

# The Power of HSW Engagement

28<sup>th</sup> April 2022

**John Peachey**



**Chief people mechanic**

Trusted mentors, coaches, and guides



**The think farm**

Growing Better leaders gains better outcomes



# Introduction

## Housekeeping

Please mute microphone

Please feel free to use Q & A or chat function to ask a questions



**Sarah McGuinness**

**Founder/CEO of Revolutionaries of Wellbeing (ROW)**

**Topic: Burnout**



**Paul Walsh – Partner at Q Risk**

**&**

**Craig Webb – Managing Director at RUSEC Ltd**

**Topic: Personal Safety & Security / Crowded Places Strategy**



**Jemima Briggs**

**GM of First Security**

**Topic: Personal Safety & Security**



# The think farm

Growing Better leaders gains better outcomes

## John beachey



## Chief people mechanic

Trusted mentors, coaches, and guides





It has Never been  
about the summit,  
it has always been  
about returning  
home safely.

kanchha Sherpa



**CLARITY**



Great leadership and great communication are synonymous terms.

THE GREATEST GIFT A HUMAN CAN OFFER ANOTHER HUMAN, IS FOR THEM TO FEEL A SENSE OF VALUE.

**BELIEF**



WHEN LEADERS RISE EVERYONE RISES.



**CONNECTION**

**Behaviour Follows Belief**



**INTENTION**

**EXPOSURE**



THINKING, RESEARCH & INNOVATION UNVEILS IMAGINATION

**COFFEE FIXES EVERYTHING**

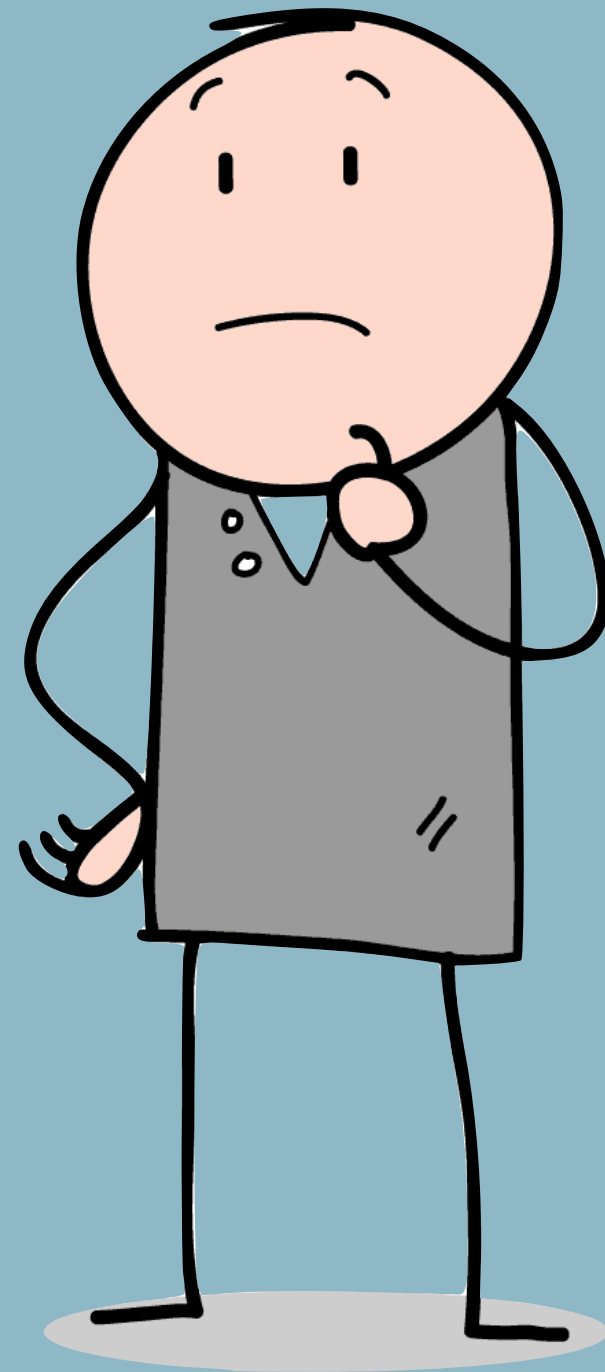


**PROXIMITY**



*Your capacity to learn determines your capacity to lead.*

??



*Your ability to learn is built on a simple choice, to become **curious**.*



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Our job is to be professionally curious.

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*The single most sought after skill in leadership today is curiosity.*

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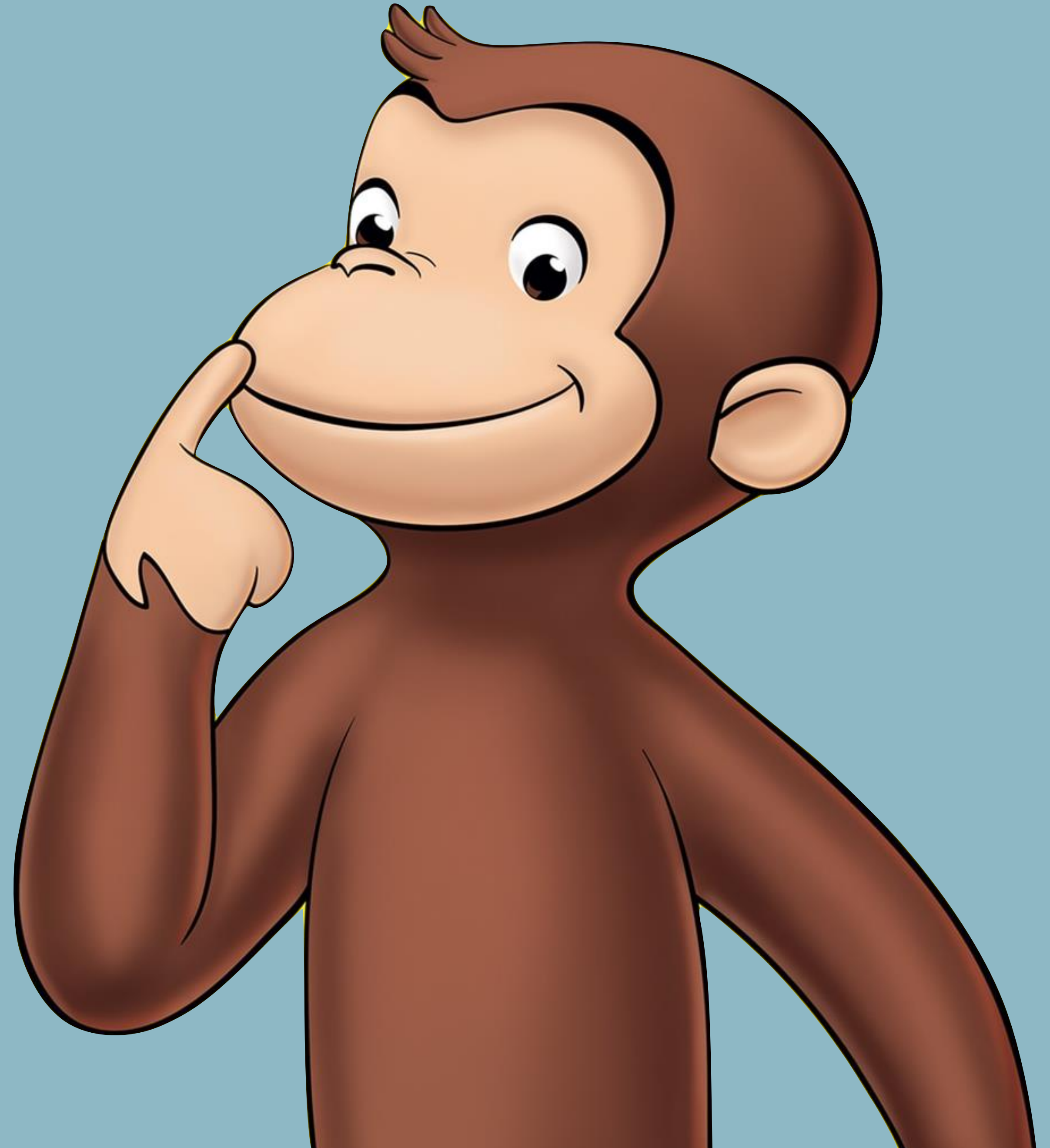


“My job is to lift the rocks even  
if I what I see scare the hell out  
of me.”

Jim Collins  
Good To Great



So Why should we  
become curious?



[www.thethinkfarm.org](http://www.thethinkfarm.org)  
growing better leaders gains better  
outcomes



Our job is to know, to know why, and then to respond.

[www.thethinkfarm.org](http://www.thethinkfarm.org)  
growing better leaders gains better  
outcomes



Be curious about what *we know*  
Be curious about what *we don't know*



I want to know what  
obstacles prevent you  
from moving towards  
an excellence of  
practice.

Leaders  
don't  
get to  
walk on  
by.







Is it fit  
for  
purpos  
e?



Compromised?

What  
do we  
know  
that  
doesn  
't  
work?





Higher  
profitability of  
outcomes all  
begins with  
communication

Engagement  
and innovation

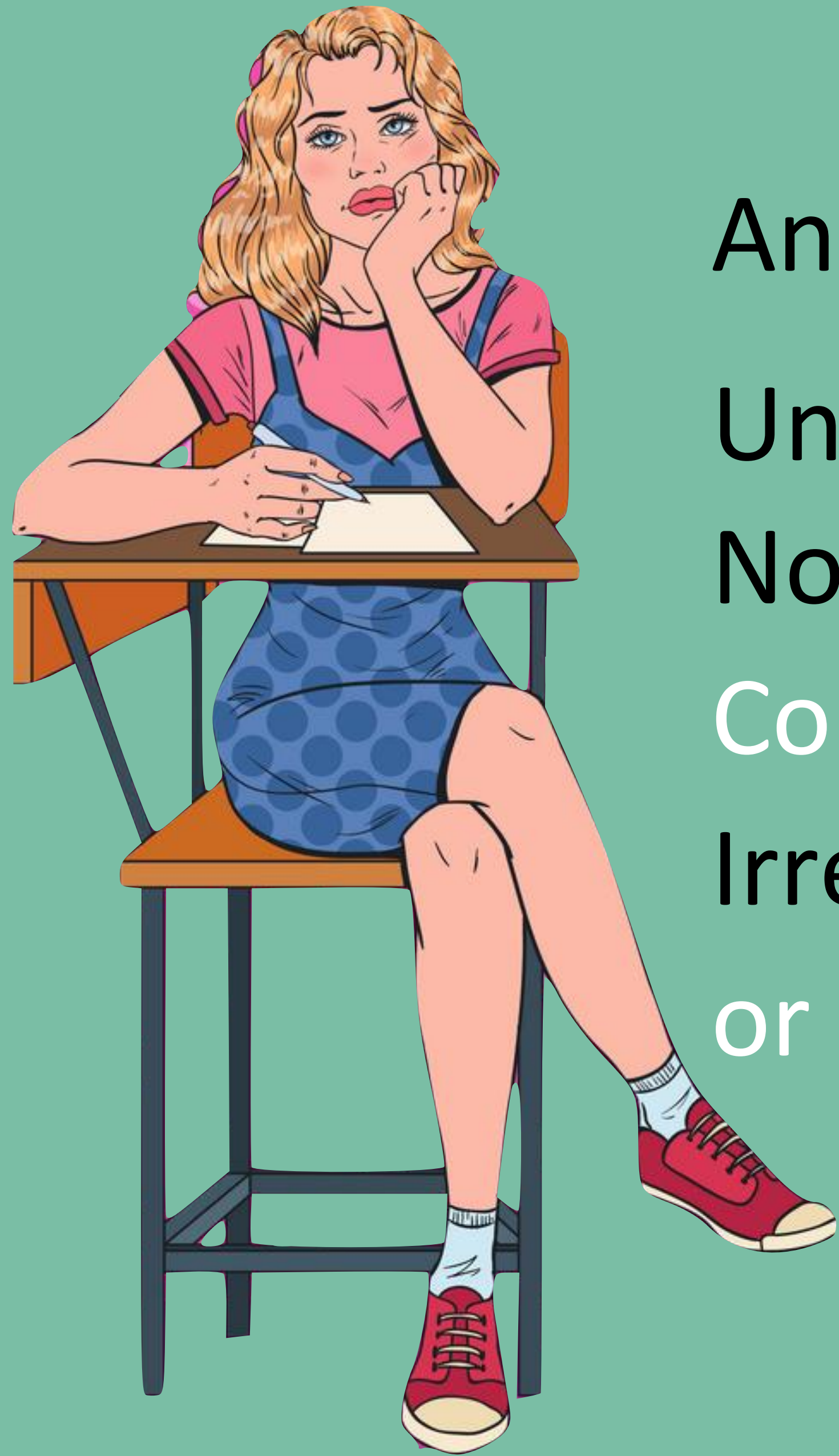


Disengagement  
is dangerous  
for cAre.



30/50/20





Anatomy of a miserable job.

Unknown - Anonymity

No measurement - Performance

Contribution

Irrelevance - No communicated Purpose

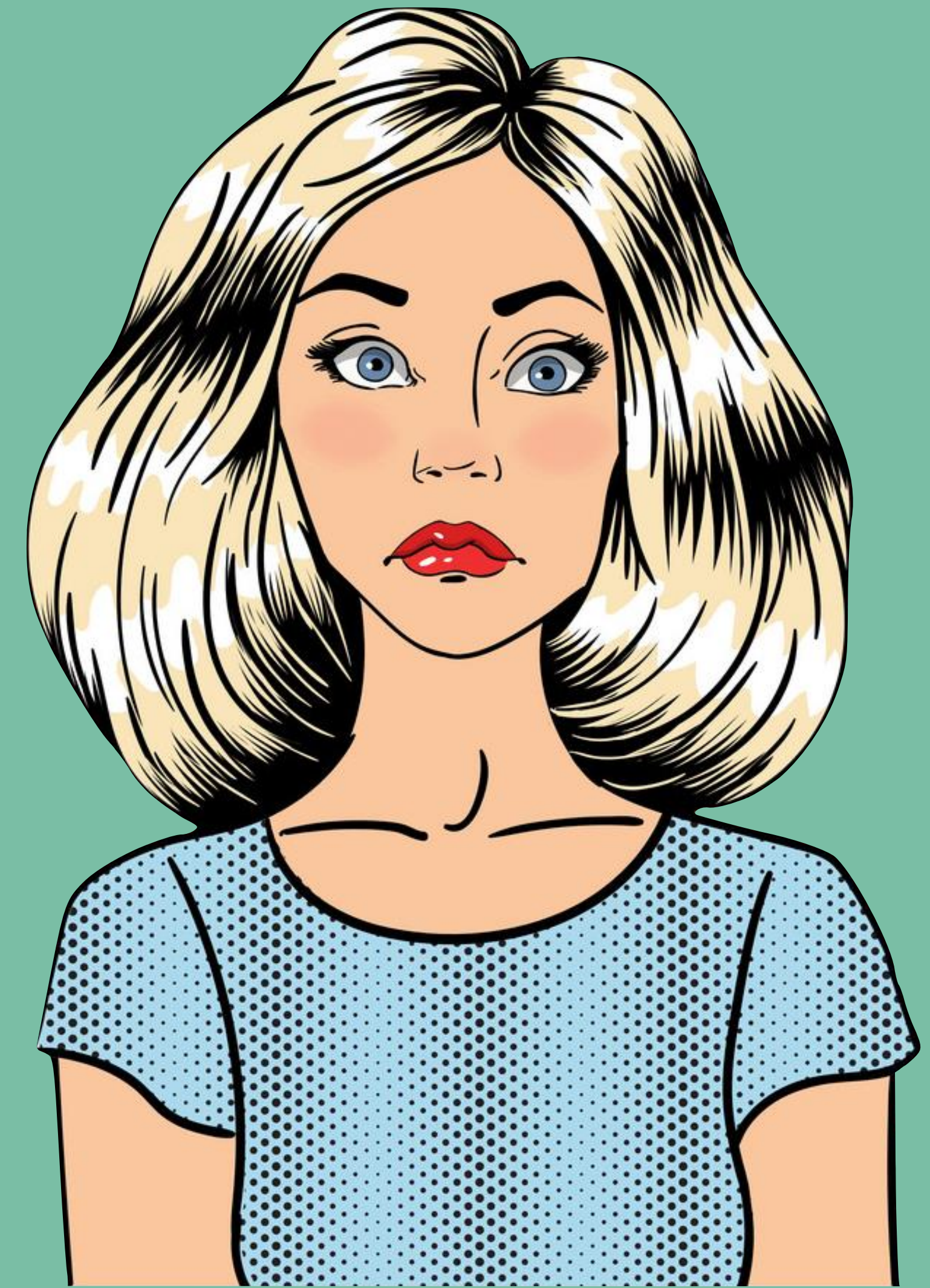
or Meaning

miserable people do  
not contribute to  
innovation.



A recent study by Gallup revealed some pretty alarming stats...

