



**Co-Workers to Community**

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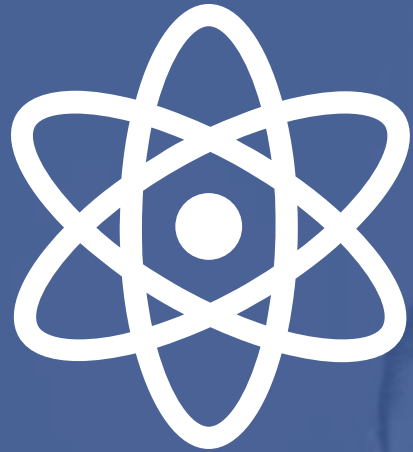
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**1. One thing in Common**

**2. Best Experience of the Conference  
So Far**

# SAFETY





# ENERGY

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The personal voltage in exchanges  
among team members



# ENGAGEMENT

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The distribution and direction  
of energy among team  
members



# EXPLORATION

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Communication outside  
the team





**Make it Fun**  
**Pass the Mic**  
**Become a**  
**Connector**

# MAXIMUM MEETINGS



- Culture Catalyst
- Heart, Head, Hands
- Performance Pit-Stop
- Celebrate Champions
- Call for Help
- Call for Action
- Call for Commitment

# Connected by a Common Cause





# Connected by a Deliberate Culture



# Connected by Defined Rules of Engagement



**Decide**

**Design**

**Deploy**







# PSYCHOLOGICAL SAFETY

**Psychological safety is a shared belief that the team is safe for interpersonal risk taking. In psychologically safe teams, team members feel accepted and respected.**

**FEAR OF LOOKING  
STUPID...**

*Don't ask any questions*

**FEAR OF LOOKING  
INCOMPETENT...**

*Don't ask for feedback*

**FEAR OF LOOKING  
NEGATIVE...**

*Don't express doubt or  
criticize*

**FEAR OF LOOKING  
DISRUPTIVE...**

*Don't offer any  
suggestions*



# Model the Desired Behavior

# QUESTIONS?