DREAM MANAGER: HELPING YOUR EMPLOYEES BECOME THE-BEST-VERSION-OF-THEMSELVES



HERE WE ARE...



DISENGAGEMENT

No single factor is affecting morale, efficiency, productivity, sustainable growth and profitability

YOUR RESPONSIBILITY AS BOSS/MANAGER IS...

helping your company become the BEST VERSION OF ITSELF

THE SIMPLE TRUTH IS...

The destiny of your organization and the destiny of the people who drive your organization are **INSEPARABLY LINKED**

How do we get more people ENGAGED

in their own LIFE

and in your ORGANIZATION?

HAPPINESS IS...



HAPPINESS IS...

ESSENTIA

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PURPOSE

BECOMING

THE BEST

VERSION OF

OURSELVES

BEST VERSION OF OURSELVES

"You're the average of the 5 people you spend the most time with."

~ Jim Rohn

- Physical
- Emotional
- Intellectual
- Spiritual

BECOMING THE BEST VERSION OF OURSELVES

Who would you be if you...

- read a chapter a day?
- spent one less hour on your phone?
- went to bed an hour earlier?
- exercised 3x per week?
- ate more vegetables?

SPREAD
YOUR
GLITTER









WHAT DREAMING CAN GET YOU

- 2014: ROCK BOTTOM
- Spring 2015: Selling Delighted By Dessert Hummus in Farmer's Markets
- Spring 2016: Lands her first Grocery Store
- October 2017: Lands a deal with Mark Cuban on Shark Tank
 (6 weeks later she pulled out of the deal)
- Yr Ending 2018: Was in over 5000 stores and sold over \$5.7
 Million of DB Dessert Hummus

THE PURSUIT OF DREAMS FUELS ENGAGEMENT

The Dream Manager builds engagement in ourselves and in our teams

"If you can stimulate people to dream again in their personal life, they will be significantly more engaged in the process of organizational dreaming."

~ Matthew Kelly

STAFF MEETING: BRING YOUR LIST OF DREAMS!

When we know the dreams of those around us, we naturally try to help others live those dreams.

HELPING YOUR EMPLOYEES BECOME THE BEST VERSION OF THEMSELVES

Rule #1: Start with Dreams

Rule #2 Their Growth is Your Growth

Rule #3 Invest in Their Dreams

INVESTING IN THEIR DREAMS

- boosts ENGAGEMENT
- increases TRUST
- improves PRODUCTIVITY
- creates powerful TEAM DYNAMIC
- builds CAMARADERIE

Nothing motivates us more than our dreams, and nothing will bring you a bigger return on your investment.

TWO INGREDIENTS FOR ENGAGEMENT

THAT OUR
FUTURE WILL
BE BETTER
THAN OUR
PAST

THE BELIEF

AND THAT WE
CAN INFLUENCE
THE DIRECTION
OF OUR LIFE
AND PURSUE
OUR DREAMS



WHAT ARE YOUR DREAMS

DREAM STORMING SESSION The Goals

1. HELP YOU IDENTIFY MORE OF YOUR DREAMS

2. LEARN HOW TO TAKE A GROUP THROUGH THIS PROCESS OF DREAM-STORMING

DREAM STORMING SESSION A Few Rules

- > DREAM WITHOUT LIMITS
- > IT'S OK TO SHARE SOMEONE ELSE'S DREAMS
- > IF YOU THINK IT, WRITE IT DOWN
- > SHARE IF YOU FEEL COMFORTABLE
- > HAVE FUN!

IFYOU COULD TRAVELTOANY 6 PLACES IN THE WORLD, WHERE WOULD YOU GO?



2 DREAM PROJECT FOR YOUR HOME?

WHAT CONCERT, SHOW OR 3 PERFORMANCE WOULD YOU LIKE TO EXPERIENCE FROM HE FRONT ROW?



WHAT ONE RELATIONSHIP WOULD YOU LIKE TO IMPROVE?

