

Inspiration

The Solvent of Organizational Life

The Theological Elements of Inspiration

Your Word is TRUTH

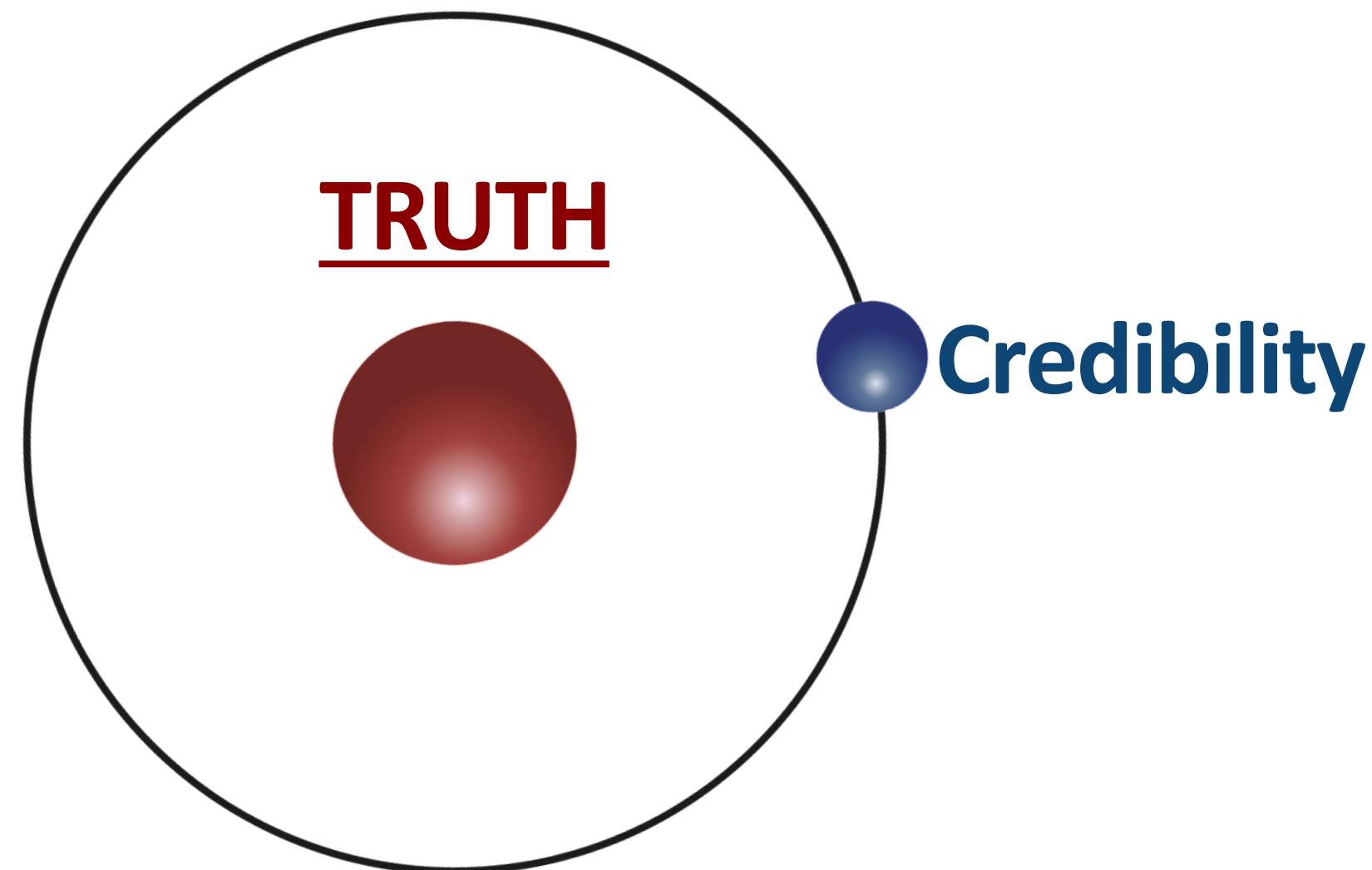
John 17:17

The Entirety of Your Word is TRUTH

Psalms 119:160

Your Law is TRUTH

Psalms 119:142



The **INTEGRITY** of the upright will guide them as they Practice TRUTH and Generate CREDIBILITY.

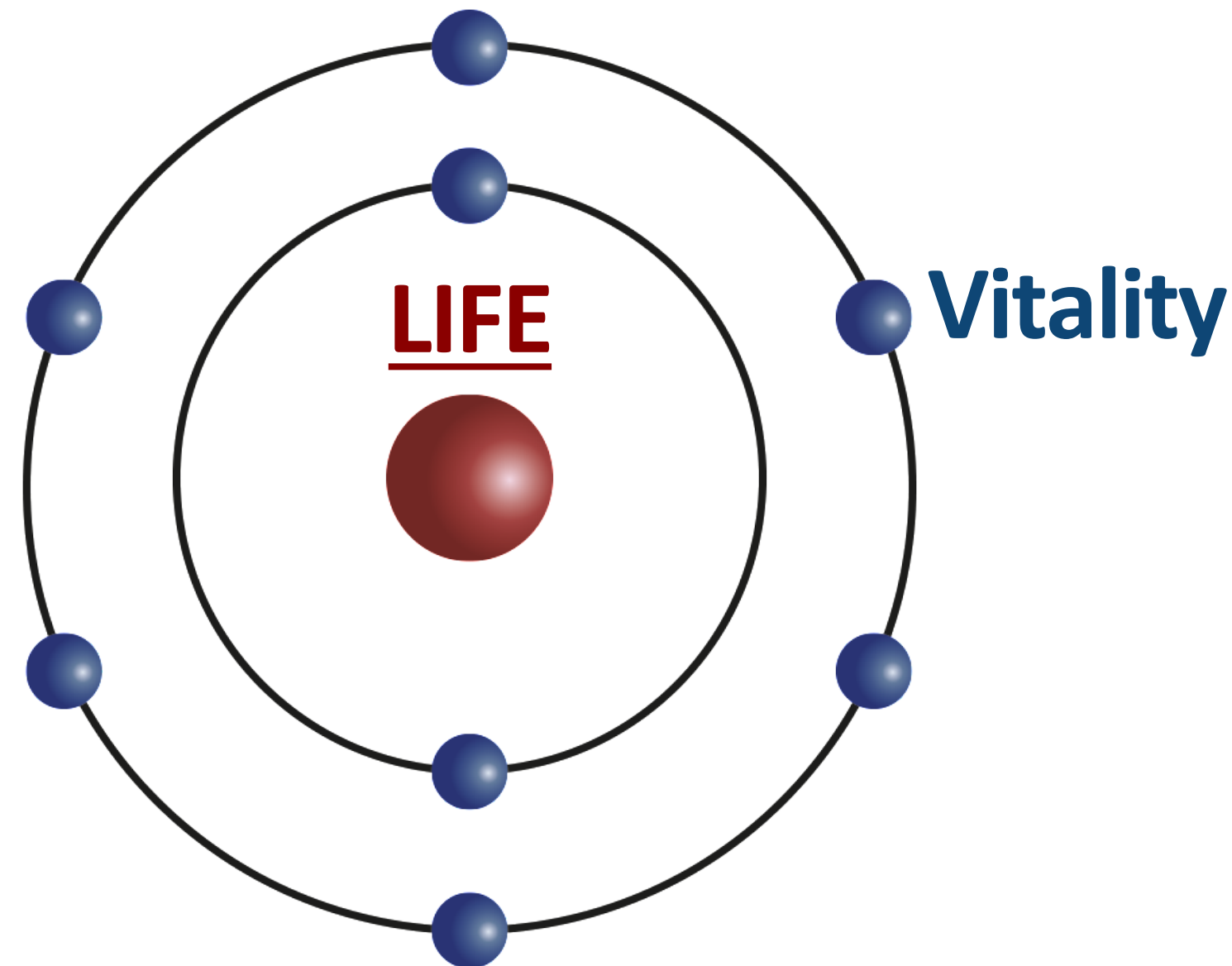
Adapted from Proverbs 11:3

But the perversity of the unfaithful will destroy them.

The Theological Elements of Inspiration

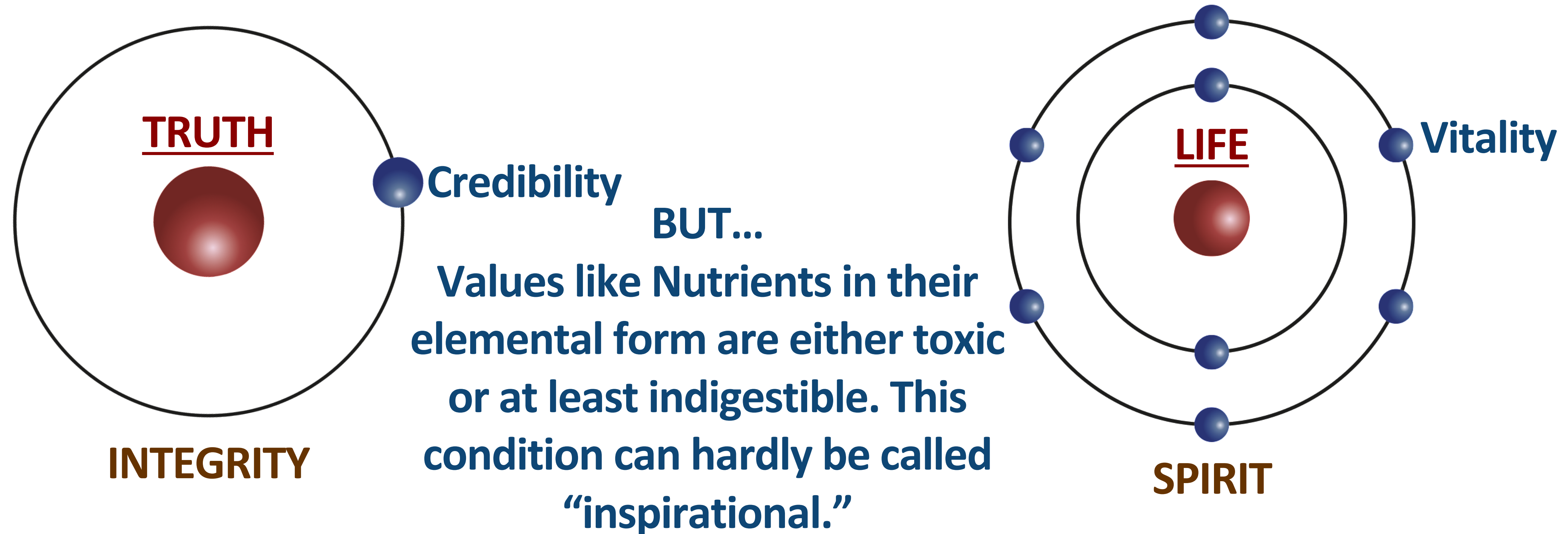
It is the **SPIRIT** who gives **LIFE**
John 6:63

