

A FRESH PERSPECTIVE FOR TODAY'S LEADERS

engaging the edgesTM

Alignment Issue

Featuring tips to create unity within yourself and your team.



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a beginner's mind

Welcome to Engaging the Edges, one of the ways we share thought-provoking concepts and models to help you increase the results that matter most.

Finally, we are at the start of another new year. While life and work can often seem to be on autopilot, especially these days, we would be well-served to consider bringing a beginner's mind to 2022. A beginner's mind helps us to be open and curious without preconceptions. A beginner's mind can add value to a given year as easily as it can to our experience of a person, topic, or situation. We are in the space of seeing something for the first time when we are in the beginner's mind. As a result, we tap into new levels of connection and learning that fill the space we created by letting go of all that we "knew." At the very least, we see things as they are more often, and at most, we create magic with our expanded connection and creativity.

At InteraWorks, planning a new year includes reflection on the previous year. Recognizing our accomplishments and disappointments is another good way of seeing things as they are. When we do, we can learn from the past and move forward more powerfully. Creating or revisiting a vision of the future, clarifying our unique values, and then setting our priorities round out a solid process for planning. From there, everything feels more in flow and aligned as a result. That brings me to the theme of this quarter's issue of Engaging the Edges which is Alignment.

When we feel aligned, anything is possible. Our resilience is stronger during times of challenge. Connecting to our "why" and who we are is energizing from the inside out. Dealing with distractions and frustrations becomes easier. When teams work in alignment, there are fewer conflicts and not only is everyone going to the same place, but more importantly, they are coming from the same place with clear minds and excited hearts. We do not have to always agree or know all the details, but if we create and seek alignment at the start, big things happen. With a beginner's mind, we are open to the path that unfolds and can more easily trust in ourselves and each other.

Please enjoy our exploration into alignment inside these pages. Now as for 2022, stay tuned! The InteraWorks team, portfolio and reach has grown in recent months with announcements to come about our expansion in motion and new opportunities for you to develop your leadership capability and capacity. In the meantime, we are grateful for every one of you that supports our work and believes in the value of investing in the most valuable capital in every organization – the humans.

Sincerely,

Laurie Oswald, CEO



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Moving

A large flock of birds is seen flying in a clear blue sky. The birds are densely packed in the upper half of the frame, creating a textured, dark blue pattern against the lighter sky. The text "as One" is written in a white, cursive font, centered in the middle of the image. The bottom of the image shows the silhouettes of bare trees against a warm, orange glow, suggesting a sunset or sunrise.

as One

7 Features of Quantum Teaming

Anne McGhee-Stinson, Director of Practice, Managing Partner

When Isaac Newton watched the apple fall from the tree and decided to apply mathematics to the speed and timing of the falling apple, he did more than invent calculus. He gave us a view of the world that for several subsequent centuries informed our understanding of how the physical world works.

The mechanistic paradigm of Newtonian Physics is one where everything can be taken apart and put back together again; and the more we understand the individual parts, the better those individual parts will work and work together. This paradigm served to inform how we organized governments, healthcare, education, and businesses. It's predictable, cause-and-effect linear processes. You get an extremely precise set of results with Newtonian Physics.

This world view is also reflected in our existing organizational paradigms- and in the ways we construct our organizations. Break it down into its parts and put everything in a little box.

Consider the other assumptions that are part of this paradigm:

- Change/Chaos/Disruption to be avoided at all costs
- Predictability is the goal
- Without strong leadership at the top, things fall apart
- People are THINGS that need to be motivated, evaluated, punished, or rewarded
- Power flows from the top down
- Command and control

Still, the overall the science made us feel safe and that life and the universe had a degree of certainty and predictability. Predictability is great...at least when you know where you are going and what to expect.

But the world isn't predictable, and the last couple of years has taught us is that we cannot use the predictable past as any guide for an unpredictable future!

