

Western Intergovernmental Audit Forum

Avoiding Groundhog Day – the Movie

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Today's Program

Developed from 20 years of experience in public sector and nonprofit

Drawing on my experience working with hundreds of leaders annually

Admire your work



Poll 1

How often do you have candid discussions with staff after the completion of projects, reports, or other significant efforts at work?

Score	Response
1	Never
2	Occasionally
3	Half the time
4	Most of the time
5	Always



Learning Outcomes

After today's session you will be able to avoid Groundhog Day, the Movie, by:

Developing your skills in reflections

Effective questions

Change organizational culture

Develop new futures for your organization

What is the Groundhog's Day syndrome?

- **The thinking that got us into these problems won't get us out of the problems**
- **Do not get stuck in the same dialogue today that we might have had 5-10 years ago**
- **How to develop consensus about innovation and change**

Starting: Three reflection questions



What surprised you?



What did you learn from the experience?



What did you unlearn?

When to apply



After a recent project



In a small group to start



When you need traction

How to develop reflections

Inquiry

Asking the right questions



Ask colleagues with informed judgment

Experience in changing government



Develop conversations

Around inquiry

Implementation of reflections

Look for Opportunities

Leron Lee baseball “Swing to Find your Swing”



Learn from the Experiences

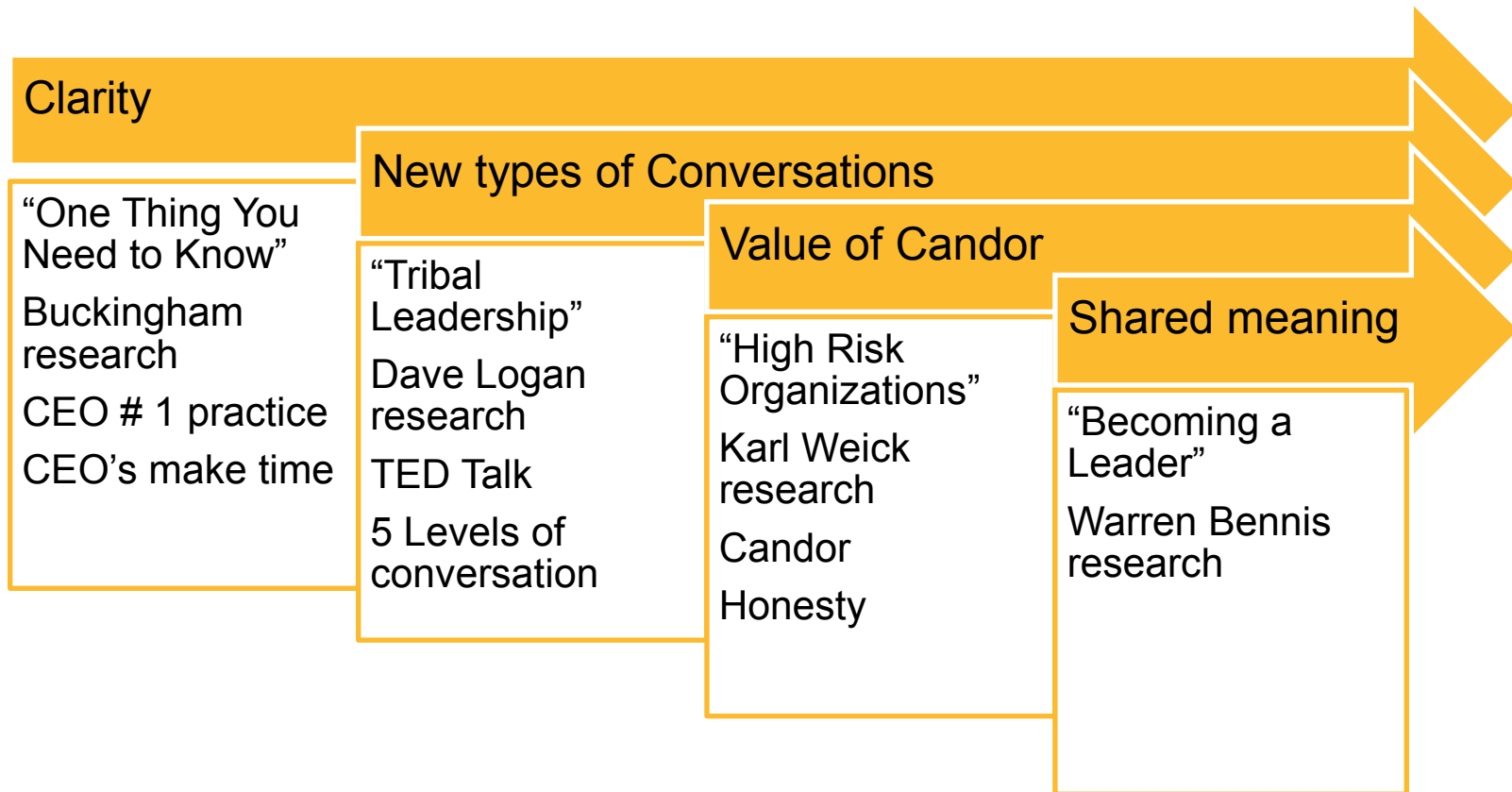
Deep Practice- make adjustments



Accumulate Experience

Malcolm Gladwell’s 10,000 hours

Outcomes for Your Organization

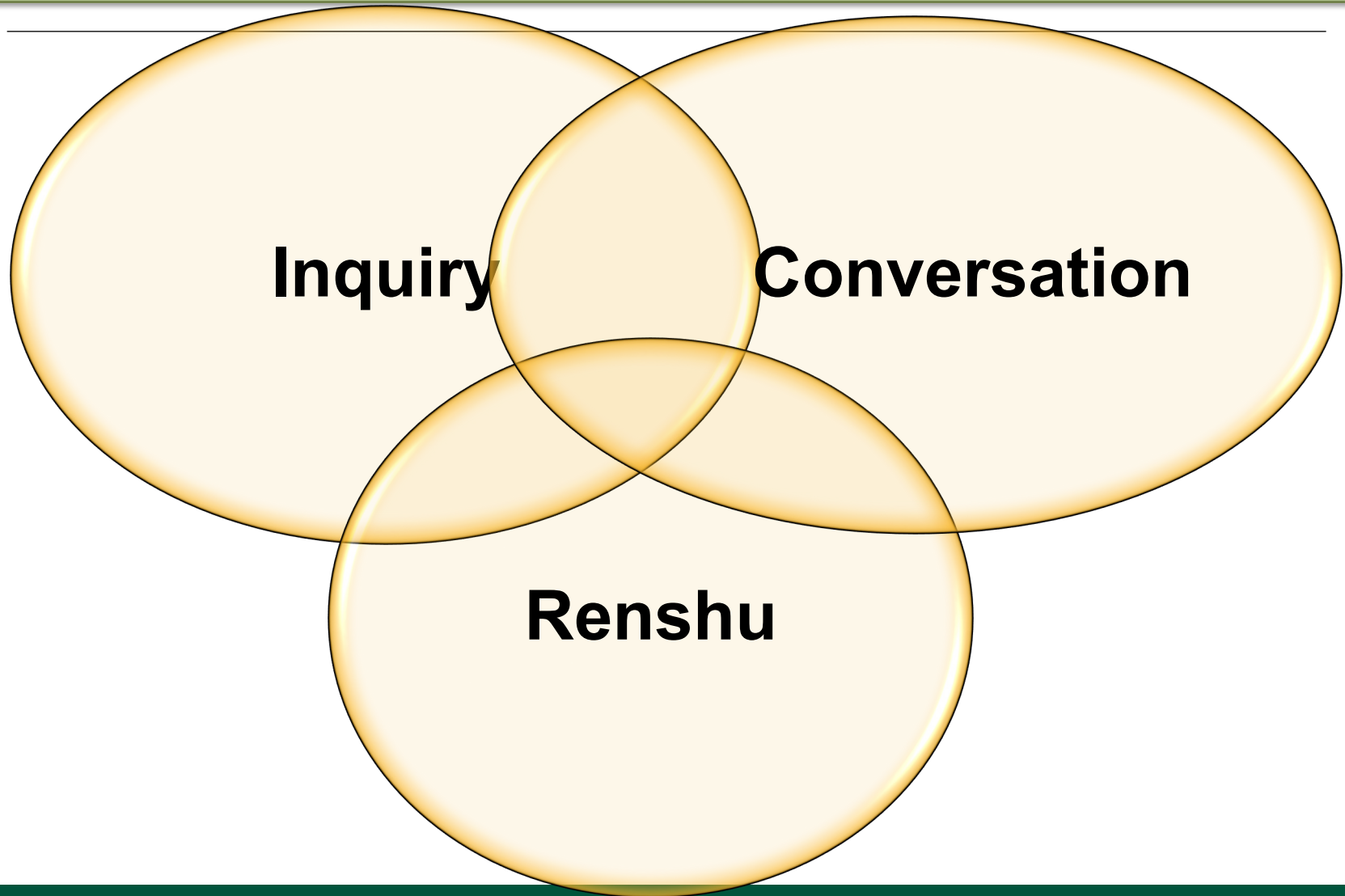


Practice: *Renshu*

- *Renshu*
- *Japanese Kanji*
- *Learn Something New*
- *Repetition*



Leverage Points out of Groundhog Day



Moving Forward

- **Moving from what Dave Logan describes as a default future**
- **Writing a new script for the future**
- **Creating new day in your work**
- **Adding to the contributions that you make to all of us in California**

Questions



References

1. “Avoiding Groundhog Day the Movie” 2013 (forthcoming)
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2. “How to Start a Movement”. Derek Sivers. 2010 TED Talks:
www.ted.com/talks/derek_sivers_how_to_start_a_movement.html
3. *The Essential Bennis*. 2009. Warren Bennis
4. Marcus Buckingham, *The One Thing You Need to Know*, 2005
5. “On Tribal Leadership”. Dave Logan. 2009. from TED Talks:
www.ted.com/talks/lang/eng/david_logan_on_tribal_leadership.html
6. *The Talent Code*, Daniel Coyle, 2009
7. *Outliers*, Malcolm Gladwell

Thank You

***For additional materials or for questions
based on today's presentation,***

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