

FREEDOM - GROWTH - GENEROSITY - INTEGRITY - COURAGE

2023 WINTER RETREAT

Warrior's Day

THE WORKBOOK



workshopwhisperer

A HUGE THANK YOU TO OUR SPONSORS

PLATINUM SPONSOR



TITANIUM SPONSOR



DIAMOND SPONSOR



PROUD PARTNERS



The content in this workbook is subject to copyright, and Rachael Evans and The Workshop Whisperer™ are hereby asserted as the owners of both the written and oral content presented at this business education seminar.

Unless you have received the express written consent of the authors, you are not permitted to discuss or share any of the content delivered in the seminar outside of your own auto repair business. This includes sharing ideas delivered at this seminar with any members of aftermarket associations you may be a part of, or any member of a group on any online social media platform.

THE THREE W'S

WINS

What are your biggest wins?

--	--

WORKING

What's working well now?

--

WANT

What do you want out of this event?

--

WARRIORS DAY INSIGHTS

**The
Emotionally Fit
Leader Part 1**

1

2

3

**The
Emotionally Fit
Leader Part 2**

1

2

3

MASTERMIND

1

2

3

**4 Leadership
Stances**

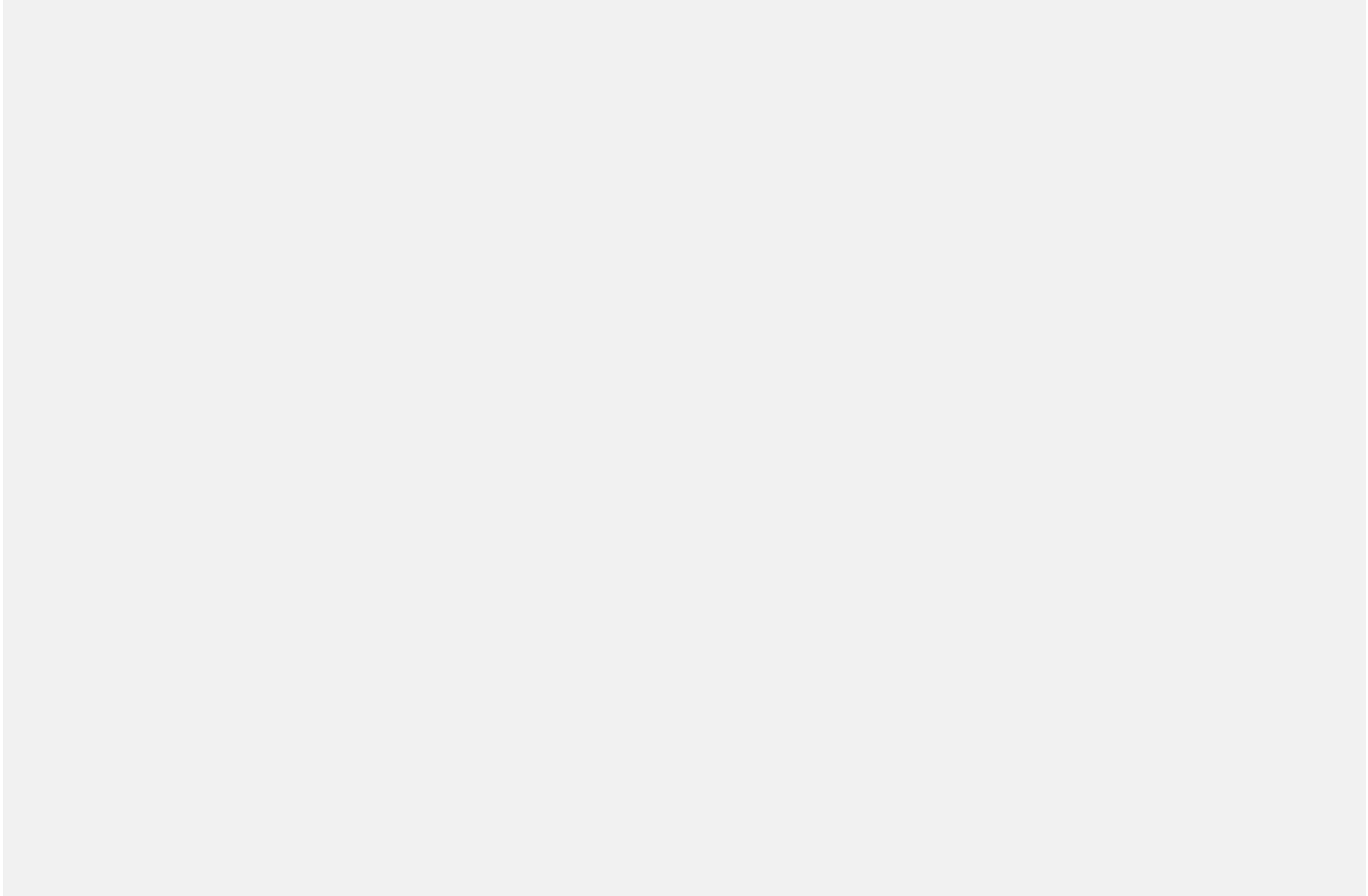
1

2

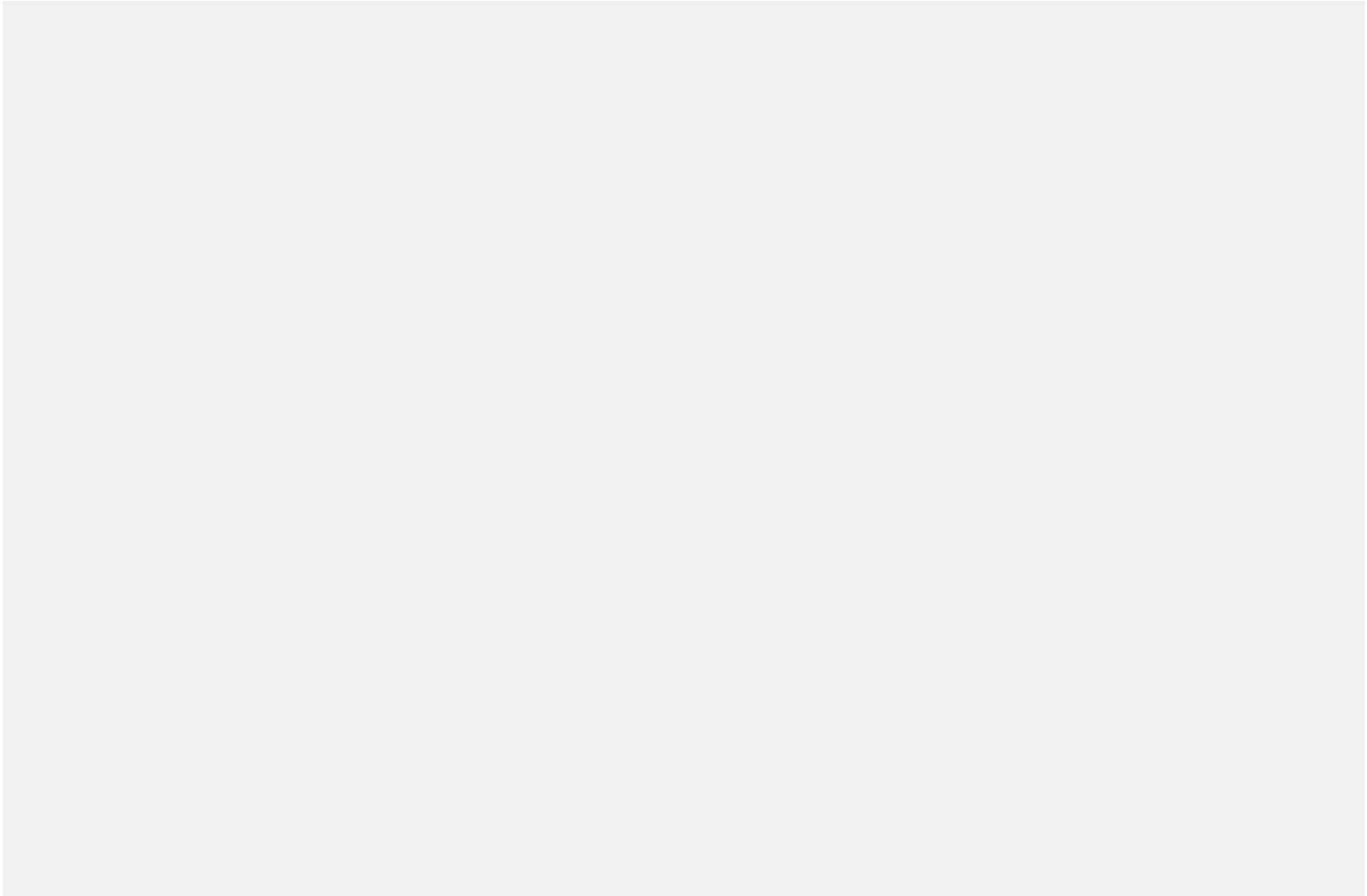
3



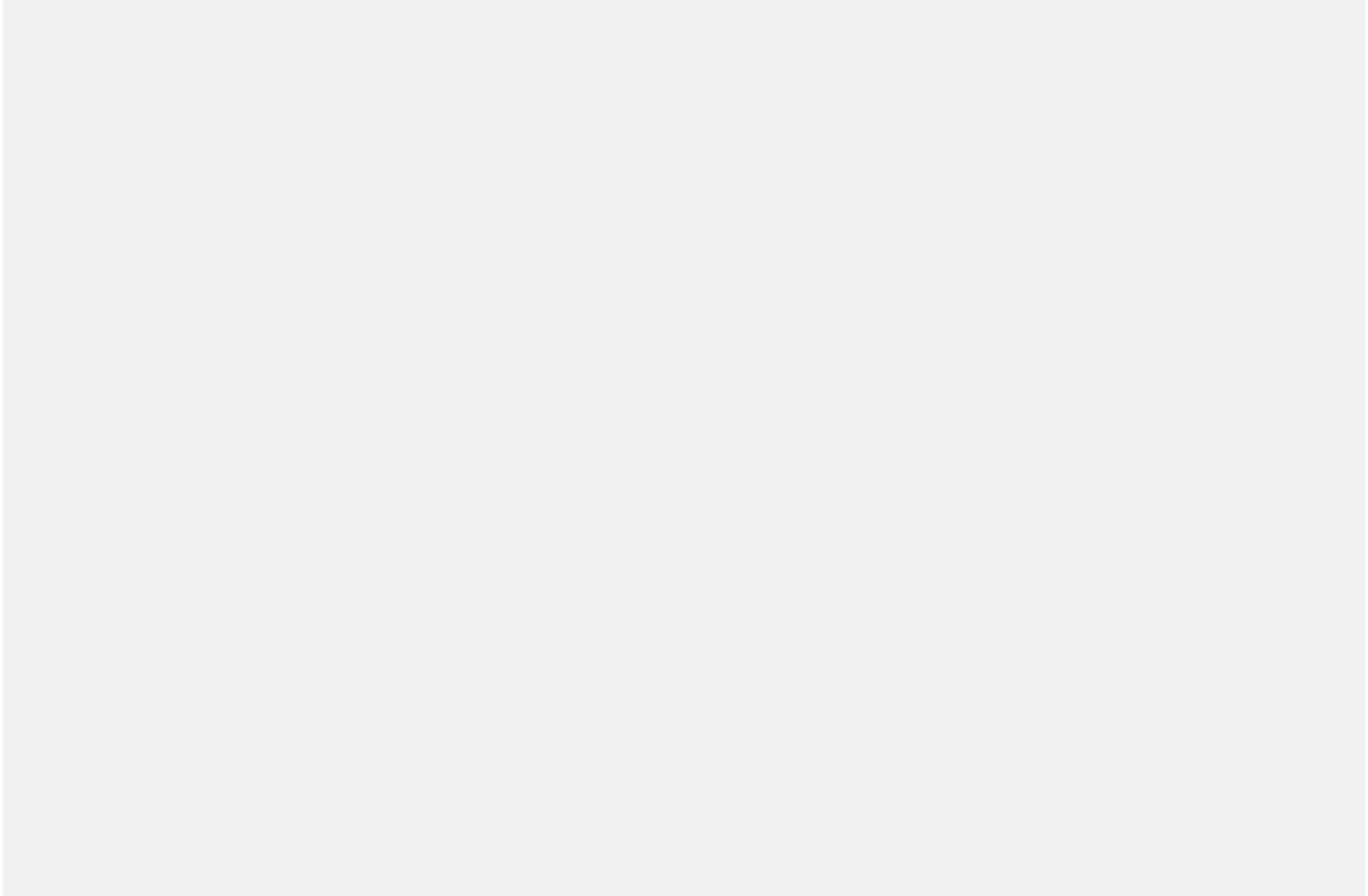
NOTES



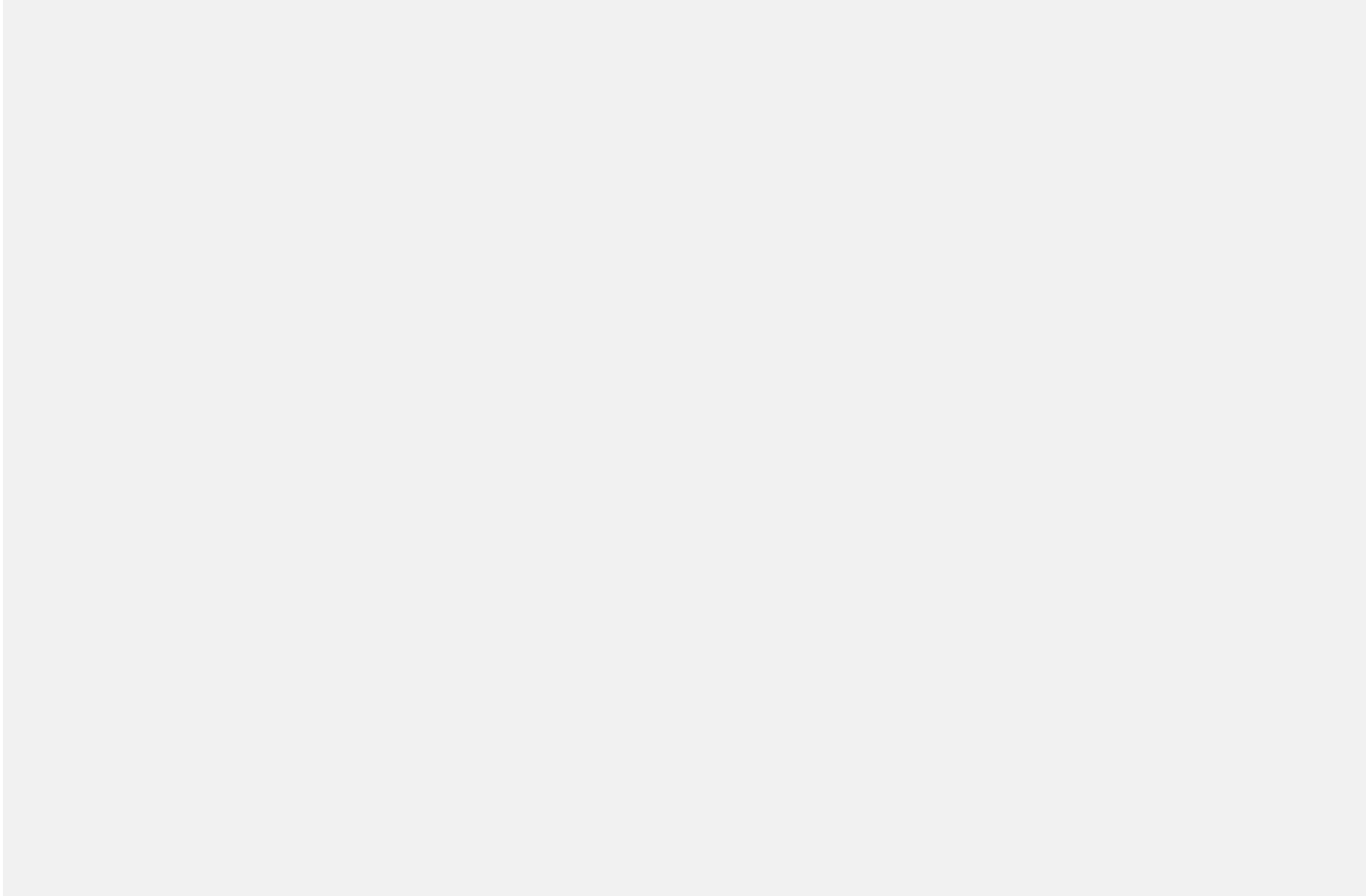
NOTES



NOTES



NOTES



INSIGHT

ACTION

DECISIONS

STOP

START

KEEP



MASTERMIND



The #1 thing that's holding me back is ...

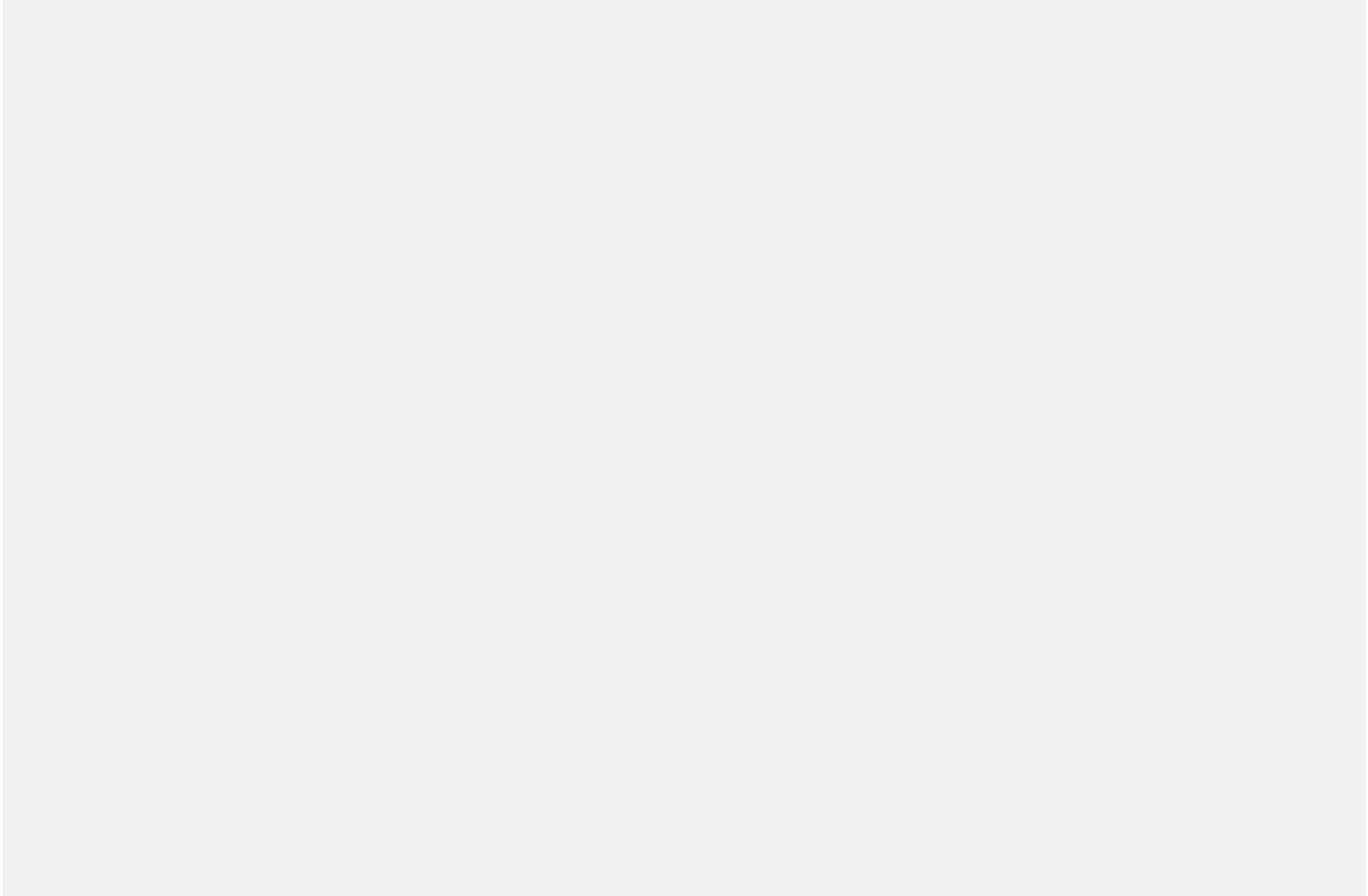
My specific question is ...