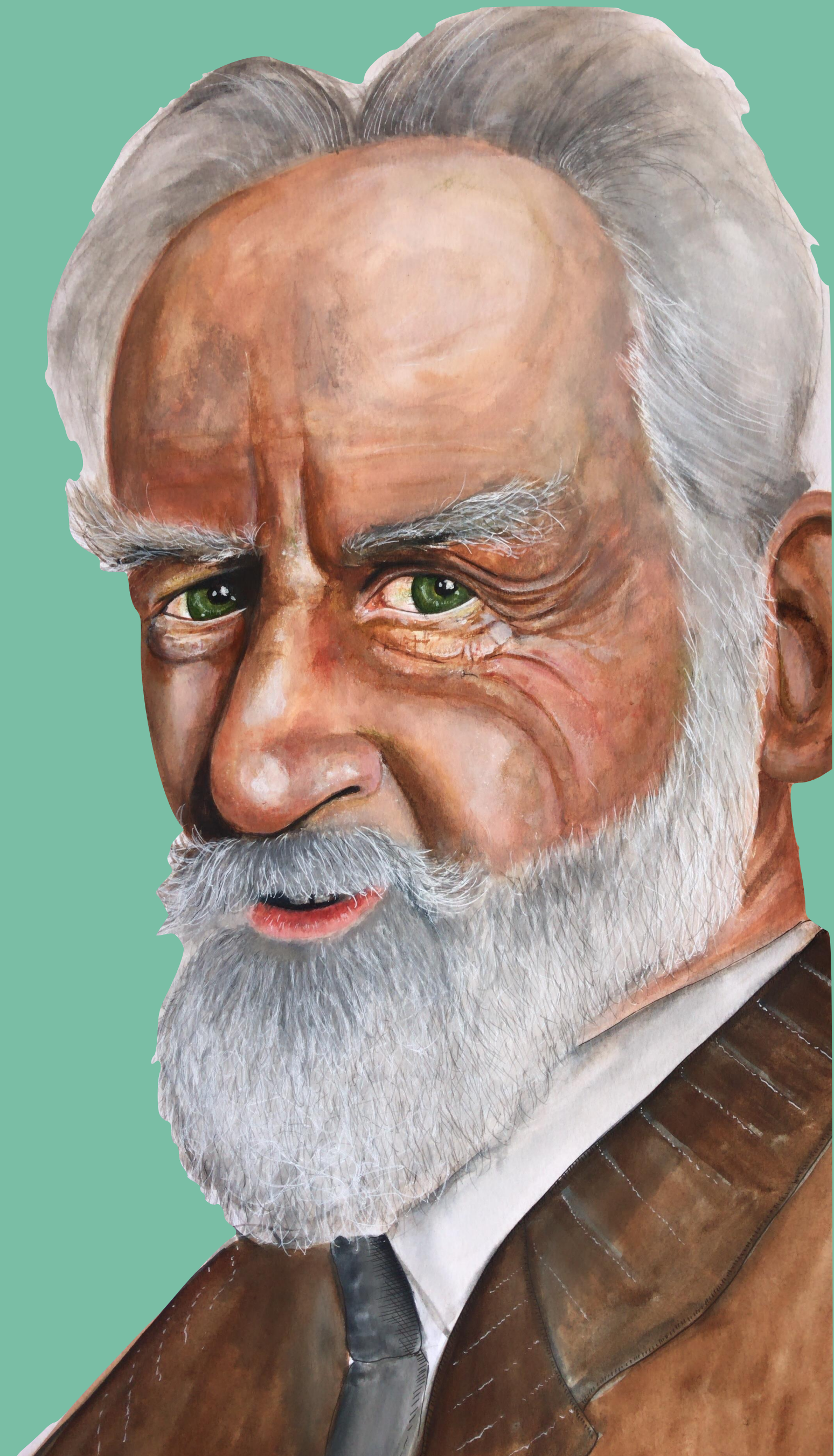
- Only 22% of employees believe the leadership of their organisation has a clear direction for their organisation.
- Only 15% of employees strongly said the leadership of their organisation makes them excited about the future.
- Only 13% of employees agreed that the leadership of their organisation communicates effectively with the rest of the organisation.





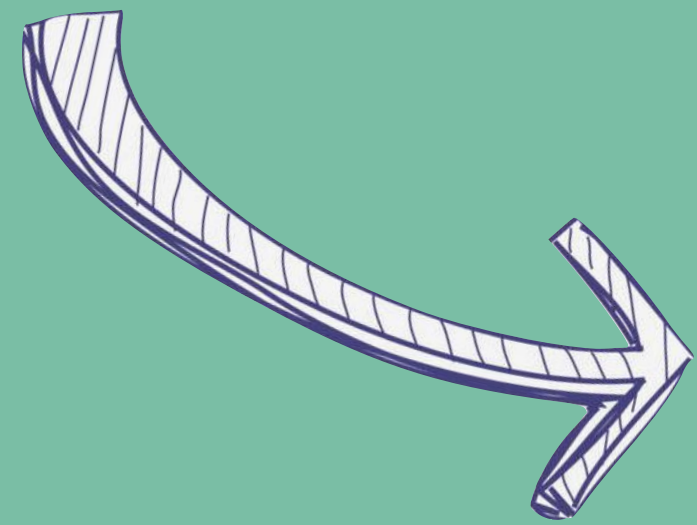
The single biggest issue in  
communication is the  
illusion it has taken place  
~~at all.~~

George Bernard Shaw

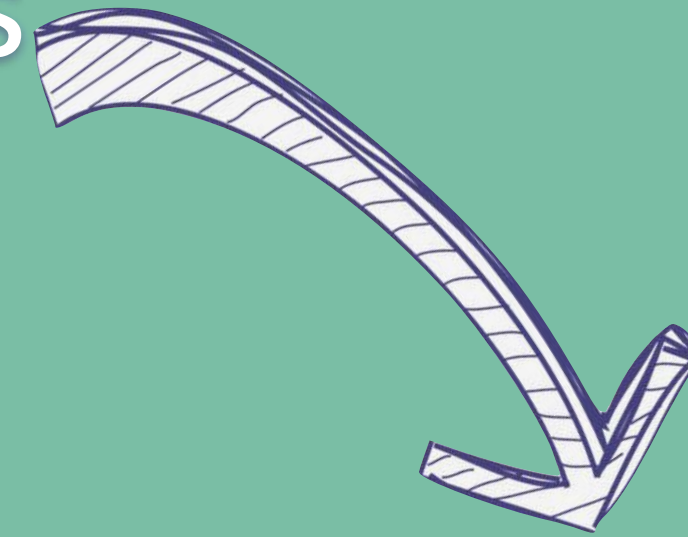




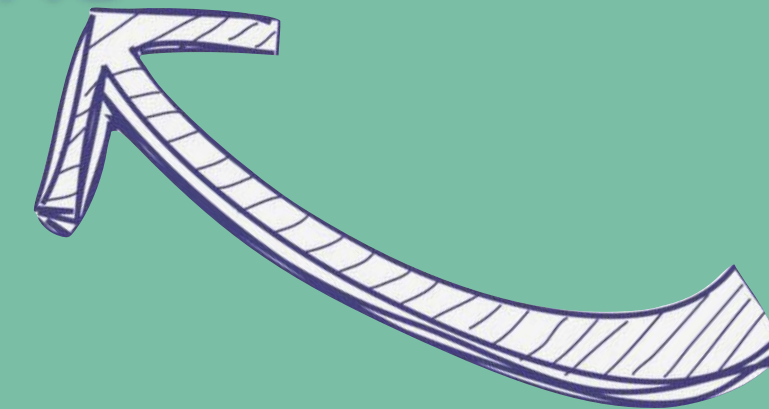
Better Communication



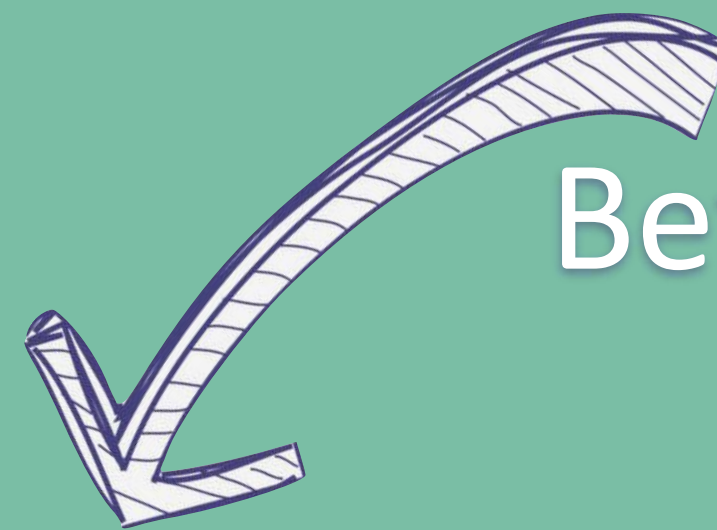
Better Relationships



Better Data



Better Decisions

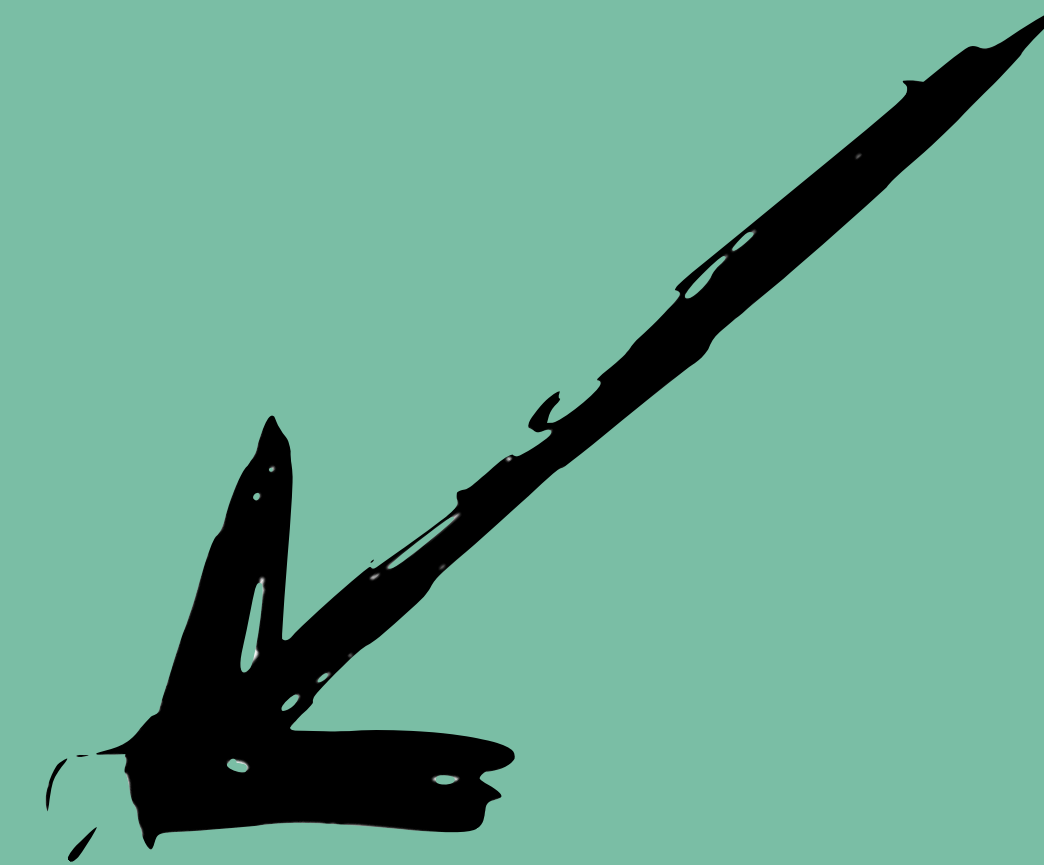
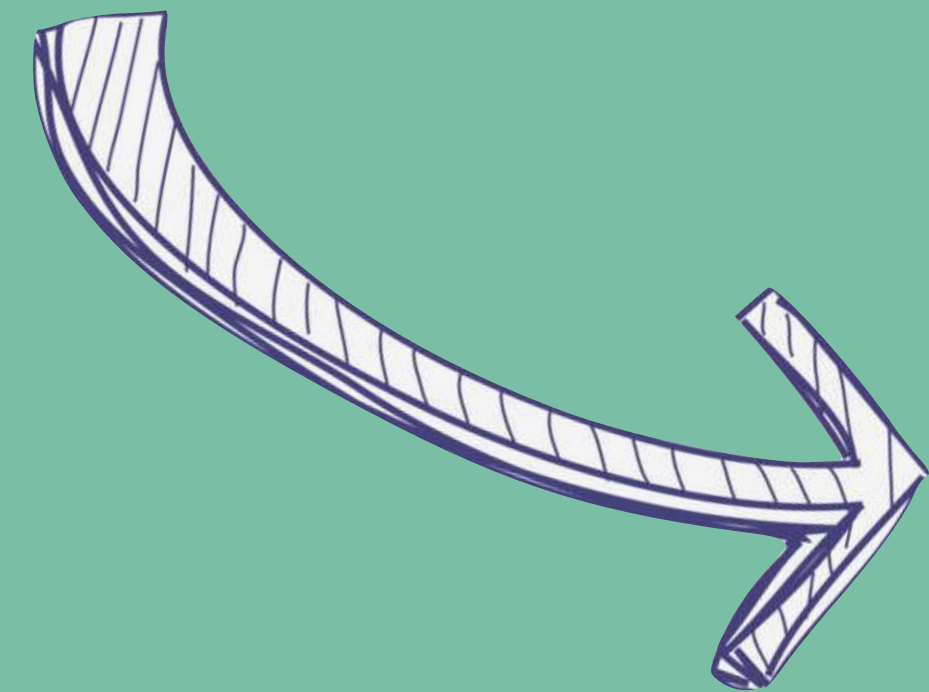


Better Outcomes



The Air Gap  
(Knowing)

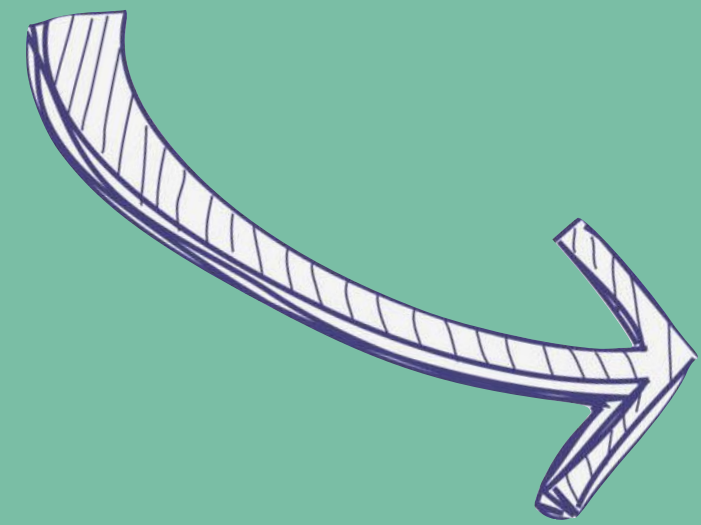
Better  
Communication



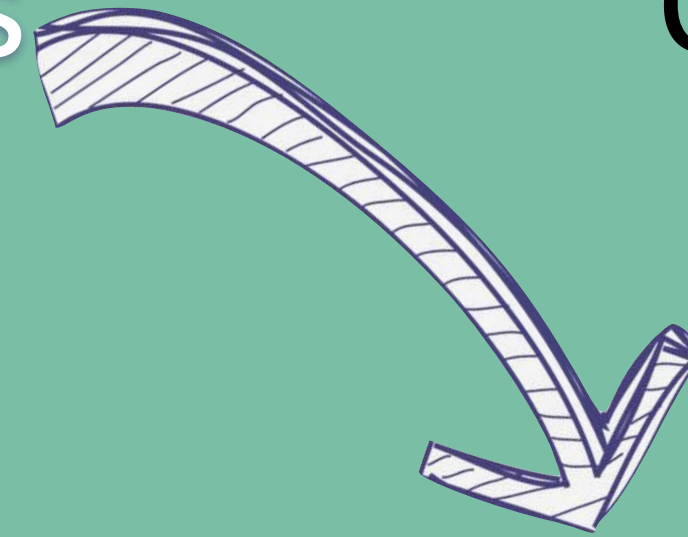
Better Relationships



Better Communication

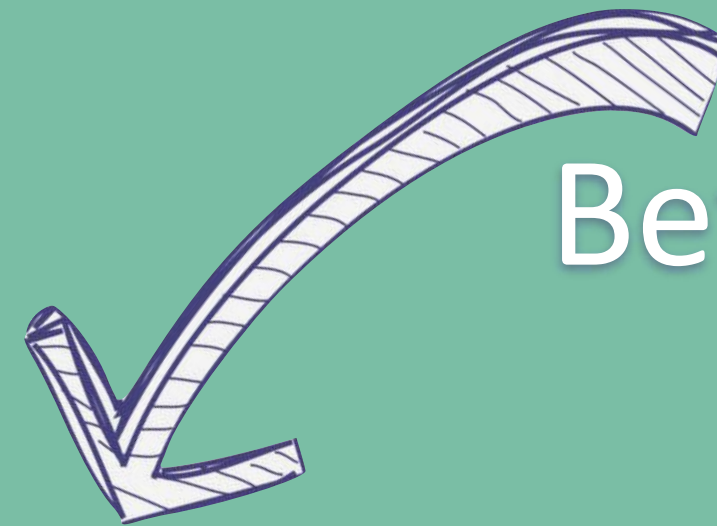


Better Relationships

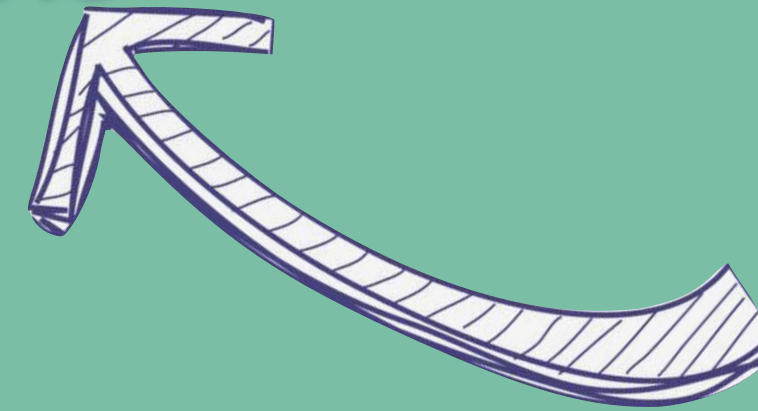


Delusion  
Rumour  
Innuendo  
Lies  
Mistrust  
Confusion

Better Decisions



Better Data

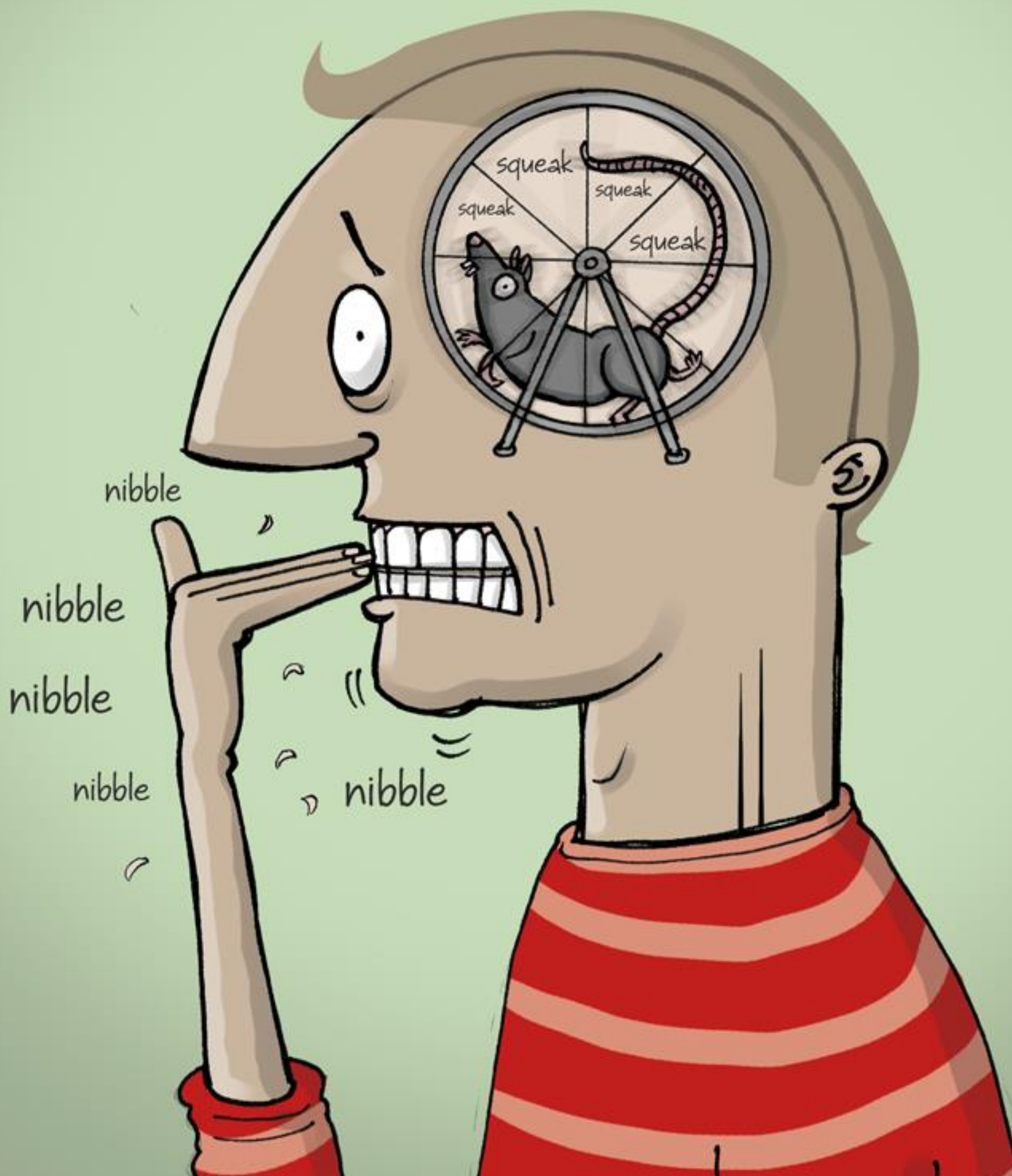


Better Outcomes



Ambiguity is one of our  
greatest enemies.

