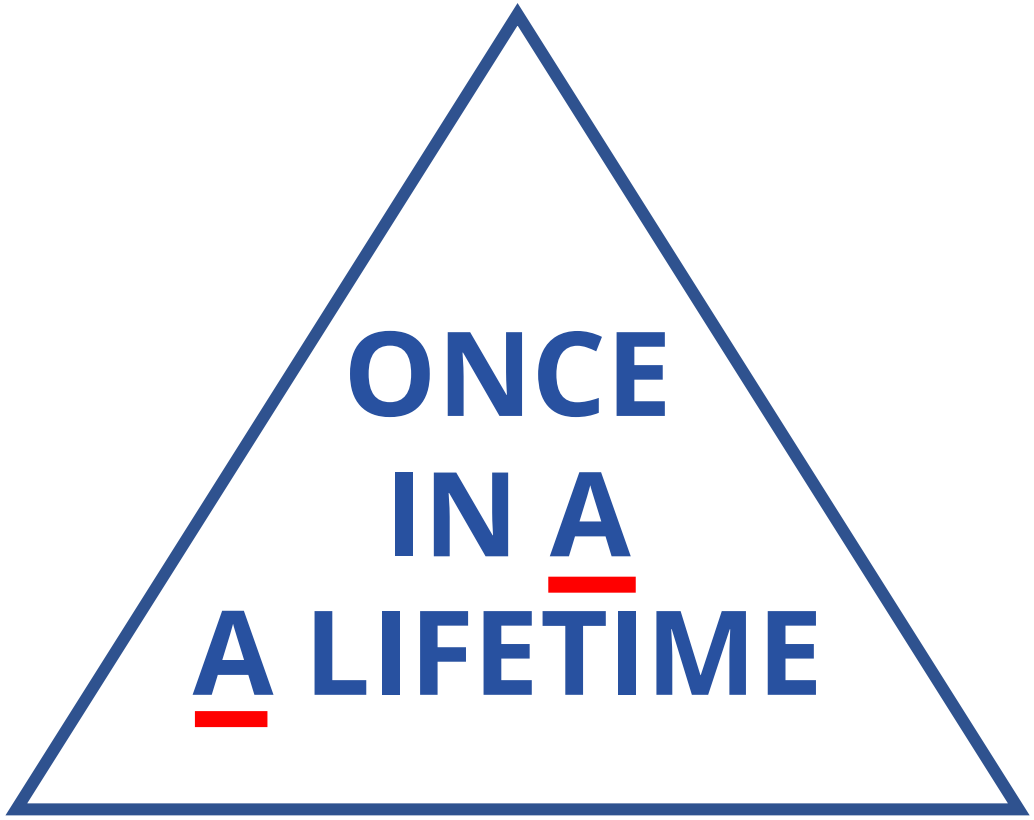


Culture Review
Training
Standards

TRUST & TEAMWORK STRATEGIES

PERSPECTIVE APPROACH

QUICK WARNING



What is the best way to raise morale?

FAMILY, NEIGHBORS, FRIENDS



CULTURE

- Cultus – Cultivate/toil/grow out of; To worship or esteem
- What do you worship, or value?
- What does your organization “worship” or value?

