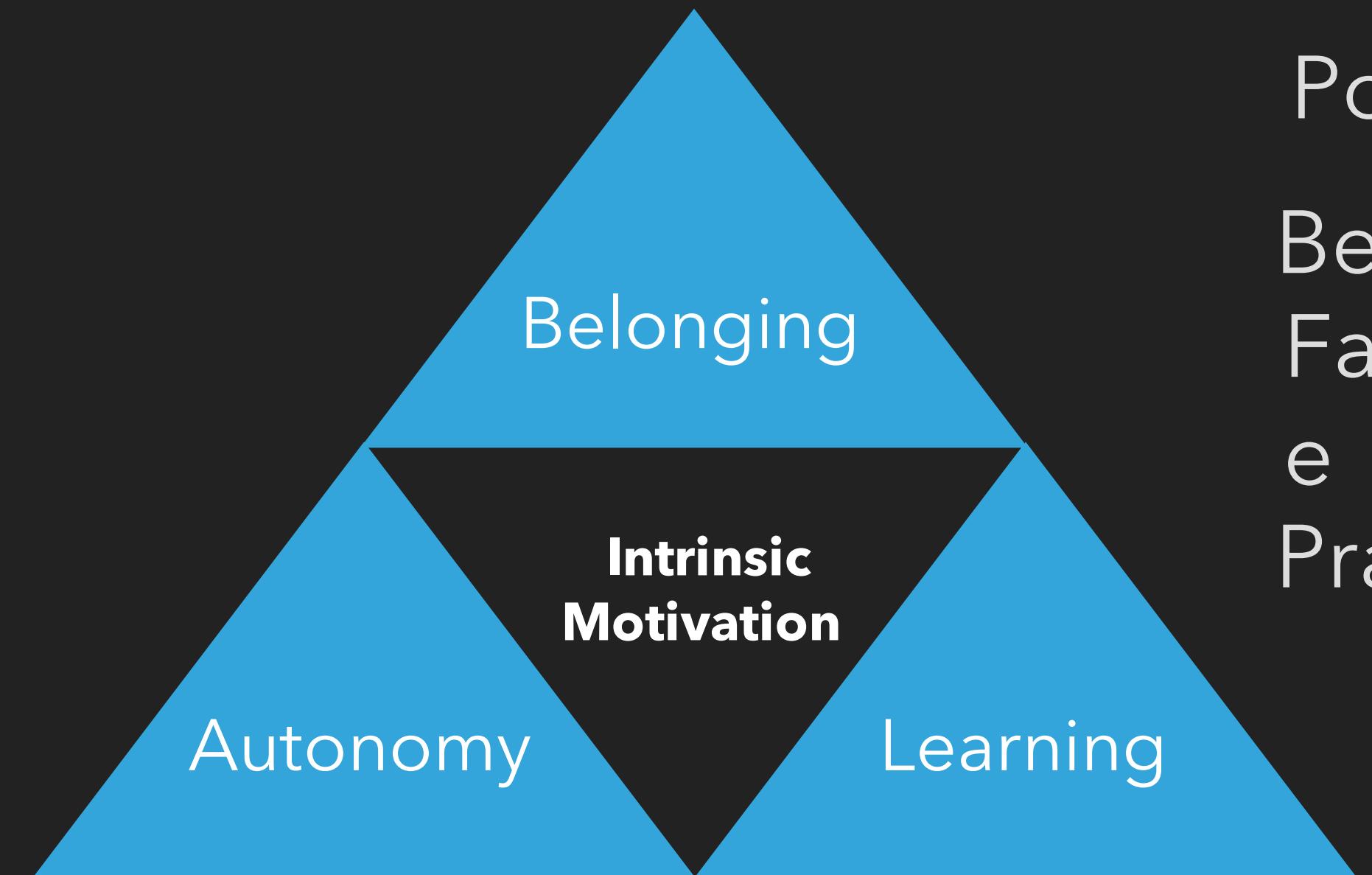
Perseverance

# MOTIVATION



Edward Deci and Richard Ryan, University of Rochester

# MOTIVATION



Edward Deci and Richard Ryan, University of Rochester

# 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

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# 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.