Why won't people stop  
and ask?







Fight



Flight

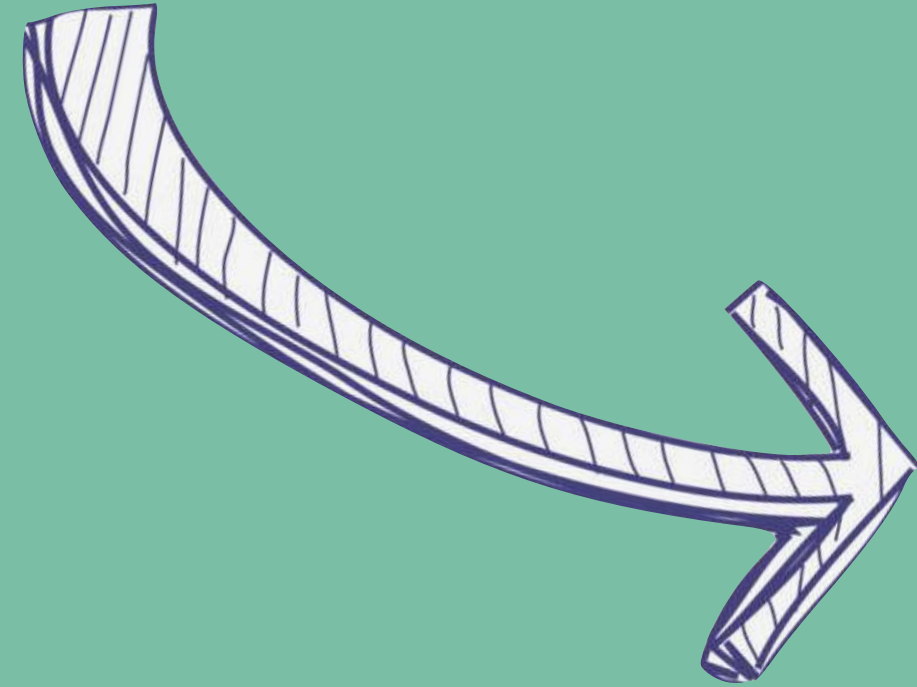
When we encounter resistance, the chances are we have identified misalignment and lack of clarity (Vision)... resistance (or drag) happens when clarity is missing.

Freeze

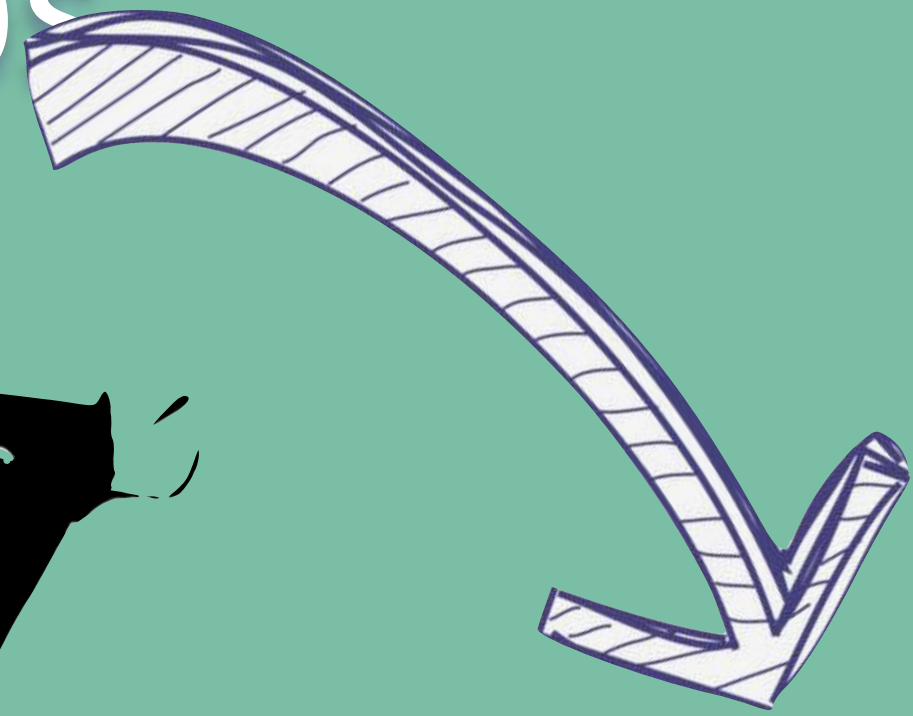




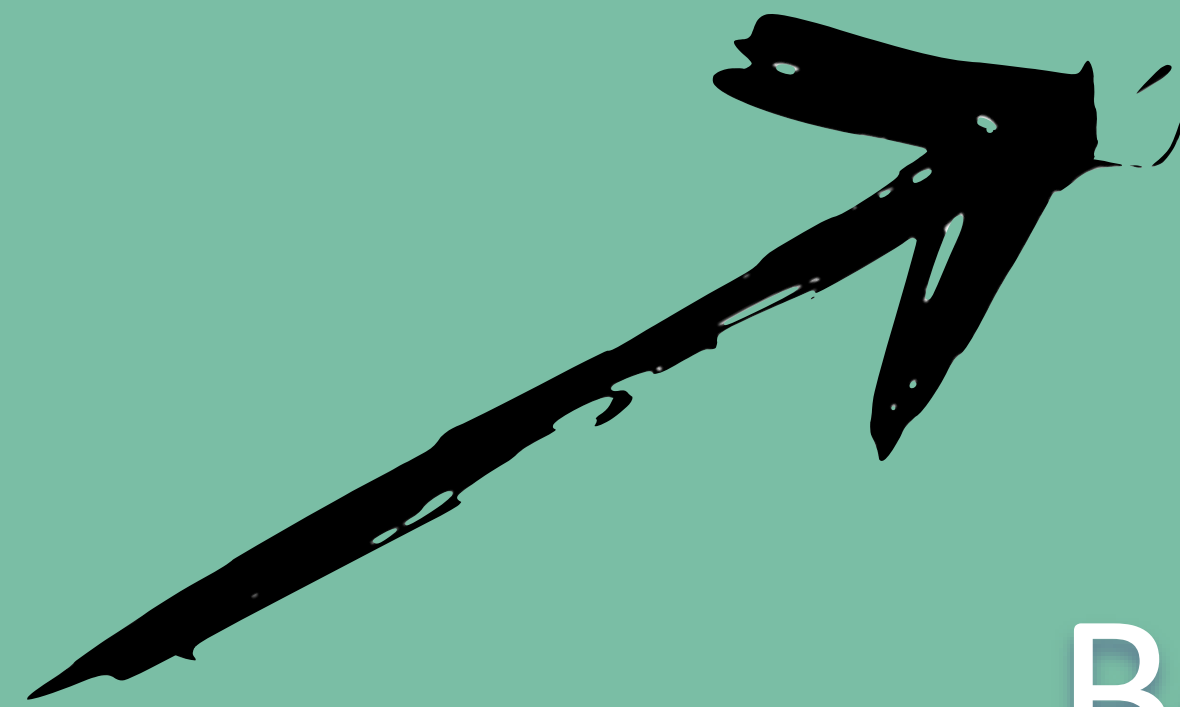
Better  
Communication



Better Relationships



The delusion Gap  
(Accuracy and Current not  
delayed data)



Better Data



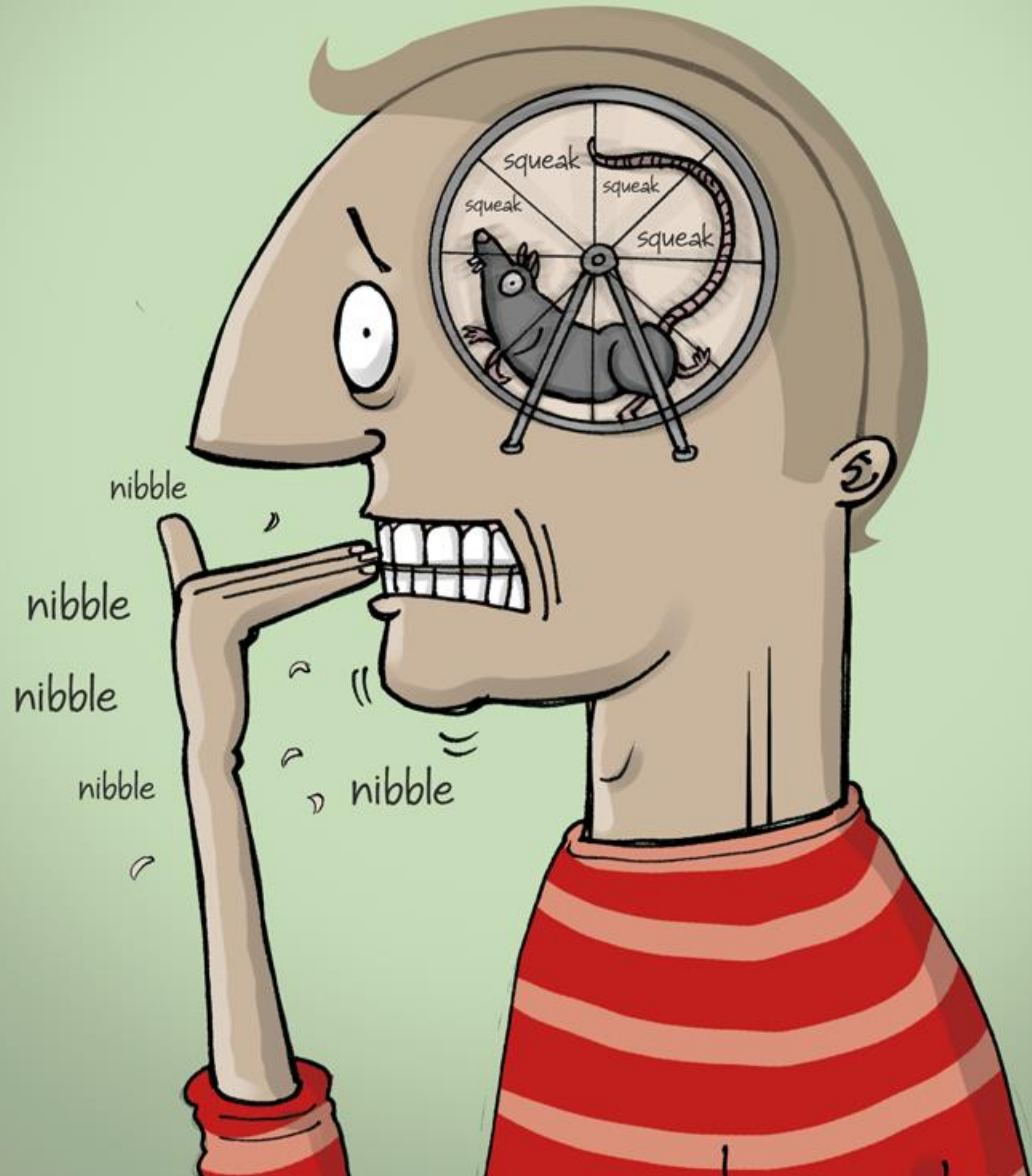
# The high rise of lies





The way you consider  
feedback is the most  
vital aspect in hearing  
truth.

Are you Punitive  
Or Growth based?





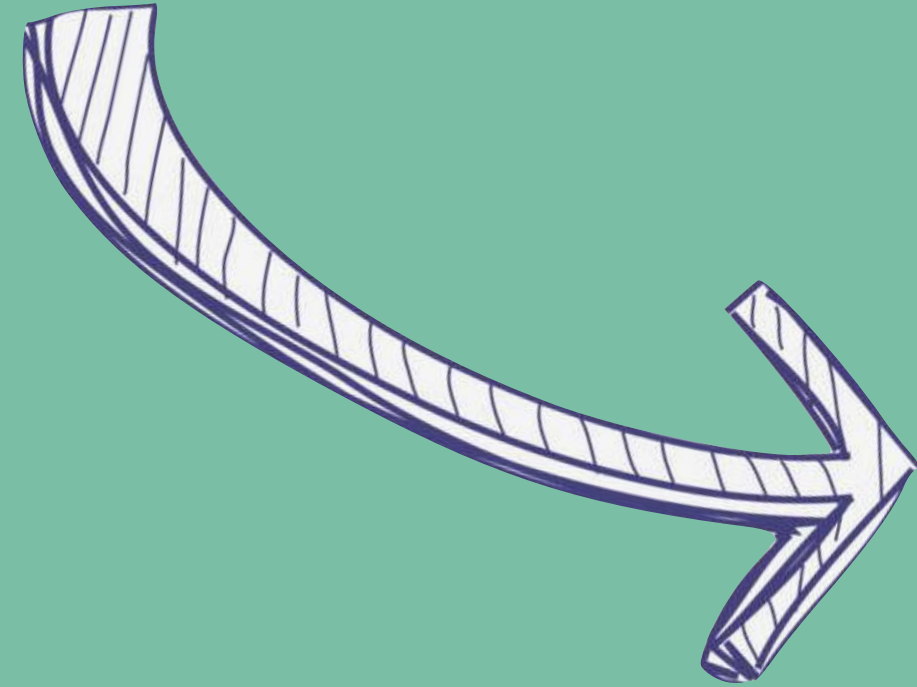


Our aim is to build the highest level of trust so that your team will tell you anything.

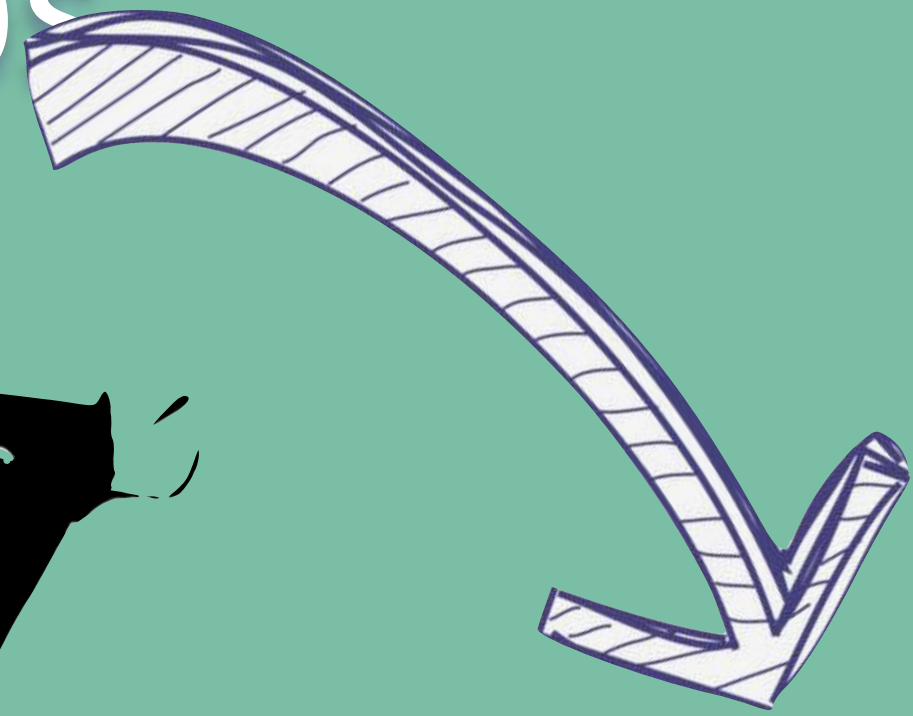




Better  
Communication

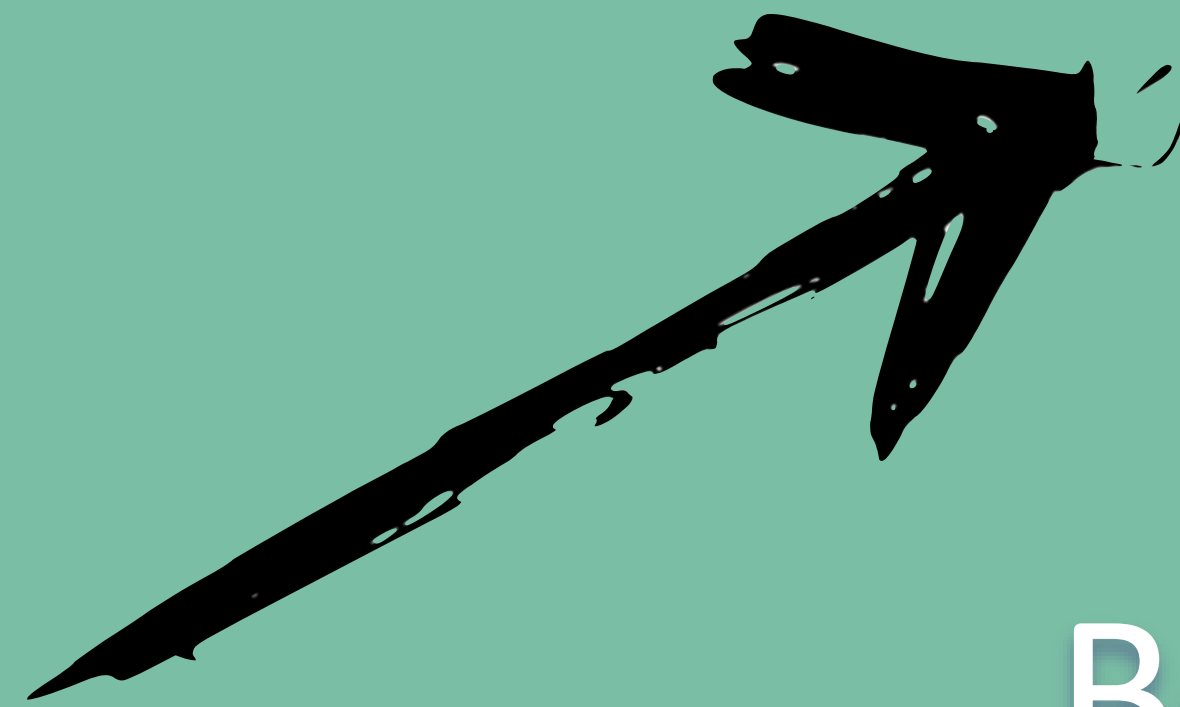


Better Relationships



The delusion Gap

Is where we stray from reality  
in to assumptive behaviour.