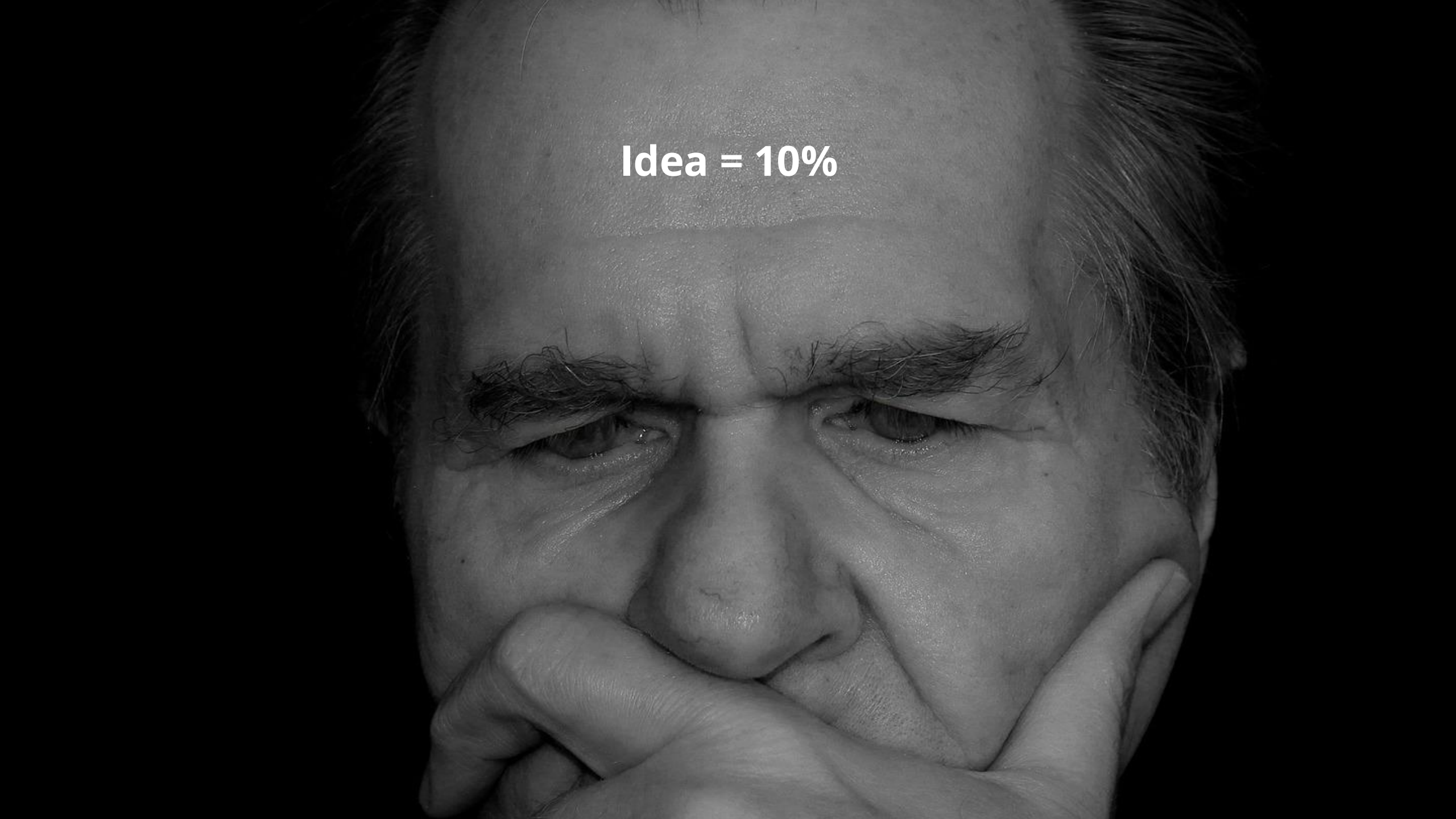
PHILOTIMO

