NINE MINUTES ON MONDAY

The Quick and Easy Way to Go From Manager to Leader.

Safety in the 1970’s
You never know what you’re getting into.
Mt. Sajama 21,463’
Can you relate?
What’s his Job?

You are paid to produce results
A SIMPLE TRUTH

You are paid to Produce Results.

It's your people who produce the results.

So focus your energy on helping your people be successful.

A Sobering Truth
How much influence do you really have as a leader?
Three Big Problems

#1
Motivation is Beyond My Control.

#2

#3
The relationship with a manager largely determines the length of an employee’s stay.

50% of an employees happiness at work is directly linked to their relationship with their immediate boss.

Gallup

Saratoga Institute
Managers account for 70% of variance in employee engagement scores across business units. via Gallup.

"Everything rises and falls on leadership."

John Maxwell
Three Big Problems

1. Motivation is Beyond My Control.
2. I Don’t Know Where to Focus.
3. (Blank)

Motivation is Beyond My Control checked.
I discovered early on that the player who learned the fundamentals of basketball is going to have a much better chance of succeeding and rising through the levels of competition than the player who was content to do things his own way.
- John Wooden

The Engagement Drivers
Be Kind
For everyone you meet is carrying a heavy load.

- Plato
The Need to be More than a Number

CARE

The Need to be More than a Number
1. Trust
2. Reciprocity

Transactional → Relational
Grow

The Need to Grow & Develop
Nobody Acts Irrationally

“I would rather be in jail than at home.”

Everyone has a reason for what they did, and what they’re currently doing.

Lawrence John Ripple
All Growth Begins with Clarity
What will make [Employee’s Name] more effective?

WHAT WILL MAKE THEM OWN THEIR GROWTH?

• THEIR INPUT
• THEIR RESPONSIBILITY
When asked what leaders could do more of to improve engagement, "Give recognition."
Recognition

Motivates
Shapes Behavior
Reinforces Culture

Three Power Statements
I Appreciate...
I’m Impressed...
I’m proud of...
The Nine Needs

1. The Need to Be More than a number
2. The Need to Grow
3. The Need to be recognized
How They Think!
Great leadership is shifting how people think about what they do.
These are the keys to the kingdom.
Performance Management

Significance
A Reason to Climb it
How much money did we raise?

Control  Group 2  Group 3

Who do we serve?

What job is our product or service hired to do?
Significance
The Power of Stories

Autonomy
The Need to be Self Directed
Give **Choice** when possible. Seek their **Input** or **Advice**. Give them **Authority**.

**Traditional Hierarchy Versus Autonomy**

- **Grew 4x Faster**
- **1/3 Less Turnover**

320 Small Businesses (Cornell University)
Picking Shifts and Designing Uniforms

Productivity

Manufacturing Plants

20% Increase

The Power of Habits – Charles Duhigg
The Nine Needs

1. The Need to Be More than a number
2. The Need to Grow
3. The Need to be recognized
4. The need for Achievement
5. The Need for Purpose and Significance
6. The need for autonomy

Healthy Teams
Psychological Safety & Dependability
The Need to Enjoy Your Workplace.

Model
The Need for a Model to Follow
“If leaders will do the nine minutes he suggests each Monday morning, they will become what we have called ‘meaning makers’ who deliver enormous value to their employees, customers, investors, and communities.”

Dave Ulrich
RBL Group

Three Big Problems

Motivation is Beyond My Control.

I Don’t Know Where to Focus.

I Don’t Have Time.

#1

#2

#3
More than a knowledge Problem,
We have an **Execution** Problem.
A SYSTEM of Tiny Steps.

TIME
The Monday Morning Ritual

Intentional + Micro Goals
“I implemented "Nine Minutes on Monday" and as a result, the Human Resources Department transitioned from being very good to being great. My relationship with my employees flourished and productivity increased more than I would have ever expected. The tool is user friendly, takes less than ten minutes and produces results.”

Mary Cautadella
VP HR
Barnabas Health
“Two years later and this is still one of the most powerful tools I use.”

Robin O’Hearn
Talent Manager
Delta Hotels

TRUST THE PROCESS
The Hospital that was Hurting

Employee Engagement

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High Performance Teams

<table>
<thead>
<tr>
<th>Month</th>
<th>April</th>
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<tr>
<td>%ile</td>
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<td>25</td>
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Sales Goals

- April: 98%
- May: 68%
To increase staff engagement, motivation, and morale you have to tap into the **Engagement Drivers**.

The Nine Minutes on Monday Leadership Framework **is the key** to implementing these drivers.

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**Three Big Problems**

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2. **I Don’t Know Where to Focus.**
3. **I Don’t Have Time.**