Insight

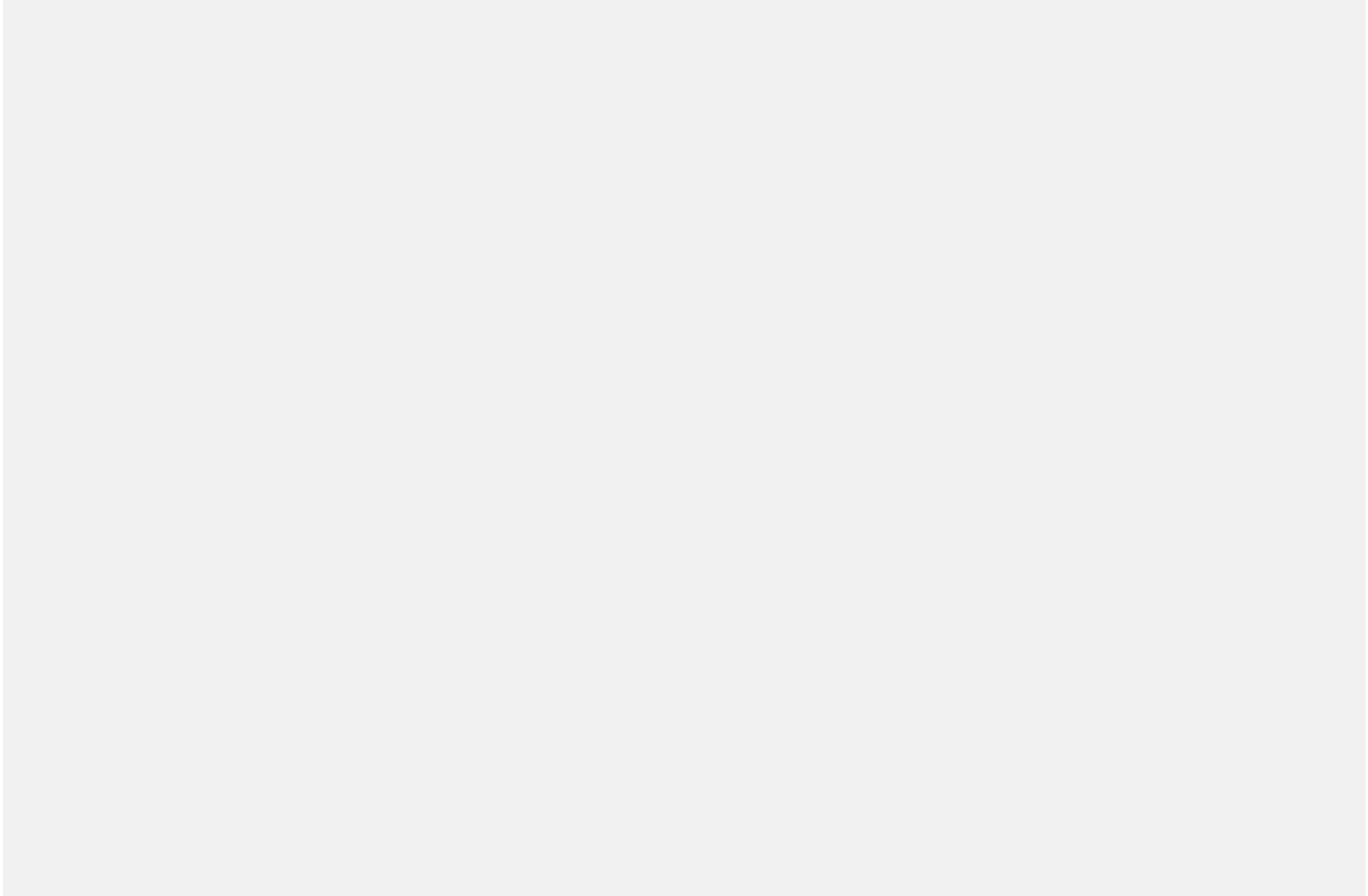
Actions



NOTES



NOTES



INSIGHT

ACTION

DECISIONS

STOP