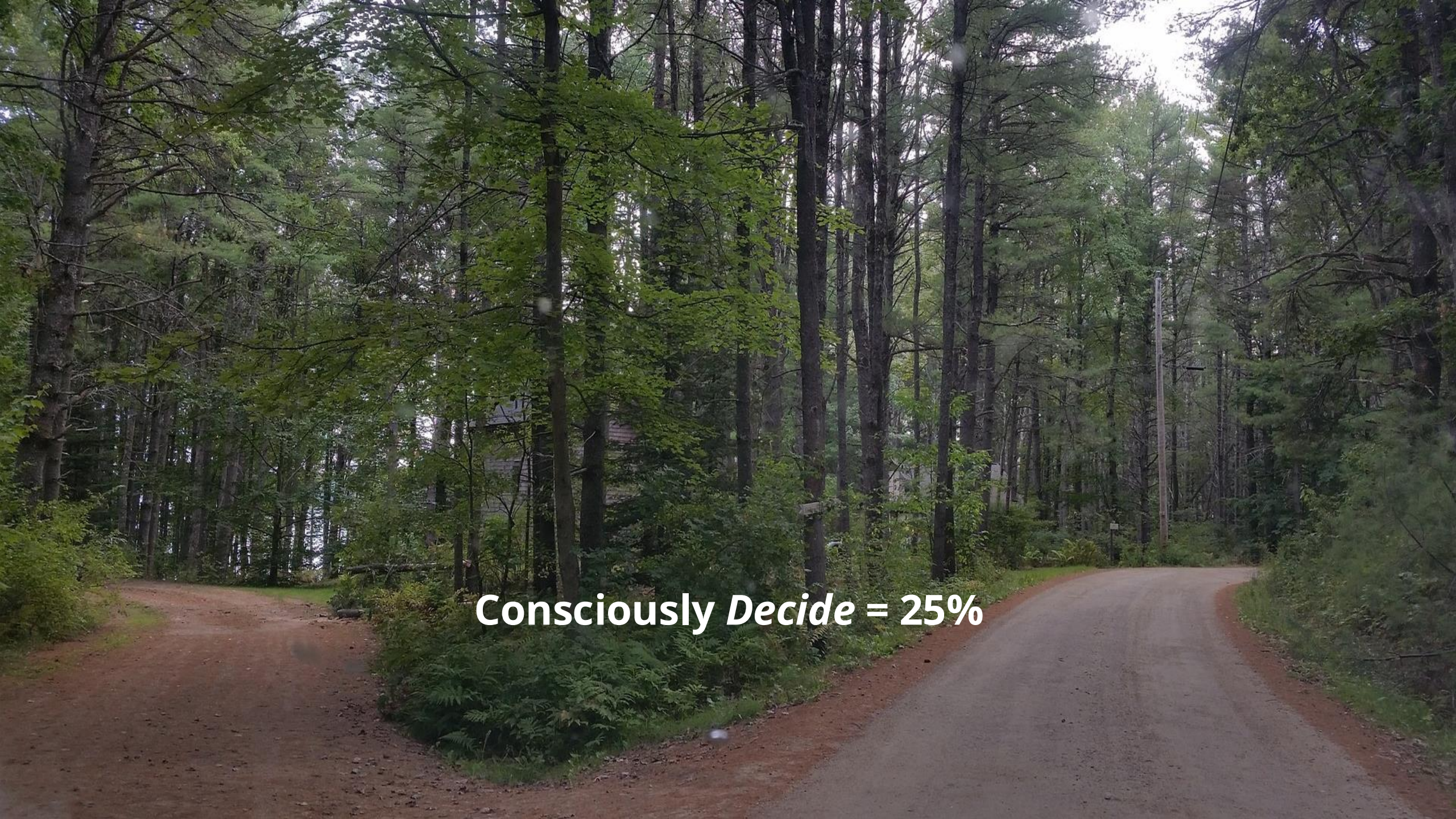


The Four "E's"

