

A decorative banner at the top of the slide features a dense, overlapping pattern of colorful handprints in various colors including red, orange, yellow, green, blue, and purple. The handprints are arranged in a slightly curved, horizontal line across the top of the slide.

OHANA & ALAKA'I

Presenter: Fabio Rigamonti – LIMC 2013

Date: 11.12.2019

Leadership Institute Master Class – Virtual Conference 2019



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Marseille (FR): Fun



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Our why

«Personal growth»

«To see what's the next level in PMI»

«To gather with practitioners from different Countries»

«To know more about myself»
etc.



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Not a team yet... but we had lot of fun



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Fun developing a common language



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Marrakesh (MA): Trust



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After six month

The bond was tighter

... but how?



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The FUN part was till there



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... but the TRUST was our new foundation!

What were the reasons?

We showed our vulnerability

We learnt it was safe not to be perfect

We loved others because of their flaws



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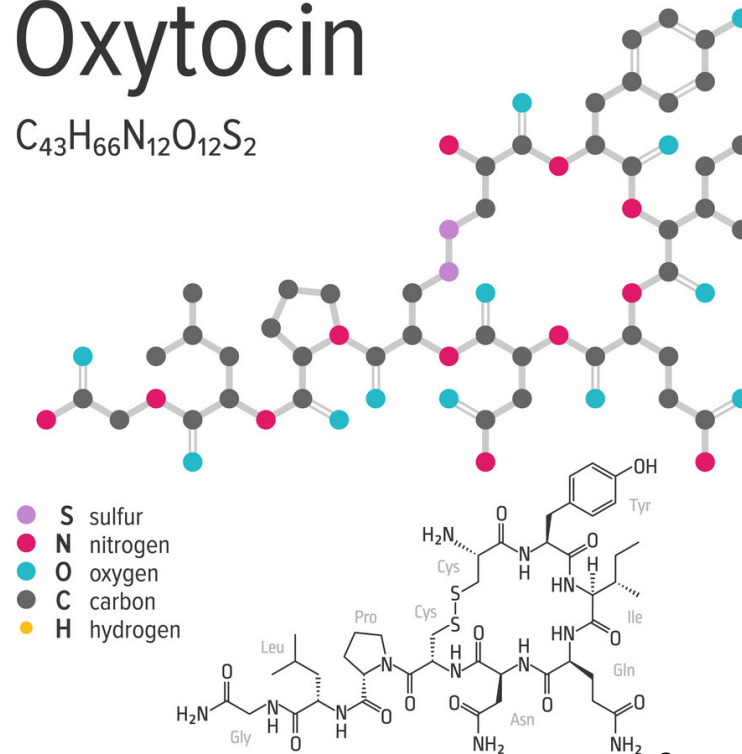
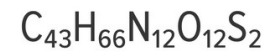


... but the TRUST was our new foundation!

Oxytocin causes Trust!

- It reduces the anxiety we naturally have when around other people.
- It motivates us to cooperate with and help each other.

Oxytocin



Source: *The Trust Factor*— Paul J. Zak

People at high-trust companies report:

74% less stress

76% more engagement

106% more energy at work

29% more satisfaction with their
lives

50% higher productivity

40% less burnout

13% fewer sick days

Source: The Neuroscience of Trust – Paul J. Zak

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Istanbul (TR): Caring



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We still had FUN



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We still had TRUST



We don't build trust when
we offer help. We build trust
when we ask for it.

- SIMON SINEK

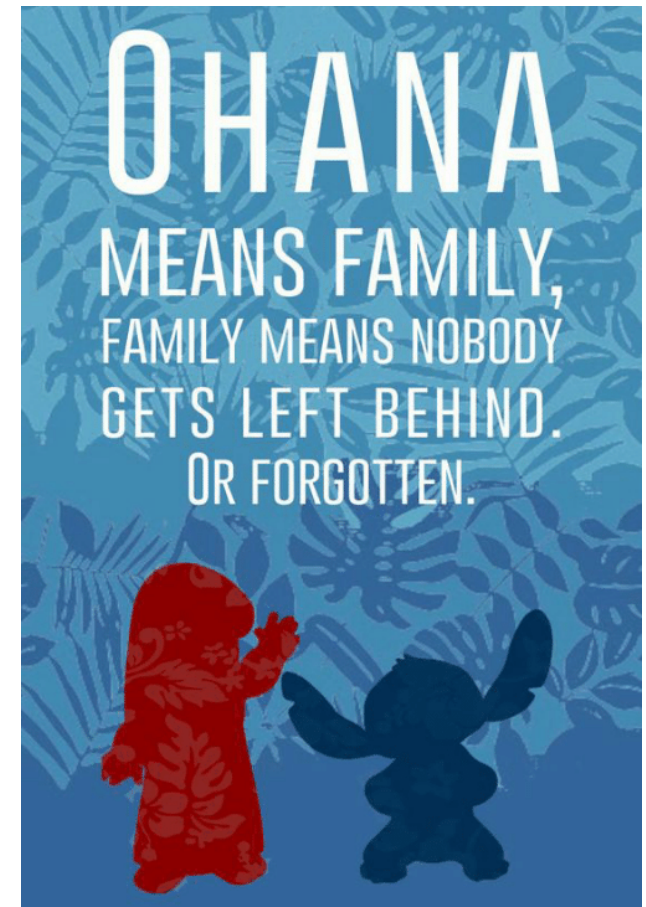
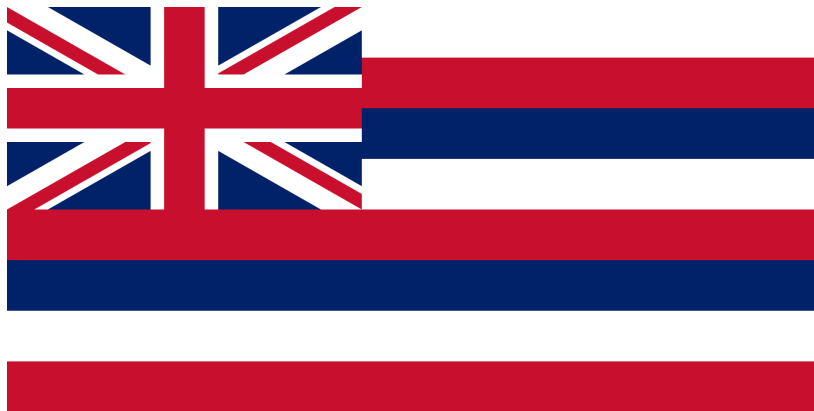
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We got stronger