START

KEEP



THE 4 LEADERSHIP STANCES: SYSTEMISING YOUR LEADERSHIP

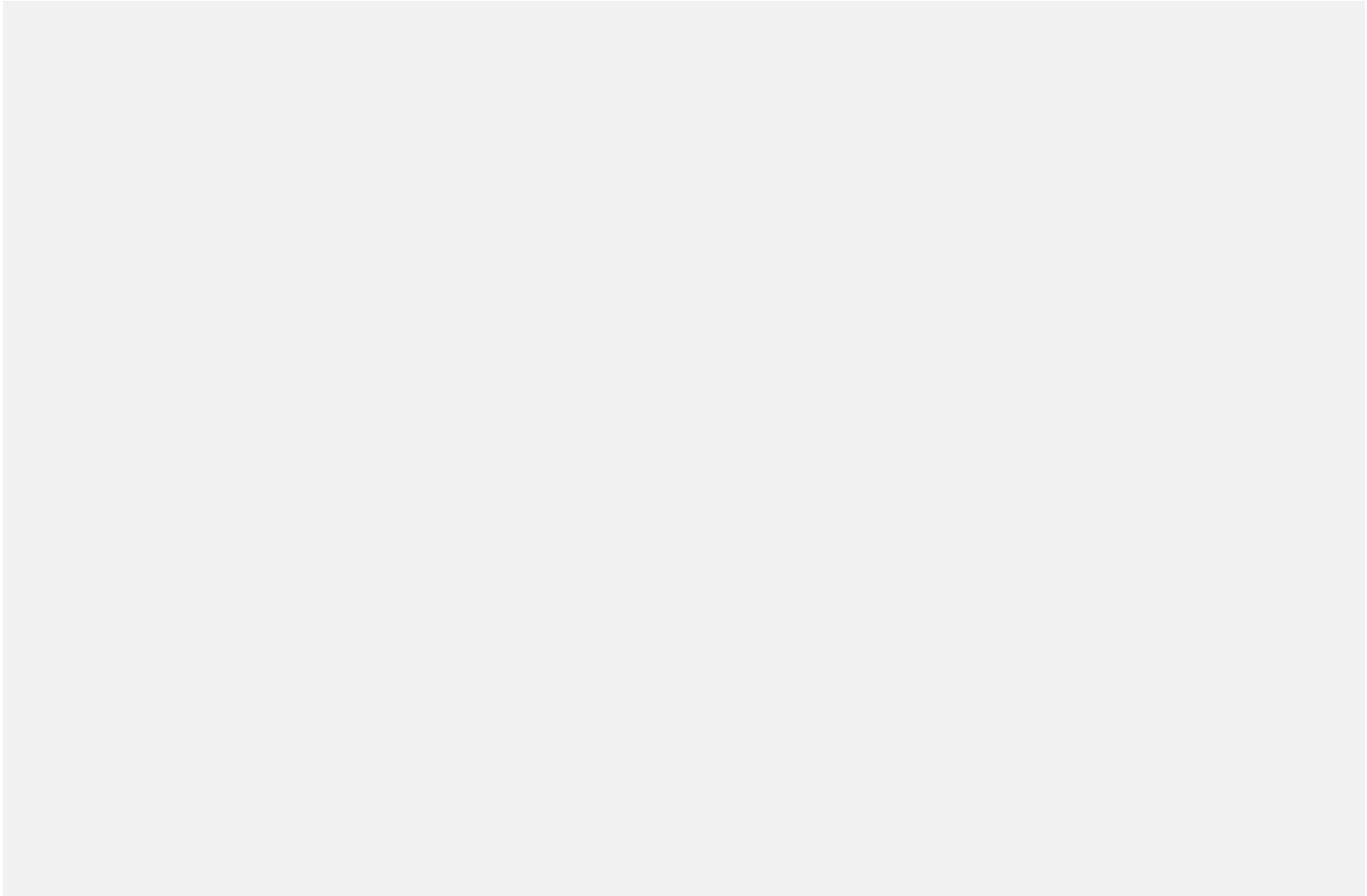
