



Organization Development

Lollipop Moments to be an Anonymous Extraordinary

by **Grayce Belvedere Young**
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If I were to ask you to share someone you look up to as a leader, who comes to mind? Many people share a story about a parent or someone who influenced a career choice or schooling or a coach. Others share stories of leaders who are "often larger than life" – Martin Luther King, Jr., Gandhi, Mother Teresa, and so on. I'd like to share two stories from TED.com video clips that encourage us to think about every day acts that we can all take every day to be leaders. And in the spirit of deeper learning and inspiration, I'd encourage you to watch the two video clips.

collage campus. He gave a lollipop to a woman and it positively impacted her life. Drew emphasizes that it's the "lollipop moments" that make us leaders. He asks, "When have you had an impact on someone's life and didn't even know it? When have you had someone impact your life and you never told them?" Leaders are people who make someone else's life better by the things we say or do every day, not necessarily larger than life, change the world leadership. What "lollipop moments" can you create for others or thank someone for providing to you?

"Our greatest fear is not that we are inadequate. Our greatest fear is that we are powerful beyond measure."

– Marianne Williamson

Natalie Warne shares her story entitled "Being Young and Making an Impact." At the age of 18, Natalie embraced the Invisible Children cause to end the kidnapping of children in Africa and turning them into soldiers. In telling her story, she shares an inspiring experience of being on the Oprah show for one minute to tell the story of the child soldiers.

While she acknowledges that this was great, that was not the pinnacle because "the war was still going on." Rather, Natalie emphasizes the notion of "anonymous extraordinaries" and that every day, we can all engage in small acts that build up to be extraordinary and make an impact. What small acts will you engage in today to be an "anonymous extraordinary" and positively impact those around you and our community?

The second TED.com video clip is with Drew Dudley, entitled *Everyday Leadership*. He shares a story about raising awareness for cystic fibrosis by giving out lollipops on a

Lollipop Ideas to be an Anonymous Extraordinary:

- Praising a colleague for a job well done.
- Smiling at the check-out person and thanking them for helping you.
- Opening the door for someone else or holding it open for the person behind you.
- Encouraging a colleague to attend a professional association meeting for development.
- Calling your Mom or Grandma.
- Sending a former boss a thank you note for your career growth, regardless of how many years ago you worked together.
- Asking a colleague for her ideas on a project (and then using those ideas!).

All the daily, small acts do positively impact others and that is what being a leader is all about.

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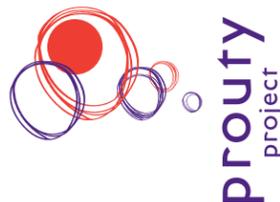
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From "Sea Level" to "C-Suite" and Beyond

ISSUE
2
2012

Sea Level: On April 15, twenty leaders head to the Galapagos Islands to participate in our STRETCH Expedition 2012. An environmental service project, watch for an update on our newly-unveiled corporate Facebook page (facebook.com/proutyproject).

C-Suite: A special thanks to all the folks who have referred us business in the past year. We pinch ourselves every day, as it is an absolute joy to work with each and every client. We always, always appreciate your referrals to C-suite leaders.

14er: June 8, twenty more leaders head out to Colorado to join us in climbing Mt. Quandary, one of Colorado's fabled 14,000 foot peaks. Led by Erik Weihenmayer (the first blind man to climb Mt. Everest), we'll be raising dollars for No Barriers USA. Do you want to join us? If so, please e-mail christina.devine@proutyproject.com for more information.

Protect the Date: Please protect Sunday, July 29, 2012 (6-9 p.m.) for The

Prouty Project Night at Raceway Park. We're putting together what will be a fun and festive evening, with all proceeds going to Big Brothers Big Sisters of the Greater Twin Cities.

New Logo: We unveiled our new Prouty logo in the last newsletter and have since received many compliments. Thank you to everyone who shared your feedback. We also wanted to share the inspiration and meaning behind the new look.

Our Prouty motto has long been to stretch leaders for bigger goals, bolder strategy, and better collaboration. Our new logo symbolizes the bubbling up of creative ideas to advance your business and grow leaders, and the red dot signifies the strategy or leader development is spot on.

Keep putting the "stretch" in all your strategy. Have a wonderful 2nd quarter,

jeff.prouty@proutyproject.com

"C" NOTE QUOTE:

"I spoke up. I realized that you can make a difference if you speak up and set your mind on changing things."

Know the quote?

If you know who said this quote, please send an email to: melissa.gennert@proutyproject.com or call 952.942.2922 by **Friday, April 27**, one guess per individual. If we have more than one correct answer, we throw those names into a hat and draw the winner of a \$100 gift card.

Last issue's "C" Note Quote winner is...

Scott Miesen, Viking Electric Supply, Milwaukee, WI.

Scott knew that Steven Spielberg, said the following:

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."

Congratulations Scott! Scott says, "I am in the process of deciding which charity to donate the generous gift."



Scott Miesen



Board and Team Development

Arab Spring, EU Winter, and Occupy Wall Street: A Cry for Global Vision and Resilience

by **Peter Bailey**
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The year 2011 was indeed fraught with significant change and unrest with Middle East protests and the shake-ups of member states of the European Union, as well as the challenges we are facing in the United States as depicted in the Occupy Wall Street movement.