Richard said:

«I do really feel we are... Ohana»



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Ohana



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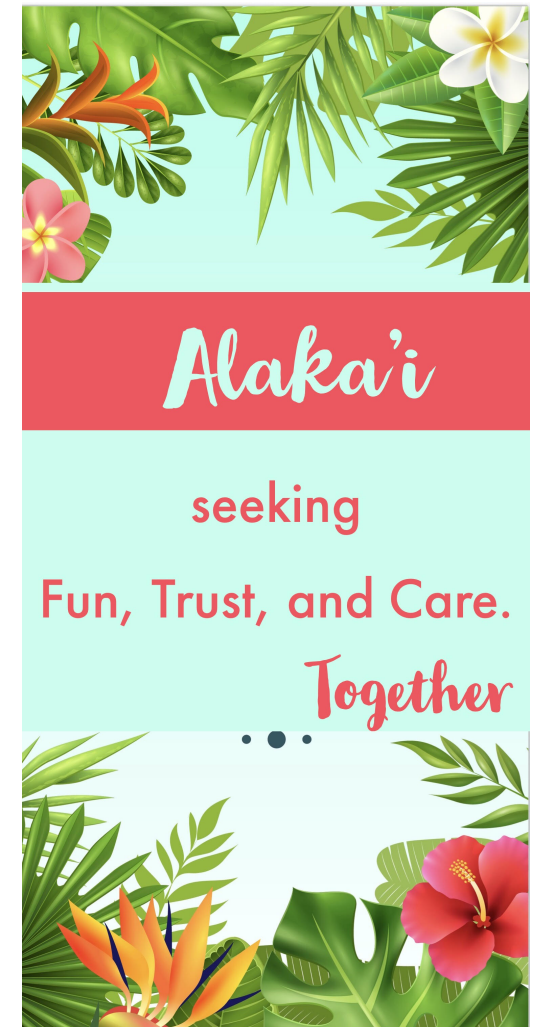
CARING

- **We didn't want to be successful, if**
any of Ohana is not successful
 - **We didn't want to progress, if any**
of Ohana is left behind
- ... and all of this without a common goal!

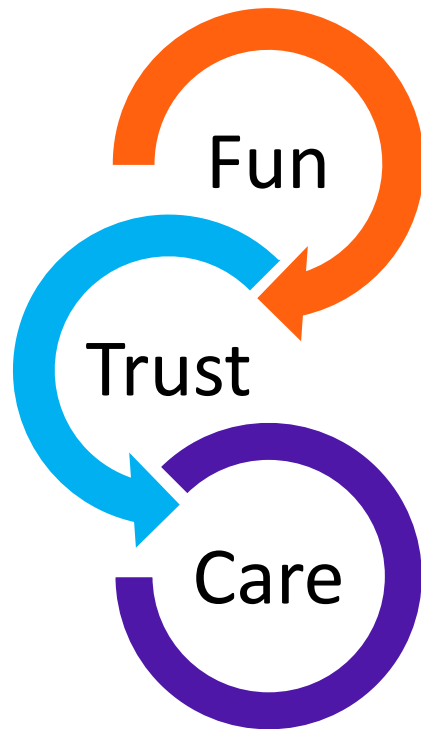


Alaka'i

- Lead with initiative, and with your good example.
- Be the guide for others with their trust and respect.
- Inspire people to transcend the leader/follower dichotomy.



Alaka'i in my daily job



- Common language
- Nicknames
- Fun-day
- Safe environment to speak-up
- Show vulnerabilities
- Team success >> project success
- Personal achievements

**Never force it.
Guide it and let
it happen.**



Thank you



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