A recent article in Harvard Business Review states "Business today is fundamentally different than it was just 30 years ago. The most profound difference, we've come to believe, is the level of complexity people have to cope with."

Complex systems have always existed, of course. And business life has always featured the unpredictable, the surprising, and the unexpected.

But complexity has gone from something found mainly in large systems, such as cities, to something that affects almost everything we touch: the products we design, the jobs we do every day, and the teams we oversee. Most of this increase has resulted from the information technology revolution of the past few decades. Systems that used to be separate are now deeply interconnected and interdependent, which means that they are, by definition, more complex.

In this current environment this is exponentially more complicated and unpredictable. Hybrid work environments, governmental meltdowns, social unrest, financial crises, etc. Returning to "normal" or the old worldview would be an epic mistake.

The BIG Question

So here is the BIG Question: How can our teams be more effective in the face of an unpredictable future, constant change, disruption, and complexity?

How can we individually be more resilient amidst the complexity? What kind of future do we want to create?

A New View - Quantum Reality

We believe the answer to these questions is simpler and less complicated than you might think. And we believe it has been available (sitting in front of our faces) all along. It has to do with developing teams and organizations that are R.I.C.H. Relational, Interconnected, Coherent, and Holistic.

This is an entirely new paradigm for businesses and fundamentally shifts our worldview and approach to how we operate and how we lead.

In the relational, integrated view individuals are the source of power in the organization. No team exists without individuals. No project exists without the capacity a team can generate. No objective is achievable without the power of a team collaborating. And no organization can exist without power of shared intentions, shared objectives, shared vision, and shared leadership.

Let's consider how we might incorporate this view into the way we operate at work as a team. Ralph H. Kilmann, author of *Creating a Quantum Organization* and co-creator of the widely used Thomas Kilmann Instrument (TKI), outlines the 7 features that Quantum teams should strive for:

1

Team members actively participate in designing their work - This requires input and widespread participation from team members and other stakeholders so that everyone's skills, wisdom and experience are incorporated into how they work together to accomplish an objective.

2

Team members actively participate in designing their business processes - Here the focus is on learning and responding to needs of the moment vs. rigorously following policy and procedure. An excellent example of this took place during Hurricane Katrina in 2005. While FEMA struggled to get the proper forms filled out so that relief workers could assist, the local "Cajun Navy" comprised of self-organized teams of community members, utilized the available resources on the ground and rescued hundreds of stranded citizens.

3

Team-members explicitly manage the information flows between the lines on the organizational chart - What is so great about current technology such as MS Teams, Trello, etc., is that these technologies provide a high degree of visibility and transparency on information flow, process, responsibilities or team members behavior and attitudes. Cross functional and cross teaming are key, and teams may form and then dissolve as the workflow becomes more fluid. Phrases such as "that's not my department" or "not my responsibility" are not used in this environment.

4

Team members self-manage their self-designed team - At InteraWorks we create mutual accountability and do regular monthly check-ins vs. employing high level managers to oversee daily planning and evaluating. Performance systems of reward and punishment are a thing of the past. That carrot-and-stick approach is simply no longer appropriate for dynamic systems.

5

Team members expand their mind/body/spirit consciousness - We must bring our best selves to work and that means taking care of the intangibles. Empathy and compassion are significant parts of the teaming experience. Team members encourage one another to augment their self-knowledge to foster self-esteem, self-worth, and intrinsic motivation because actions are directly attached to deeper "whys" or intrinsic motivation that propels our team forward.

6

Team-members maintain healthy relationships with key stakeholders - Truly authentic relationships are key to the whole quantum equation. In this environment we develop deeply collaborative networks of quantum teams who are interdependent and create win-win-win scenarios.

7

Team members continually transform themselves and their team - We are never done, and transformation is a life-long process not an event. Life is not static; therefore, our teams need to be just as dynamic to address the complex needs of an unpredictable future.