For the letter kills,
but the **SPIRIT** gives **LIFE**.
2. Corinthians 3:6



Embrace **SPIRIT**, live LIFE, Generate Vitality

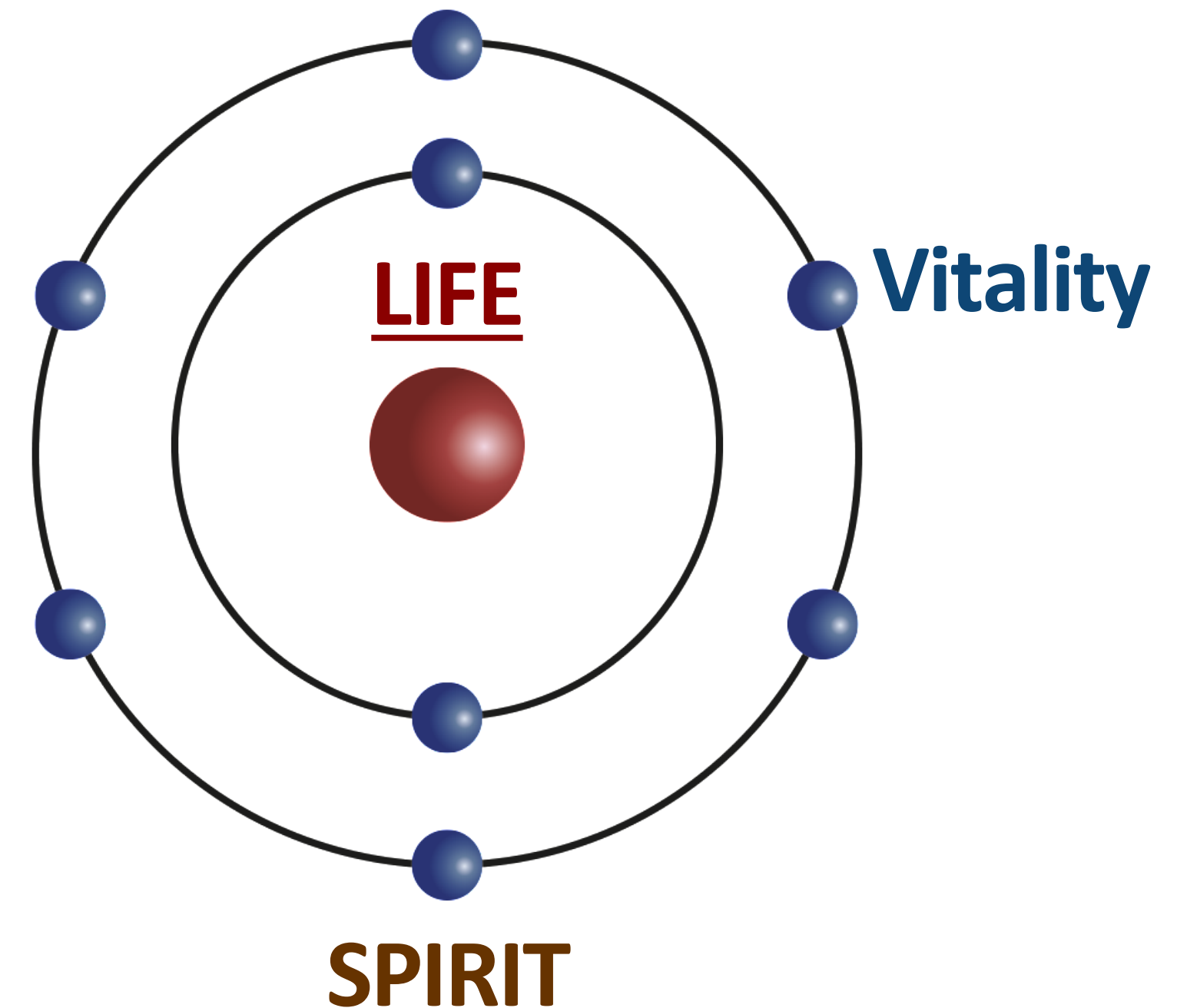
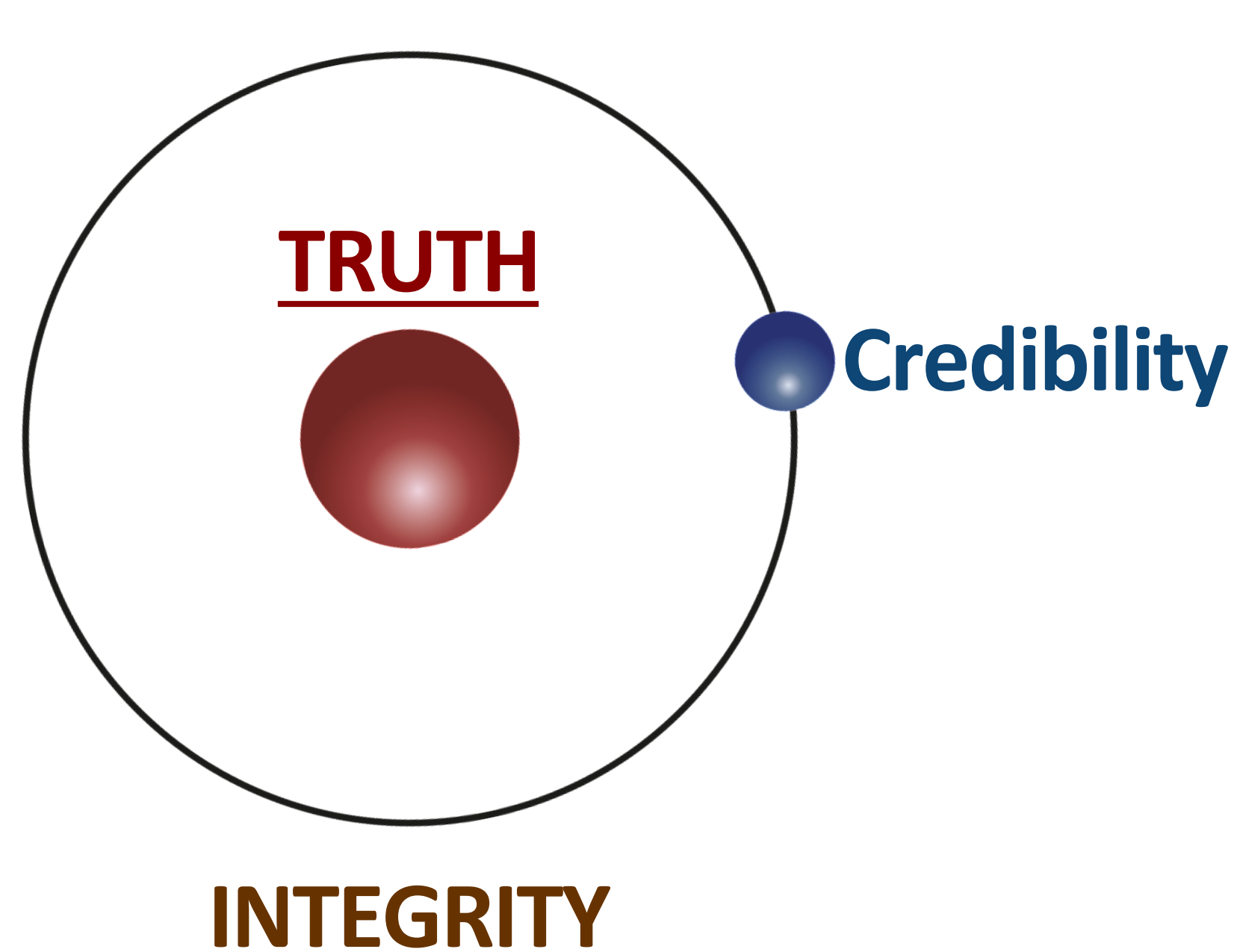
The Theological Elements of **Inspiration**



Paul states that the LETTER [singular] of the Law that the Psalmist states is TRUTH, not only is the absence of LIFE, but KILLS—thus TRUTH is deadly, but the SPIRIT gives life.

So while the SPIRIT gives LIFE, Paul also wrote that SPIRIT (in its elemental form) is not "accepted" and thus even though it is the source of LIFE without acceptance leads to death.

The Theological Elements of **Inspiration**



So TRUTH without SPIRIT is legalistic and deadly
And LIFE without INTEGRITY is unstructured and meaningless
How is it that VALUES so Elemental are meaningless and deadly?
What is the solution?

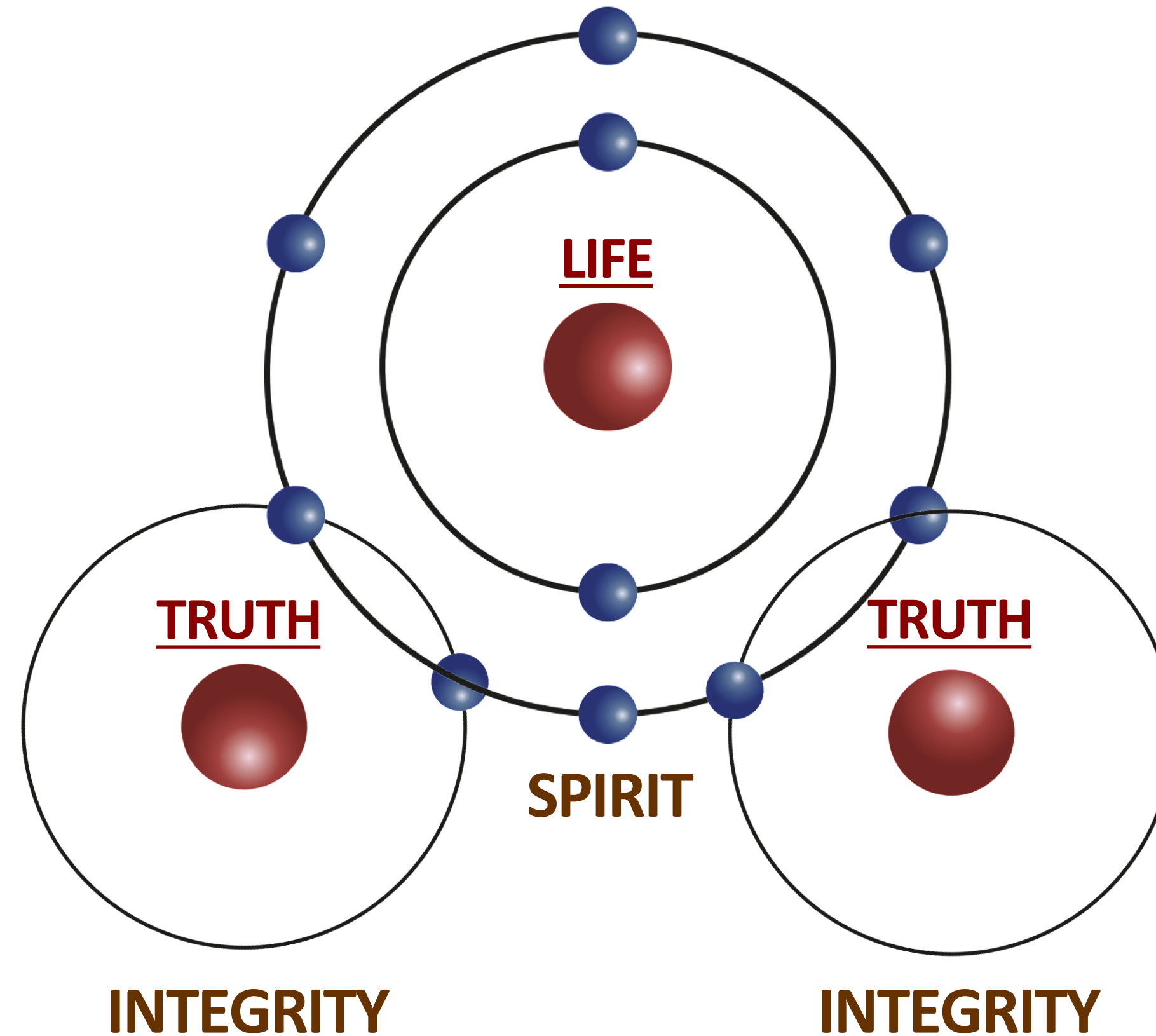
The Theological Structure of Inspiration

Jesus said, “Your Word [singular] is TRUTH,” but the “Words [plural] that I speak to you, are SPIRIT [singular], and they are LIFE [singular]”

John 17:17; 6:63

For the law was given through Moses, but **grace** and truth came through Jesus Christ.