A GUIDE TO THE FOUR STANCES





LEAN IN

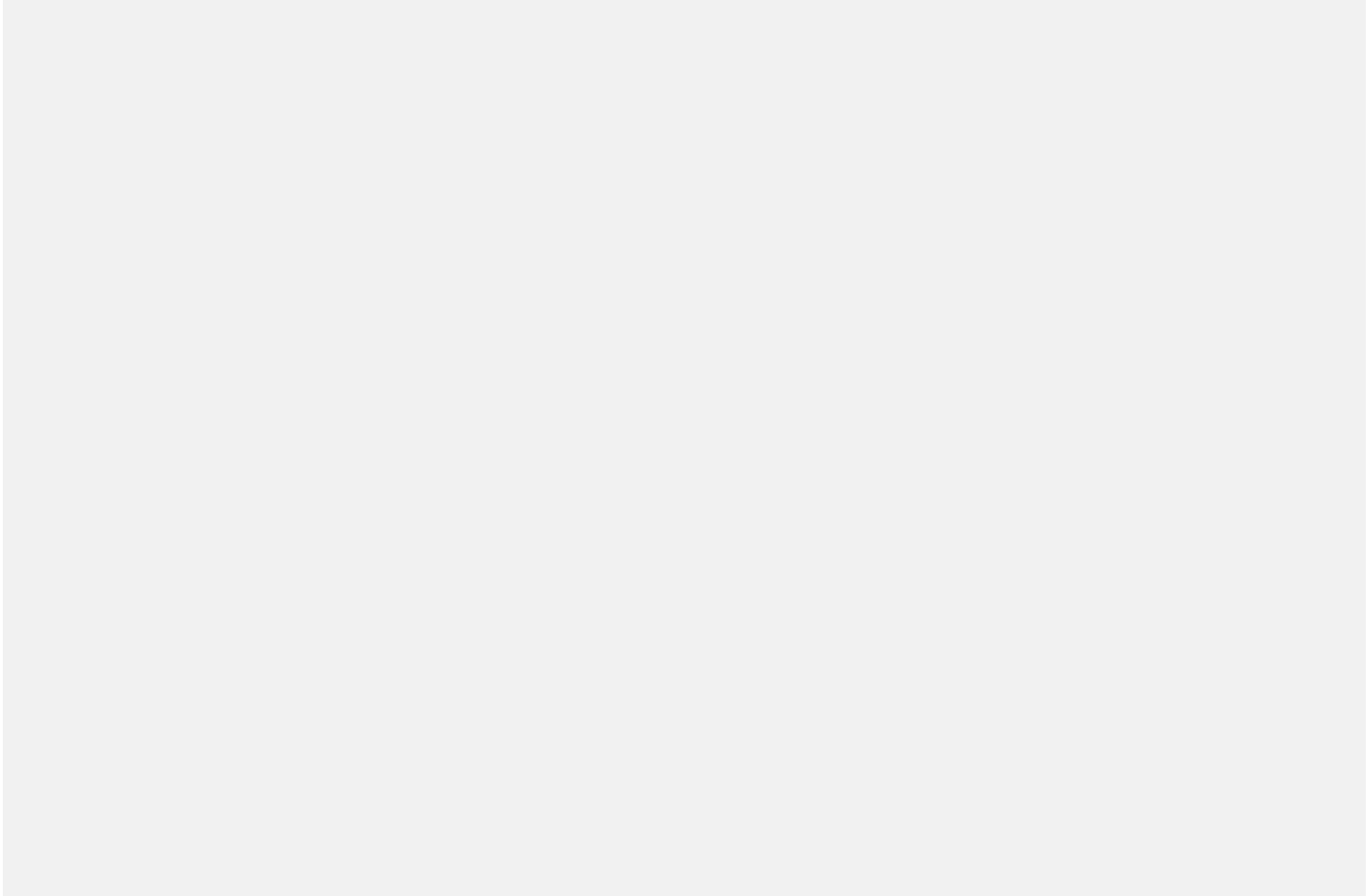
NOTES





LEAN BACK