Better Data

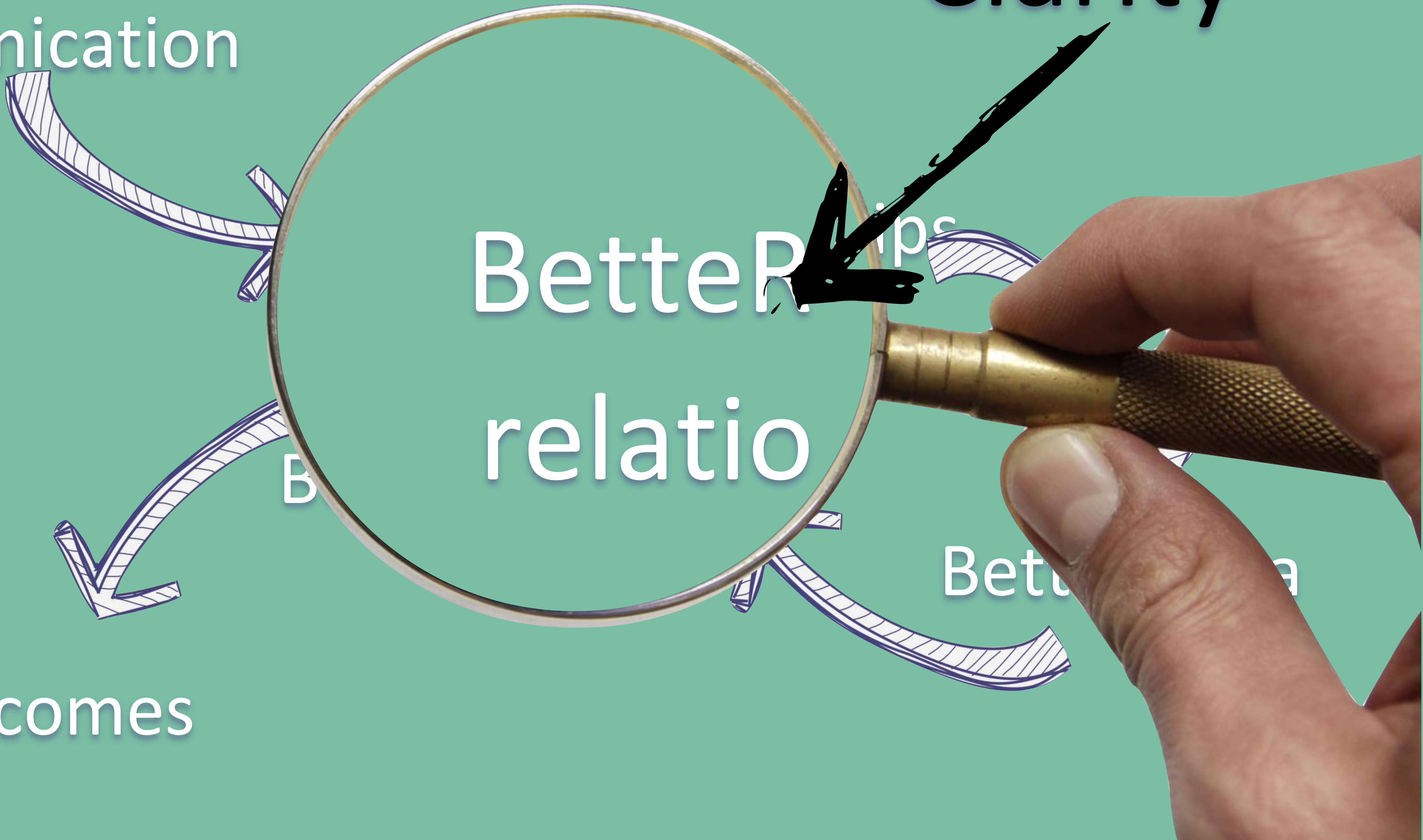


Better  
Communication

Clarity

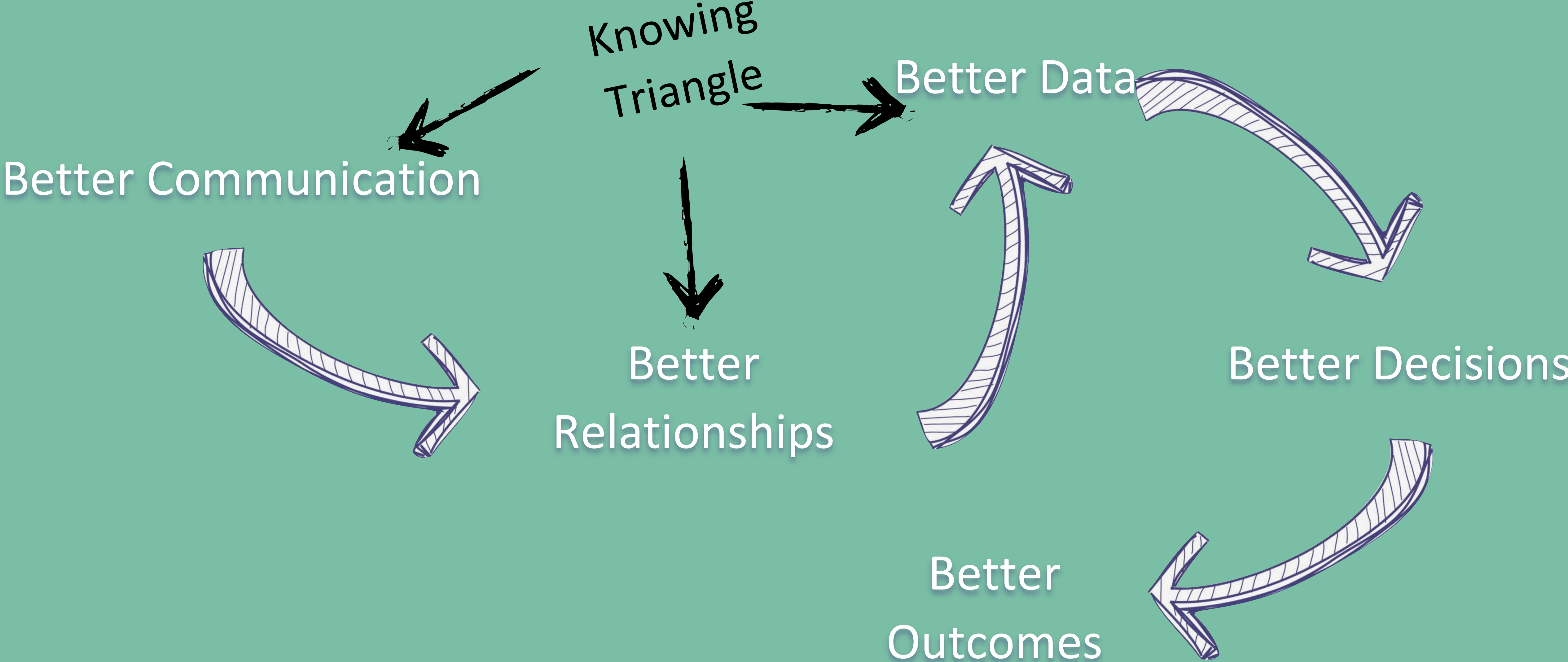
Better  
relationships  
relatio

Better Outcomes





We are continually trying to close up the ambiguity gap...so you are not left out of the data loop.



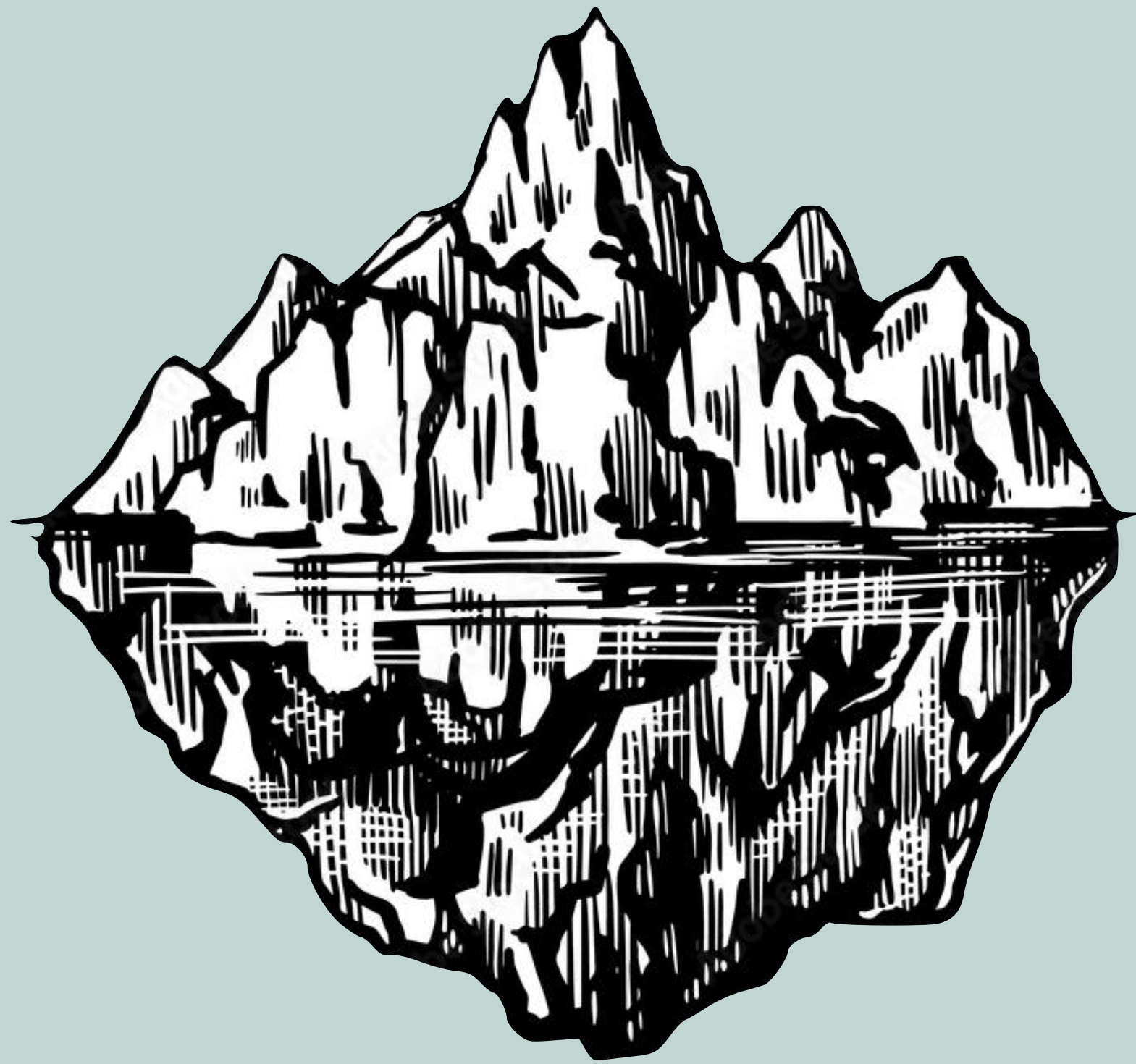




What Sinking  
Feeling.

Tita n i c

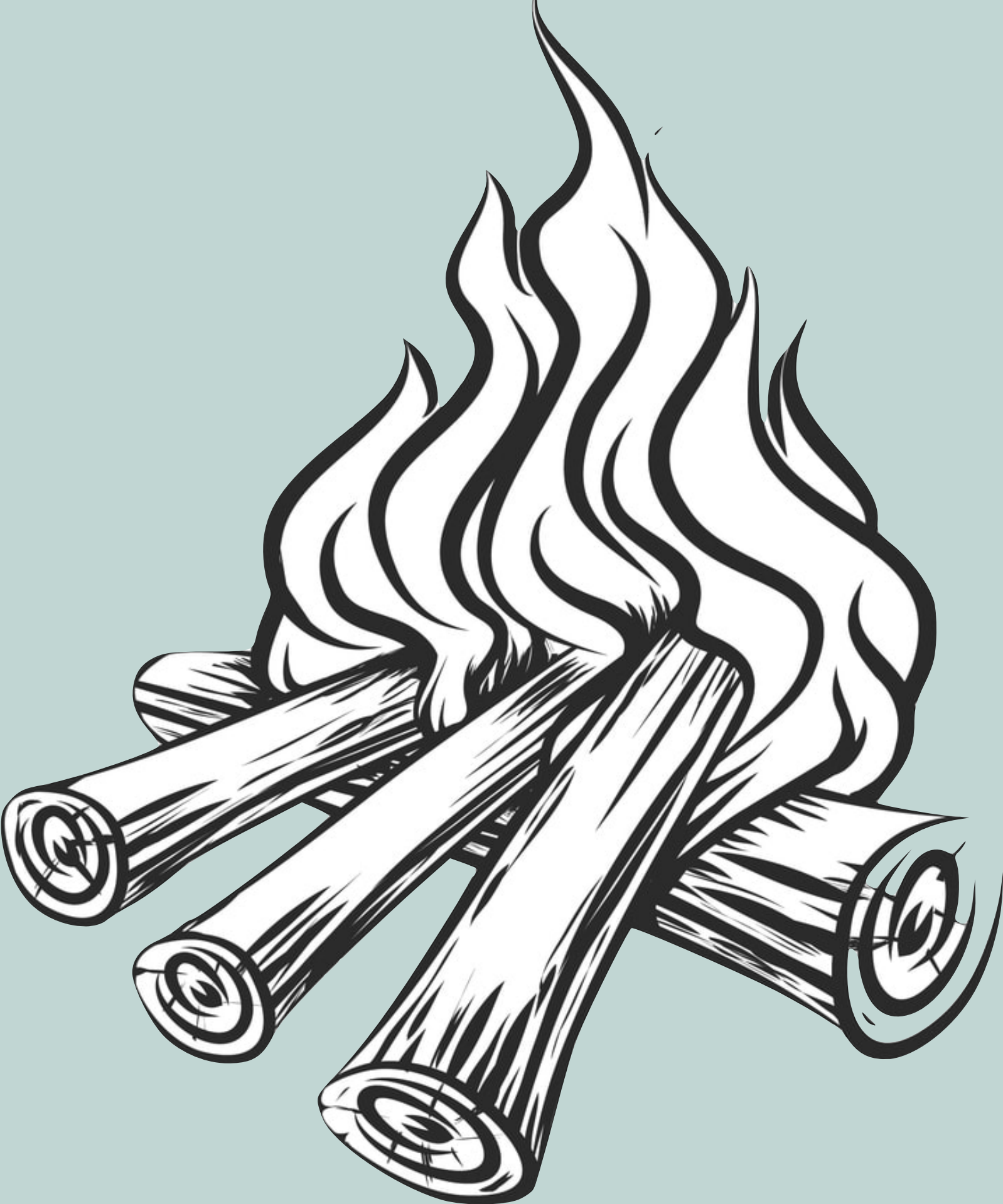




*The Iceberg Was  
Innocent*



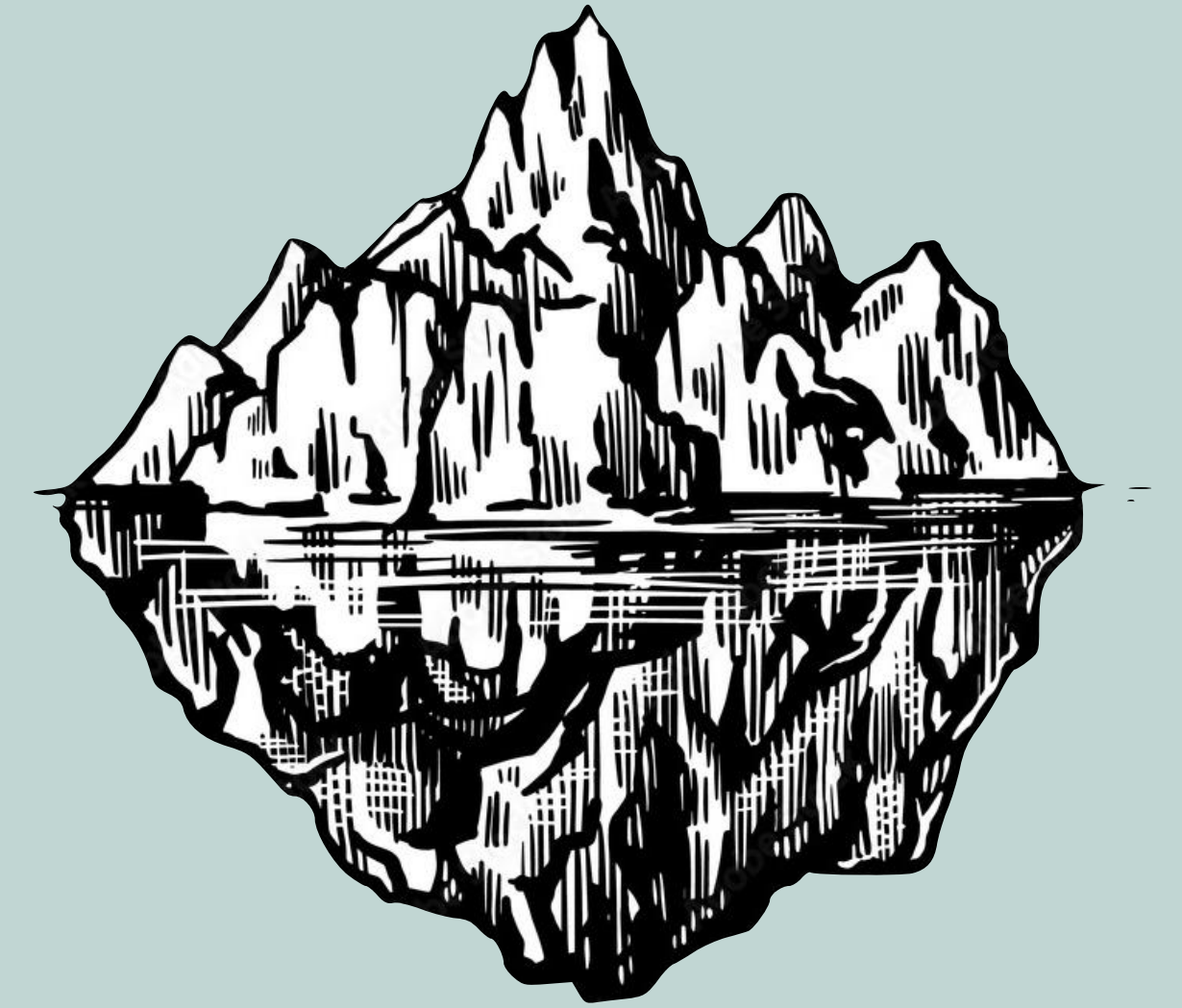








Fear:



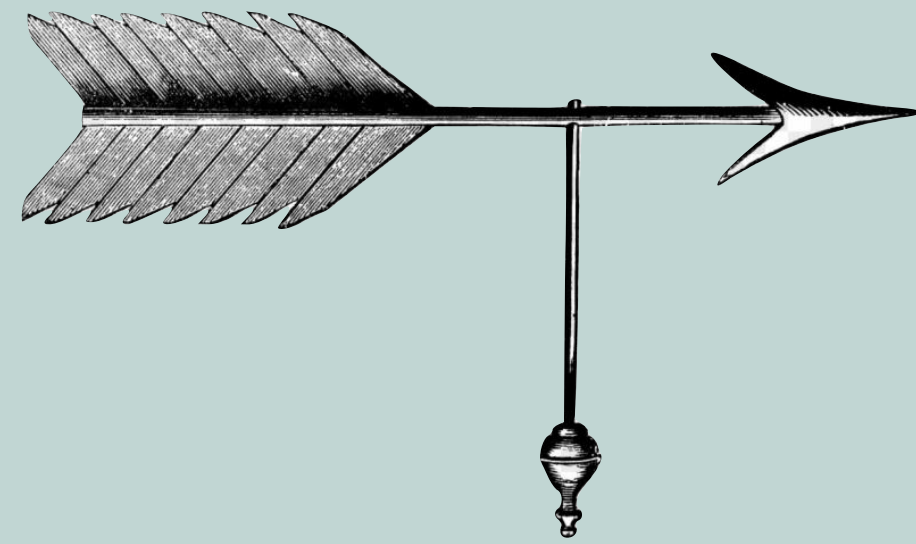
Pride:



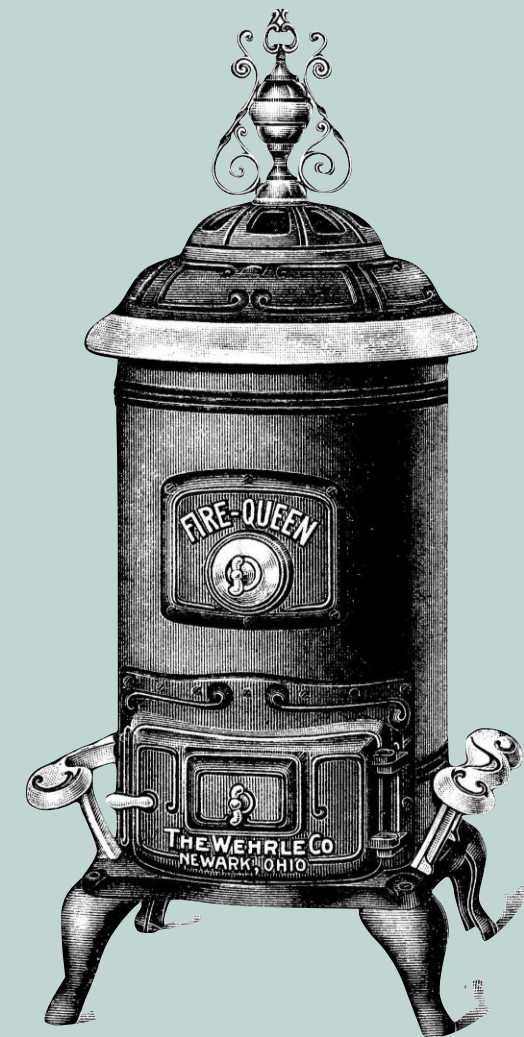
fire:



*There was a fire  
burning in a  
bunker for six  
weeks which the  
owners kept  
secret.*



*Ego Facilitated Blindness*

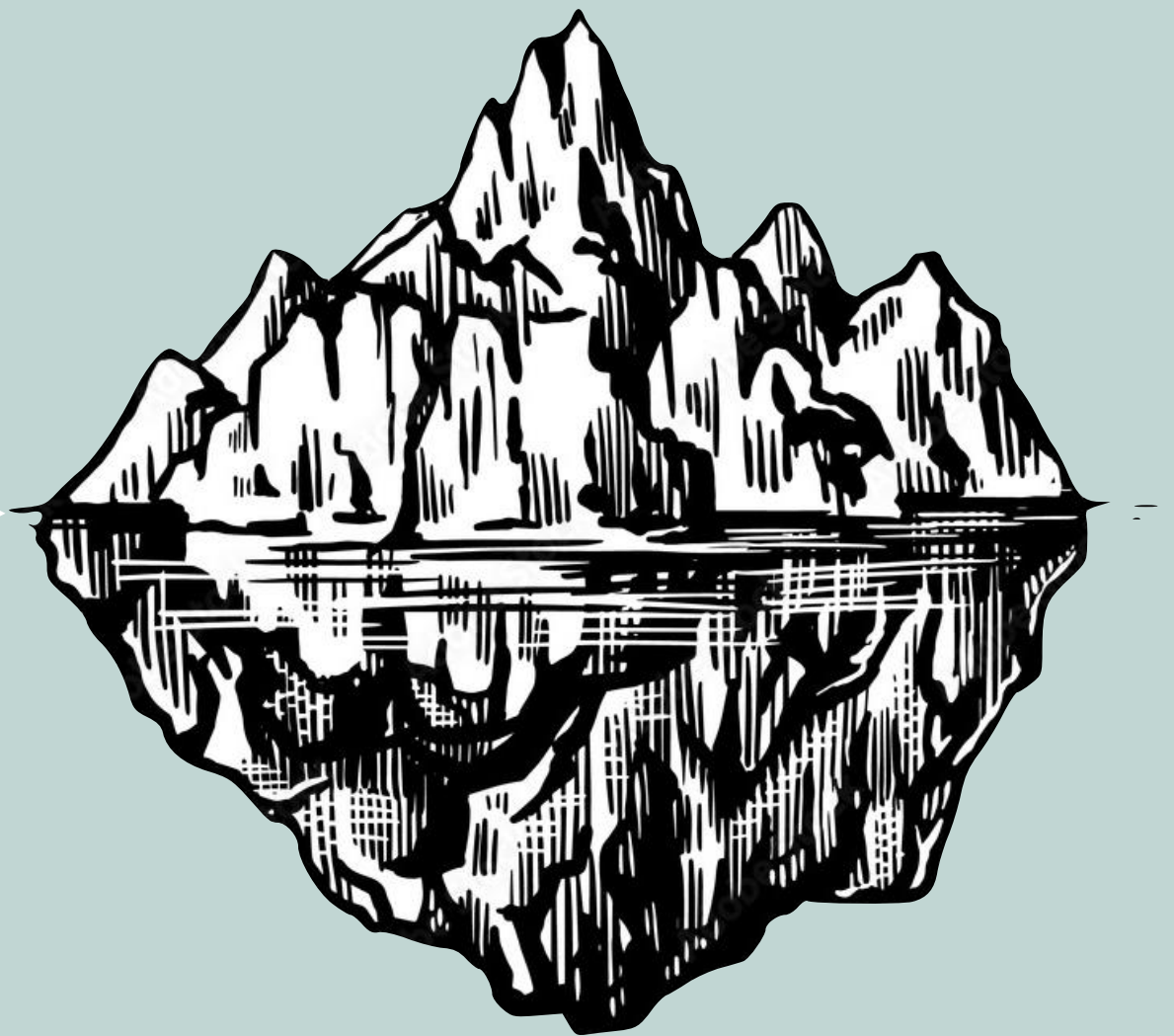


*Pride and  
reputation  
over rode the  
need for  
disclosure.*

## *White Star Line Of Disaster*

*Our inherited culture must be challenged for validity.*

*The iceberg was an  
unrecoverable incident.*





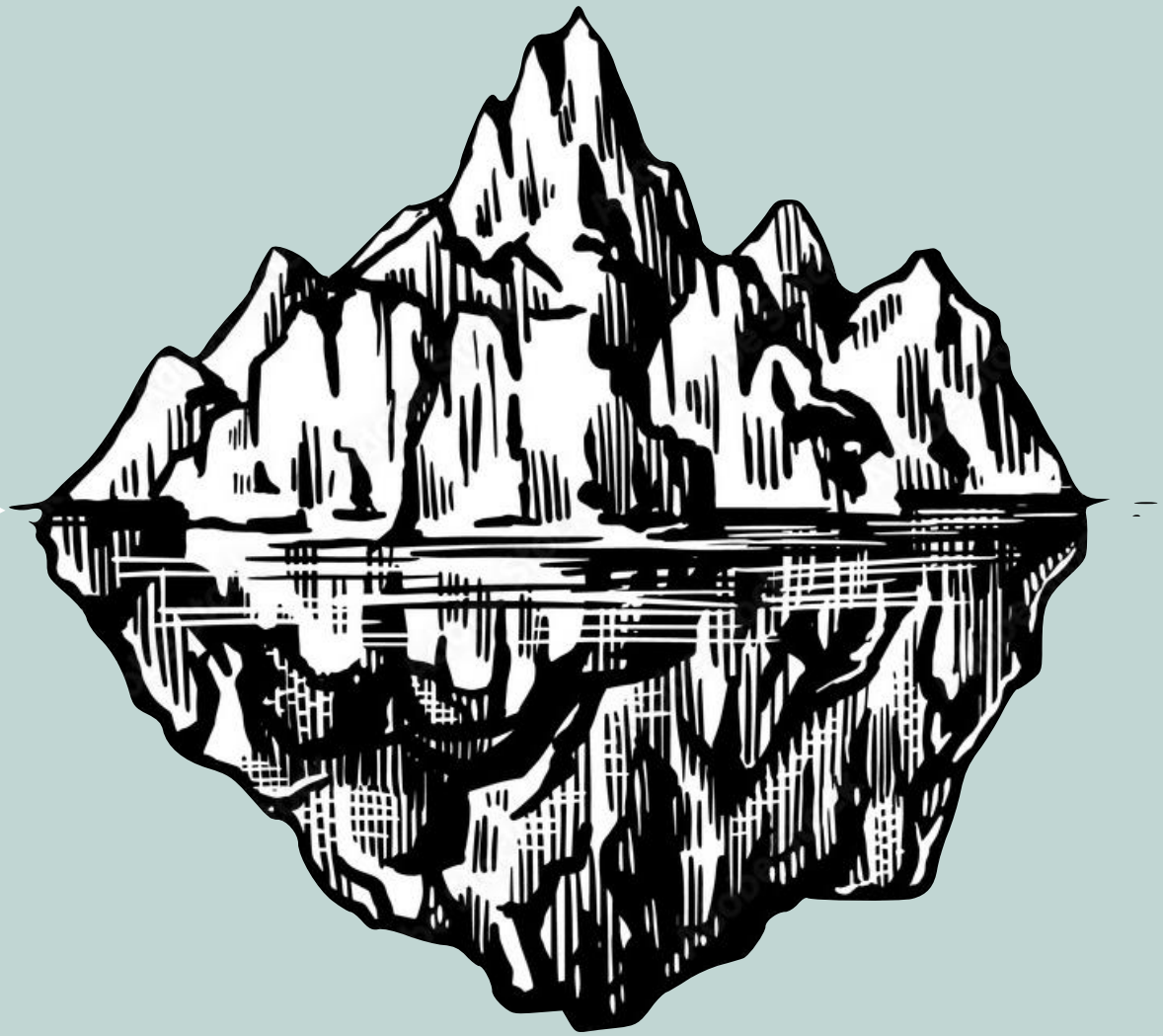


*The crew were afraid to wake up the Officer of the Watch to get the key to unlock the cabinet to get the binoculars to see the iceberg coming.*

*The iceberg was an unrecoverable incident.*

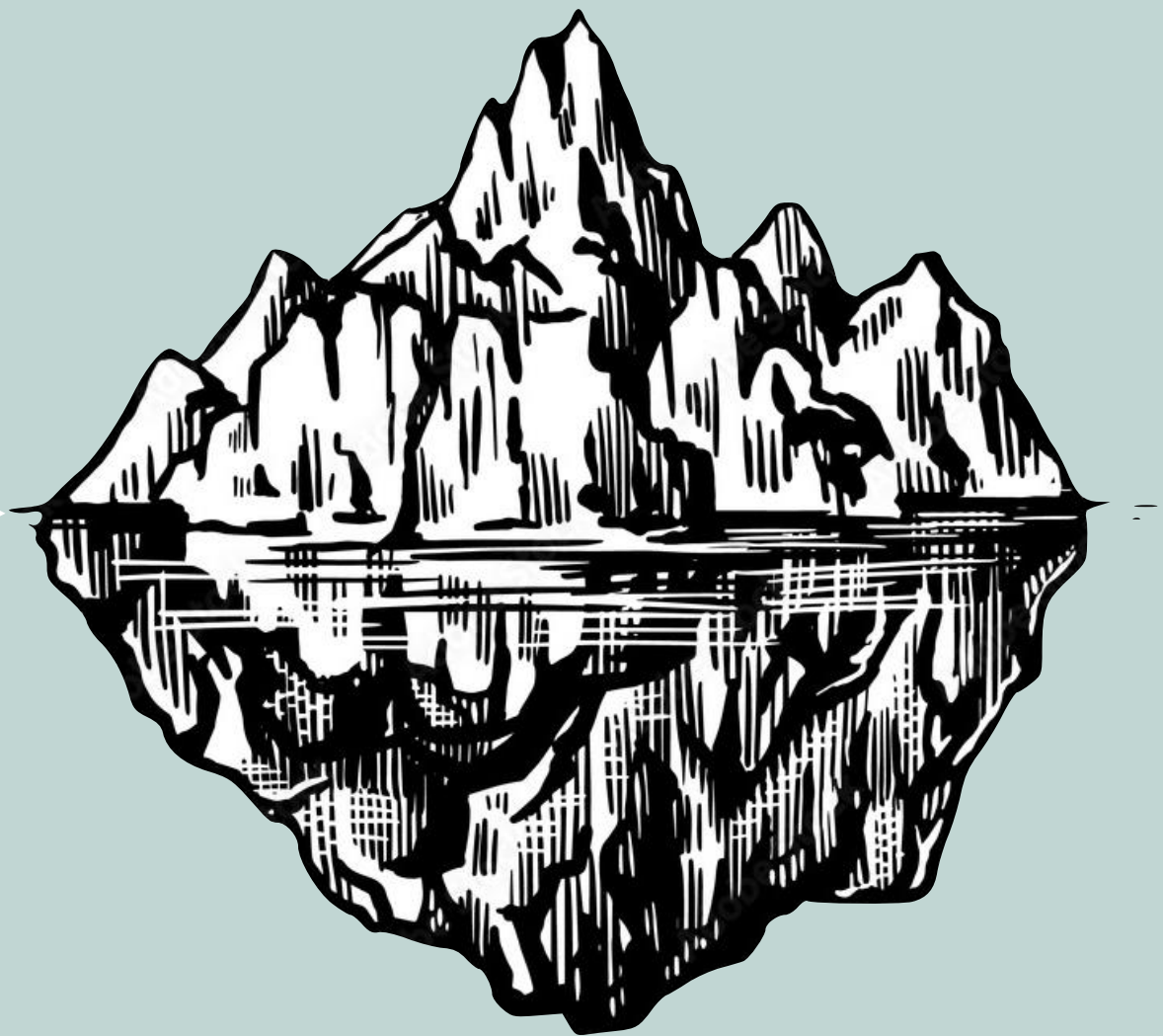
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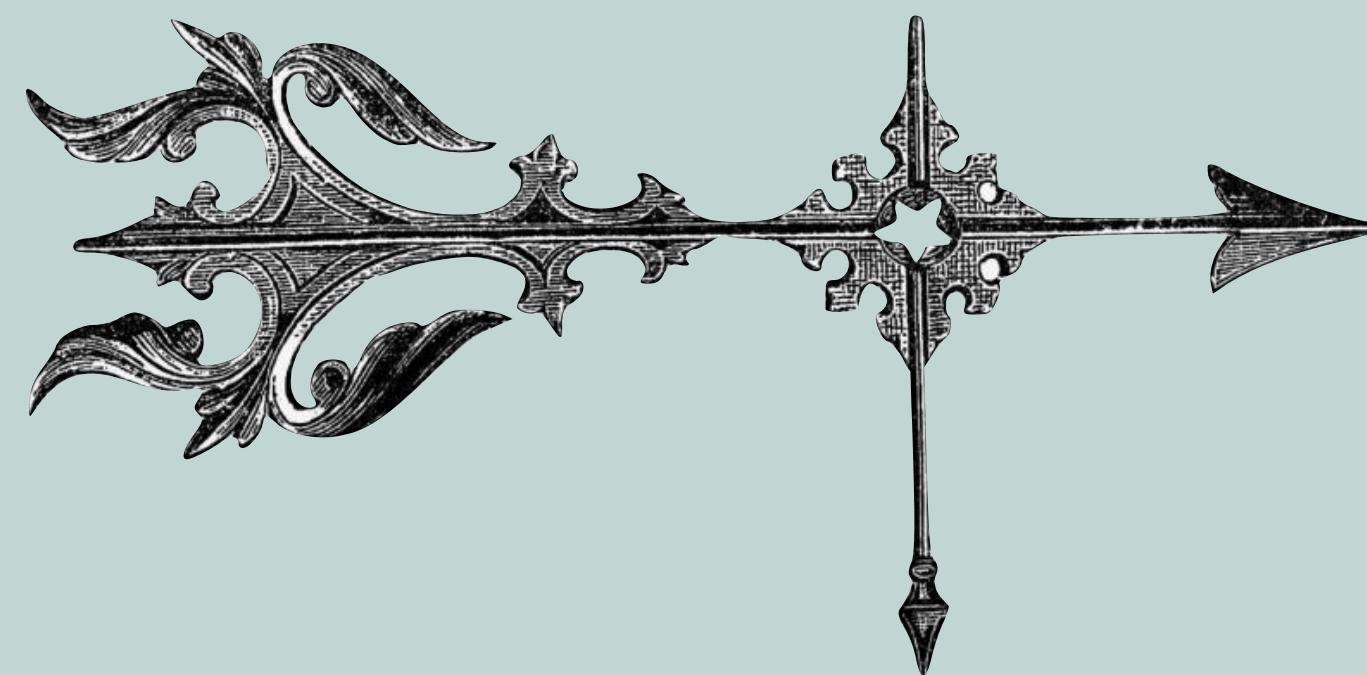