John 1:17



All [Words of Truth] Scripture is given by **inspiration** of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness...
2. Timothy 3:16

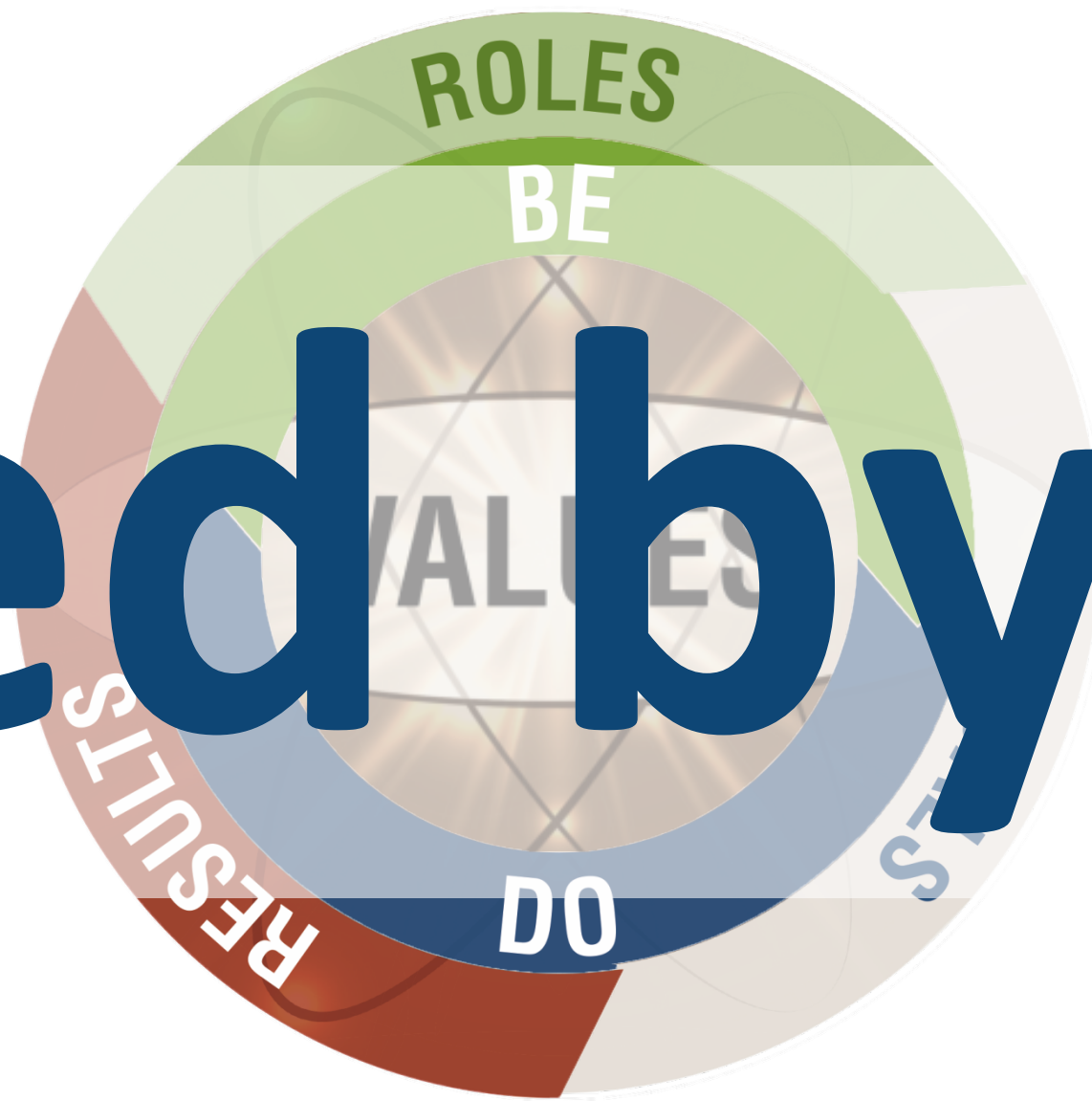
$\text{INTEGRITY}_2 + \text{SPIRIT} = \text{INSPIRATION}$
LIKE

