



Network • Learn • Empower

Entrepreneurial Mindset: Why You've Charted This Course!

Presented by
Lori A. Hoffner



Speaker ~Trainer ~ Consultant

Littleton, Colorado

Phone 720.353.2863

Lori@SupportingCommUnity.com

www.SupportingCommUnity.com





Your Story

1. Did I find the job or did the job find me?

2. Who had the biggest impact on me?

3. What is my impact?

What is the culture you're creating?

How do you define the culture of your organization?



How do you want your organization to be known?

Basic Four Areas of Leadership:

Goal Setting

Communication

Trust

Accountability

Goal Setting	Communication	Trust	Accountability

leadership is not a position or a title, it is action and example.

Creating an Entrepreneurial Work Environment:

Define an entrepreneurial work environment;

“Taking the initiative to commit oneself (and other resources) to a high-potential venture which entails a significant level of uncertainty and risk, and persisting to see it through to successful completion”

“Creating a think tank environment to develop ideas and ventures... trying new things, and experiment”

Making entrepreneurship an explicit strategic choice

Employee Benefits → Organizational Benefits:

Employee Benefits

- Higher Satisfaction, as they are provided with greater responsibility early on.
- Greater commitment, as they feel valued and part of the team.
- Increased learning & development, as they try and experiment new ideas.
- Improved performance, as they feel more ownership for their own actions.

Organizational Benefits

- Ability to react faster to market changes
- Better, broader innovation through improved collaboration within the organization.
- Lower employee turnover.
- Higher return on human capital. (*A measure of the economic value of an employee's skill set.*)

5 common themes to create entrepreneurial environments:

1. Leadership from the top (Direction)
2. Right Incentives and Rewards (Architecture)
3. Employee Self-Direction (Architecture / Behavior)
4. “Celebrating” Failures (Behavior)
5. Workspace Design (Architecture)

Examples:

Amazon –

Google (Google’s 20% time policy provides employees with substantial flexibility, giving engineers 1 day a week to work on a project of their choice “20% Innovation Time”) –

Red Bull –

3M (quote from 3M – “Hire good people and let them do their job in their own ways. And tolerate mistakes”)

IMPACT:

Treatment for Clinical Depression

Research has shown that exercise is an effective but often underused treatment for mild to moderate depression.

<http://www.webmd.com/depression/guide/exercise-depression#1>

Scientists Say Child's Play Helps Build a Better Brain

When it comes to brain development, time in the classroom may be less important than time on the playground.

http://www.nrpa.org/blog/let-them-play-in-the-park/?utm_source=informz&utm_medium=email&utm_campaign=eml_nrpa_generic

<http://www.npr.org/blogs/ed/2014/08/06/336361277/scientists-say-childs-play-helps-build-a-better-brain>

Community Livability

Parks, trails and playgrounds among the top 5 most important community amenities. (National Assn of Realtors & National Assn. of Home Builders).



Benefits of Parks and Recreation Services

A recent five-city study of middle-age and older users of local parks found that 85% had visited a local park in the last 12 months. Almost four out of 10 used these services once a week or more, indicating that park and recreation use was part of their lifestyle.

http://www.nrpa.org/uploadedFiles/nrpa.org/Publications_and_Research/Research/Papers/Godbey-Mowen-Research-Paper.pdf

Benefits for Persons with Disabilities

Increasing activity level and involvement in community life reduces medical complications and costly secondary disabilities after onset of a physical disability.

<http://www.ncrta.org/Professional/benefits.htm#physical%20disabilities>

Institutional Knowledge:

Seven most deadly words in business:

_____!

Fear of Failure Barrier:

Learning to accept failure - as an opportunity to learn - provides employees with the confidence to take the risks necessary to be successful.

Learning from Failures

- Redefine failures as opportunities to learn
- Share lessons learned with others
- Encourage employees to take more risks

Achieving this transition is difficult; one way to start is to identify one or two champions within the organization, that are willing to share their “failure” stories.

How Are You Transferring Institutional Knowledge?



Lori

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