IF YOU DIDN'T HAVE ANY FEAR, WHAT ACTIVITY WOULD YOUTRY?

FORWHAT QUALITIES DO YOU WANT OTHERS TO REMEMBER YOU?

DREAM STORMING YOUR LIFE

ADVENTURE DREAMS

- Walk the Appalachian Trail
- Commune with elephants in Africa
- Take a cycling trip across the country
- See World Cup
- Camp in all the national parks
- Captain my own fishing boat
- Receive my private pilot's license
- Travel to Bhutan



MATERIAL DREAMS

- Build a home theater in the basement
- Buy and drive my dream car from the factory
- Purchase season tickets for my team
- De-clutter and organize the garage
- Donate clothes I don't wear
- Have a vacation cabin in the mountains



















PHYSICAL DREAMS

- To look and stay healthy
- Participate in a sprint distance triathlon
- Develop the habit of exercising before work each day
- Get an annual physical
- Quit smoking
- Improve my 5K running time
- Walk 10,000 steps each day
- Cook at home at least 3x/week



EMOTIONAL DREAMS

- Encourage my children to pursue their dreams
- Start a family
- Have my spouse tell me that I've become a better listener
- Take a one-on-one trip with my kids
- Have a happy and fulfilling marriage
- Take my wife to Rome
- Book a beach vacation with friends
- Meet, find and marry "my forever person"















INTELLECTUAL DREAMS

- Take a cooking class with my spouse
- Read one book each month
- Learn how to re-tile the bathroom
- Learn a second language
- Go back to school and finish my degree
- Learn more about investing and financial planning
- Take the neuroscience course



room, Woolard described to current directors how he calcodds. "If we stay with Gil as CEO, I think there's of we will avoid bankruptcy," he said. "If we fire be to come take over, we have a 60% chance don't get Steve back, and have to sea a 40% chance of surviving." The said authority to ask Jobs to return.

Woolard and his will here they were planning to find the said of the said.

Woolard and his will here they were planning to watch the Wimble ing the day, by calling people and the read, who stay, his bill was \$2,000.

ed Jobs. The board is going to fire Amelio, he said, obs to come back as EO. Jobs had been aggressive own ideas about where to take denly, when offer the cup, he became coy. "I will the cup, he became coy."

Jobs said no. We and pushed hard for him to become at least the eting CEO. Again Jobs demurred. "I will be an advisor," he said. "Untid." He also agreed to become a board member—that was something.

paid." He also agreed to become a board member—that was something he had yearned for—but declined to be the board chairman. "That's all I can give now," he said. After rumors began circulating, he emailed a memo to Pixar employees assuring them that he was not abandoning them. "I got a call from Apple's board of directors three weeks ago asking me to return to Apple as their CEO," he wrote. "I declined. They then asked me to become chairman, and I again declined. So don't work—the crazy rumors are just that I have no plans to leave Pixar.

this nice lifestyle that I have? What are all the Pixar shareholders going this nice lifestyle that I have? What are all the Pixar shareholders going to think? I talked to people I respected. I finally called Andy Grove at about eight one Saturday morning—too early. I gave him the pros and the cons, and in the middle he stopped me and said, "Steve, I don't give a shit about Apple." I was stunned. It was then I realized that I do give a shit about Apple—I started it and it is a good thing to have in the world. That was when I decided to go back on a temporary basis to help them hire a CEO.

The claim that he was enjoying spending more time with his family was not convincing. He was never destined to win a Father of the Year trophy, even when he had spare time on his hands. He was getting better at paying heed to his children, especially Reed, but his primary focus was on his work. He was frequently aloof from his two younger daughters, estranged again from Lisa, and often prickly as a husband.