$\text{HYDROGEN}_2 + \text{OXYGEN} = \text{WATER}$

>Powered by Values<



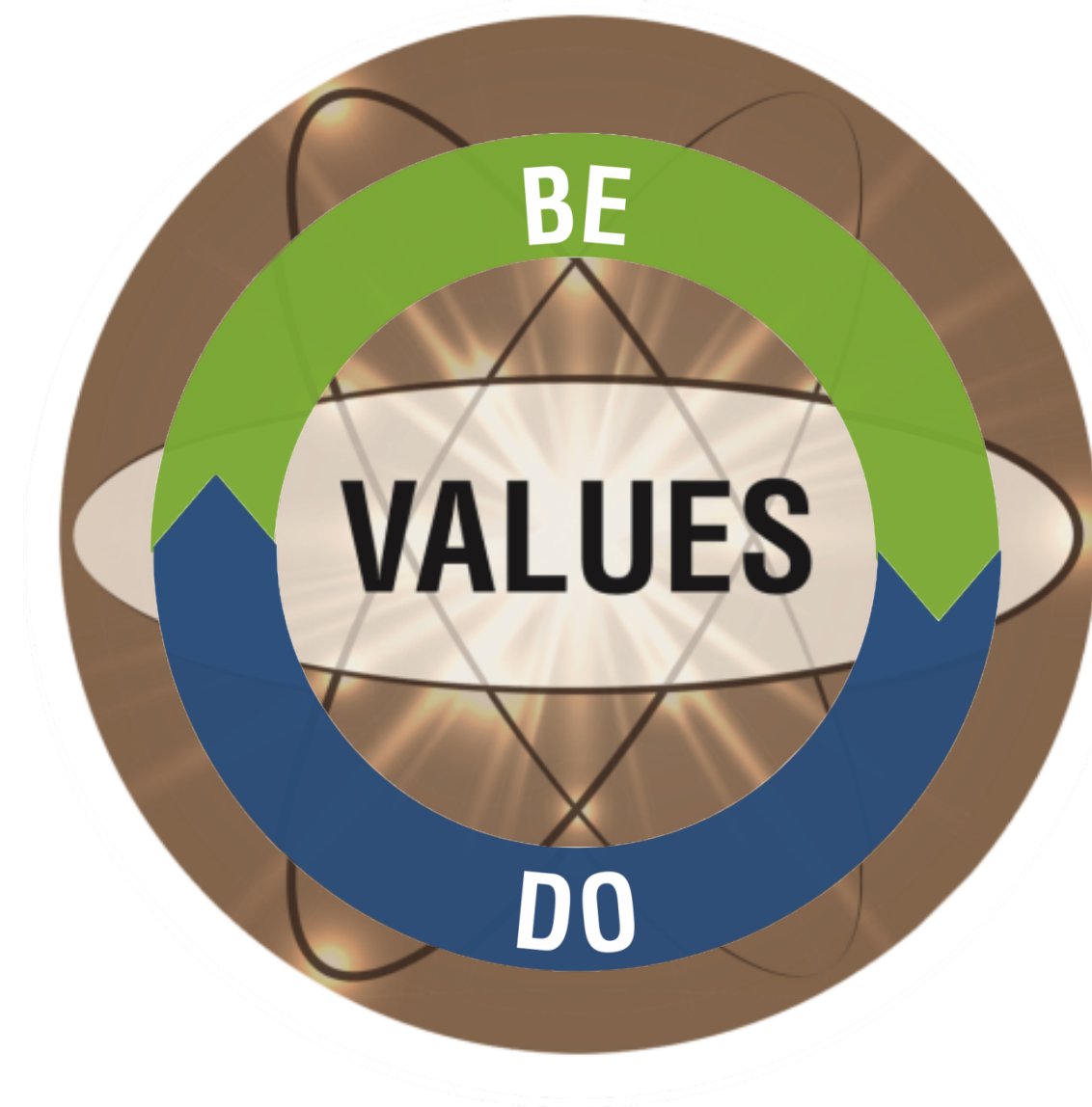
Powered by Values





Who We ARE
Determines What We
SEE, THINK, SAY, & DO

Empower What We DO

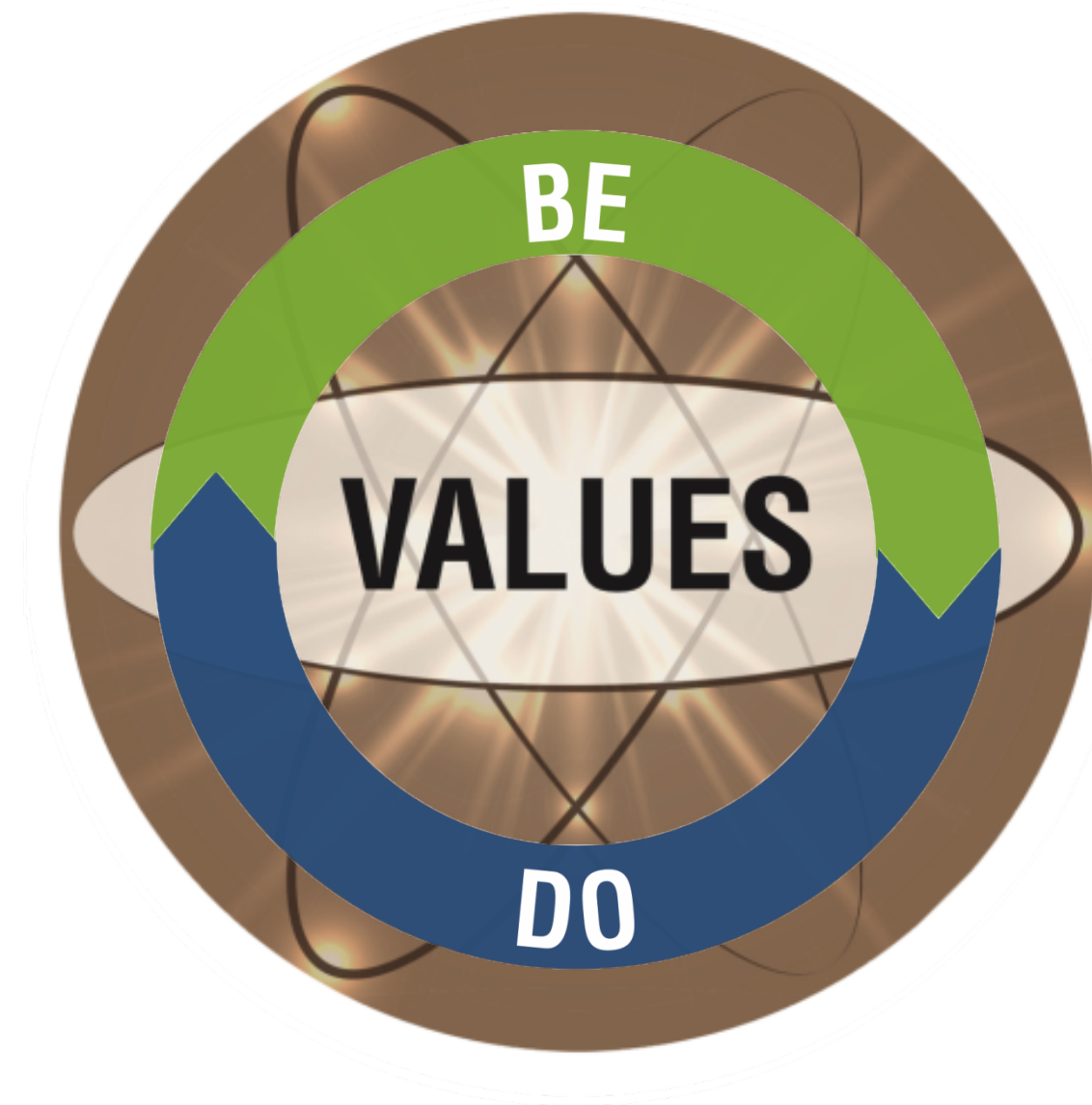


Build Who We Are

What We DO
Determines Who We Become



Who We ARE
Determines What We
SEE, THINK, SAY, & DO



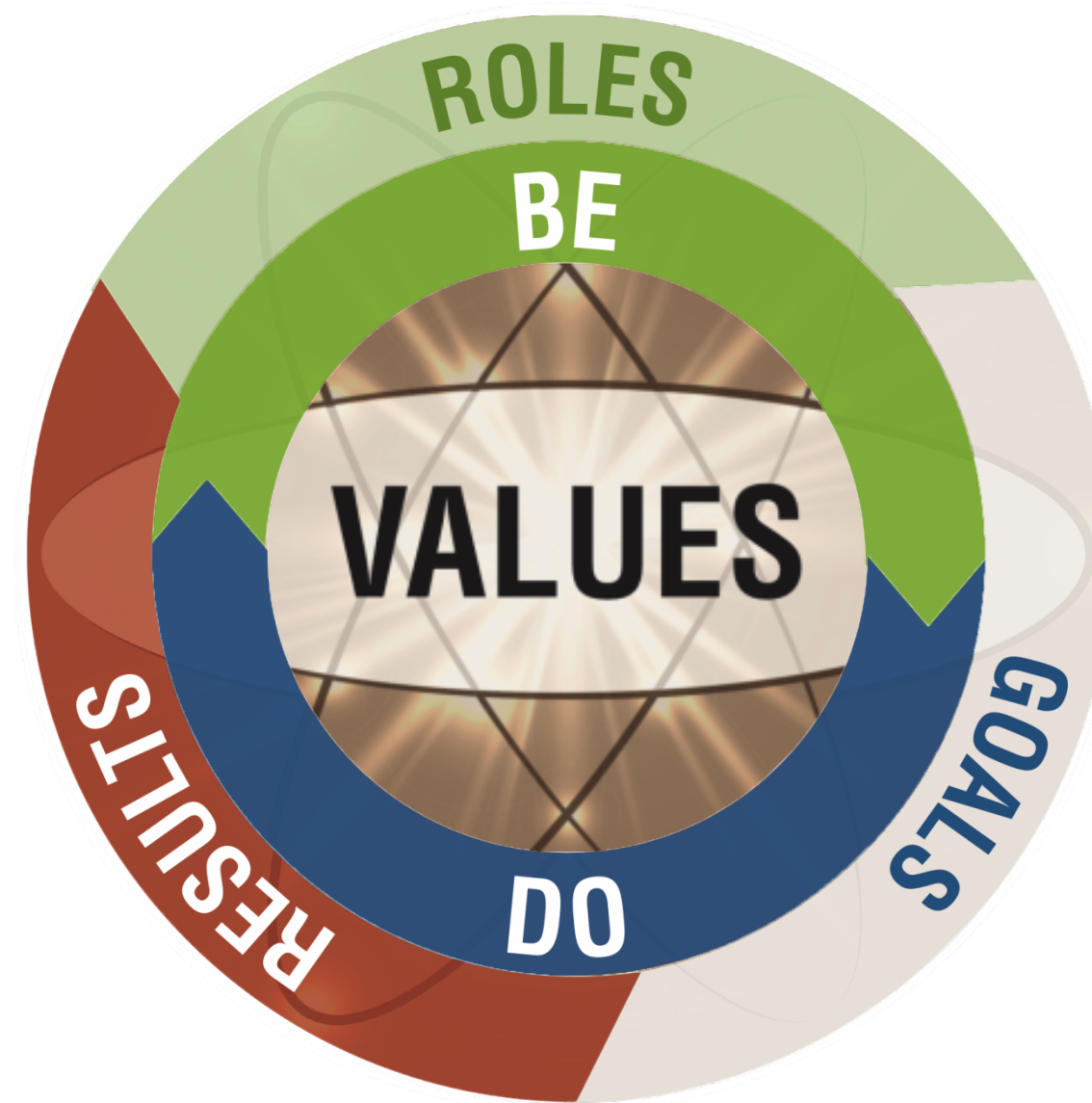
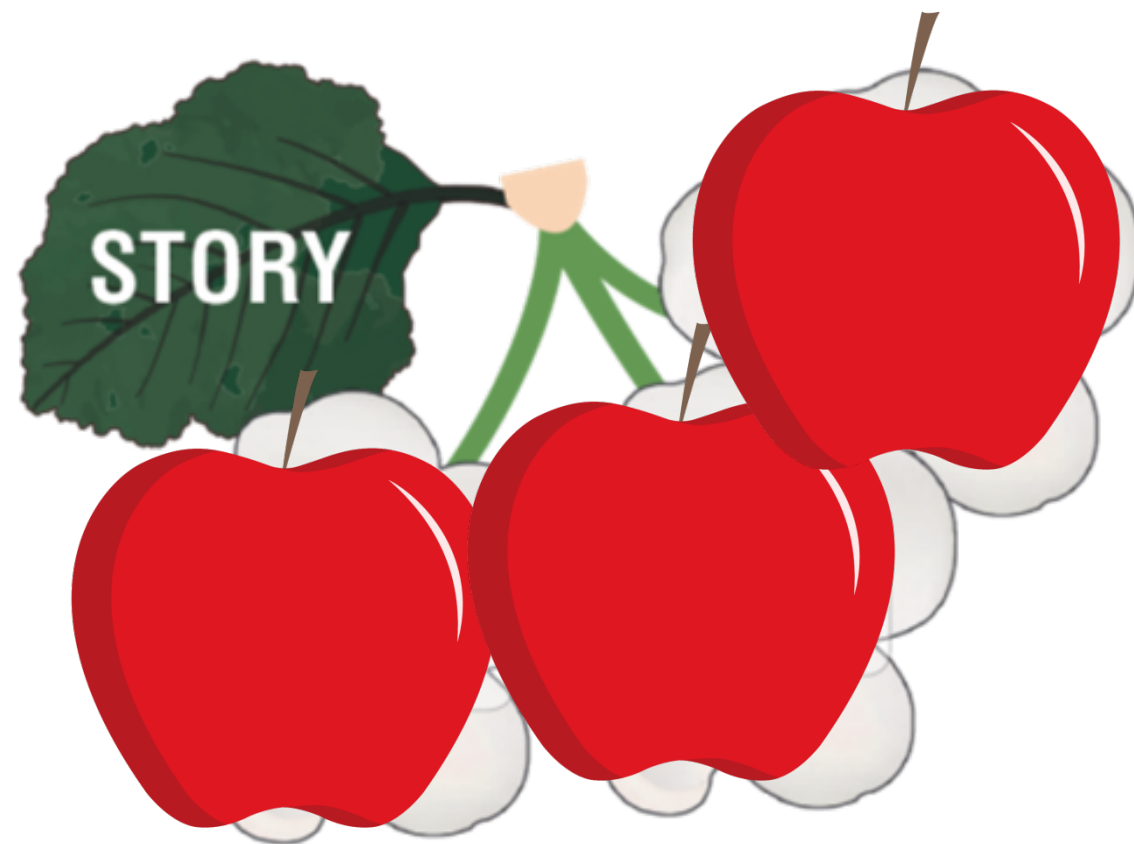
It's An Organic Process
Powered by Values
Summed Up in Two Words
BEing & DOing

What We DO
Determines Who We Become



Fills Roles Like a Tree
Trunk, Branches, Limbs, Twigs

Gets Results Like a Tree



Sets Goals Like a Tree
No Flowers, No Fruits
No Goals, No Results



Who We ARE and What We Do has the Structure and Life of a Tree

>Powered by Values<

The Values

Structural (95%)	
C	Resources (R)
H	Integrity (I)
O	Spirit (S)

Growth	
N	Diligence (D)
P	Focus (F)
K	Innovation (In)

Sustainability	
Ca	Fortitude (Ft)
Mg	Candor (C)
S	Accountability (A)