One Mind

What do these 7 features look like in action? If you've ever seen a school of fish or a flock of birds moving in unison, they are in a state of coherence moving as one mind. In biology this phenomenon is common in self-organizing systems and is called emergence. And if you study emergence (which is an aspect of quantum science), you might think there is a leader and that it is a top-down phenomenon.

But as it turns out, emergence is a hive mind phenomenon. It's a group moving as one mind – where there is shared leadership depending on the direction of the team. So, if you are doing the work and the person next to you is doing the work and the person next to them is doing the work and everybody takes a turn leading when it is appropriate for them to do so...now we have emergent leadership...and that is exactly what we need right now.

Fundamentally our worldview must shift...and our teams, and organizations must follow that shift.

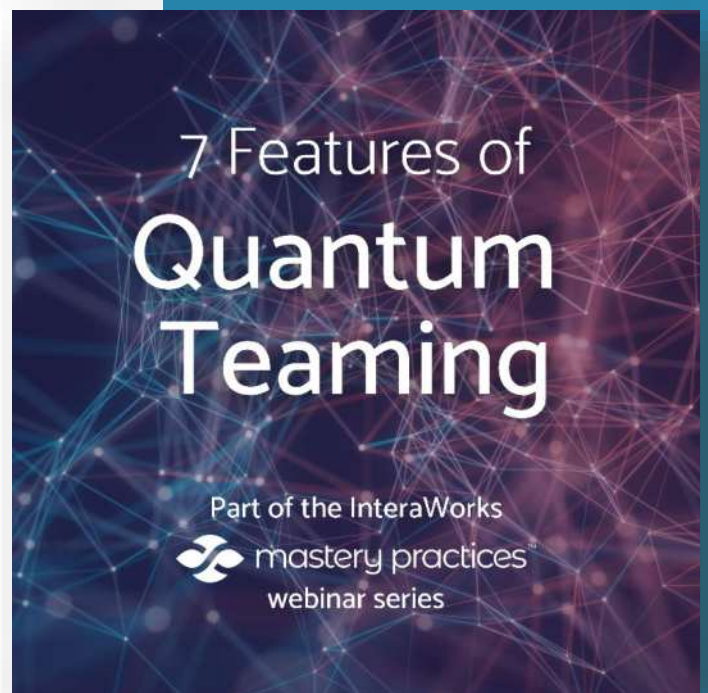
We established our current worldview based on Newtonian Physics. This worldview has given us tremendous insights into physical reality and the laws which govern it.

But it turns out that Newtonian Physics is only part of the story. The rest of the story lies within the realm of the weird and wonderful world of Quantum Physics, and it is imperative that we understand and apply both.

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Want to learn more?



May 26, 2022

September 22, 2022

[Click here to register!](#)

*Free and open to all InteraWorks Learners

Get and Use



Jennifer Bried, Facilitator

To this very day, I vividly remember the moment I kicked a team member in the head. Now before you judge, it was an accident! But it also taught me a lesson I'll never forget.

We were engaged in a team-building activity where the goal was to get the eight of us from one side of a tire to the other, by physically going through the center of it. The catch was that the tire hung suspended seven feet above the ground.

We did a little strategizing about how to successfully accomplish the task and decided to have the tallest person act as a step stool for the others. We also made sure to get the second tallest through first, so they could assist folks coming down the other side of the tire.

I distinctly recall thinking that I wouldn't need help jumping down to the other side. Yes, at a team-building exercise- so please, enjoy the irony! Anyway, there I was, seven feet above the ground, and as I swung my legs to launch myself down (before anyone could help), I clocked a friend in the head with my shoe, barely landing the jump down.

My reckless and selfish choice had a cost. Since I felt I could do it alone, I did it alone. All the while, the support of others standing ready by my side went untapped. And worse, they absorbed the brunt of my action.

We've all had a project or responsibility grow into something more than anticipated. Are you someone who asks for help? If not, do you at least accept help when it's offered? Or do you toss out the "thanks, I'll let you know," response, fully aware that you have no intention of reaching out?

