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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