Clearly the global indicators strongly suggest that the status quo is anything but static, and the “quo” question might be better posed, “Quo Vadis?” as in, “Where are you going?” I am reminded of a favorite bumper sticker which says, “Where Am I Going, and What am I Doing in this Hand Basket?” Turbulent times like these tend to test us personally and professionally, challenging us to bring our best selves to the table at home and at work, despite disruptive change in our lives. What is needed is what Jim Kouzes refers to as “a framework for living.” We all need to have some way to make sense out of the myriad of competing demands. I have been fortunate to have worked with numerous clients over the years on global change management. In times like these, two key

Survival is nothing more than an ordinary life well lived in extreme circumstances.

Laurence Gonzales,
Author, *Deep Survival*

Peter Senge: “Vision is the immune system for an organization.” When I heard this, I immediately made an analogy to being on a sailboat, where the waves form peaks and troughs and often make us seasick if we look only at the close vicinity. However, if we stare out at the horizon line, the movement is significantly less and our further vision makes us immune to the vagaries of the ups and downs of life. On a global scale, both in society and in our organizations, we need a vision to align us around core values which we all share.

Wisdom Commons Blog: “Resilience is the ability to work with adversity in such a way that one comes through it unharmed or even better for the experience.”

Warren Bennis: “The leaders I met, whatever walk of life they were from, whatever institutions they were presiding over, always referred back to the same failure – something that happened to them that was personally difficult, even traumatic, something that made them feel that desperate sense of hitting bottom – as something they thought was almost a necessity. It’s as if at that moment the iron entered their soul; that moment created the resilience that leaders need.”

Laurence Gonzales: Laurence recounts the harrowing tale of Simon Yates and Joe Simpson and the climbing accident in the Peruvian Andes in his book, *Deep Survival*. “Survival is nothing more than an ordinary life well lived in extreme circumstances.”

I love that line. “An ordinary life well lived in extreme circumstances.” My hope is that in the work we do, the way we interact with colleagues, friends, family and strangers; we can remember to tap into a higher global vision, comprised of universal values and compassion for others’ global circumstances. If we have a broader vision of a mutually desired “horizon line” and we can develop our resilience, our capacity to undergo extreme circumstances with grace, humility, and humor – we will have a better shot at weathering more Arab Springs, get through EU Winters, and see less need to Occupy Wall Street for the voices of the people of the world to be heard.

Thank You!

A very special thank you to the following individuals who introduced us to new clients in 2011! We always appreciate our clients and friends sending us new business referrals.

Referral Recognition

We put each person’s name in a hat, and drew **Charlie Westling** as the winner of the \$1,000 donation to the charity of his choice! Charlie has chosen **Dunwoody College of Technology**. Congratulations Charlie!



Abigail Barrett
Leadership
Transitions, Inc.



Jane Dailey
Hollywood Fashion
Secrets



Lee Roper-Batker
Women’s Foundation
of Minnesota



Mike Bergstrom
RJS Software Systems



Rebecca Driscoll
KeyStone Search



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Elaine Schulz
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**Oak Ridge Hotel and
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Jill Blashack Strahan
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Julie Jorgensen, Excelsior Energy, Inc. • Ray Newkirk, Teamvantage Molding, Inc.
Kristin Swenson • Karen Sturm, KAS Healthcare Management Consulting
Mike Wager, MotivAction • Chris Walker (In memory of)



Strategic Planning

Execution: The DNA of a Great Strategy

by **Mike Felmlee**
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We are a strategic planning firm.

Thus, we believe vision and strategy are the lifeblood of any organization. We also believe the most creative, visionary strategic plans are useless if they aren’t translated into action.

We’ve come to learn that execution is really the DNA of a great strategy. Without it, nothing else really matters.

So, why is execution so hard?

We posed this simple question to a handful of our clients. Here are a few excerpts from those discussions:

- “I didn’t do a good job of simplifying our overall strategy. We couldn’t seem to get everyone on the same page. We had way too many priorities, which added to the overall confusion around our plan and contributed to numerous hiccups along the way.”
- “We didn’t create a real sense of urgency. We kept behaving like we’re investing for the future. I learned the hard way that the future doesn’t motivate me as strongly as next month, next week, or even tomorrow.”
- “I woefully underestimated the effort required to carry the strategic plan forward.”
- “We failed to translate our high-level strategies into an understanding of how they would happen, who would do them, how long they would take, and how they would impact subsequent activities. It seems simple, but it was a real mess.”
- “We lacked follow through. And the few measures we had didn’t seem to work very well.”
- “Tough as it is to admit, we enabled an ‘excuse’ culture. We were really good at convincing ourselves we couldn’t do something.”

Sound familiar?

As Michael Mankins and Richard Steele highlight in their *Harvard Business Review* article entitled, “Turning Great Strategy into Great Performance,” companies typically realize only about 60% of their strategies’ potential value because of defects and breakdowns in planning and execution.

How can this be?

Over the next few newsletters, in a three-part series, we are going to explore the topic of execution. We’ll highlight three of our clients who do this well. We’re going to find out how they’re doing it and what tools and techniques they use.

To appeal to a broader audience, we will learn from executives from a Fortune 500 company, a medium sized manufacturing company, and a small sized professional services firm.

So, join us over the next nine months to explore the execution DNA of these companies and how they:

- Focus and communicate their strategic plans simply and clearly.
- Create a genuine sense of urgency and build their execution cultures.
- Develop disciplines and processes to properly vet the strategies and determine the effort and timing required to implement them.
- Build the tracking mechanisms and systems to assess progress and facilitate decisions.
- Leverage years of consistent execution to achieve their sustainable competitive advantages.

Think of it as a really fun science experiment!