Why is asking for or receiving help so uncomfortable? If you're cringing and would rather fling yourself through a seven-foot-high tire, just consider the cost. As Brene Brown says, "vulnerability is not weakness, it's our most accurate measure of courage."

Few of us enjoy being uncomfortable, getting out of our comfort zone or perhaps just saying 'yes.'

Summon up some courage and try these ideas when asking for help:

Start Small.

Ask for help by way of a compliment -

'I've always enjoyed your writing. Would you mind assisting me with this writing project?'

Take 5 deep breaths before the ask.

Track the ask!

Go be gutsy, take on some support and watch what happens. You just might experience fresh results, declined stress levels and happier hearts of those you love most because nobody ends up getting kicked in the head.

We're cheering you on over here!



Tend Your Thoughts to

Grow Your Goals

Michelle Santaferro, Facilitator

Fall is more than a change of color; it is a season of renewal. One of the goals I have made for myself this past fall is to stand up for myself. For this goal to be supported, I need to foster an environment that will nurture it. In fact, creating a mental and emotional environment is vital for me to succeed. Think about it, we create other external environments to thrive, so why not create an internal environment for our aspirations to thrive? For example, when we think about being creative or getting our real work done, we may gravitate to a place that is peaceful or cheerfully sunny or an environment void of interruptions. For some of us, it may be a kitchen table or for others, it may be a coffee shop buzzing with chatter and warm bodies that gets our ideas percolating and our content created. Just as spaces shape consciousness, new shifts in our behavior need a welcoming thought arena, too, where they can blossom and thrive. A 'thought arena' is a place where we evaluate and process the thoughts we have.

So, I set the goal to stand up for myself. I have made strides through the years and know that I have come a long way. Looking back, I had a season in high school where I was too embarrassed to ask for a tissue for my runny nose and I would ask if I could 'borrow' a tissue. Of course, folks were quick to respond, "Why don't you just USE the tissue...I don't want it back!" Yet now there is a renewed sense of needing to keep asking for what I need and what I want. So, I revisit this goal with an appreciation for how far I have come in asking for what I want.

The first step in formulating a welcoming thought arena is to create a statement that triggers me to 'stick with it'. The 'stick with it' statement becomes my guideline. Guidelines are punchy statements that start with a verb to get you to 'act' when you may want to quit.

As Jinny Ditzler shared in her book, *Your Best Year Yet*,

A guideline is the soil in which we plant our new goal.

My guideline can be a phrase that I repeat to myself when needing to stand up for myself. The guideline or statement I have set my goal, 'Identify and say what I want' and it is a reminder to me when situations present themselves. This statement can also coach me into what 'next steps' I can take to keep going towards my goal. I can identify how I am feeling and what is true for me; then go on to speak about what is true for me in that situation.

The second thing my goal needs is a 'judgment-free zone'. The term 'judgment-free zone' is a place where folks feel comfortable to share what they are processing without fear of being put down for an opinion or a perspective. You might have heard of this phrase in the fitness industry as it relates to folks feeling at ease as they work out in a gym. But maybe you have not thought of it for yourself.

We can be our worst critics.

Even as I set the intention for this new goal, I found myself making excuses like - 'Oh Michelle, it's not a big deal...why rock the boat by speaking up?' Yet, I know if I make the excuses now and blow it off, it will mean complaining later. There is a personal progression that happens in my world when the excuses start, I begin to hold secret grudges in my

spirit towards that person or that situation in addition to holding grudges against myself if I don't speak up. How crazy is that? I get mad at myself because I did not stand up for myself and this blame turns into grudges – grudges that I constructed towards myself.