IDEA

**Use Resources
the Right Way
Builds Value**

**Embrace Integrity
Practice Truth
Generate Credibility**

**Embrace Spirit
Live Life
Generate Vitality**

VALUES

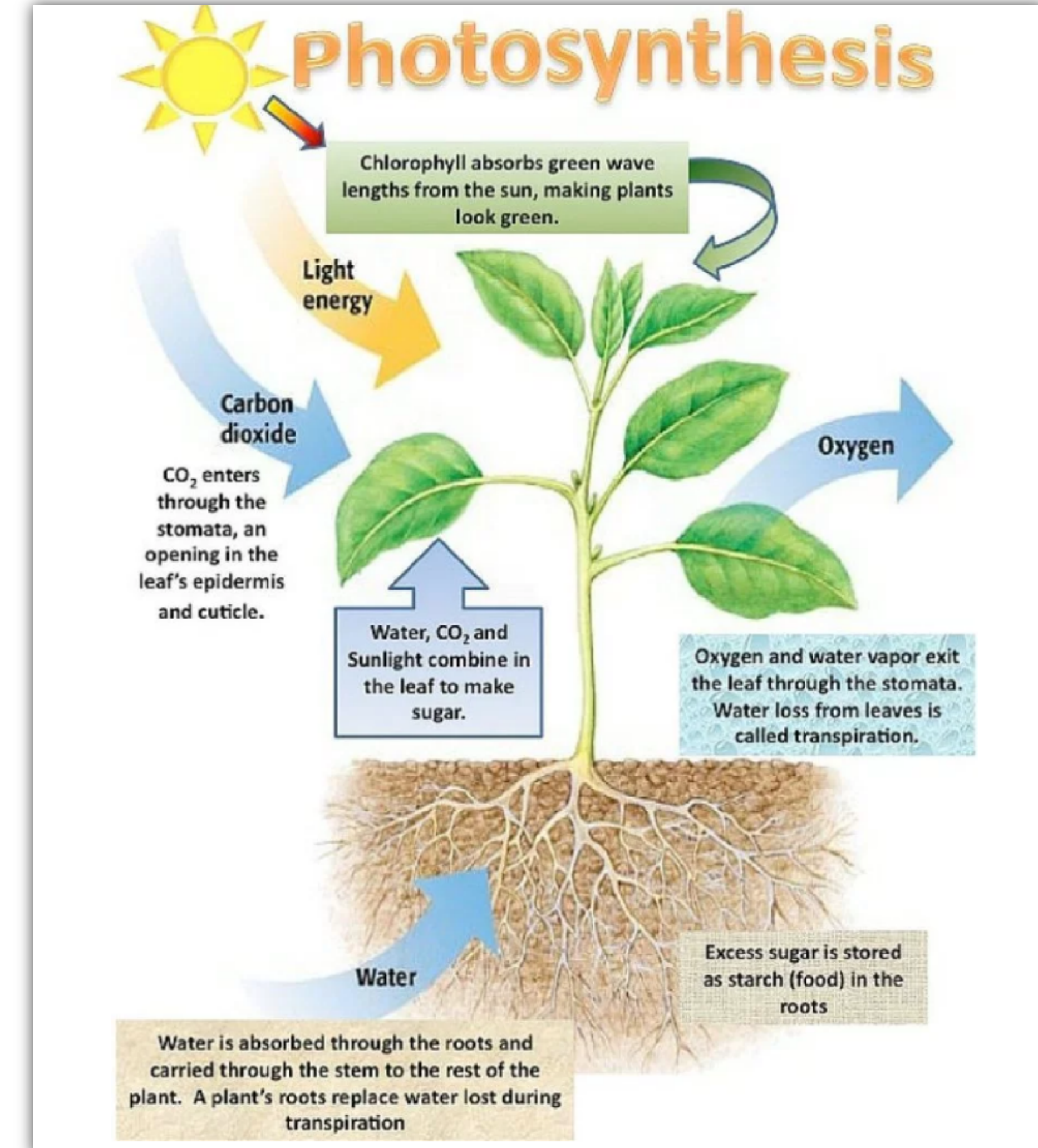
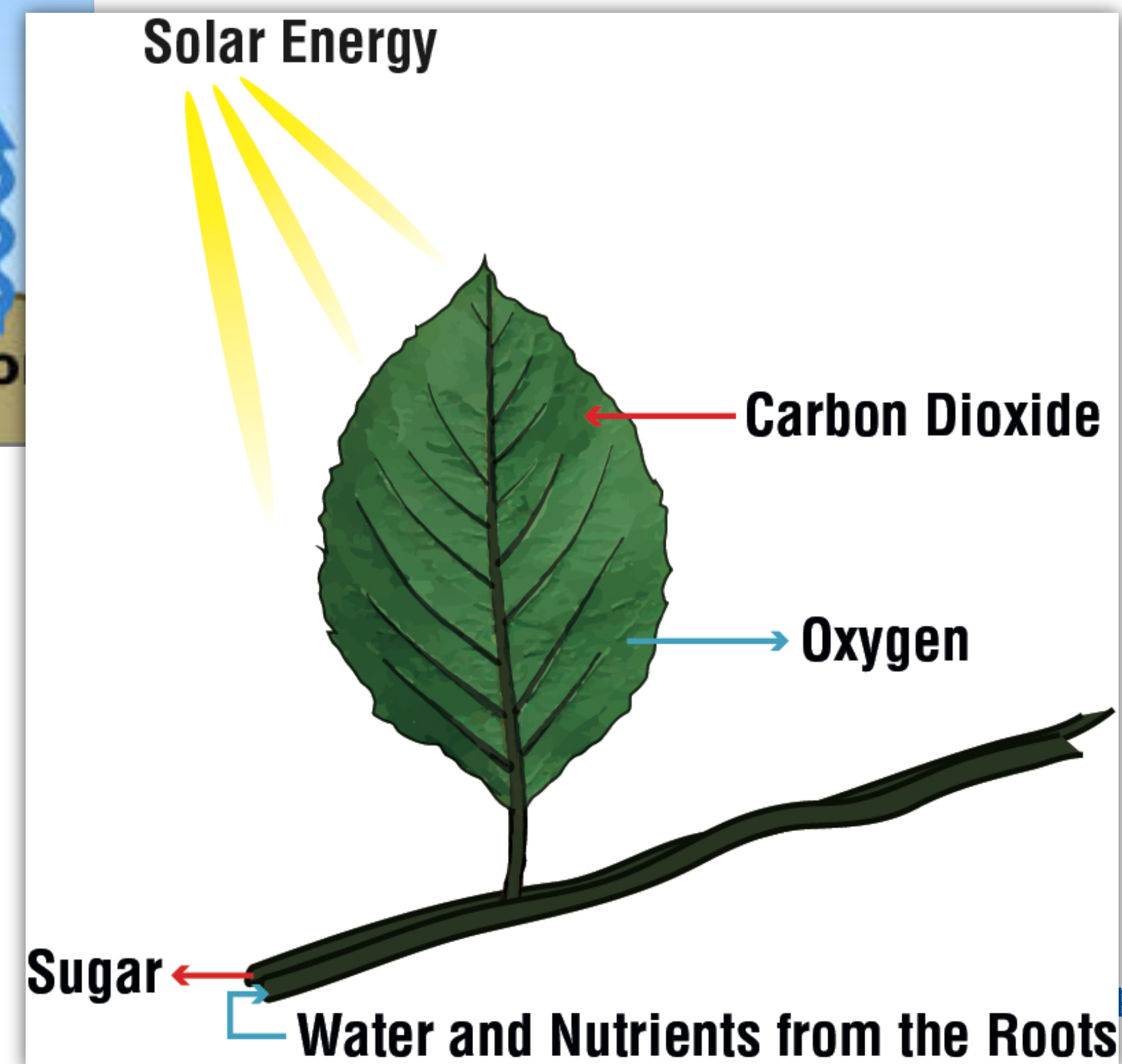
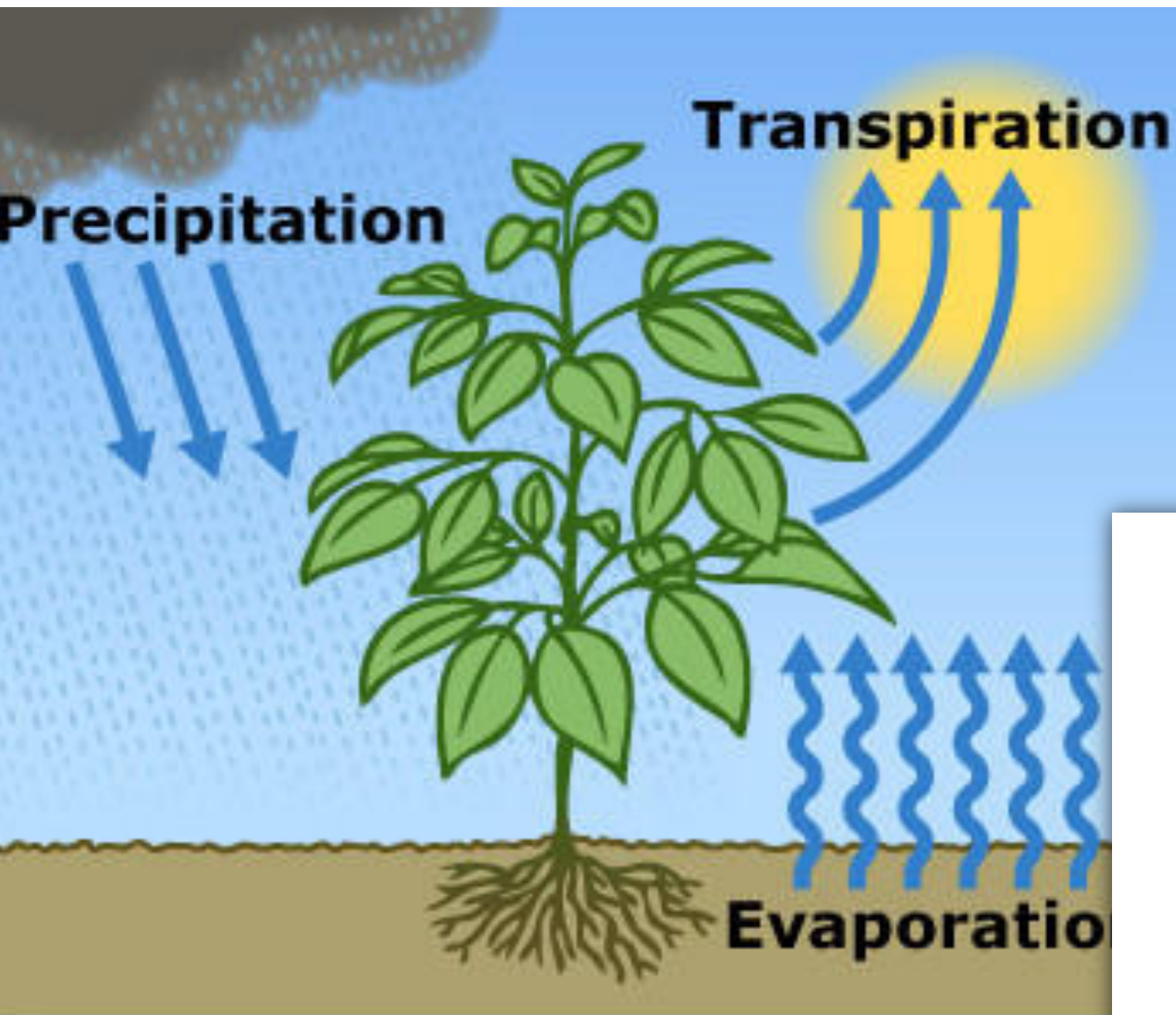
Premise

“Scientists and inventors have long looked to nature for inspiration and guidance when they sought to reach beyond contemporary human limitations. It is a natural thing to do. When men desired to learn how to fly, they looked to the shape and function of the bird, which naturally did what they wanted to achieve... Once their machine design aligned with the same natural laws that enable our feathered friends to fly, their mechanical contraptions took flight and revolutionized how humans travel.”
what makes life sustainable could provide a far more tangible basis for organizational design than the elusive and abstract discipline of philosophy.”

- John Miller, Unpublished Manuscript

How Trees Grow

Teaches Us How Organizations and People Grow



Taking Up Values

Heart & Mind

- The uptake of nutrients occurs at both the roots and the leaves.