# HURRICANE IAN



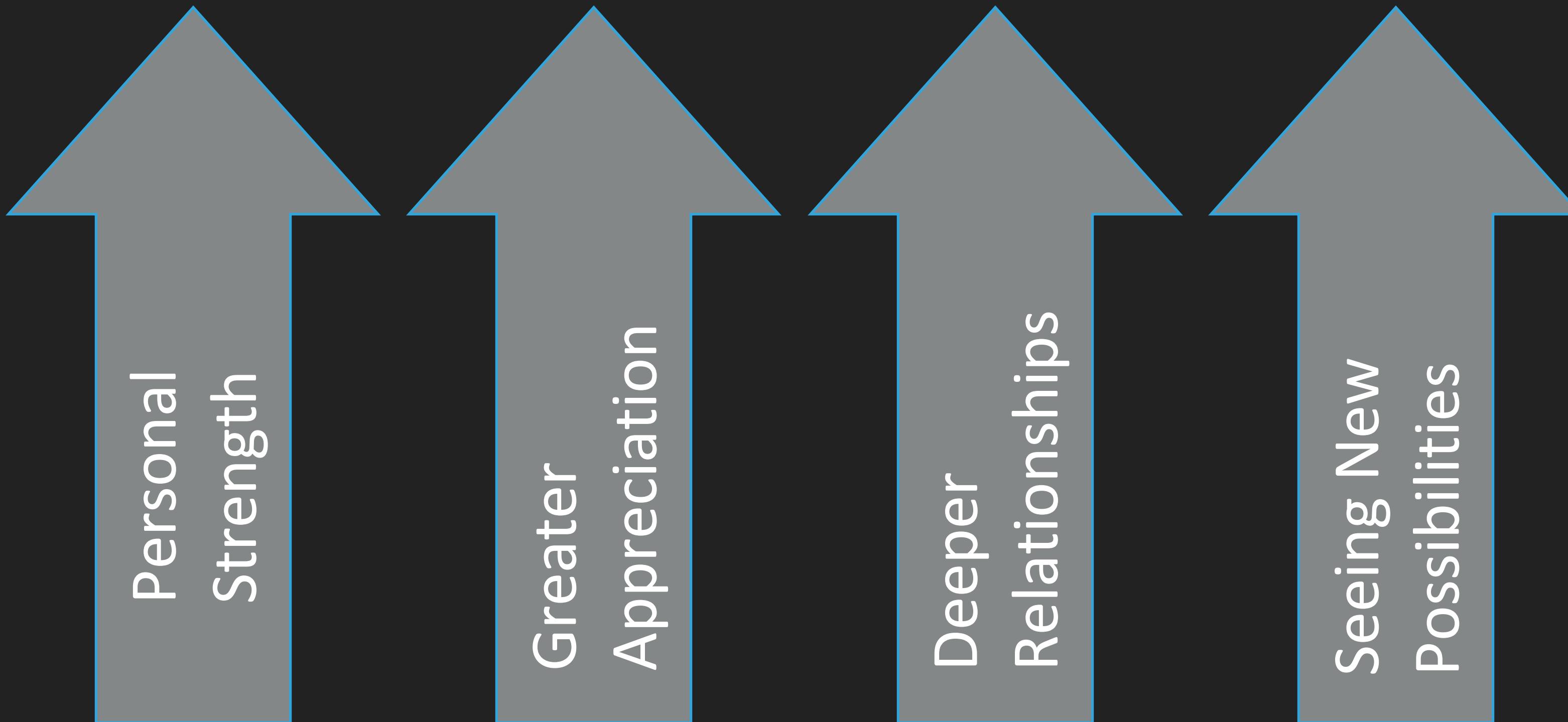
TEAMFLOW

# RESILIENCE



Sheryl Sandberg and Adam Grant, Option B

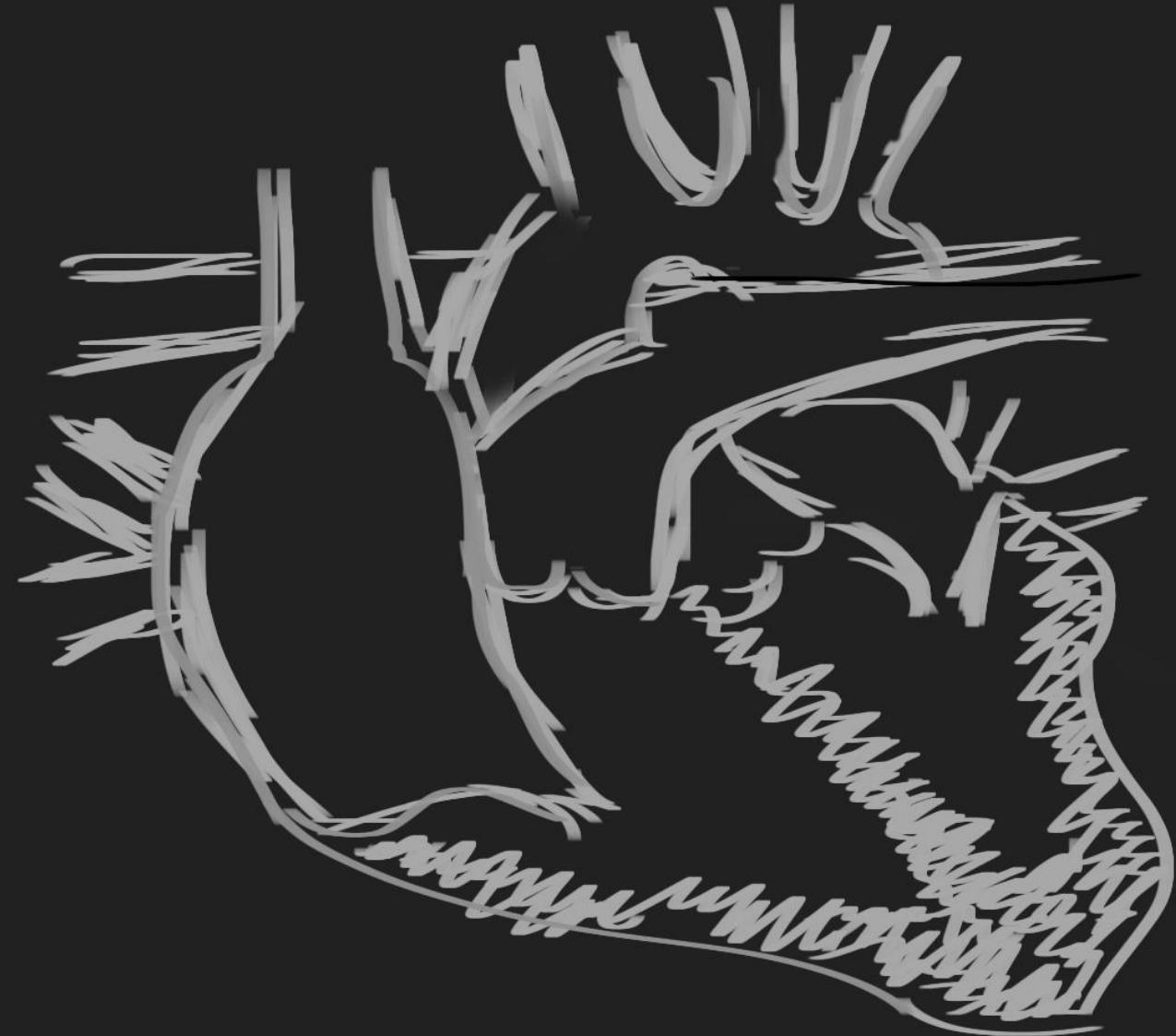
# RESILIENCE



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# WILLPOWER

- ▶ Willpower is a MUSCLE. Exercise strengthens willpower.



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

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

Victor Strecher, University of Michigan

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## 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

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

Anonymous

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# 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.

28% / 33%

AUGUST 24, 2023 WALL STREET JOURNAL

TEAMFLOW

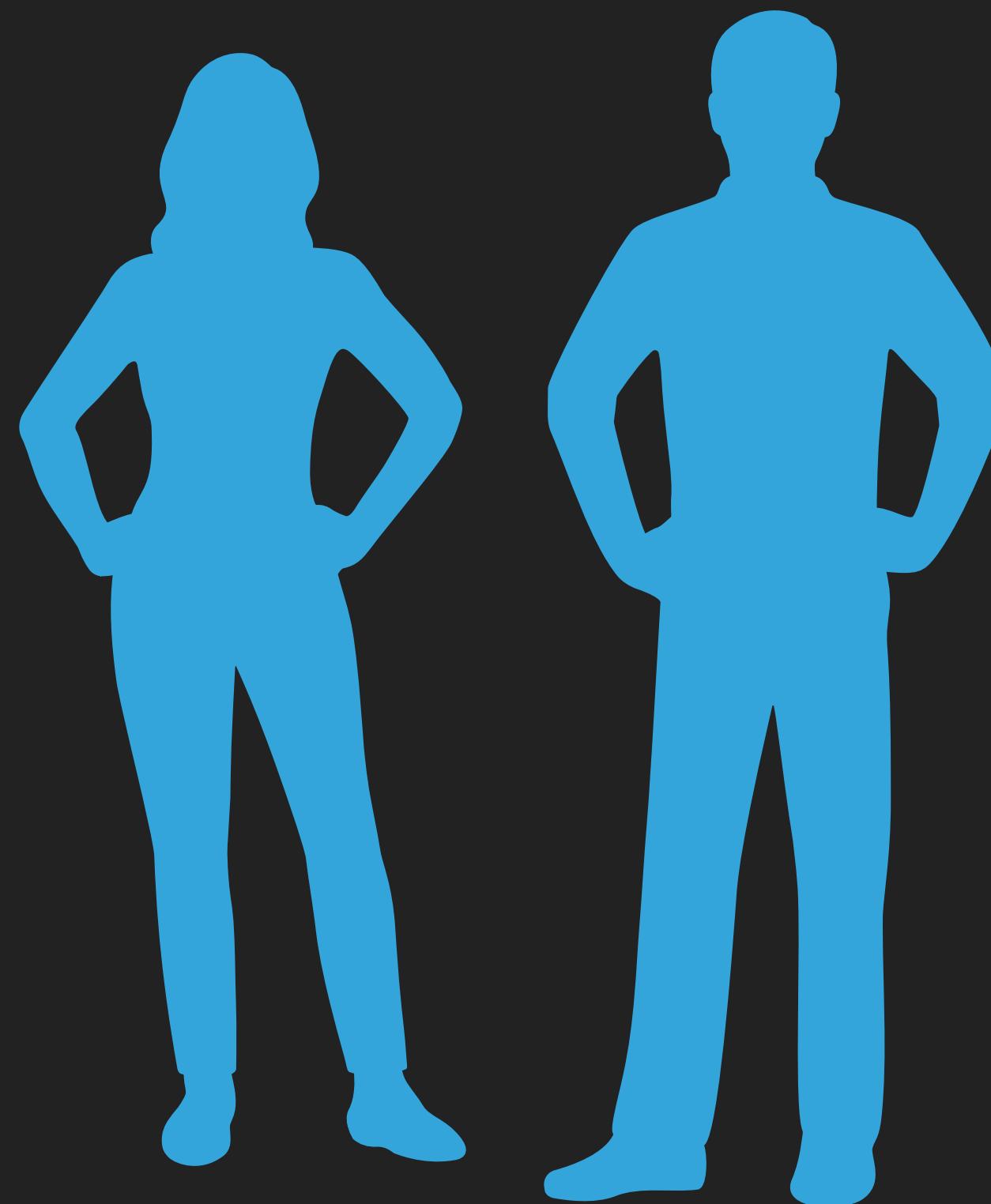
TOGETHER WE BUILD LEGACIES FOR  
CUSTOMERS, COMMUNITIES AND  
EMPLOYEE OWNER FAMILIES