The third thing necessary to accomplish my goal is the ability to remember my accomplishments. It is important for me to remember my accomplishments because

**Victories, small or large,
can help me in being bold
in my new goal.**

Even as recently as 2 weeks ago, I was meeting with my hairdresser to go over the cut and color. I shared what I desired to change at the onset of our appointment. When we were done and closing out, I knew that one request had not been addressed – the change I requested at the onset. I kept thinking about what I would do if I allowed myself to go home without saying anything. I would start my complaining and I would have myself to blame. So, I mentioned again what I had wanted and offered that I would be willing to stay after any other appointments she had in order to get what I had originally requested. Even this small stance would build momentum for how I can stand up for myself tomorrow. It is like these little wins of yesterday will help me find my voice for today AND tomorrow. I realize that tomorrow it may be a store clerk to communicate with or a team member in which I might need more information to keep a deliverable moving towards a milestone. It might even be a family member who made a curt comment that might warrant further clarification.

There is an environment we can create in which to plant our goals and intentions. That environment includes our thoughts – our thought arena. Knowing that the place to start in fostering success begins in our thought life, reminds me of the Chinese Philosopher Lao Tzu, who shares, “Watch your thoughts, they become your words. Watch your words, they become your actions. Watch your actions, they become your habits. Watch your habits, they become your character. Watch your character, it becomes your destiny. What we think is what we become.”

There is still
time to get
clear on your
goals for 2022!



Reach out today for
more information on our
individual and team
Best Year Yet®
programs.



A Hug of a Lifetime

Thomas Ramsey, Relationship Lead + Facilitator

As I reflect on and celebrate the life and legacy of Dr. Martin Luther King Jr. this past January 17th, 2022, I greet you with anticipation of the significant impact that you are going to make in our world. And how are you going to do this? Through empathy. At InteraWorks, we've made the quality decision to elevate the human experience through empathy. It is a key component to unlocking breakthroughs and strengthening relationships. Dr. King knew this best.

Dr. Martin Luther King Jr. was not only the American Baptist Minister and activist who became the most visible spokesperson and leader in the American civil rights movement but also a firm believer in extending empathy to all. Dr. King hugged our great nation with an embrace of nonviolence and civil disobedience which shifted racial segregation and dismantled the so-called "separate by equal" doctrine for African Americans living in the United States. As an empathetic leader, Dr. King demonstrated the ability to place oneself in another's position. As, famed author, Harper Lee puts it

"You never really understand a person until you consider things from his point of view...until you climb inside of his skin and walk around in it."

Dr. King was of the people and for the people by marching arm and arm across the bridge in Selma, Alabama, and getting arrested for group sit-ins. None of these were individual tasks done in silos. He connected with people in a way that powerfully changed the world we live in. He did it with the skill of hugging humanity – empathy.