How to engage your organization

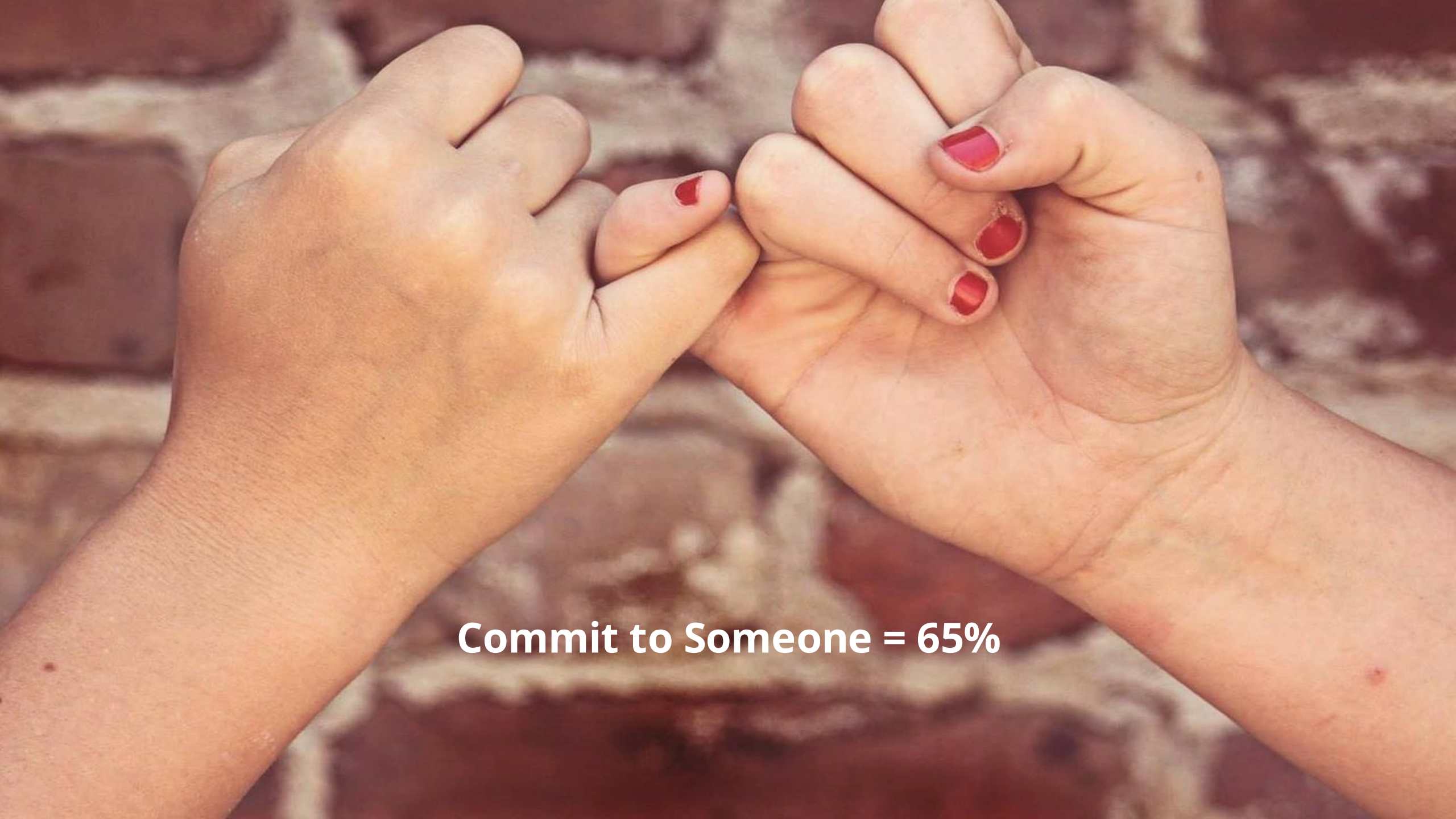
	Educate	Evaluate	Equip	Encourage
Individuals	Ultimate Employee Videos	Ultimate Employee Evaluation	Ultimate Employee Resources	Ongoing Communication & Presentations
Leaders	Tactical Leader Workshops	Tactical Leadership Evaluation	Tactical Leader Tool Box	Mentoring Program
Executives	Executive Coaching	Organizational Assessment	Systems and Process Consulting	Networking Events


Idea = 10%


Consciously *Decide* = 25%


Decide *When* = 40%


Plan How = 50%


Commit to Someone = 65%



Specific Accountability Appointment = 95%!