WE BUILD A BETTER  
TOMORROW

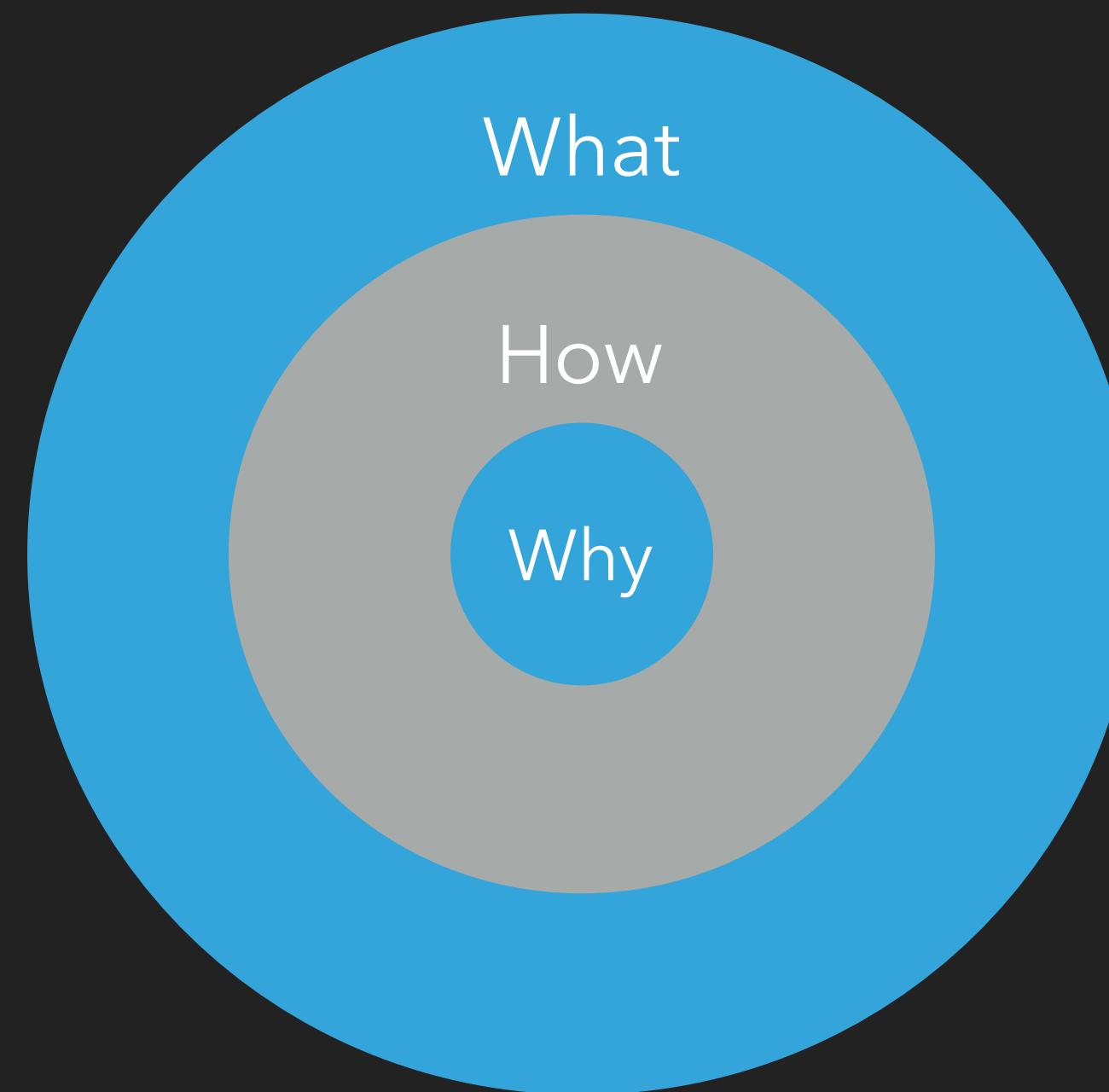
WHAT IS YOUR  
ORGANIZATIONS PURPOSE?