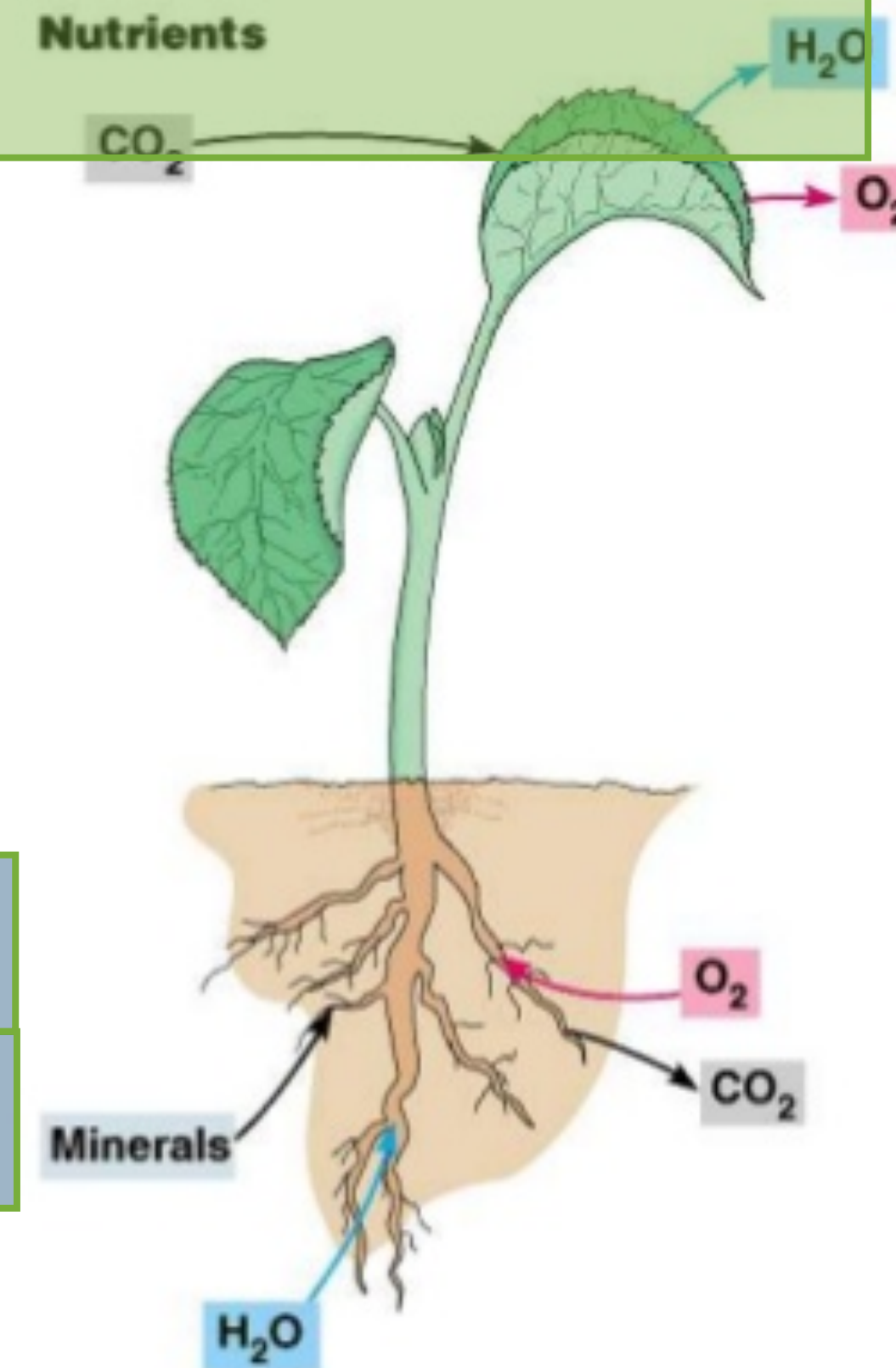
- water and minerals
- Carbon dioxide
- Ions may be taken up
- by the plant cells by
- two methods:

Media/Materials

- 1. Passive Absorption.

Coaching/Training

- 2. Active Absorption.



WHAT'S WRONG BABY?

PHOSPHATE. When leaves are much more darker than normal, almost turning purple, and we appreciate a loss of leaves, then there's a deficiency of phosphate, another key element for plants.

CARBON DIOXIDE. If you like tending aquatic plants or growing plants in the aquarium, you may see some things happening in the leaves: white deposits appear when there's a lack of carbon dioxide. It's necessary to add some of it in the water tank.

NITROGEN. It's the most important element for vegetables, necessary for a healthy growth. Deficiency is easy to notice: leaves on top are light green, but down are already turned yellow. Add some as fast as possible.

MAGNESIUM. Plants need magnesium to make chlorophyll, for example, so a deficiency will easily show with leaves turning yellow from outside going in. Veins may remain dark green at first. This deficiency has to be solved as soon as possible.

MANGANESE. When there's yellow spots on leaves, or even elongated holes, that's because there's a deficiency of manganese. Dirt may have a lack of this component when it's too acid, or there's too much iron, or we abuse watering.

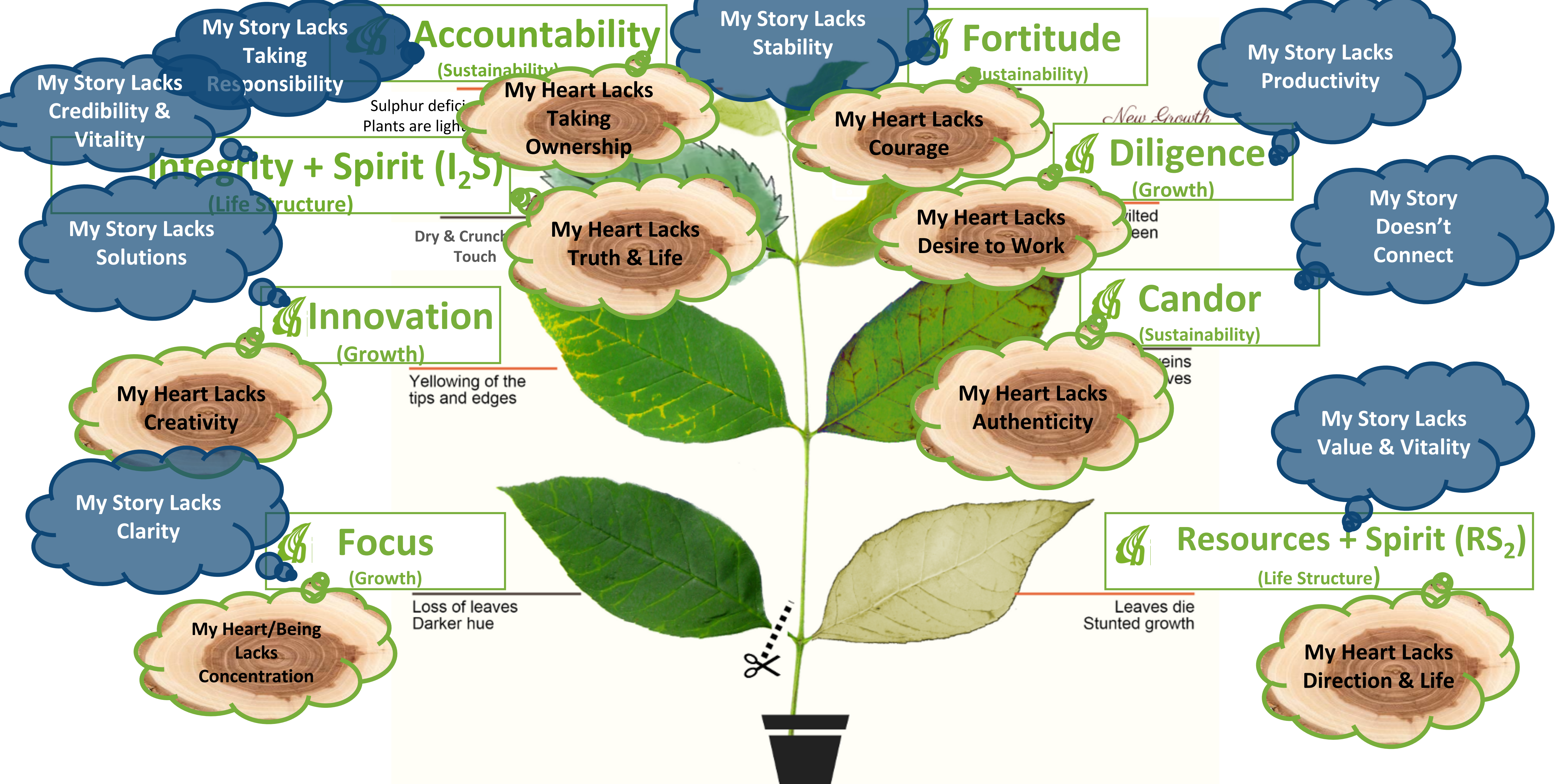
POTASSIUM. When leaves are turning yellow, but only their tips and border, while the inside is dark green, that shows a deficiency of potassium. This is a key element for the plant and incredibly important, because it helps to make a healthy growth and helps leaves to defend themselves from heat.

IRON. When new leaves are getting yellow and almost white, but veins remain dark green, there's a deficiency of iron. You should apply it as soon as possible.

CALCIUM. If new leaves grow weird and misshapen, it can be because the substrate lacks calcium. You can easily add some and results will be fast.

NEW GROWTH
OLD GROWTH





Reading the Story (DO)

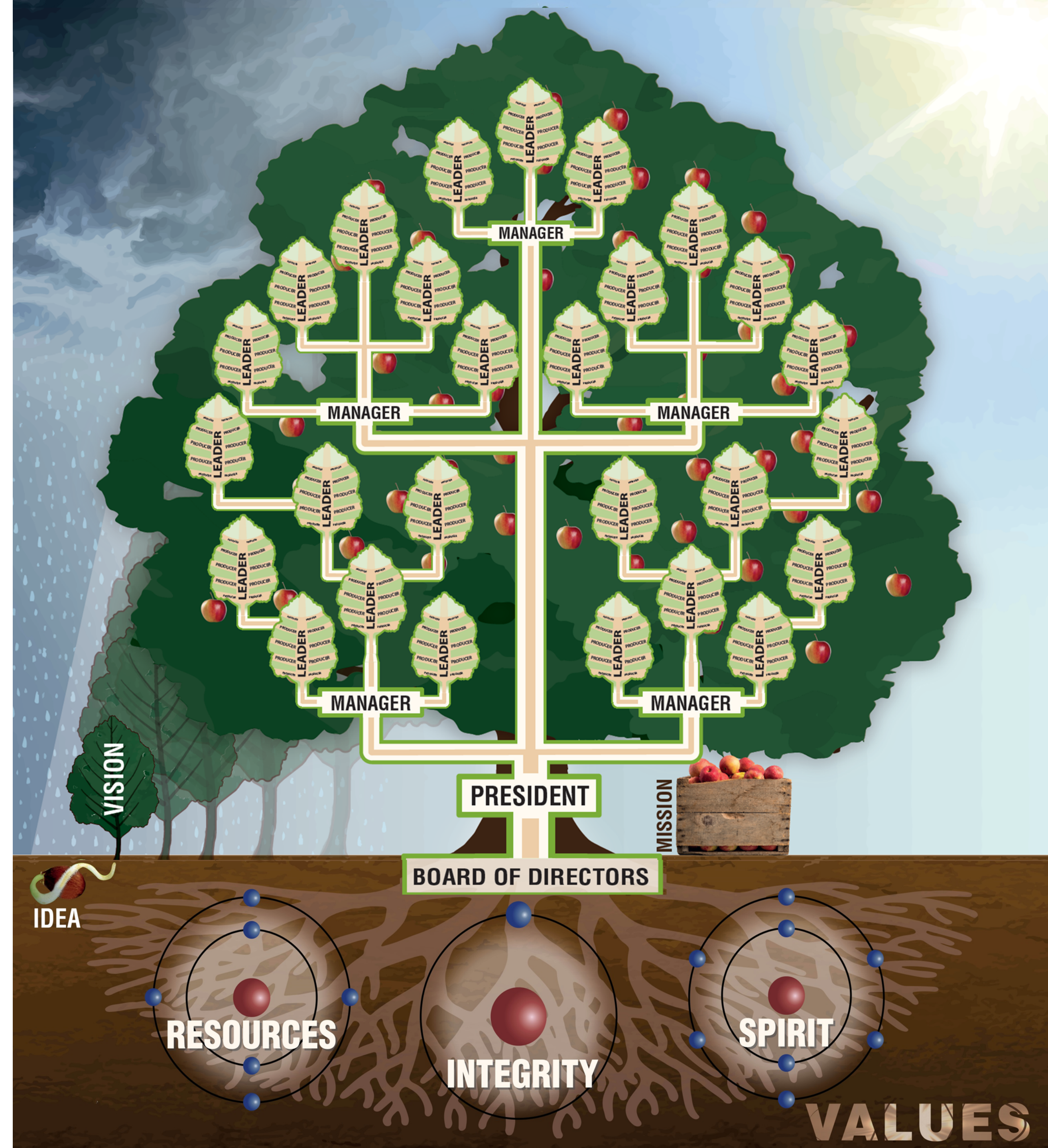
Discerning the Heart (BE)



