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# What is your Focus?

Organizational Intelligence

Or

Organizational Health

# Fundamental Attribution Error

*Attributing the poor behavior of others to character flaws and personality quirks while attributing your own poor behavior to environmental/circumstantial dynamics.*

Relationships initiate workplace satisfaction!

# Cultivating Organizational Health

- Vulnerability based trust
  - Personal history
  - Back stories
  - Personality profile (Myers Briggs)
- Productive conflict
  - Idealistic conflict
  - Solution focused resolution of organizational challenges

# Cultivating Organizational Health (continued)

- Achieving commitment
  - If team members don't have the chance to weigh in, they will not fully buy in
- Embracing accountability
  - Peer based accountability is the strongest form
- Focus on results
  - Qualitative and quantitative results