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# MEANING / PURPOSE



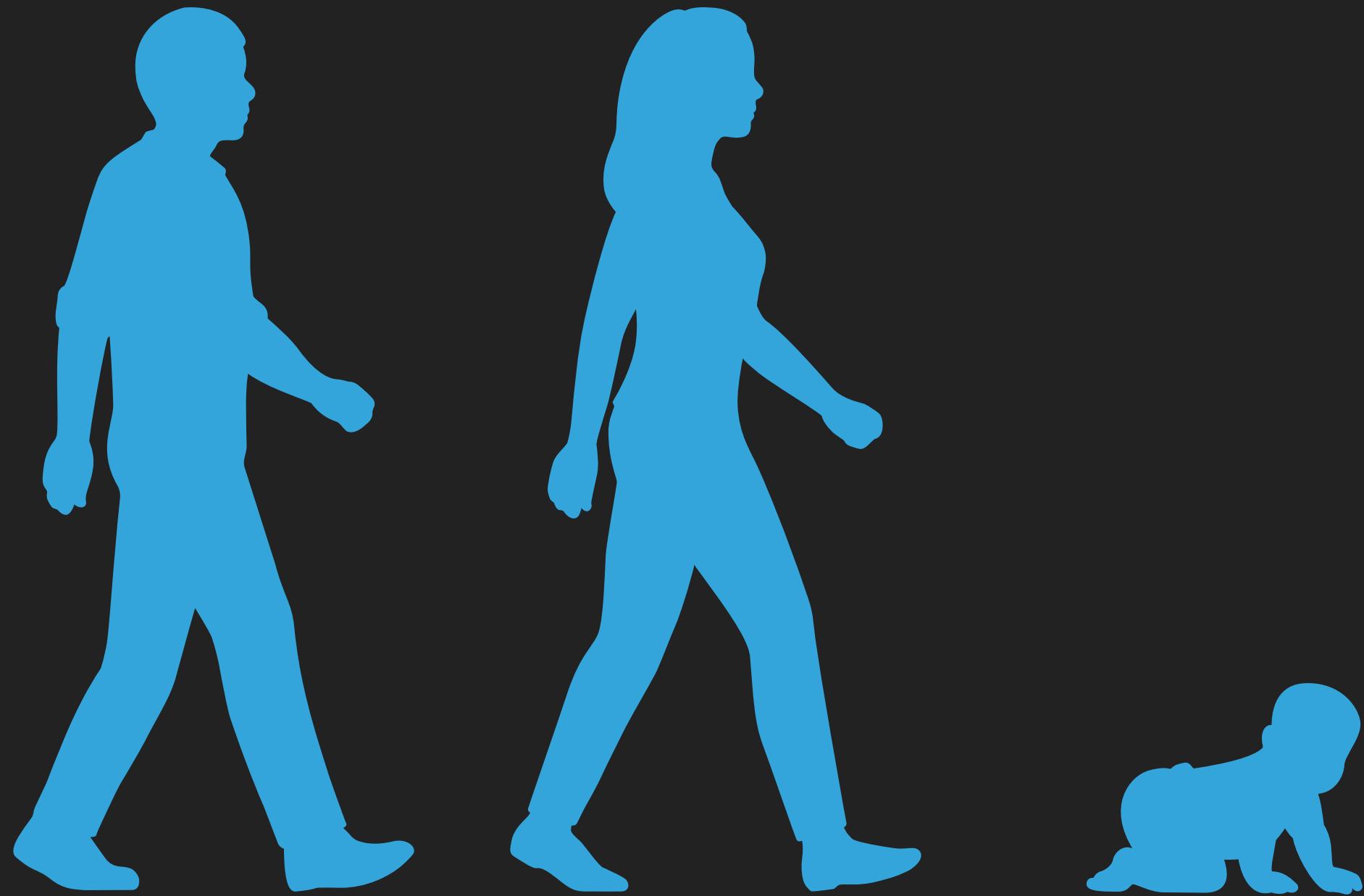
# THE GOLDEN CIRCLE



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

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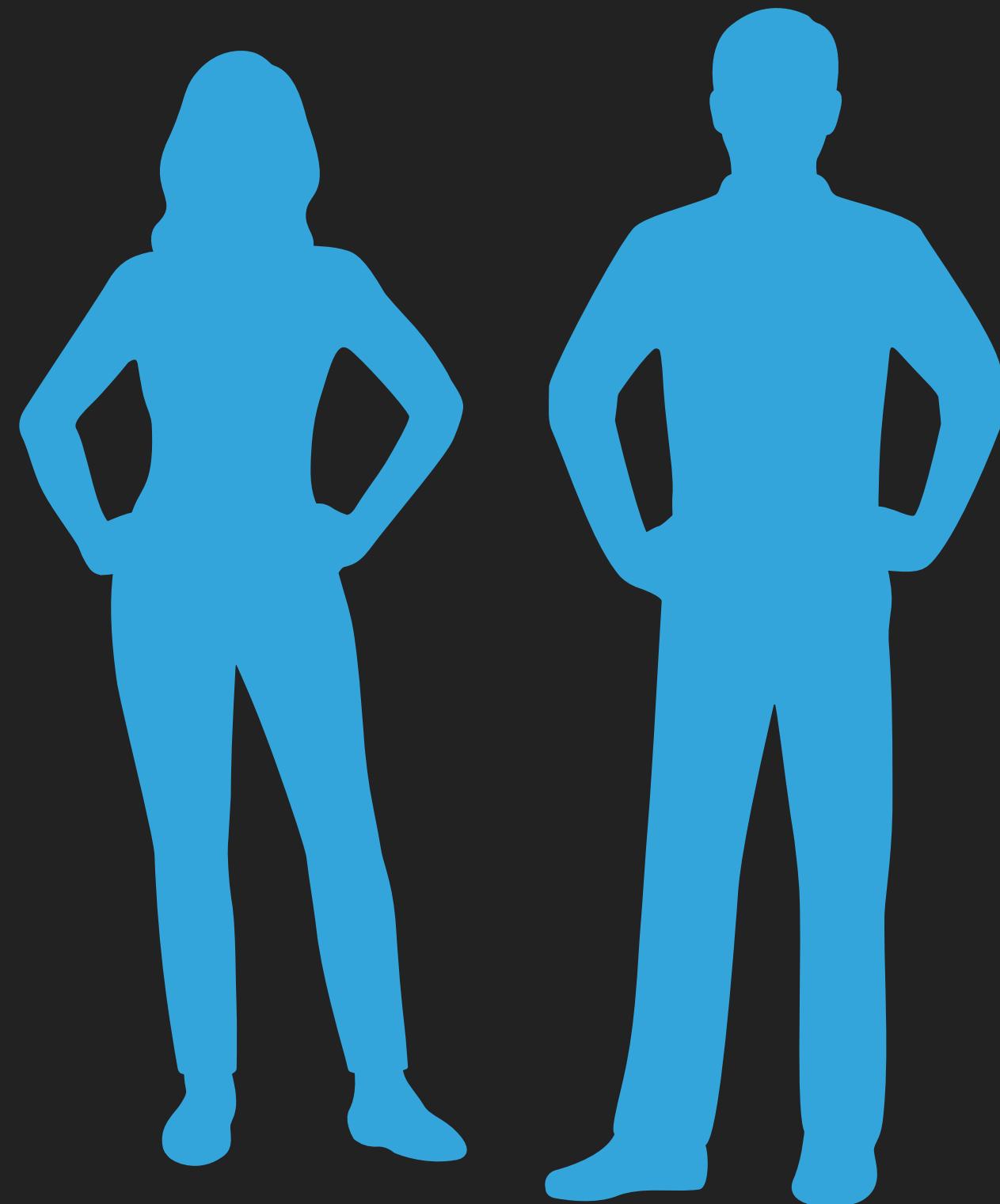
# PROSOCIAL MOTIVATION



Adam Grant, University of Pennsylvania

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# MEANING / PURPOSE

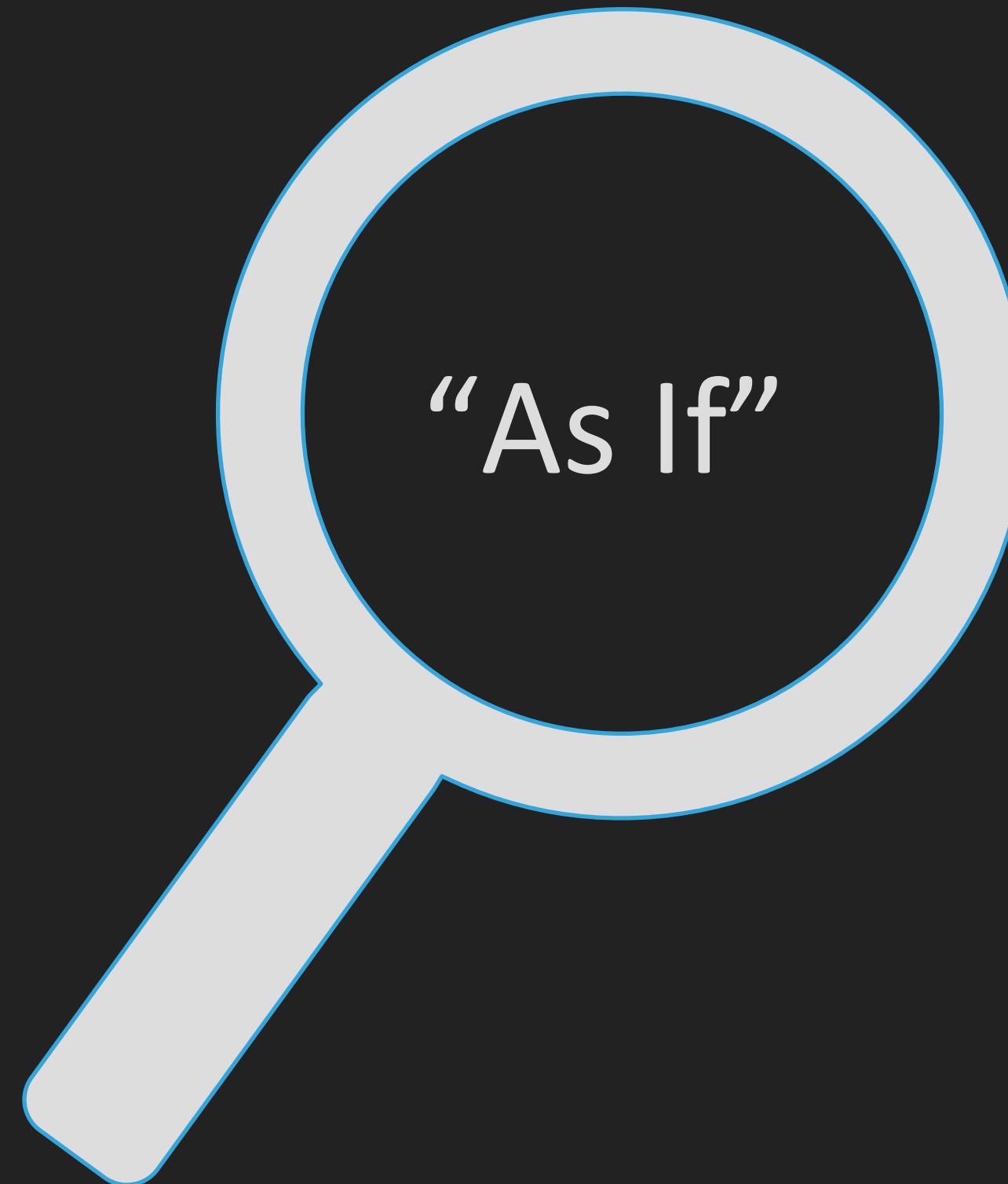


To \_\_\_\_\_  
So That \_\_\_\_\_

# PERSPECTIVE

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# THE LENS OF OTHERS



# DEEP LISTENING / ACTIVE CONSTRUCTIVE RESPONDING

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# 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