*The iceberg was an unrecoverable incident.*



*White Star Line Of Disaster*

*Faulty belief systems confused potential help.*



*There were insufficient resources in place to effect a rescue because no one believed sinking was a valid possibility.*

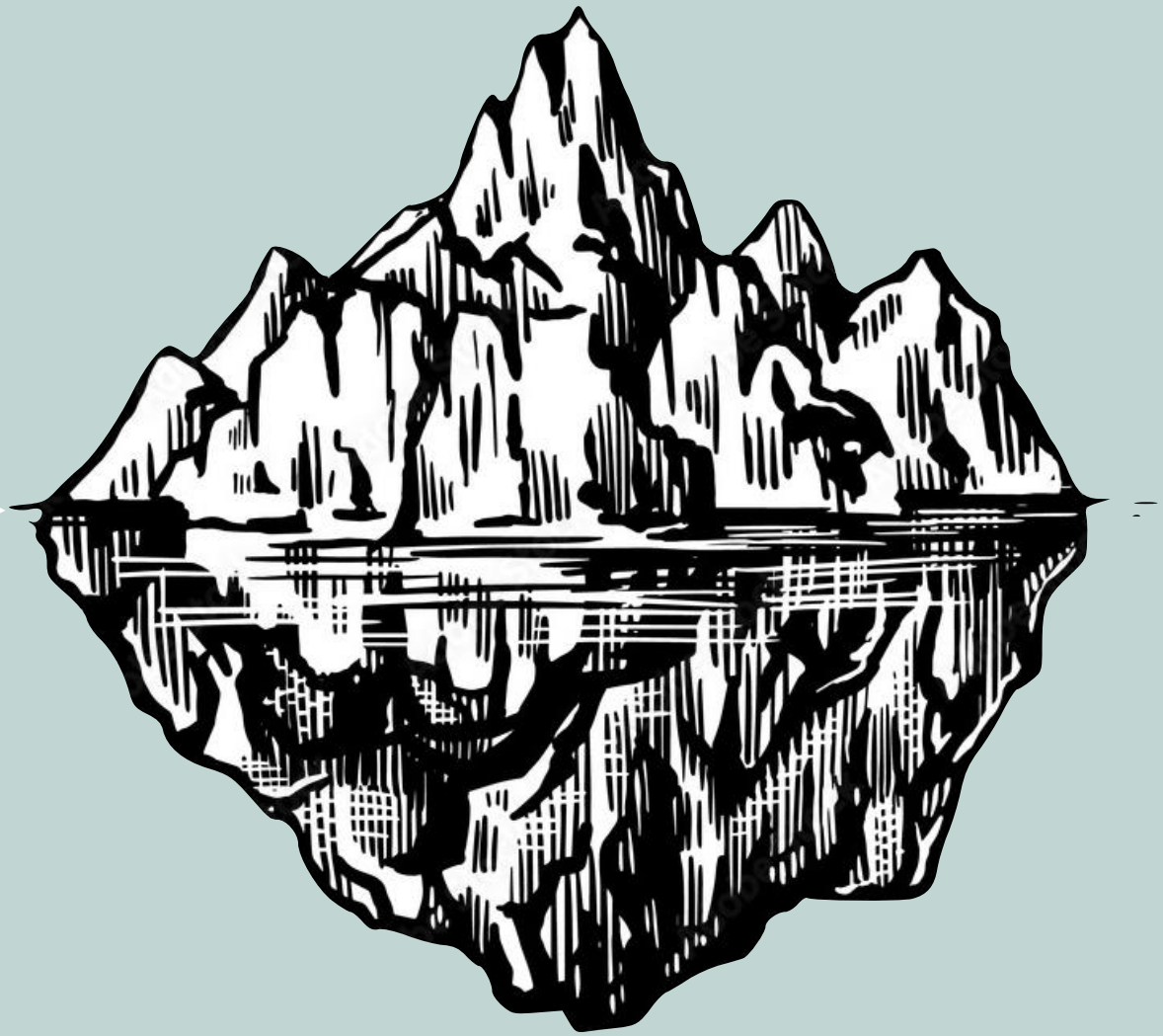


*There was a fire burning in a bunker for six weeks which the owners kept secret.*

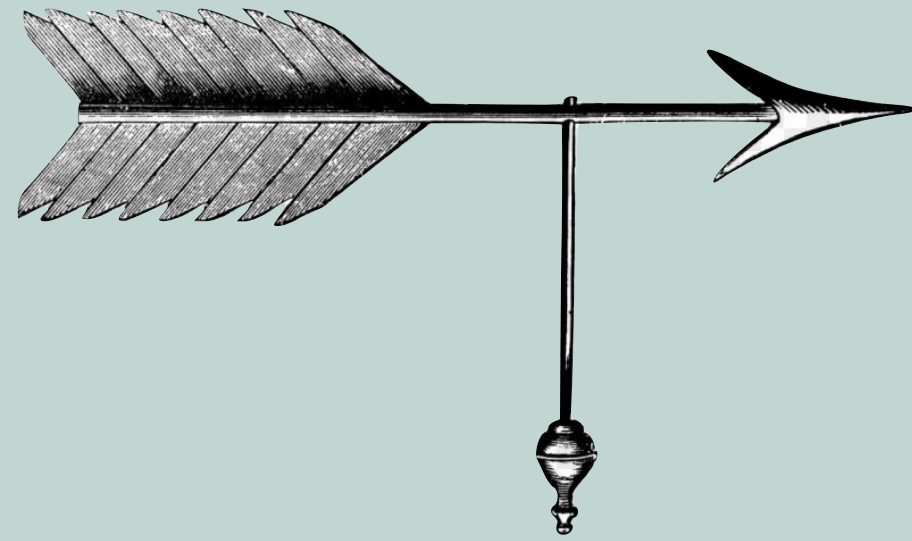


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## *White Star Line Of Disaster*

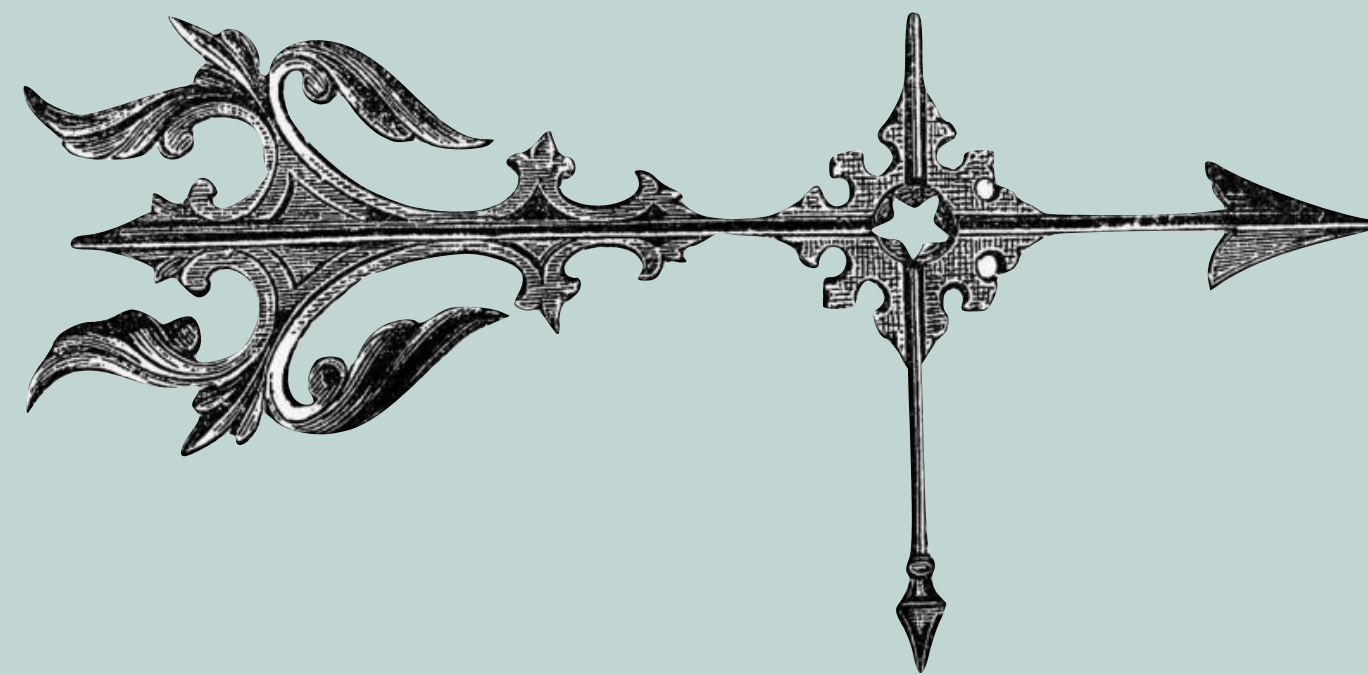


*Ego Facilitated Blindness*

*Faulty belief systems confused potential help.*



*Pride and reputation over rode the need for disclosure.*



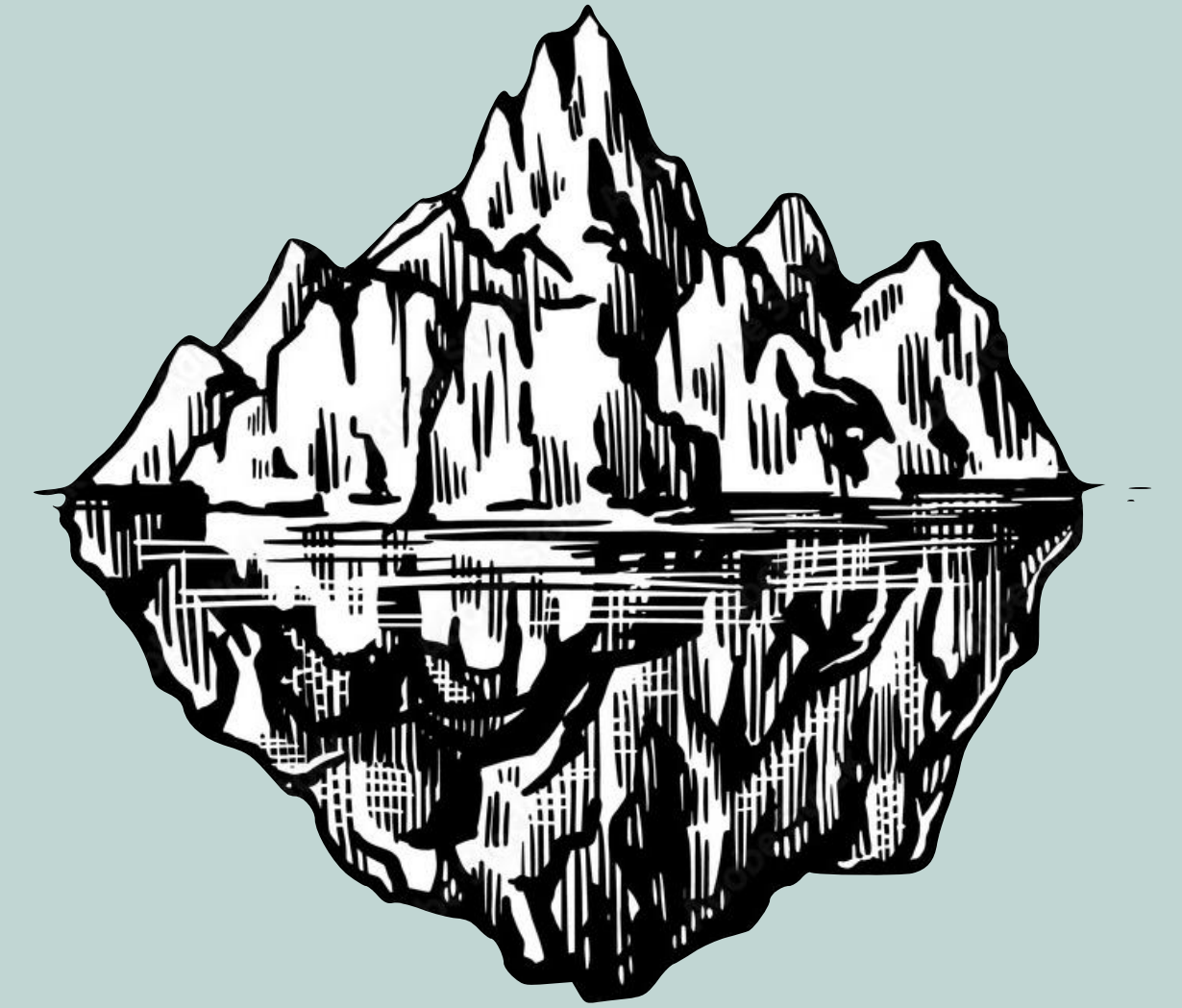
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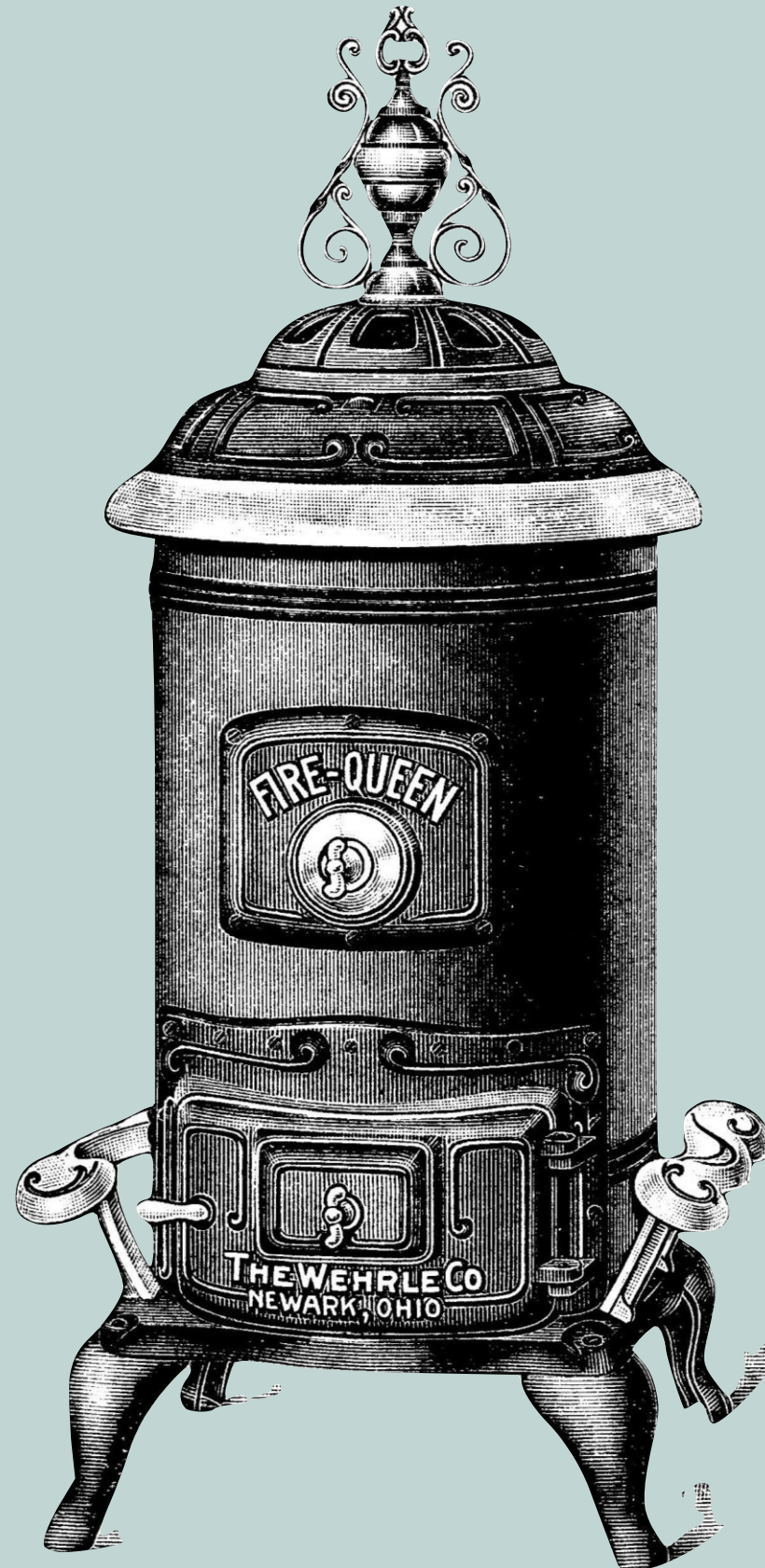
# Fear:

*The dangers of isolation.*



# Pride:

*The dangers of ego.*



# fire:

*The dangers of unresolved deficits.*





When leaders rise, everyone rises.