In Practice

The Tree

- Wall Mount Sign Board
- PostIt Type Removable Labels to Build Organizational Structure
- Provides Flexibility & Structure by Limiting Team Size
- Leaders Provide Support Structure and Function as Limbs Branches & Trunk



**Genetic Blueprint
Of Future**



What We See

**Aligning the
Story of Today
With the Vision
of Tomorrow**

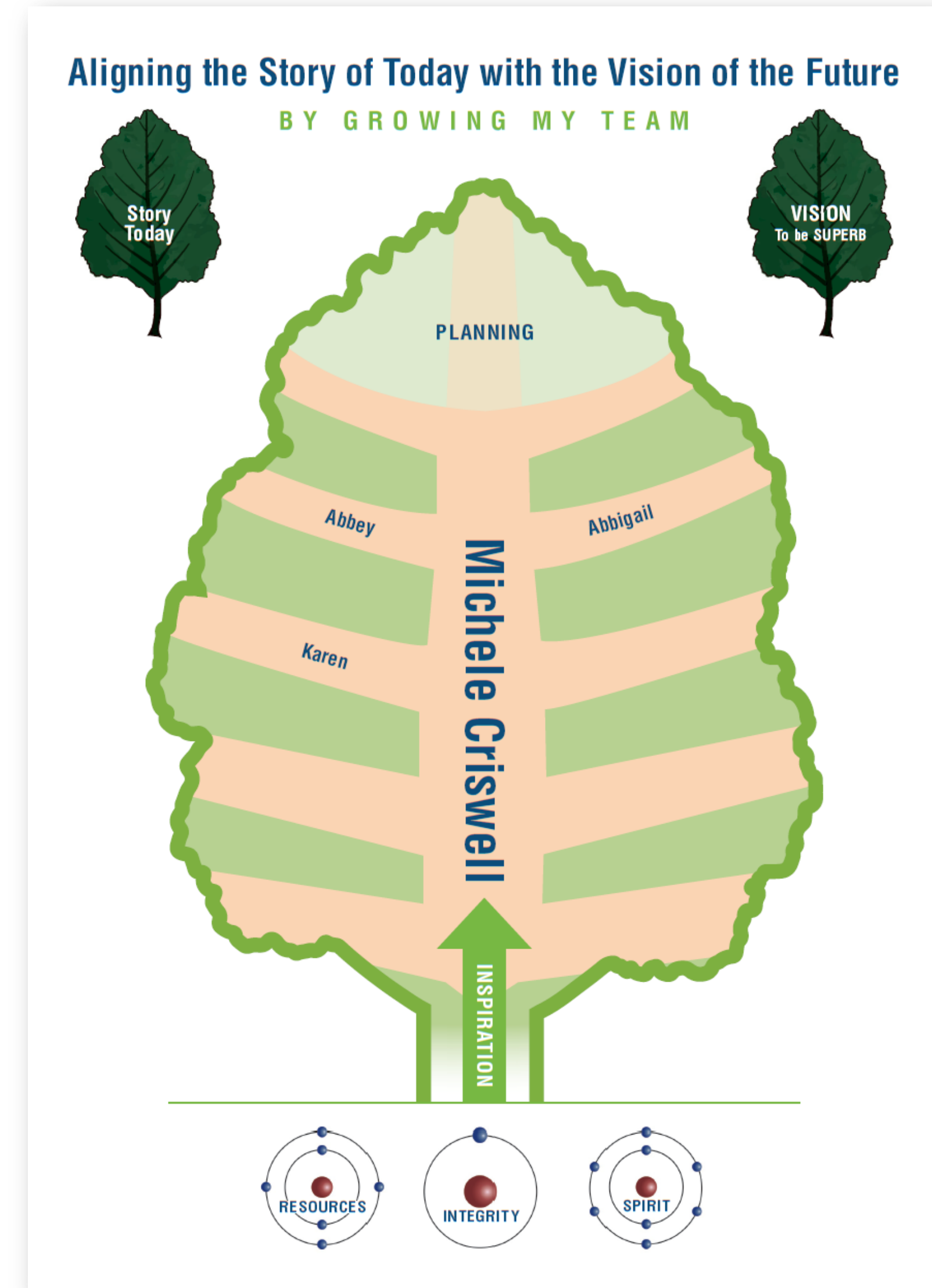
**My Story
Today**



What We Say

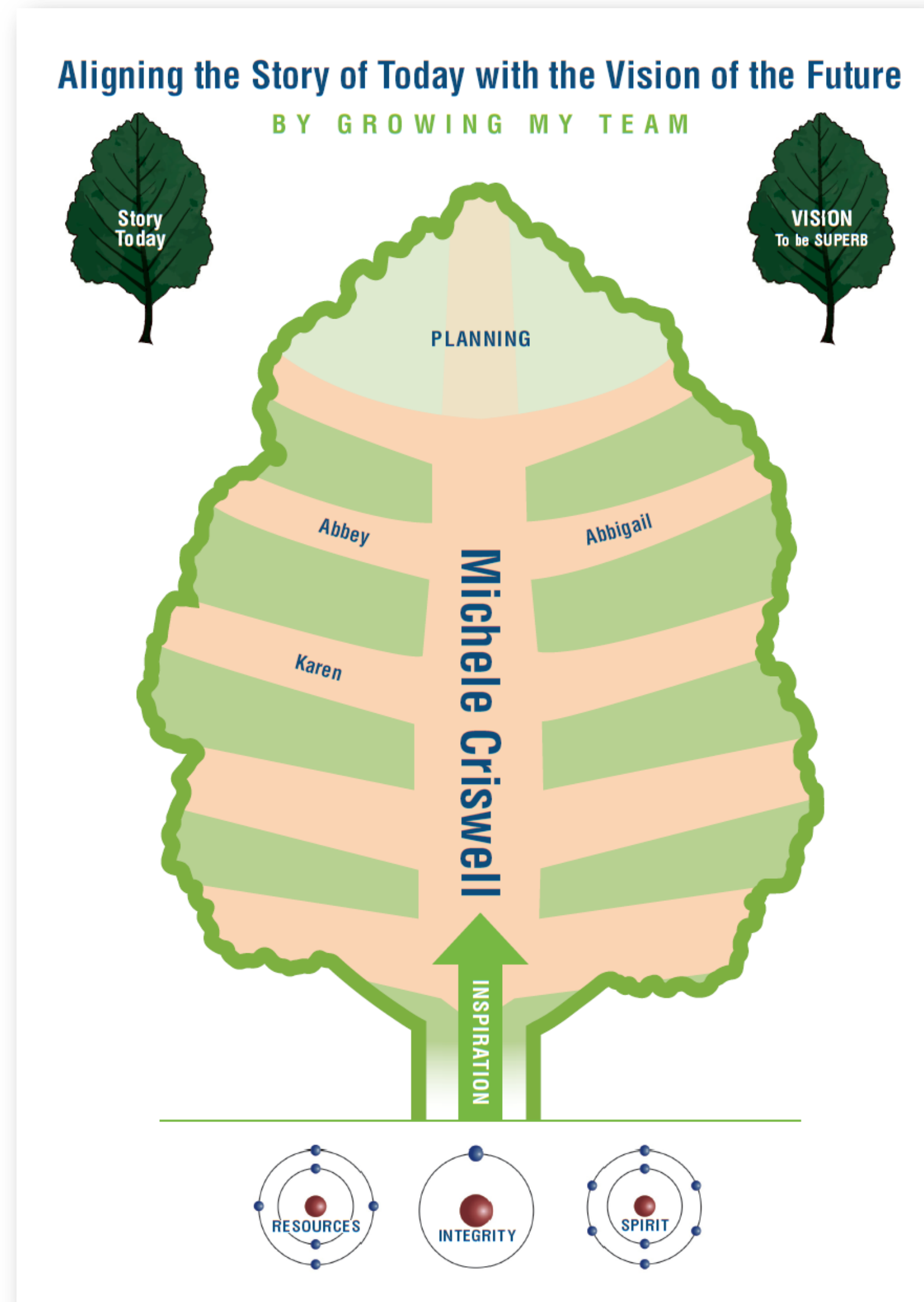
Team Building & Coaching

- **Build Teams Based on Clifton's Strengths**
- **Vision Alignment, Job Responsibility, Goals, Status (Story), and Feedback Loop all on One Sheet.**
- **Framework for**