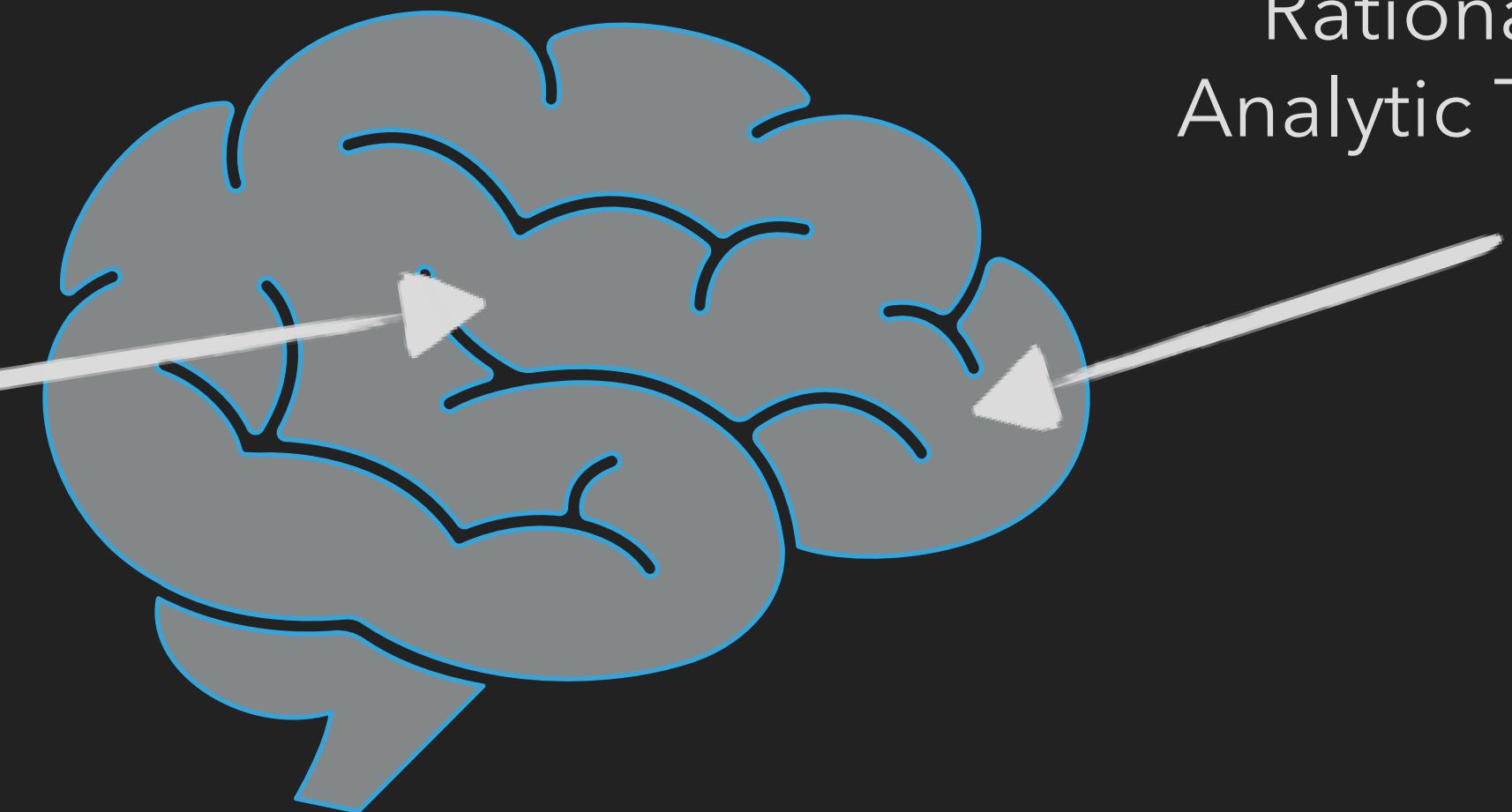


TONAL. 2021.

TEAMFLOW

# OUR BRAIN

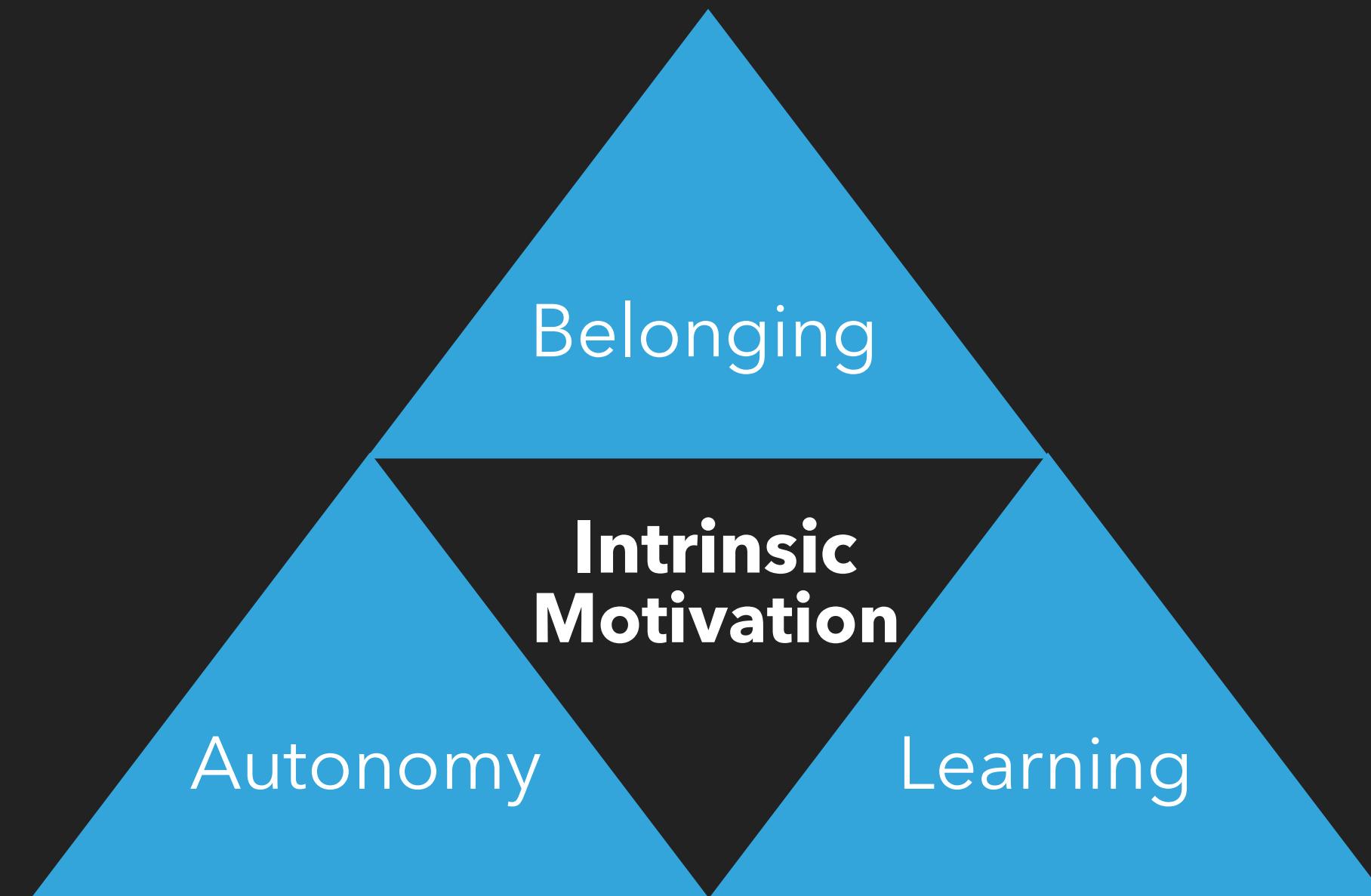
Limbic System:  
Behavior and  
Decision  
Making