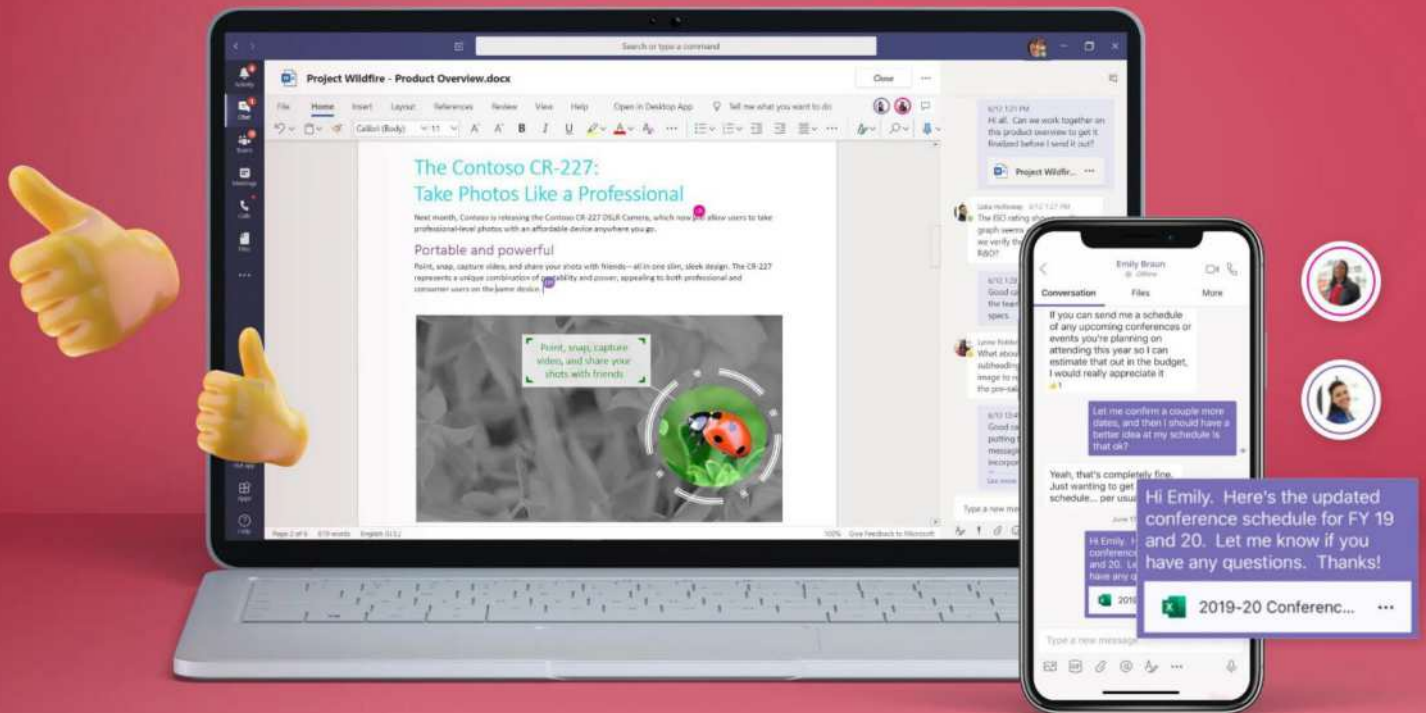
As I think back to my experience of receiving empathy, I recall a chilly afternoon in Philadelphia. I was a ten-year-old

elementary school basketball player in the 4th grade and had the privilege of joining the nearly eight-teen thousand on hand at the Spectrum to watch the visiting Los Angeles Lakers play our hometown 76ers. My teammate's father worked for New Balance and hosted their star endorsee, Mr. James Worthy.

After watching this over-time thriller of a game where the magical "Showtime" Lakers won by two points, my friend's father surprised us with passes to meet the team in the tunnel as they boarded their charter bus to the airport. I saw A.C. Green, Byron Scott, Michael Cooper, Kurt Rambis, James Worthy, and Kareem Abdul-Jabbar (my head was at his waist) and to me, he seemed ten feet tall. After catching my breath and harnessing my composure, we waited with many fans and reporters for Ervin "Magic" Johnson to come through the tunnel.

I can remember feeling overwhelmed and that it couldn't get any better than this, as I leaned against the wall behind the masses. And then, a pair of eyes met my gaze and held it. It was the Magic Man himself, in a big fur coat and an even bigger smile. He rushed towards me saying "Hey my man" and gave me the biggest hug that I had ever felt. He embraced me as though he knew me – like I was family. Until that moment, I didn't know it was even possible to connect with someone that you hadn't ever met before. He left his fame, influence, and celebrity on the sidelines to meet me where I was. And it made me feel like a king.

I decided from that moment on that this was how I was going to live my life. Getting out of my own way to recognize the humanity in others. This is the spirit of Dr. King that has been passed along through the many hugs and embraces that have reshaped our communities. Continue to make the choice to be there for others and magically you can create a hug of a lifetime.



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Take a giant leap forward!

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- Best practices for clearer communication
- Easy collaboration
- Sustainable productivity, storing and accessing information
- Strategies for maintaining the mindset to help your team maximize its results.

To learn more about EDGE for MS Teams contact us:
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Roadmap

To Organizational Alignment



In his popular book entitled “Drive. The Surprising Truth About What Motivates Us,” New York Times bestselling author Daniel Pink makes a compelling case that the human need to learn, grow, and “to do better by ourselves and our world” is a basic human drive and one that can be much stronger than external motivators such as rewards and punishments.