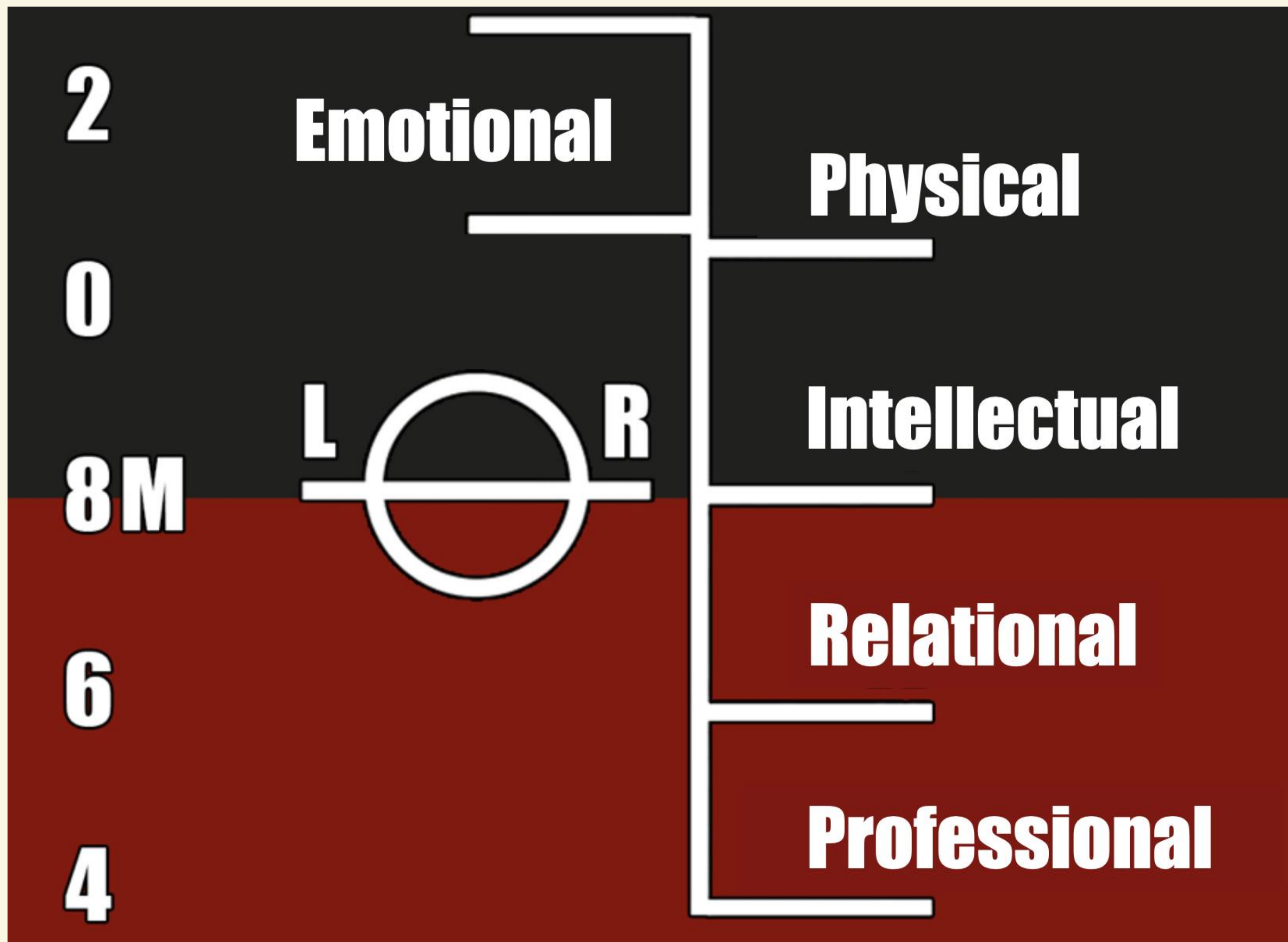


# The Balance Between High Performance and High Pastoral Care

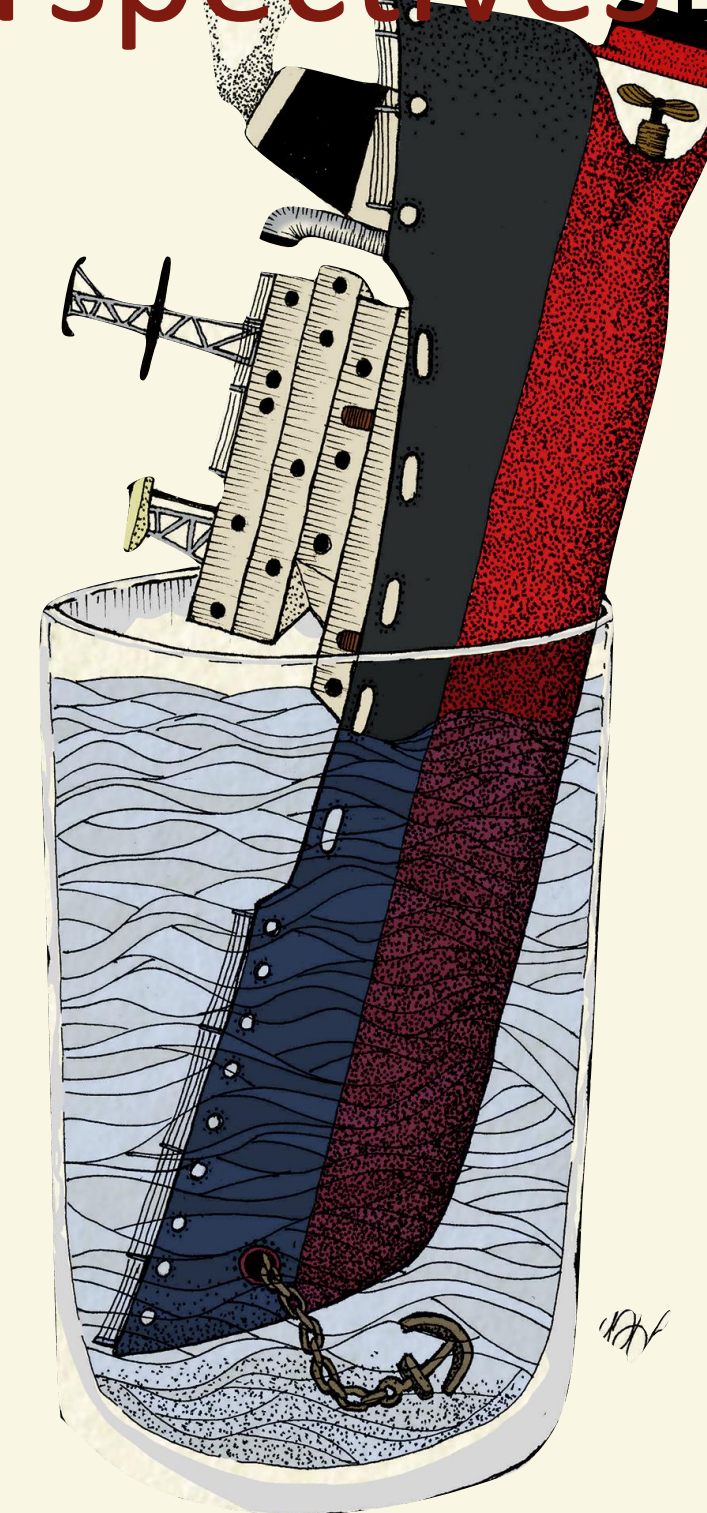


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Growing better leaders gains Better  
outcomes





Energy/Enthusiasm Physical  
 Innovation/Growth Intellectual  
 Satisfaction/Joy Relational  
 Collaboration/Awareness Relational  
 Balanced  
 Perspectives Emotional



If the captain is compromised, the ship will go down



# The Balance Between High Empathy and High Emotional Prosperity.



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Growing better leaders gains Better  
outcomes



**Performance**

**Behaviour**

**Value**







struggle





Rocket Lab

Loved  
Attached  
Belief



Irreplaceable



**CLARITY**



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THE GREATEST GIFT A HUMAN CAN OFFER ANOTHER HUMAN, IS FOR THEM TO FEEL A SENSE OF VALUE.

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**PROXIMITY**





You cannot separate  
organisational  
outcomes from  
leadership ideology.



Do I believe you believe in my potential?

## Belief & intention

Do I believe you have my best interests at heart?





89% of leaders surveyed believe staff leave for more money. Whereas only 12% of employees state that money in their top five Reasons for moving.





You  
don't  
trust me



You  
don't  
value me



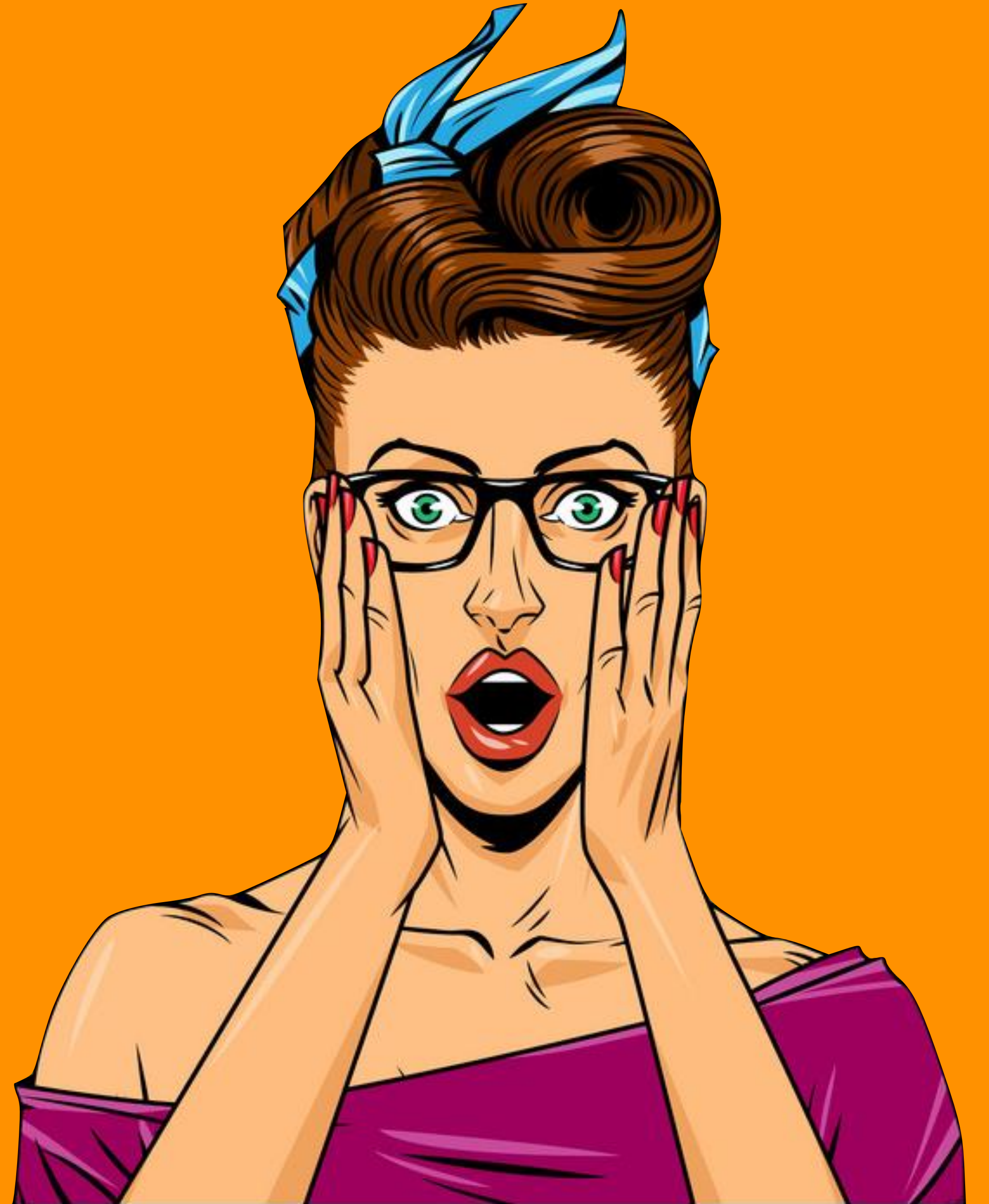




You don't appreciate  
the contributions I  
make



You  
don't  
listen to  
me







Trust what they bring experience  
Value who they are giftedness  
Appreciate what they do goodwill  
Listen to how they think uniqueness





Net Cost Of  
Encouragement \$0.00

Motivation by  
Affirmation



People need to know that they add value in the conversation.





remember what we need is relationship that leads to knowledge. The Implication of the true cost of that knowledge is time and proximity.

How well do you really the people in your teams?

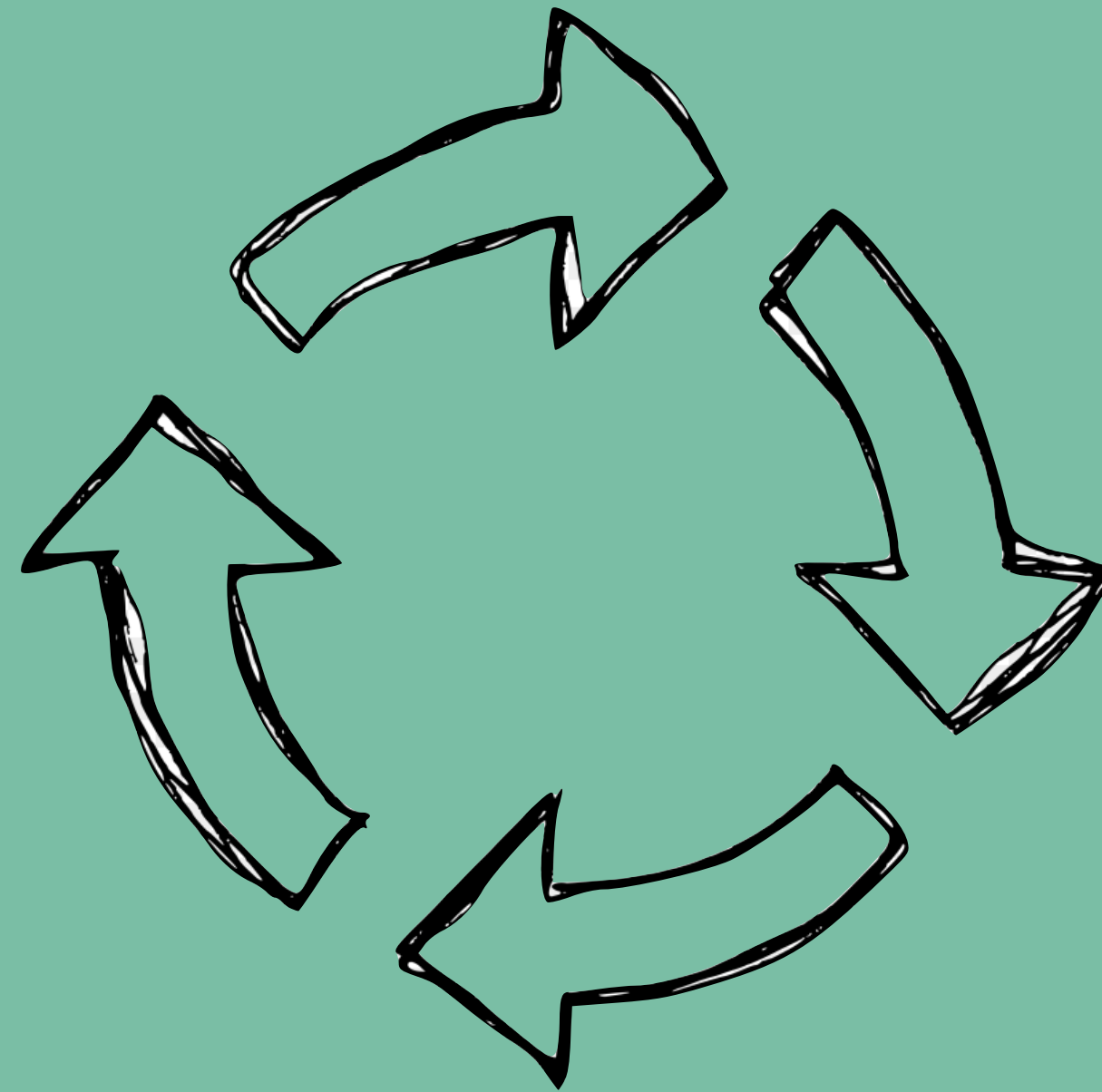


Time is your greatest asset because it allows you access to people and knowledge. Coffee fixes everything





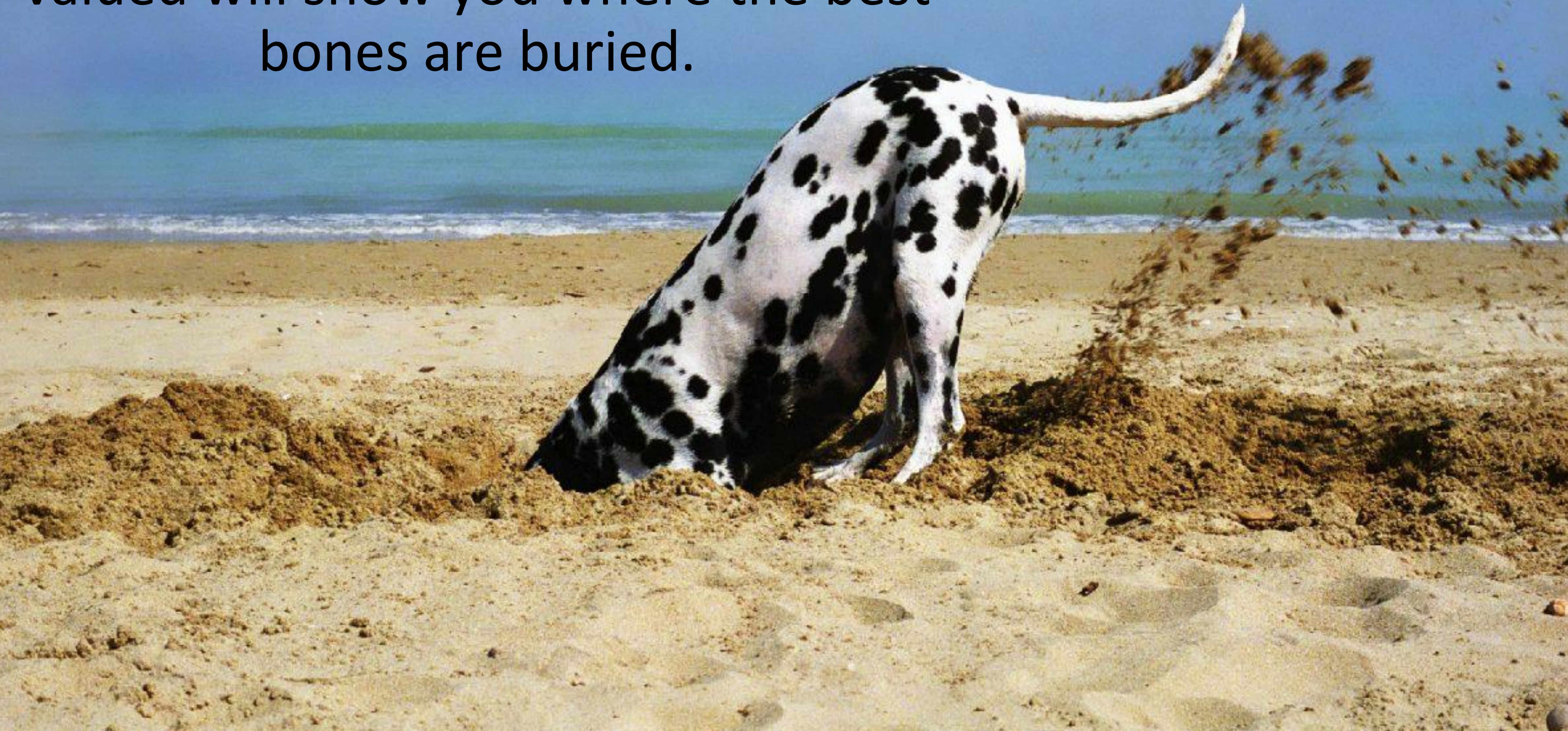
*Proximity leads to Knowledge  
Knowledge leads to Proximity*



*Leaning in leads to understanding  
Understanding causes us to lean in*



People who feel listened to and valued will show you where the best bones are buried.







Happy employees  
search for  
opportunities to  
share what they have  
found.



Instead of an open door  
policy, have an empty desk  
policy and go hunting for the  
people who have smart  
innovative things to say to  
you.