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

# Visible Sacrifice

Evidence of Success

BOB QUINN AND KIM CAMERON, UNIVERSITY OF MICHIGAN

# Emergent Discovery

Empowerment      Connect to Sense of Purpose

Challenge the Status Quo

# Active Listening

Sense of Urgency

Peak End Rule  
Midpoint Strategies

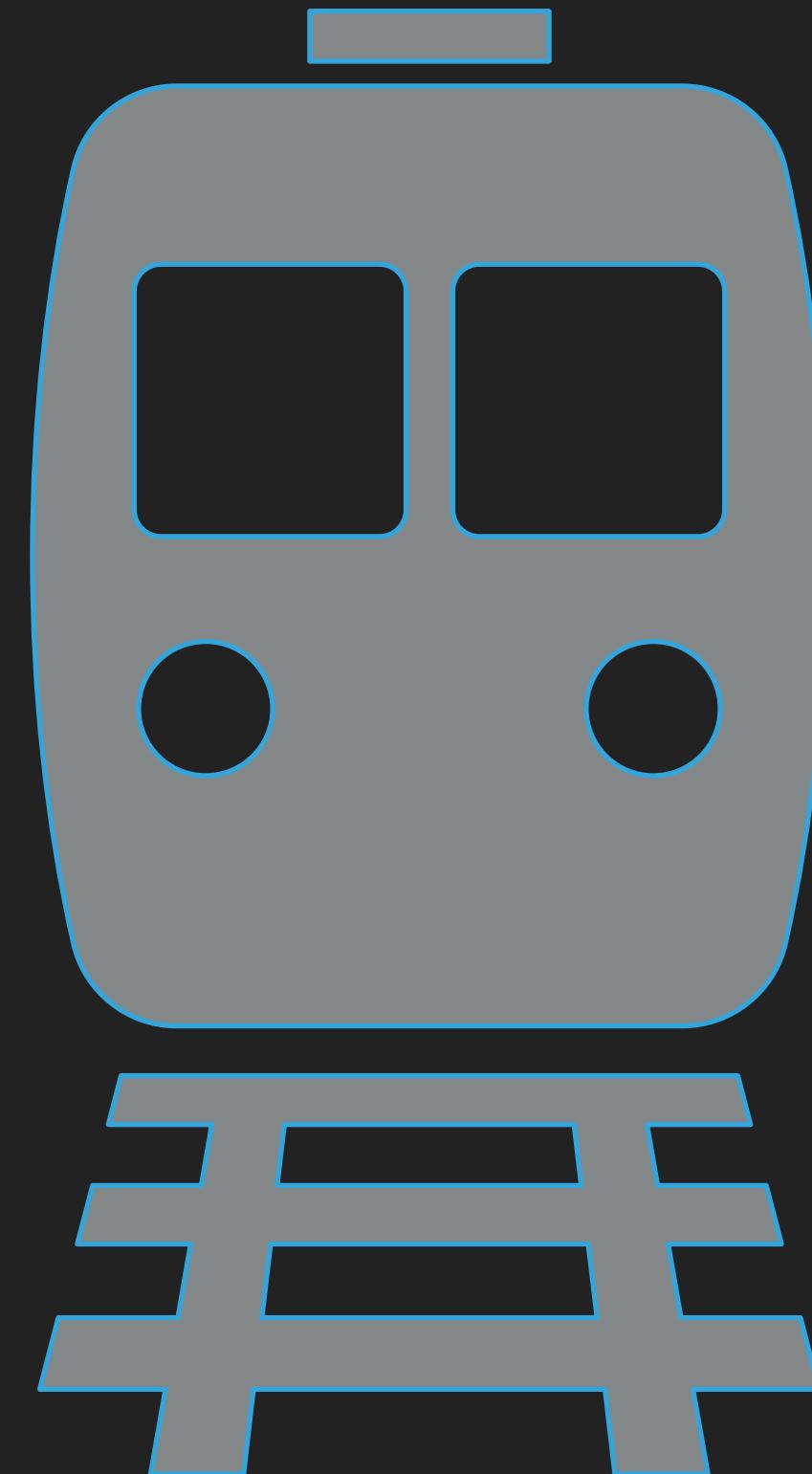
# Adaptability

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

# COLLABORATION

# 2 MINUTE EXERCISE

# HIGH QUALITY CONNECTIONS



Jane Dutton, University of Michigan

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# HIGH QUALITY CONNECTIONS



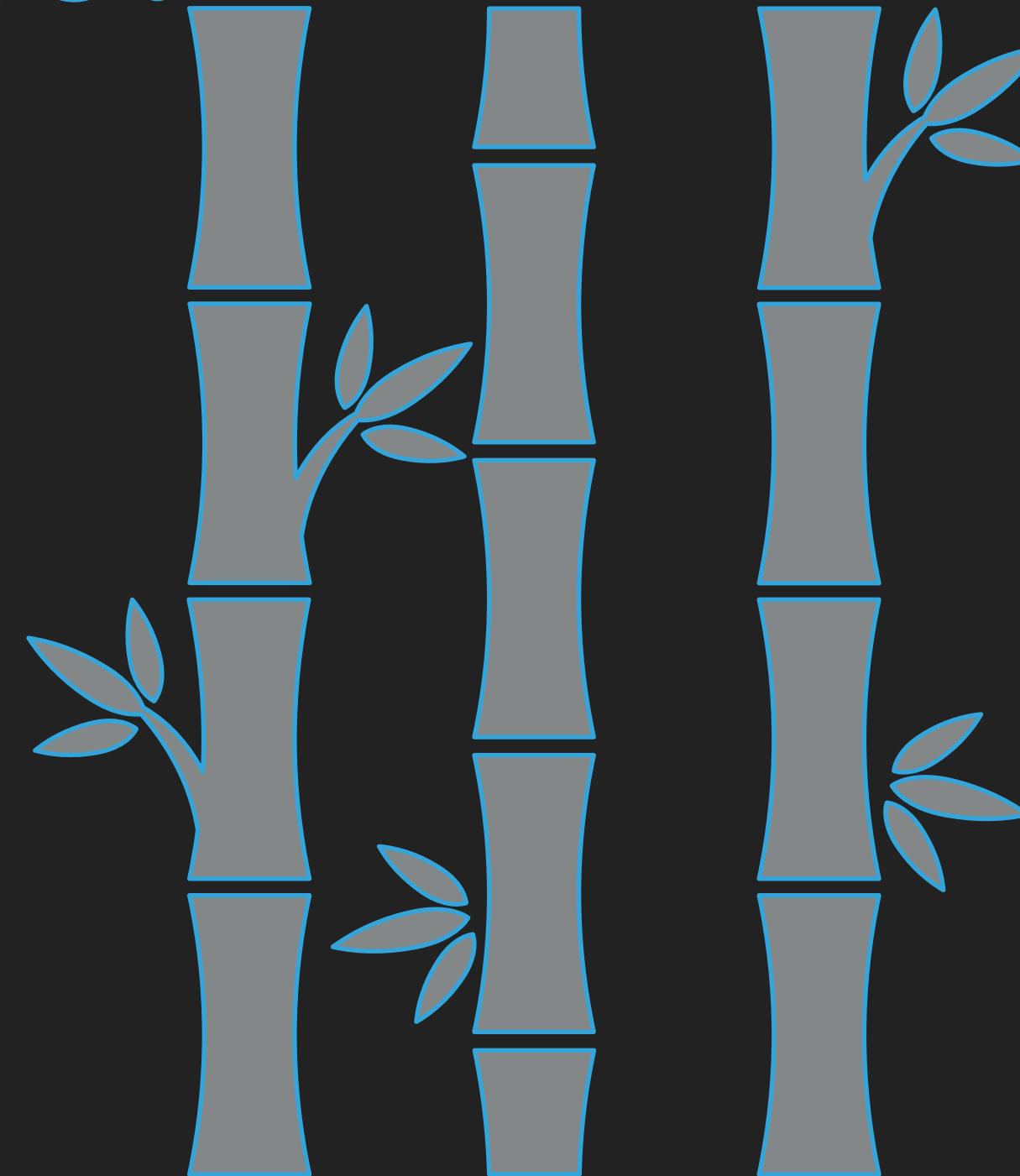
# ELEMENTS OF TRUST

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

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# FEEDBACK



# ENABLE

Safety, Not Fear

Civility

Gratitude

Deep Interest

Strengths

2/3

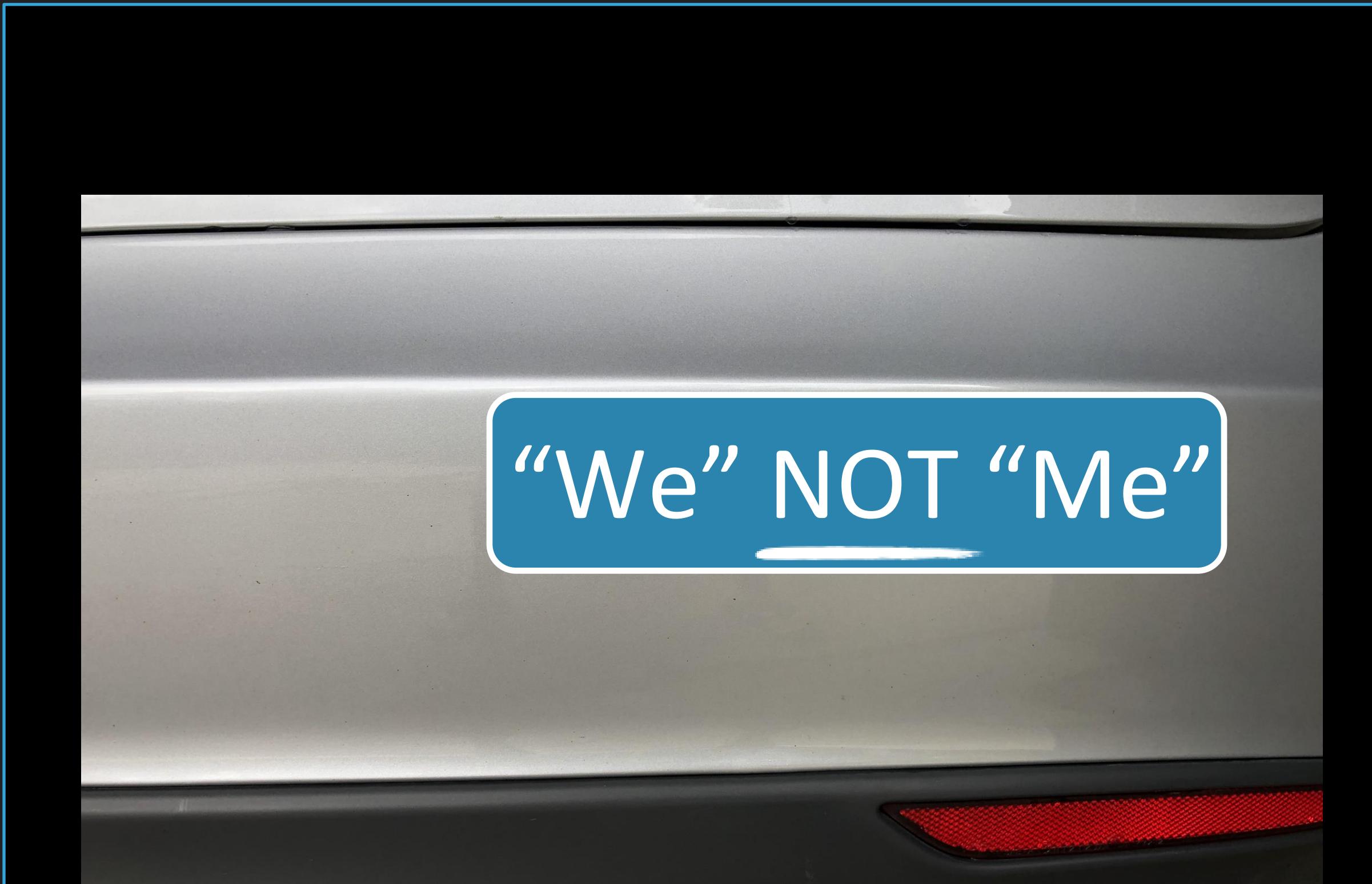
10% v 50-60%