Human beings are innate learners. We love novelty and constantly seek out new and different experiences that enhance our lives, our relationships, and our communities. It is only through cultural conditioning over time that we tend to dampen this innate desire. Organizational cultures that reward only achievement and do not pay heed nor reward the process of learning and growth can stunt creative expression. However, given the right cultural conditions, the human drive to create, learn, and grow can be revitalized and developed.

We sat down with InteraWorks CEO, Laurie Oswald, and Director of Practice, Anne Mcghee-Stinson, to discuss how the team at InteraWorks drives their own growth and organizational alignment.

How do you tie your organization’s shared purpose and values back to your team to guide their decision-making?

[Laurie] We review our purpose and mission together every month with all team members. That keeps us connected to it and centered on how that shapes our choices and actions. We review our values quarterly and use them as our north stars when making decisions. We also incorporate purpose in our project and goal charters which creates alignment for why we are taking something on and ensures we are all on the same page. In addition, we start our hiring, partner, and client conversations in this space which creates alignment multi-directionally. When we come from the same place, the rest is much easier.

[Anne] Best Year Yet [®] of course! Our team planning sessions “pull” the individual and shared purpose out from the team as opposed to the old model of doing business where the purpose was “assigned” or “driven” by leadership. Shared purpose means shared leadership and the BYY Process integrates values, shared purpose, and shared decision making into the day-to-day guidance system in the organization.

How do you align the energy of your team and the capabilities, systems, and processes of your organization so that everyone is moving in the same direction?

[Laurie] A few years back, we created a 5-year Vision altogether, not as a top-down effort. That vision provided us with an inspiring aspiration that we also review every month. Each year is different given the rapid changes in our world and in business. Setting the right mindset each year to grow and excel given the circumstances is critical. Stopping to reflect and celebrate what is working, share disappointments, learn from both and then creating a team plan is the cornerstone of our success. We use one of our own programs, Best Year Yet for Teams to do this annually. When you have a framework plan, north stars for guidance, and everyone contributing in a shared leadership model, you don’t need much more than that. Well, except fun which includes as many ways as possible!

[Anne] Shared purpose and values have to be woven into the processes, priorities, and practices of the organization ~ they have to be part of the fabric of the organization, and they have to be living and breathing or else they are just words on a fancy ppt slide. It is a constant process of pulling from the team (what works, what doesn’t work, how do we do this even better, innovating, adjusting, and realigning).

Given the right cultural conditions, the human drive to create, learn, and grow can be revitalized and developed.

How do you ensure that the right team members' skills and strengths are utilized in the right role?

[Laurie] Our practice is to identify the strengths and desired responsibilities for each team member and create opportunities where both can flourish. We can't always align the timing and business needs perfectly, but generally, if you create space for people to do what they are best at and what they love, the best results tend to follow. We also move responsibilities around so the team knows they will have chances to try something new or take on an area of interest without fear of failure.

[Anne] Ask, observe, adjust, ask, observe, adjust again. I believe that motivation is the natural state of most human beings. Creating engagement is a function of creating the right environment. When individuals are operating on intrinsic motivations, the entire organization becomes more holistically activated, and we begin to see a self-generative culture of performance. We just have to create the space for that motivation to be expressed. Joy, enthusiasm, creativity, and innovation occur naturally when someone is engaged in an activity that is meaningful to them. When people are happy, they do excellent work, they are fulfilled, and there is a sense of satisfaction. To create a culture wherein these elements are common, we must leverage every interaction, be rigorously consistent, and shift mindsets into ones that look for and acknowledge areas of growth and learning.

How has the use of a collaborative planning process impacted the success of your annual and long-term organizational goals?