GOAL FACTS

- Harvard - 83%, 14%, 3%
  - 1,000% (10x) More Likely
  - 300% (3x) More Likely
- Locke and Latham
  - Specific and Challenging
  - 90% Higher Performance
- Dr. Gail Matthews
  - 42%
  - 74%

ADULT LEARNING THEORY

VISUAL

- Take Detailed Notes
- Need Context/Big Picture
- Enjoy Reading/Pictures
- Like Diagrams
- Understand Maps Well

AUDITORY

- Like Lectures
- Books on Tape/Audible
- Background Music/Noise
- Enjoy Conversations/ Debates
- Rhythm/Songs to Remember

KINESTHETIC

- "Learn by Doing"
- Pace/Walk While Thinking
- Enjoy Being Active
- Enjoy Pressure
- Can't Stay Still

TACTILE

- See How Things Work
- Reverse-Engineer
- Fiddle/Fidget
- Schematics
- Organized

CHARACTERISTICS OF ADULT LEARNERS

PEDAGOGY	ANDRAGOGY
Instructor-Led	Self-Directed
Ideas/Theory	Practical/Results
Open-Minded	Skeptical
Influenced	Experienced
Breadth of Learning	Depth of Learning
Institutional	Voluntary/Buy-In
Flexible Lifestyle	Structure/Obligations
Patient	Impatient/High Expectations

"TELL ME AND I FORGET, TEACH ME AND I MAY REMEMBER, INVOLVE ME AND I LEARN." – **BENJAMIN FRANKLIN**

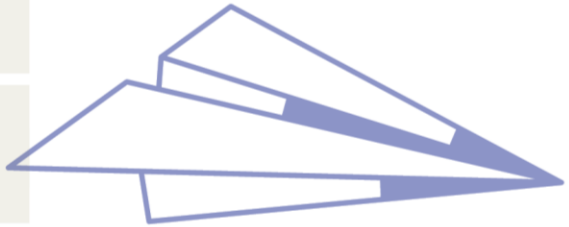
TRAINING TECHNIQUES

EXPLAIN

- Give the Overall Context/Why
- Detail the What Before You Teach

DEMONSTRATE

- Demonstrate the Entire Operation
- Re-Demonstrate in Pieces/Phases



IMITATE

- "Like This/Do That" or "I Do, You Do, Repeat" in Stages
- Correct as Necessary

PRACTICE

- They Perform, I Watch and Correct
- Allow ZERO Mistakes

GUNNY TIP

PERFECTION IS ALWAYS THE STANDARD. BE UNYIELDING WITH REGARD TO EXPECTATIONS, BUT PATIENT WITH MISTAKES.

CAVEATS

- Don't be afraid of having team members who are better at "their job" than you are/were. "Your Job" is to help them perform at their highest level possible.
- Learn as you train others. Determine their preferences to learn. Learn from your mistakes. Refine Processes. LEARN!
- Turn training goals into daily habits.

"LET NO MAN'S GHOST SAY, 'IF MY TRAINING PROGRAM HAD ONLY DONE ITS JOB'."
–SIGN ABOVE LIGHT ARMORED VEHICLE COMMANDER'S COURSE


5X
5X



ACCOUNTABILTY - DISCUSSION

- Effects of Failing to Hold Others Accountable:
  - Resentment for not performing to agreed upon expectations
  - Loss of subordinate's trust for hypocrisy
  - Disunity among the entire team (Rowboat)
  - Lack of timely results

“Let no man’s ghost say, ‘If my training program had only done its job’” - **Sign Above LAV Course**

PERSPECTIVE APPROACH

JOSHUA S. ADAMS

www.perspectiveapproach.com

Joshua@PerspectiveApproach.com