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

# KEYS TO CO-CREATED ENERGY

Restore

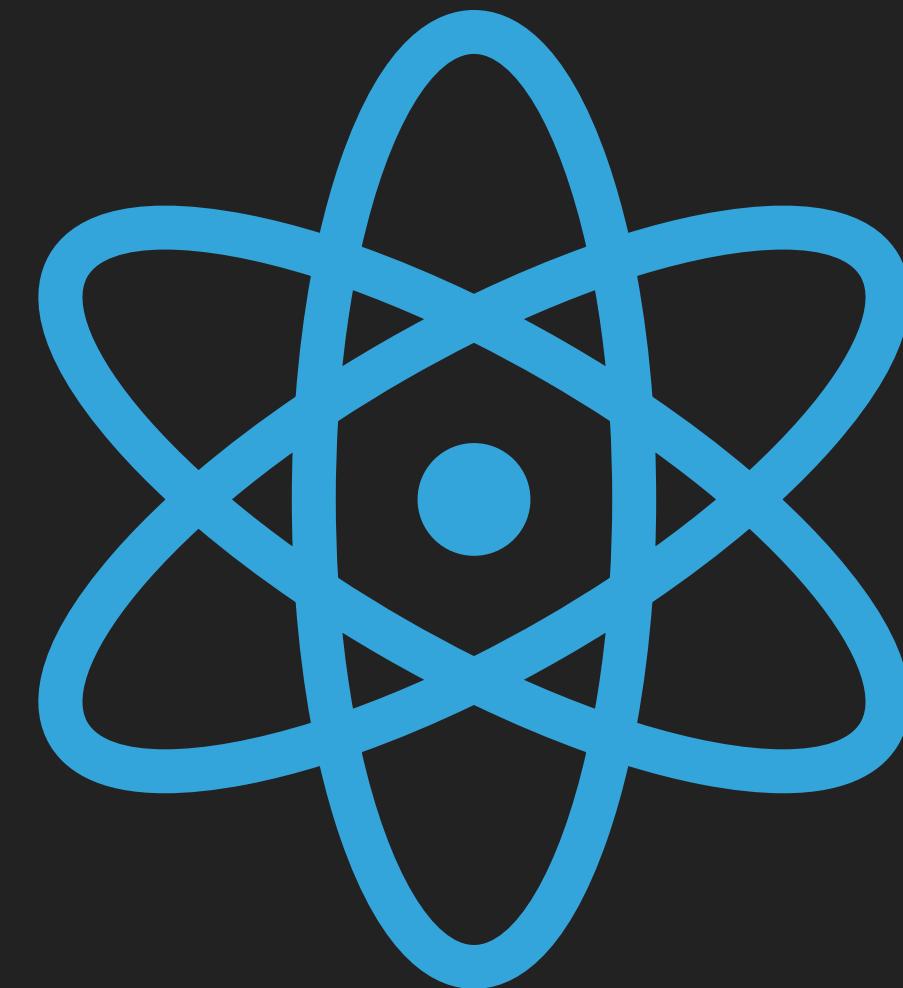
Empower

Trust

Presence

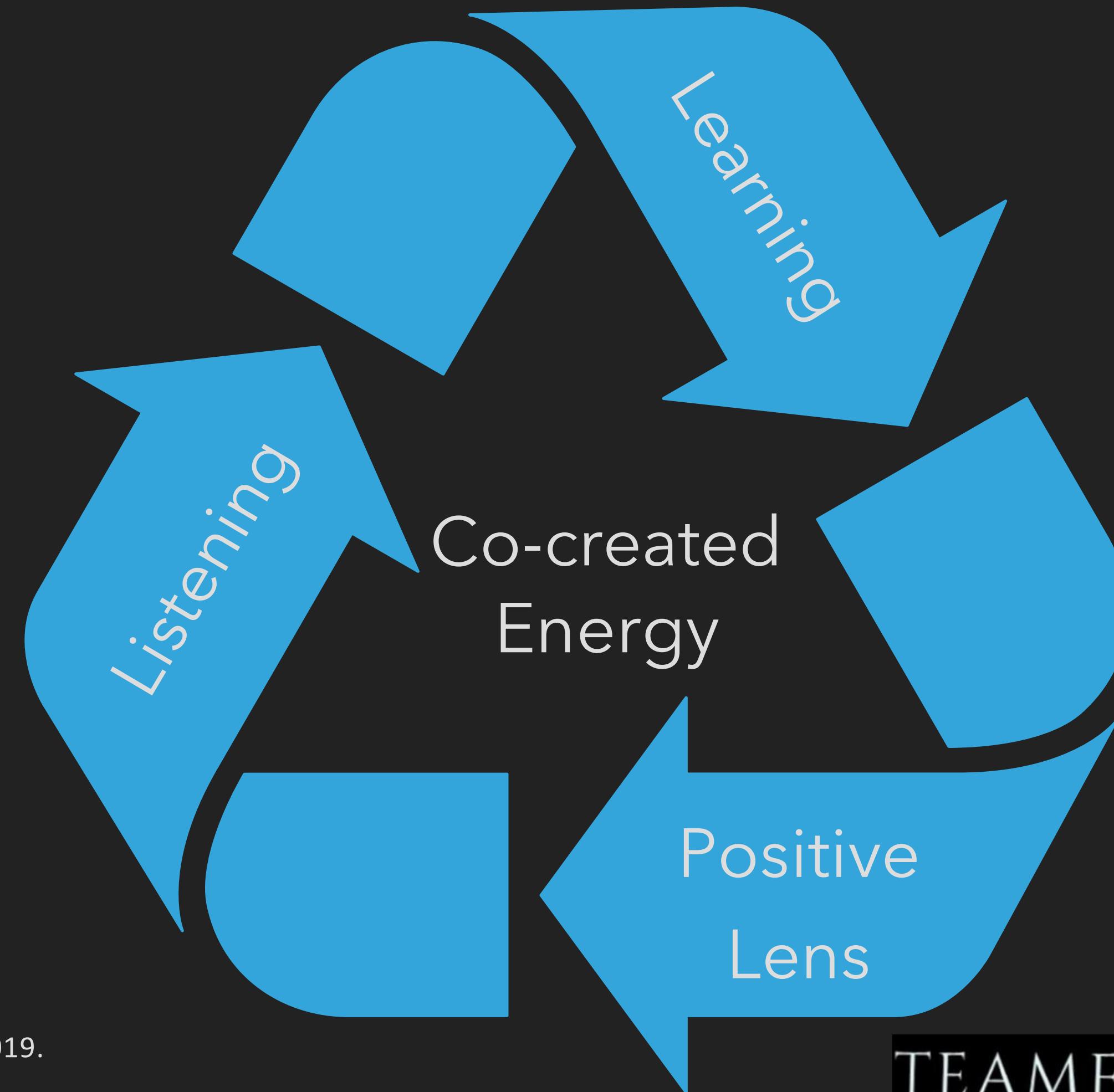
Learn

Enable

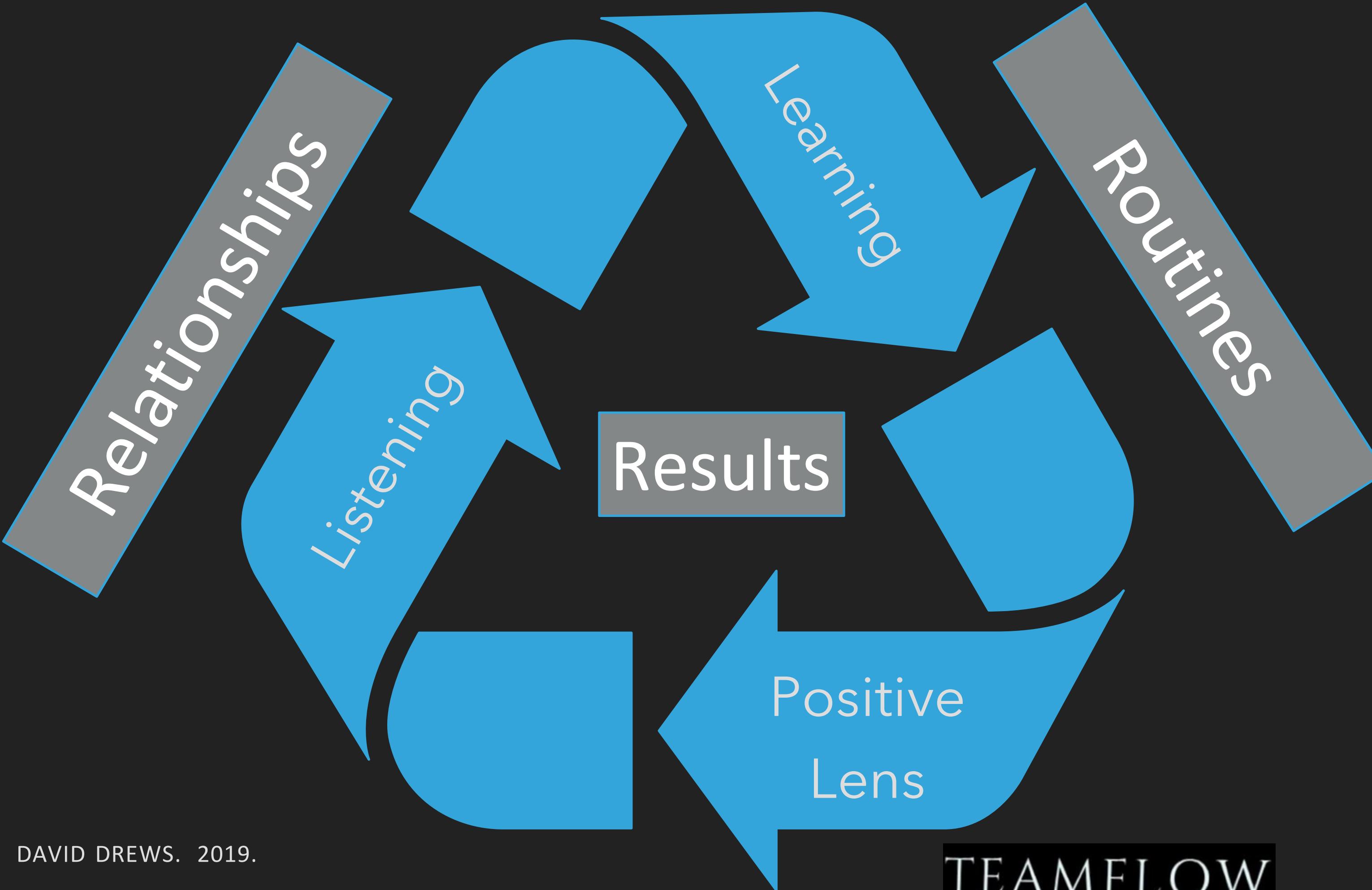


- ▶ Jane Dutton, Gretchen Spreitzer and Wayne Baker - University of Michigan
- ▶ Christine Porath - Georgetown University; Bradley Staats - University of North Carolina

# TEAMFLOW



# TEAMFLOW



A FEW WORDS  
FROM JOHN  
BEILEIN...



THANK  
YOU!!!



**Defining Moments**

Led by LD 43 Alumni



# Social Committee Interest Form

[bit.ly/1d44socialcommittee](https://bit.ly/1d44socialcommittee)





# Class Groupchat

[bit.ly/1d44whatsapp](https://bit.ly/1d44whatsapp)





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**L** 44 **LEADERSHIP**  
**D E T R O I T**

**Orientation Day 2**

**Outdoor Adventure Center**  
**Wear Walking Shoes**



# LEADERSHIP DETROIT

THE KRESGE FOUNDATION



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# Devon O'Reilly

Senior Director, Community Engagement and  
Leadership Development  
Detroit Regional Chamber



**Jeanette Pierce**  
Founder & President  
City Institute

**L** 44 **LEADERSHIP**  
**D E T R O I T**

**Lunch**

**Blue Star Catering**

**L**44 LEADERSHIP  
DETROIT

Reflection



Defining Moments



# Session Survey

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





# Social Committee Interest Form

[bit.ly/1d44socialcommittee](https://bit.ly/1d44socialcommittee)





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

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DETROIT

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## Next Session: Media & Storytelling

Thursday, October 19th

Ford Field

Detroit Regional Chamber Office



## Social Hour

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



# LEADERSHIP DETROIT

THE KRESGE FOUNDATION