[Laurie] A collaborative approach builds relationships, diversifies ideas, spurs creativity, enhances trust, and fosters commitment at the level of teaming which is foundational for any organization to succeed and/or navigate tough times. No leader knows it all. And if they think they do, they are missing a big opportunity to harness the energy and smarts of their best resource- the people around them. Consider empowering your team to create your 2022 plans and see what happens!

[Anne] First and foremost it's easier because everyone is moving in the same direction and there is already shared purpose, motivation, and leadership. Secondly, because we are constantly course-correcting and adjusting, it is RARE, exceedingly rare, that we don't achieve our long-term organizational goals. Short-term goals get adjusted - but long-term meaningful objectives are the real game, and we all have our eyes and hearts set on those.

Engagement is a function of creating intrinsically motivated goals.

When priorities do not tap into these inherent values, they become transient and temporary. Performance suffers and even if the results are achieved, the sense of satisfaction or accomplishment is temporary. Integrating performance with an individual's values creates intrinsic motivations that are aligned and generates a sense of ownership and engagement that far exceeds what extrinsic rewards can provide.

As a result, individuals:

- Demonstrate and sustain a higher level of engagement
- Increase their long-term level of commitment
- Can replicate or exceed the results
- Develop a pattern of applied learning and growth

These attributes are created at the individual level before they are imbued at the organizational level. Below are some key distinctions between the more traditional approach to performance development and the InteraWorks approach.

Traditional Approach	InteraWorks Programs
Reviews are static annual or semi-annual events	Dynamic weekly, monthly, quarterly reviews
Goals are unrelated to individual values	Goals are directly related to and reflect individual values
Lack of connection between individual and organizational goals	Individual and organizational goals are directly connected
Extrinsic rewards and punishment	Intrinsically motivated. Meaning and purpose provide deep sense of engagement and satisfaction
Leaders disconnected from the intrinsic motivations of their teams	Team Alignment - Leaders understand and support individual and team values
Teams disconnected from the "Why" or the purpose and meaning of the goals	Team Alignment - Teams understand and aligned with the purpose mission and meaning of organizational goals
Complex systems for reviews	Simple system, engaging and fun
Disconnected from day-to-day activities	Motivates day-to-day activities
Focus on leaders to drive and manage team performance	Individual responsibility for performance
Performance review progress is a dreaded requirement for everyone. Check the box so we can get back to work	Ongoing opportunity for feedback, learning and growth
Performance management is separate from personal, professional, leadership, learning and development activities	Performance "Game-plan" directly reflects personal, professional, leadership learning and development activities
Individual performance is disconnected from team performance	Individual and team performance are directly linked to organizational goals
Leaders reward or punish results	Leaders encourage development, learning, growth and results

When we are engaged through meeting our needs to create, connect and grow, we are able to operate at our fullest capacity. Taking the time to understand what drives humans will create an environment of compassion and ultimately, success.



 best year yet foundation™
Frontline Initiative





If you'd like to join us, there are many ways to do so.

Here are just a few ways we work with donors and supporters to get our work out to those who need it:

- Partner with businesses that have their own foundation to increase impact for the organizations they already support.
- Create new ventures with individuals and businesses who want to support agencies and nonprofits serving the people in their communities.
- Use individual donations to fund and expand new and existing Best Year Yet Foundation projects.
- Start dedicated projects funded by individuals, corporations, or other foundations (such as the Jinny Ditzler Legacy Fund).

We hope you'll reach out and join us in our crusade to make a real, inspiring, and sustainable impact.

When we all come together in a common cause, the sky is the limit

If you would like to learn more about how InteraWorks and the Best Year Yet Foundation can work with your company or foundation to create a huge impact for the nonprofits you support, please email info@interaworks.com to start the conversation!



Engaging the Edges™



Take a moment to listen as Best Year Yet Foundation Executive Director, Aaron Cohen, discusses the foundation's focus for 2022 – The Frontline Initiative.



"When the basis for your actions is inner alignment with the present moment, your actions become empowered by the intelligence of life itself."

- Eckhart Tolle



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