So what was the real reason for his hesitancy in taking over at Apple? For all of his willfulness and insatiable desire to control things, Jobs was indecisive and reticent when he felt unsure about something. He craved perfection, and he was not always good at figuring out how to settle for something less. He did not like to wrestle with complexity or make accommodations. This was true in products, design, and furnishings for the house. It was also true when it came to personal commitments. If he knew for sure a course of action was right, he was unstoppable. But if he had doubts, he sometimes withdrew, preferring not to think about things that did not perfectly suit him. As happened when Amelio had asked him what role he wanted to play, Jobs would go silent and ignore situations that made him uncomfortable.











SPIRITUAL DREAMS

- Develop greater inner peace
- Meditate each morning
- Study world religions
- Spend time in nature each week
- Create a reflection space at home
- Learn about a spiritual figure I admire
- Be the spiritual leader of my family
- Develop the habit of journaling each day



PROFESSIONAL DREAMS

- Be a mentor: Coach the Coaches
- Exceed our production goal this year
- Ensure my team knows I appreciate them
- Take a public speaking course
- Read 2 development books this year
- Transfer roles within the company
- Begin designing my ideal retirement
- Mentor a new manager















PSYCHOLOGICAL DREAMS

"Do not be afraid for anything."

- Strengthen my will power
- Overcome my fear of flying
- Become comfortable with public speaking
- Really "unplug" from work on this year's vacation



FINANCIAL DREAMS

- Be debt free
- Create and stick to a personal budget
- Ensure we are ready for retirement
- Build a stock portfolio worth \$1,000,000
- Plan individual trips with nieces and nephews
- Save for our daughter's wedding
- Prepare a will



















CREATIVE DREAMS

- Publish my children's book
- Take a pottery class
- Show my artwork in a gallery
- Build a workshop in the backyard
- Take an improv comedy class
- Join the choir at church
- Try one new recipe each week
- Have one of my songs picked up by an artist



















CHARACTER DREAMS

- Develop patience
- Be more courageous, take more risks
- Focus on being an "active listener"
- For people to remember that I believed in their growth
- Read a biography about someone I admire
- Develop wisdom and humility
- Refrain from gossip
- To be known as a leader in my community



stay positive

ONE KIND WORE can change someome's entire day

HABITS CHANGE INTO CHARACTER.

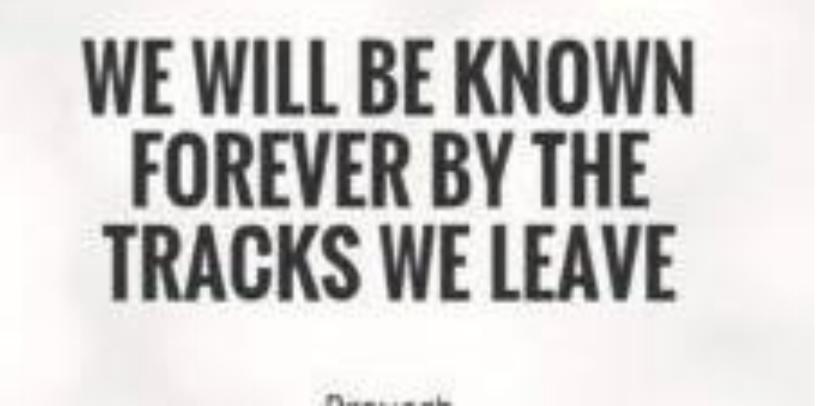
LEGACY DREAMS

"Let no one ever come to you without leaving better and happier" ~ Mother Teresa

- Take vacation with my son and my dad
- Fully fund a non-profit organization
- See all of my children graduate from college
- Host a fundraiser for a community non-profit
- Mentor a young adult
- Contribute financially to my church









YOUR HOMEWORK

STEP #1: Get to know your employees and their dreams

STEP #2: Hold a Dream Storming Meeting

STEP #3: Put up a white board of team's dreams in a

central area

"If you want to live a life of your dreams, help others live the life of their dreams."

~ Zig Ziglar

THANK YOU! KEP DREAMING!

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