

81st Annual International Conference on Assessment Administration
September 13–16 ♦ Indianapolis, Indiana
Racing Toward Assessment Innovation



#IAAO2015

#peoplecentered
#leadership

A Hashtag Does Not Make It So

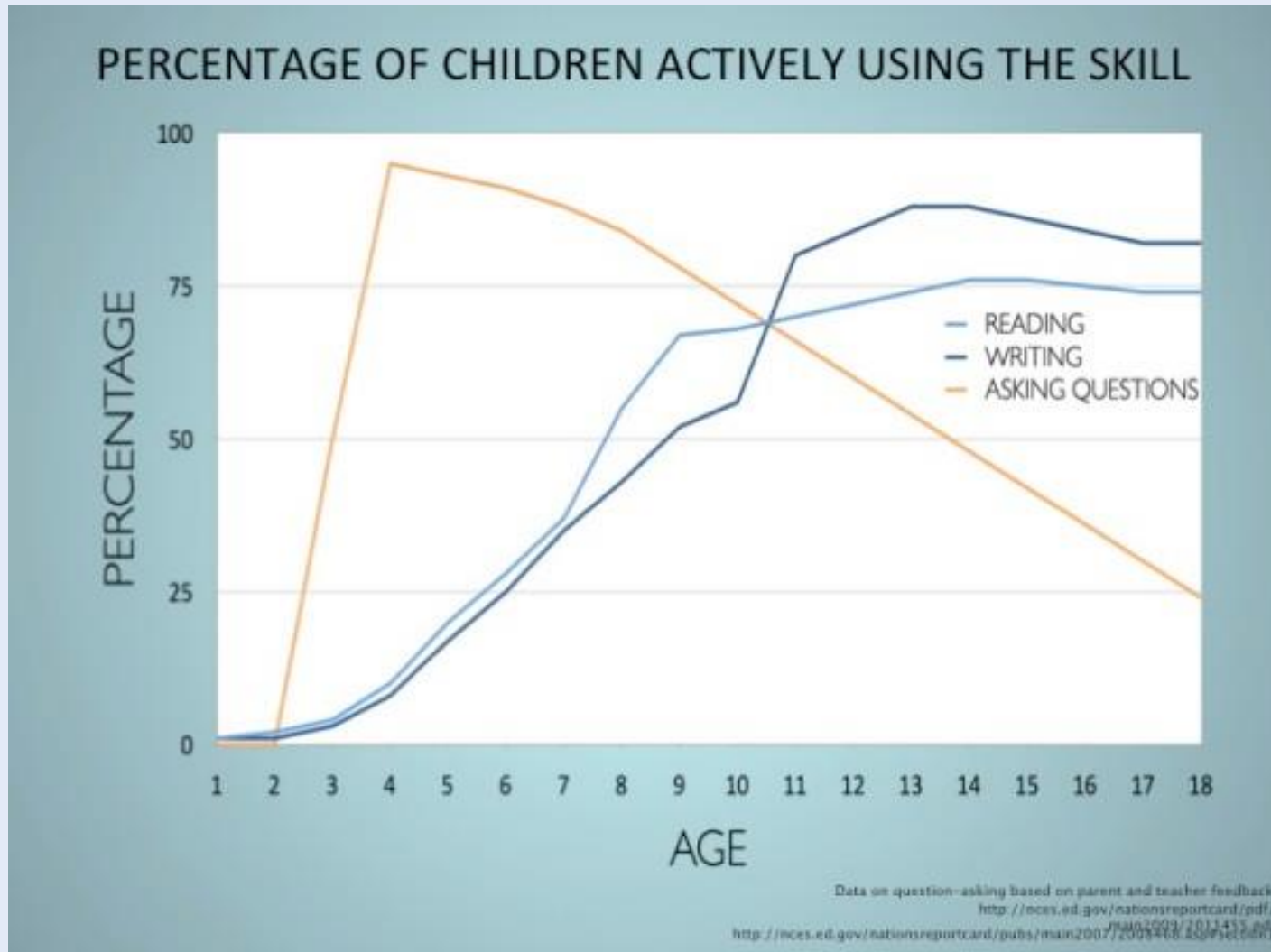


As People – We are losing the ability to
effectively communicate with each
other

I want to fix that – For Leaders



Some Data:



Some Data:

Google Searches per Year:

2007 – 438,000,000,000

2014 – 2,095,100,000,000

*www.statisticbrain.com



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Some Data:

Time Couples Spend Together:

1.5 – 2.5 hrs per day

1/3 Watching TV

30 minutes Eating

24 minutes Housework

*UK: The Office for National Statistics



Future Headlines – REALLY?

*FACEBOOK Credited With Decreasing
Divorce Rate*



Future Headlines – REALLY?

*24/7 Access To Email = Increased
Employee Engagement*



Future Headlines – REALLY?

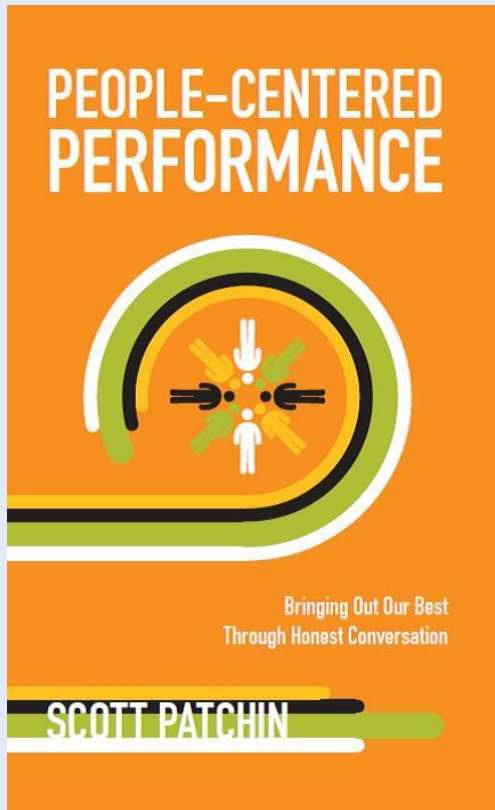
*Instagram Rebuilding Families Around
The Globe*



Great conversations start with a question . .

1. Why is it so hard for some leaders to follow through on easy-to-understand principles like listen to your people or share what your priorities are?
2. What might be eroding your desired culture of collaboration?





“The world does not need another leadership book”

We do need to have an . . .
Honest Conversation that leads to thoughtful action, and improved performance.

www.thetrugroup.com

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LinkedIn



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Objectives

1. In you – Create discomfort and inspiration about your role/performance
2. Equip you – Something you can do tomorrow
3. Invite you - Join a community to increase your capacity to lead



Scott Patchin

- Holland, MI
- 15+ years in HR / Leadership Dev
- My mission
- 6 Years as an entrepreneur
- Author – Twice!

Learn more – visit thetrugroup.com / LinkedIn



Q: What do you believe Leadership is?

Finish this sentence

I believe leadership is . . .



I Believe

- Great conversations start with a question
- Honest conversations are the foundation of great relationships
- Leadership is working with people
- Fear motivates in the short term, Love motivates in the long term



I Believe

- Everyone has the potential to be amazing at a job
- Individual owns development, Organization owns support
- In great organizations, everyone leads
- Trust is a gift
- A, B, and C Players exist in all organizations



Leadership – The Passive Resistance



OBN (Ought But Not) Leaders

- Think they are . . . even when they aren't
- Fallen for illusion of control (Time)
- Procrastinate → FUN stuff while avoiding the hard stuff
- Stress induced tunnel vision
- Afraid: Tell truth and people will leave



Leadership – The Active Resistance



Threats

- Ego
- Unbalanced Interaction
- One size fits all motivation
- Stagnation
- Fear