Team Building & Coaching

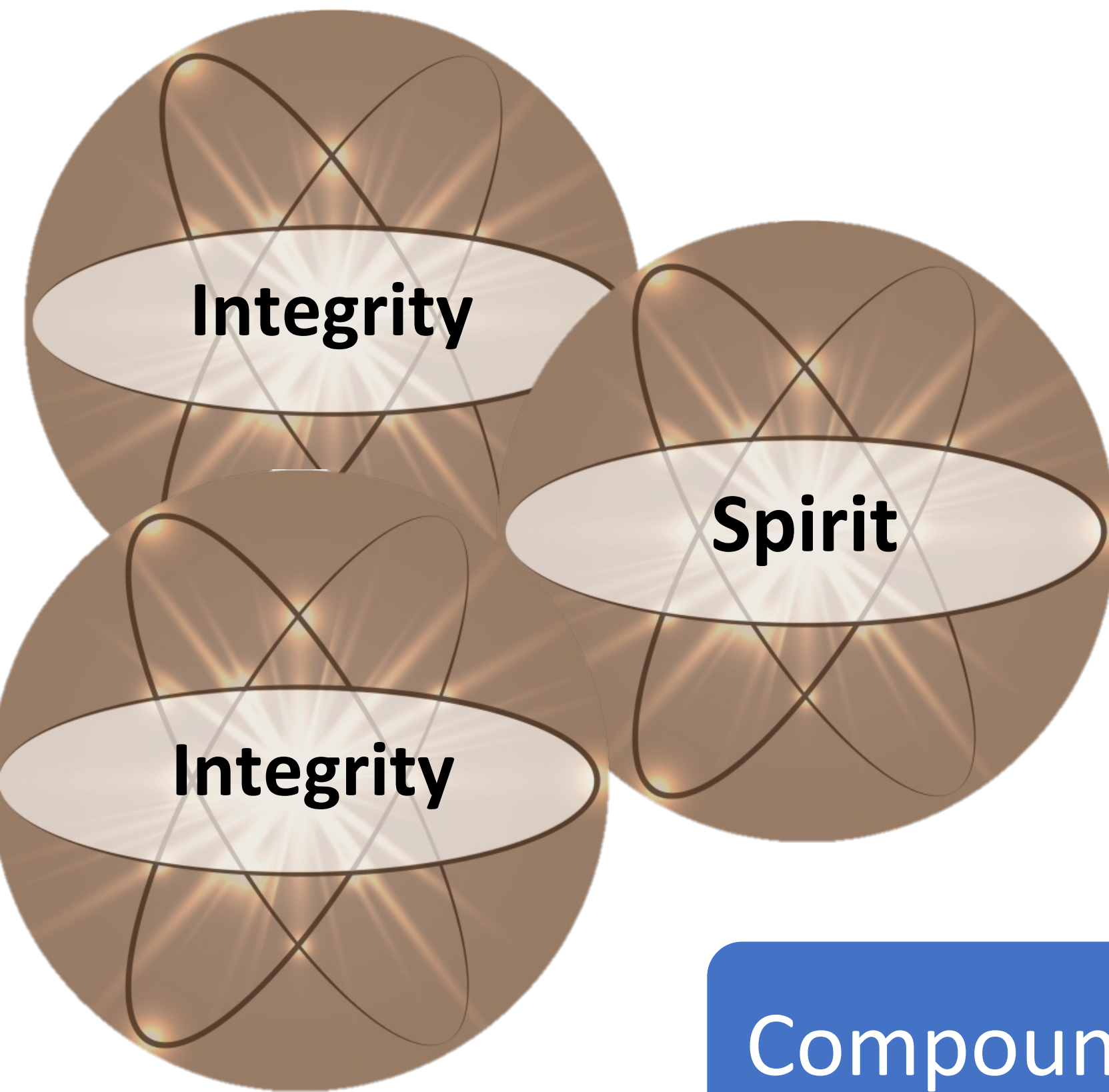
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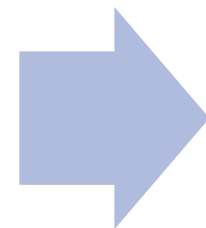
MICHELE CRISWELL

What to DO to Develop her Strengths

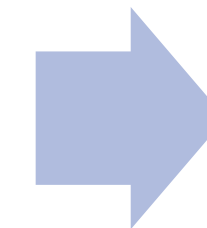
Responsible	Relator	Strategic
<p><input type="checkbox"/> Avoid putting this person in team situations with lackadaisical colleagues.</p> <p><input type="checkbox"/> Recognize that this person is a self starter and requires little supervision to ensure that assignments are completed.</p> <p><input type="checkbox"/> Put this person in positions that require unimpeachable ethics. He will not let you down.</p> <p><input type="checkbox"/> Ask this person periodically what new responsibility he would like to assume. It's motivational for him to volunteer, so give him the opportunity.</p> <p><input type="checkbox"/> This person may well impress you with his ability to deliver time and again, leading you to consider promoting him to management. Be careful. He may prefer to do a job himself that be responsible for someone else's work, in which case he will find managing others frustrating. It might be better to help him find other ways to grow within the organization.</p>	<p><input type="checkbox"/> Help this person identify her colleagues' goals. She is more likely to bond with them when she understand their aims and aspirations.</p> <p><input type="checkbox"/> Think about asking this person to build genuine relationships with the critical people you want to retain. She can be a key person who can help keep good contributors in your organization through relationship building.</p> <p><input type="checkbox"/> Pay attention to this person's other strengths. If she shows strong evidence of Focus, Arranger, or Self Assurance talents, she may have potential to manage others. Employees will always work harder for someone they know will be there for them and who wants then to succeed. She can easily establish these kinds of relationships.</p> <p><input type="checkbox"/> This person may very well have the gift of generosity. Draw here attentions to it, and show her how here generosity helps her influence and connect with those around her. She will appreciate your noticing, and your relationship with her will be strengthened.</p>	<p><input type="checkbox"/> Avoid putting this person in team situations with lackadaisical colleagues.</p> <p><input type="checkbox"/> Recognize that this person is a self starter and requires little supervision to ensure that assignments are completed.</p> <p><input type="checkbox"/> Put this person in positions that require unimpeachable ethics. He will not let you down.</p> <p><input type="checkbox"/> Ask this person periodically what new responsibility he would like to assume. It's motivational for him to volunteer, so give him the opportunity.</p> <p><input type="checkbox"/> This person may well impress you with his ability to deliver time and again, leading you to consider promoting him to management. Be careful. He may prefer to do a job himself that be responsible for someone else's work, in which case he will find managing others frustrating. It might be better to help him find other ways to grow within the organization.</p>
Learner	Analytical	
<p><input type="checkbox"/> Position this person in roles tat require him to stay current in a fast changing field. He will enjoy the challenge of maintaining his competency</p> <p><input type="checkbox"/> Explore innovative ways for him to learn and remain motivated, or he may start hunting for a rich learning environment. For example, if he lacks opportunities to learn on the job, encourage him to take course at the local college,.</p> <p><input type="checkbox"/> Remember he doesn't necessarily need to be promoted; he just needs to be learning. It is the process of learning, not necessarily the result , that energizes him.</p> <p><input type="checkbox"/> Encourage this person to become the mater or resident expert in his field. Arrange for him to take the relevant classes to accomplish this . If necessary, help him secure financial support to continue his education. Be sure to recognize his learning</p> <p><input type="checkbox"/> Have this person work beside an expert who will continually push him to learn more.</p> <p><input type="checkbox"/> Ask this person to conduct internal discussion groups or presentations. There is no better way to learn that to teach others.</p>	<p><input type="checkbox"/> Remember to lay out the logic of the decision very clearly, if you are explaining a decision that has already been made. To you, it may feel as though you are over explaining things, but for her, this level of detail is essential if she is to commit to the decision.</p> <p><input type="checkbox"/> Recognize and praise her every time you have the opportunity. She is proud of her disciplined mind.</p> <p><input type="checkbox"/> Remember that this person has a need for exact, well researched numbers. Never try to pass shoddy data to her as credible evidence.</p> <p><input type="checkbox"/> Always give her opportunity to explain the pattern in detail to you, because discovering patterns in data is a highlight in this person's life. This will be motivational for her and will help solidify your relationship with her.</p> <p><input type="checkbox"/> Always take her point of view seriously, even though you will not always agree with her. She has probably thought her points very carefully.</p>	



Compounded
Values

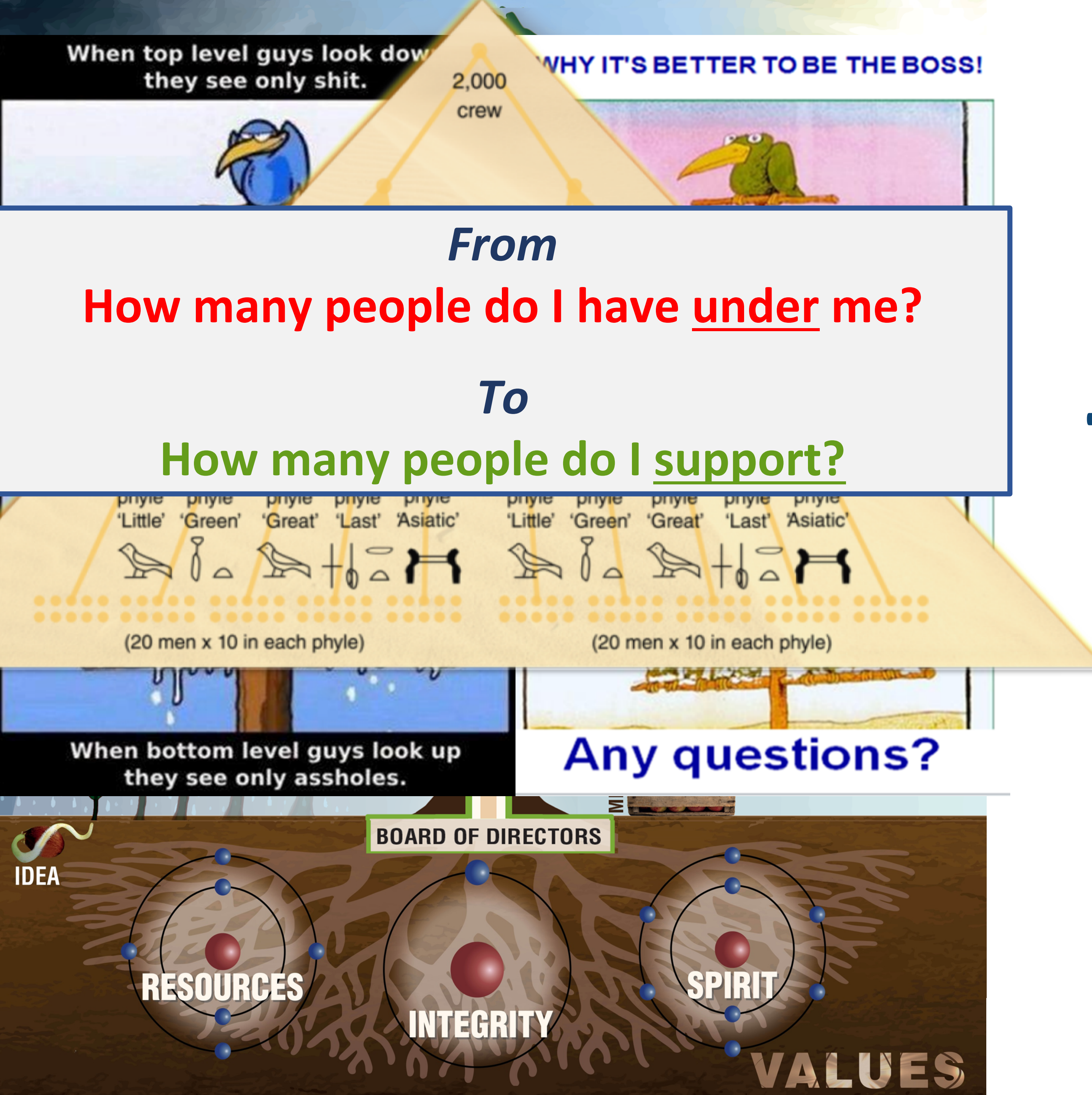


Form
Virtues



Virtues Build
Character





The Transformation

- Changes WHAT we SEE
- Changes HOW we THINK
- Changes HOW we TALK
- Changes WHAT we DO



The Metrics

Delivering the Promise

Performance

- Quality Management
- Employee Engagement
- Customer Satisfaction

Profitability

- EBITDA
- ROI
- ROE

Sustainability

- Leverage
- Tenure
- Customer Retention