**If you want to stay ahead, Stay connected.**





Future Knowledge  
Current Knowledge  
Executed Knowledge  
Obsolete Knowledge



|                    |                                           |
|--------------------|-------------------------------------------|
| Future Knowledge   | What we know we don't know yet            |
| Current Knowledge  | What we think we know now                 |
| Executed Knowledge | What collective lived experience tells us |
| Obsolete Knowledge | What is no longer required                |



Future Knowledge  
Current Knowledge  
Executed Knowledge  
Obsolete Knowledge

Confined knowledge (Cannot be seen or is inaccessible because systems or processes prevent it)

Restrained knowledge (Denied, will not be shared, dangerous)

Flowing knowledge (Contributing, freely accessible, just not being shared with you)



**Floating  
Knowledge**

**Rising  
Knowledge**

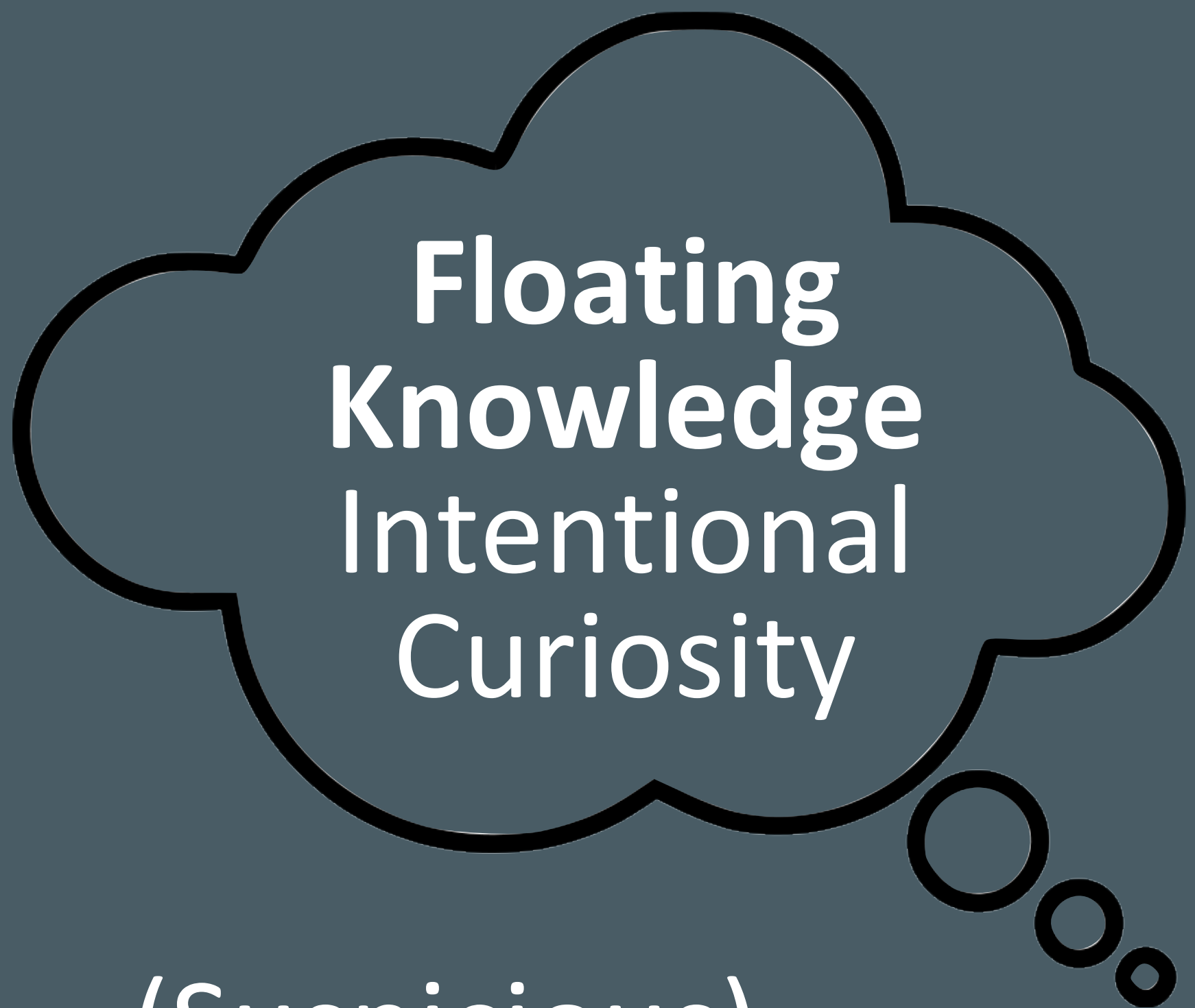
Future Knowledge

Current Knowledge  
Executed Knowledge

Obsolete Knowledge







(Suspicious)

**Rising Knowledge**  
Situational, Crisis & Accidental  
Event Based

(Inconvenient)

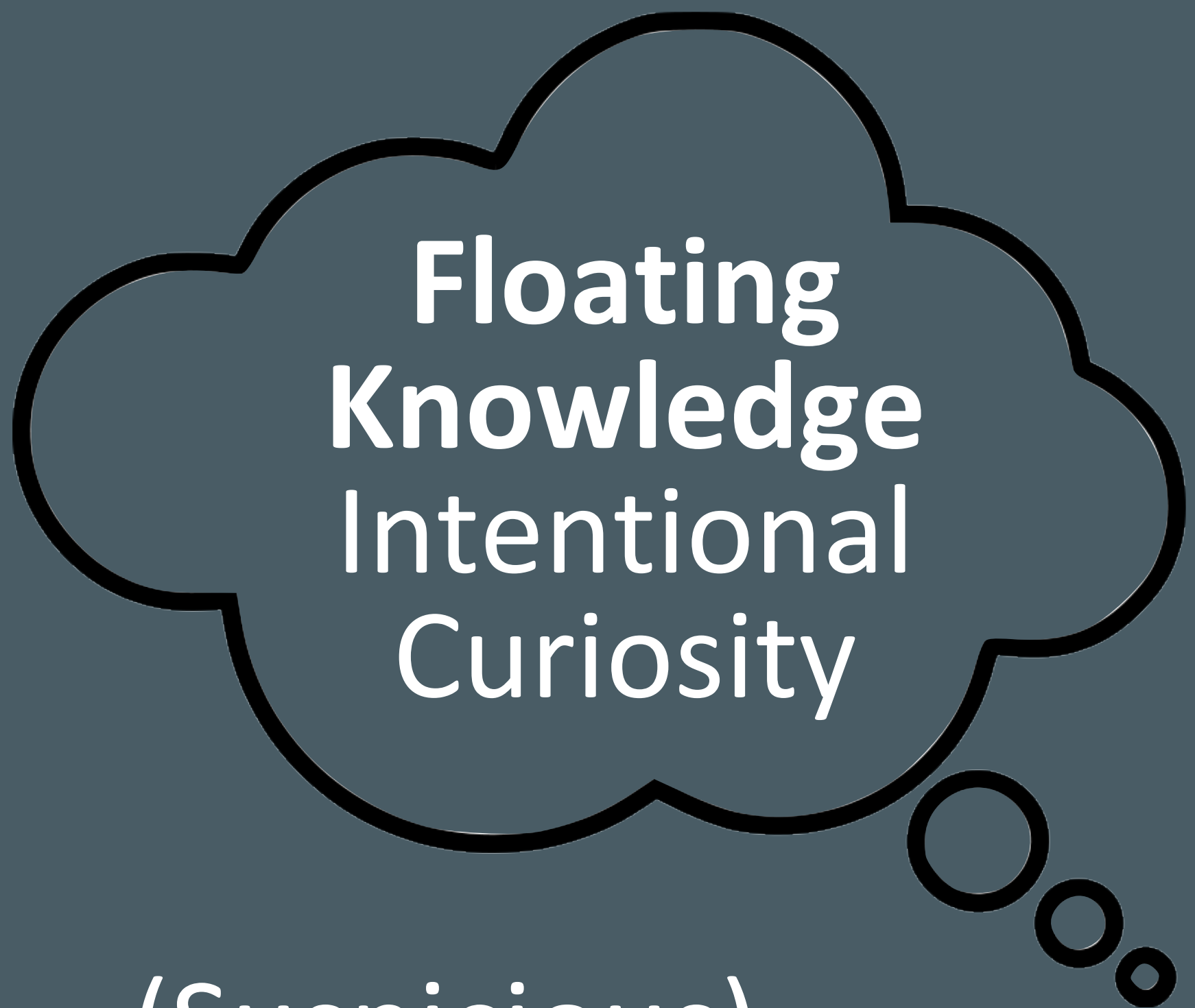
Future Knowledge

Current Knowledge  
Executed Knowledge

Obsolete Knowledge







(Suspicious)

Future Knowledge  
**Thinking** Space

Current Knowledge  
Executed Knowledge

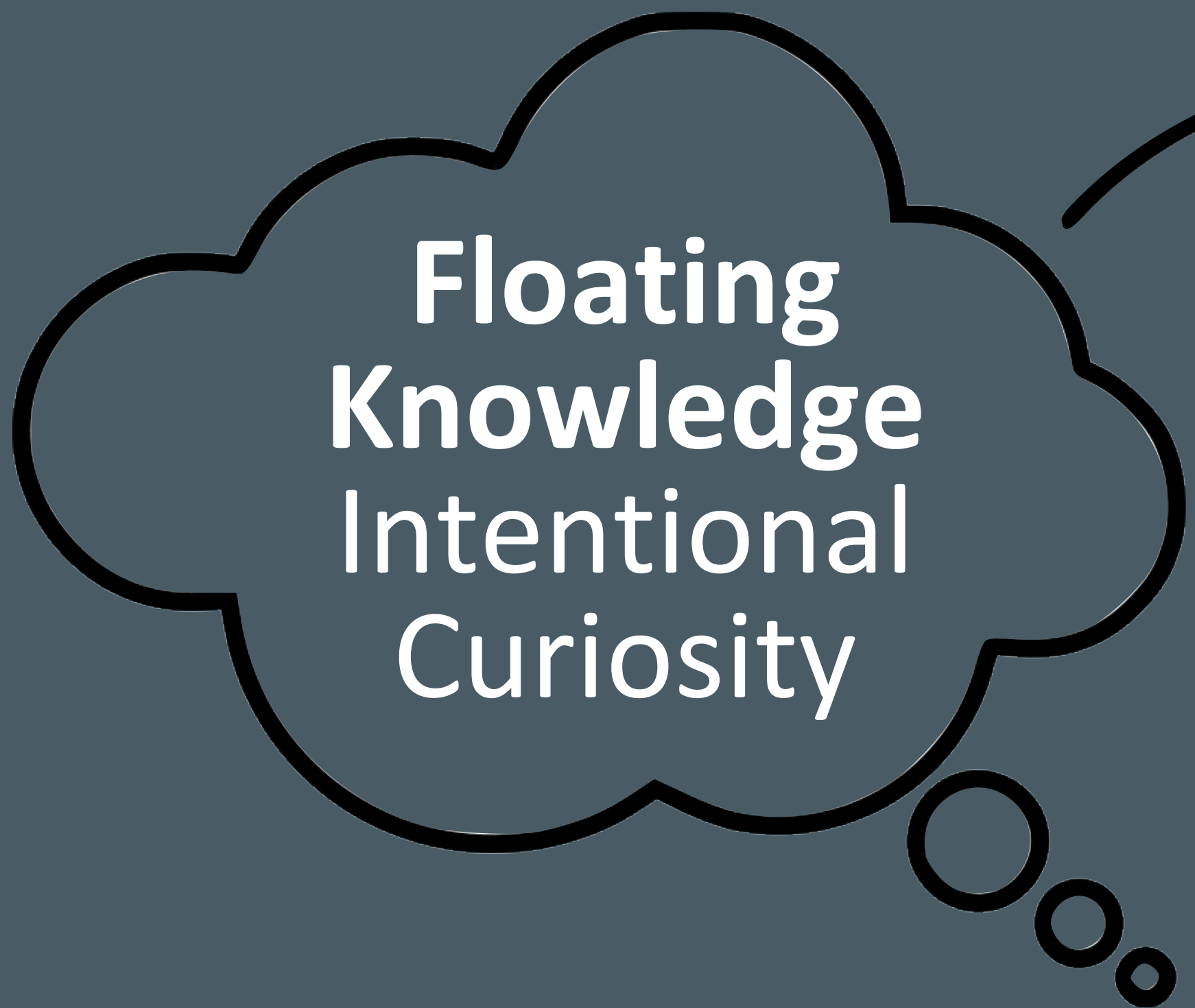
**Listening** Space  
Obsolete Knowledge

**Rising Knowledge**  
Situational, Crisis  
& Accidental  
Event Based

(Inconvenient)







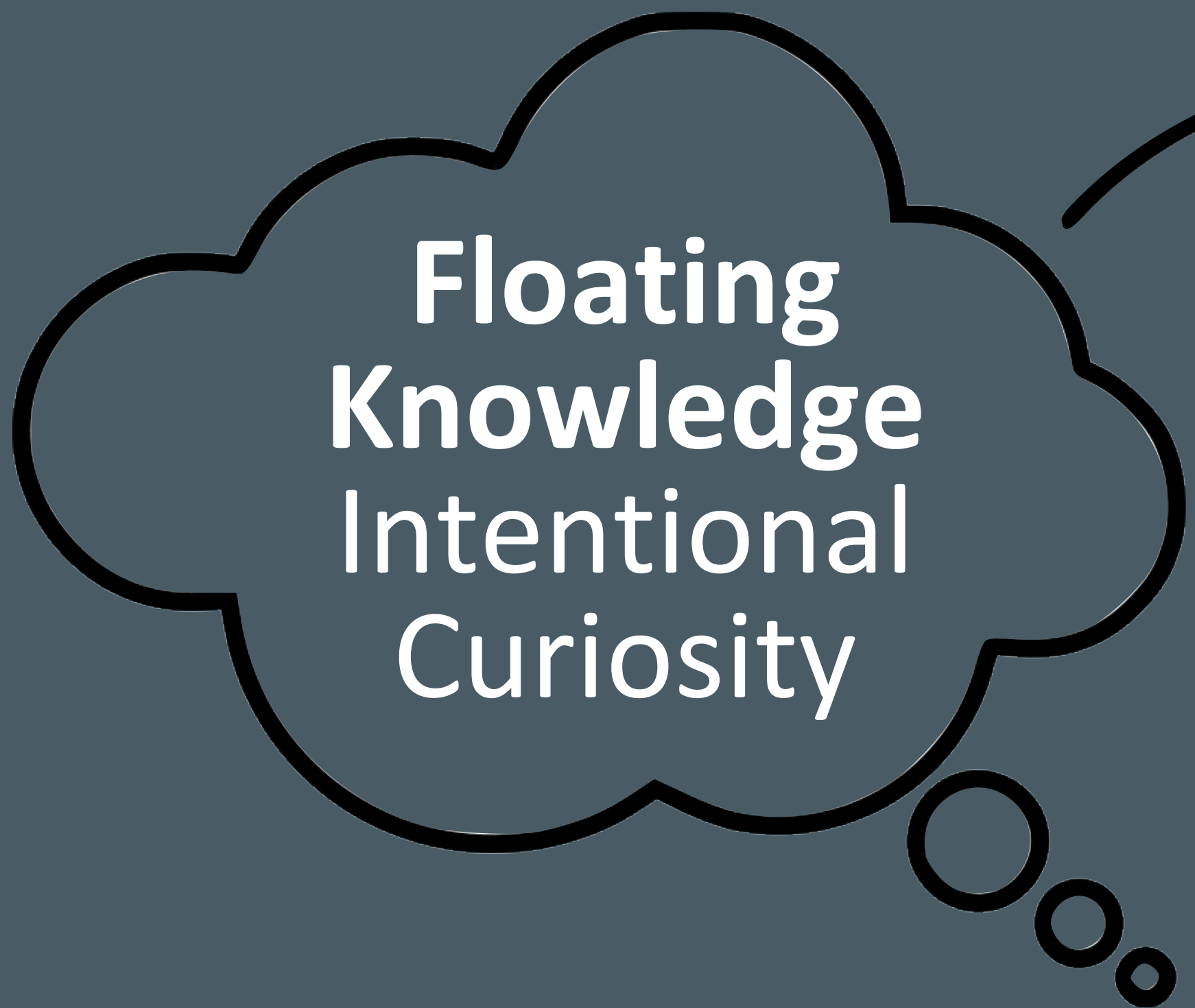
The idea that leads to the idea.

**Rising Knowledge**  
Situational, Crisis & Accidental

Future Knowledge  
**Thinking Space**  
Current Knowledge  
Executed Knowledge  
**Listening Space**  
Obsolete Knowledge







Critical, change based, market leading ideas.

Rising Knowledge  
Situational, Crisis & Accidental

Future Knowledge  
**Thinking Space**  
Current Knowledge  
Executed Knowledge  
**Listening Space**  
Obsolete Knowledge





A photograph of a snow-capped mountain peak, likely Mount Fuji, reflected in a calm lake at sunset. The sky is a mix of orange, pink, and blue, and the water perfectly mirrors the mountain and the sky. The foreground shows some reeds and grasses along the water's edge.

28%

crisis brings clarity, reflection  
and opportunity.



At the heart of social progress is the human capacity to notice a discrepancy between how things are and how they might be. Certainly, such progress requires more than simply this realization. It requires the belief that change is possible and right. It requires social cooperation and work by groups for the common good. But these activities would never occur without someone at some point noticing that things could be better: that profoundly difficult lives could be good and good lives could be better. Thus, the human capacity to imagine and envision a better or ideal life is linked to the emergence of social progress.



1%



1% + a culture of permission.



= a culture of radical excellence.





# Seeing Beauty

Portrait of Michelangelo  
by [Daniele da Volterra](#)





BOULETIVE  
P. VIII

SEATED STATUE

SEATED STATUE

SEATED STATUE

SEATED STATUE

STANDING STATUE

STANDING STATUE

STANDING STATUE



Originally commissioned by the Opera del Duomo for the Cathedral of Florence, [Michelangelo](#) now 26, was asked by the consuls of the Board Of Wool to complete an unfinished project begun in 1464 by Agostino di Duccio and later carried on by Antonio Rossellino in 1475. Both sculptors had in the end rejected an enormous block of Carrara marble from Tuscany to the presence of too many “*taroli*”, or imperfections, which may have threatened the stability of such a huge statue.



Michelangelo did not consider the imperfections of the raw material because his vision and his artistic skill were invested in the end result.





The beauty of marble is in its imperfection.













600 years ago they transported a 30 ton block of marble 125km





I saw the angel in the  
marble and carved until  
I set him free.

Every block of stone  
has a statue inside it  
and it is the task of the  
sculptor to discover it.





We must be  
become fanatical  
about looking for  
the good in  
people so that  
they drive a  
culture of shared  
care.







Despite others opinion, Michelangelo saw value in the stone.

A board of trusted advisors saw value and had belief in the artist.

You are never too young or old to create something priceless.

Flaws don't always disqualify the end result you are wanting.



Q & A



# The think farm

Growing Better leaders gains better outcomes

John Peachy

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[www.thethinkfarm.org](http://www.thethinkfarm.org)



Wes v Deventer

[wes@shopcare.org.nz](mailto:wes@shopcare.org.nz)

[www.shopcare.org.nz](http://www.shopcare.org.nz)

ShopCare  YouTube Channel

# THANK YOU



# The think farm

Growing Better leaders gains better outcomes

## John beachey



## Chief people mechanic

Trusted mentors, coaches, and guides