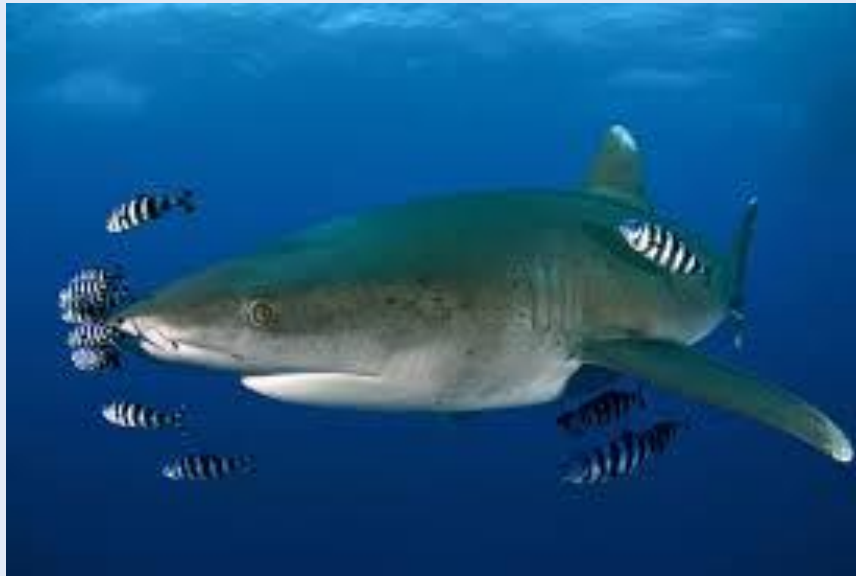
Habits – Workshop Time!

- Build Symbiotic Relationships
 - Habit – On-boarding (To maintain – 1 on 1 / Performance Evaluations)
- Regularly Reset, Realign, and Recharge
 - Habit – Individual reflection time (For your team – great meetings / quarterly planning)
- Deliberately Develop Your Best People
 - Habit – Leadership development thru development plans



Habits

- Build Symbiotic Relationships



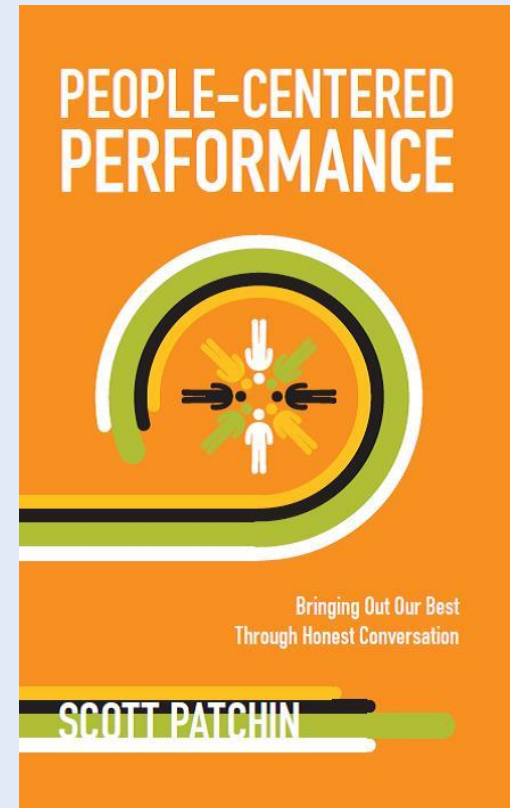
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IAAO Special

- **Signed copies for \$9.95 (after presentation)**
- **Free: 5 week book study outline**
- **Buy 10 copies, I will attend one session (via phone or Skype)**



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About the Speaker – Scott Patchin

Scott has a core belief that the habits leaders practice and the conversations they have with their people are the keys to their success. He launched his own leadership development company, The trU Group, in 2009 around the mission of working with leaders and organizations in transition so they achieve the excellence they desire.

He has work experience manufacturing, healthcare, and banking/mortgage industries. He is an author, blogger, coach, and delivers a *hands-on* keynote. He resides in Michigan and has spoken nationally on leadership and individual development.

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