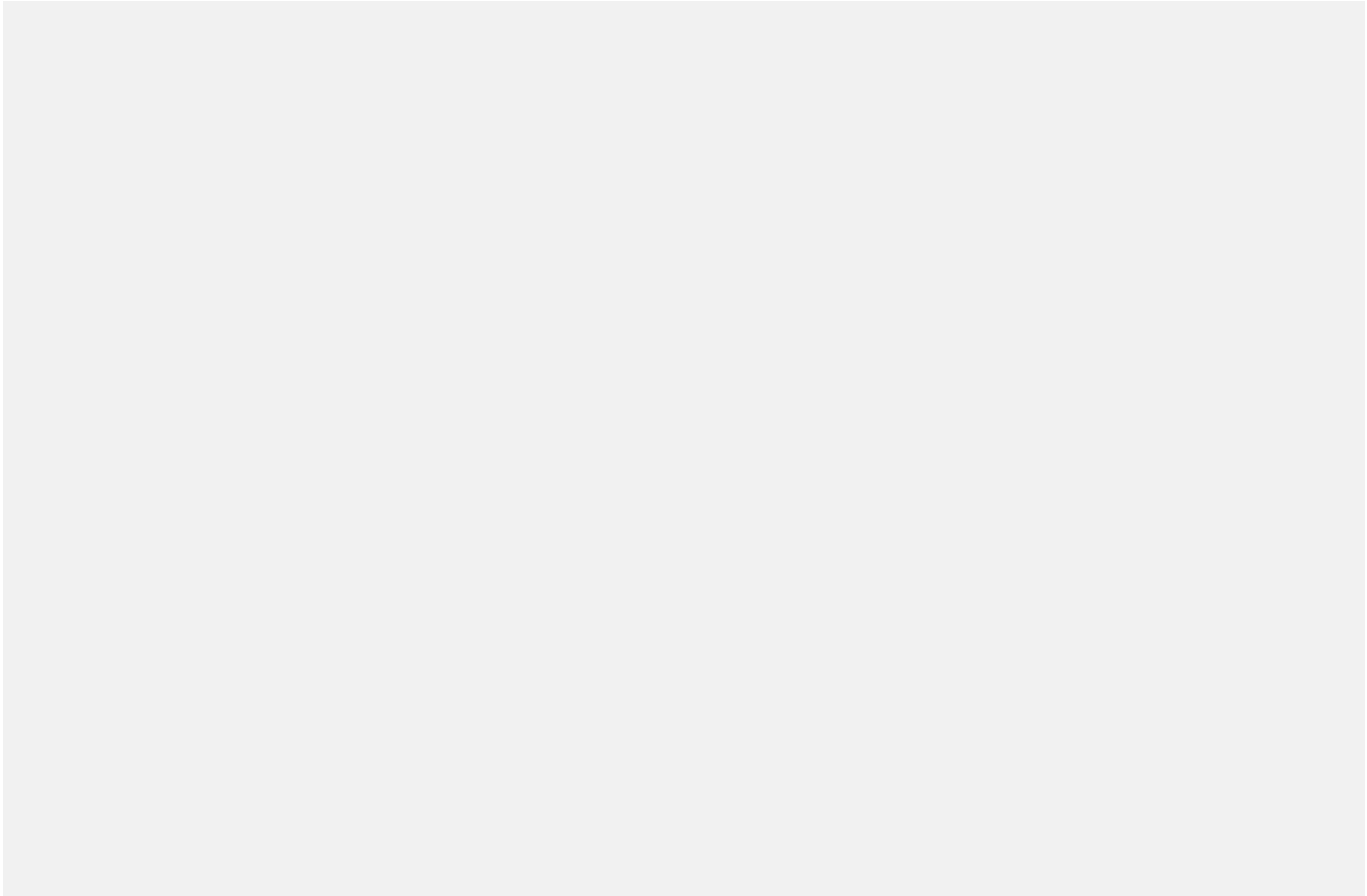
NOTES



LEAN WITH



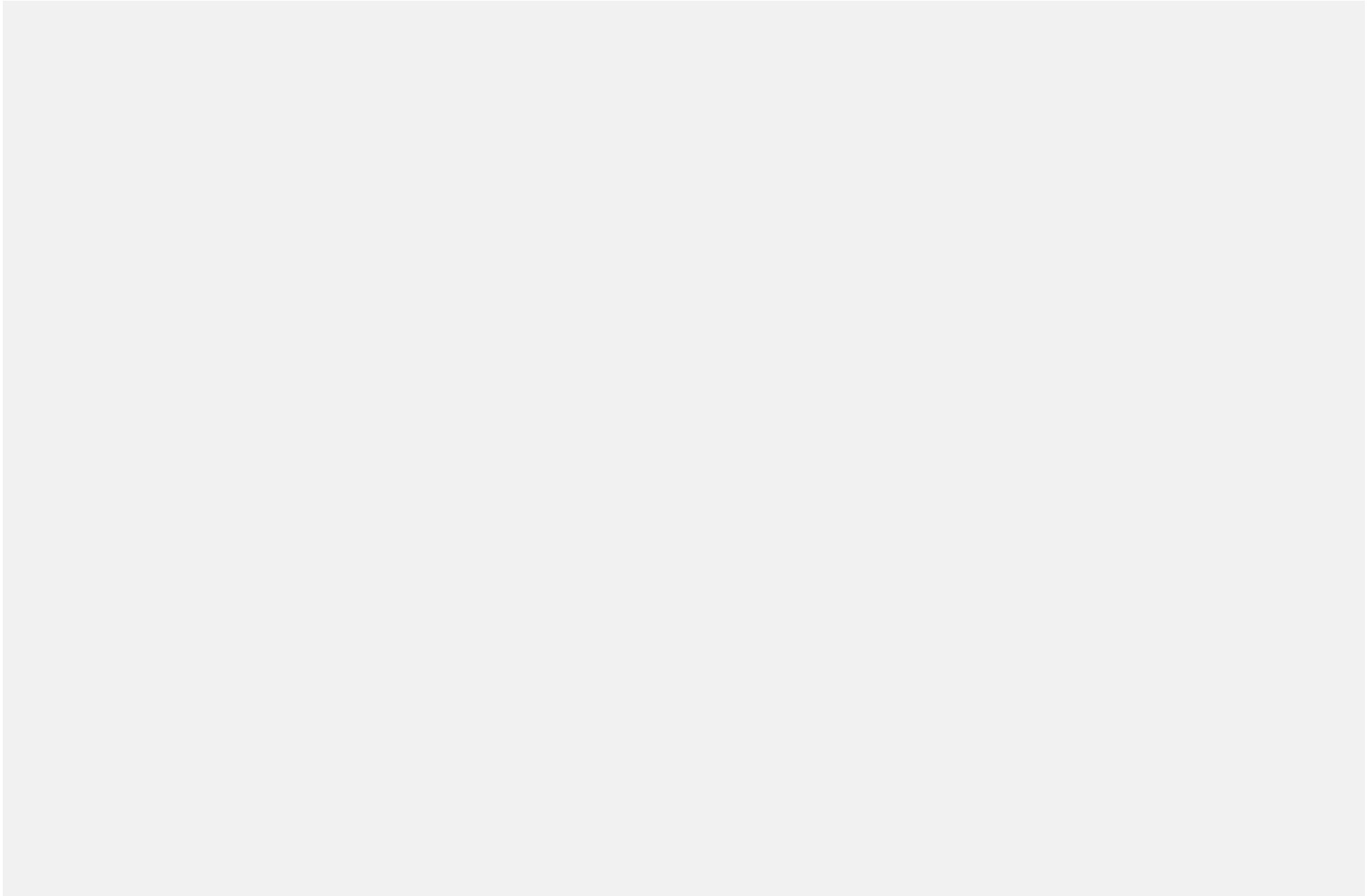
NOTES





DON'T LEAN

NOTES

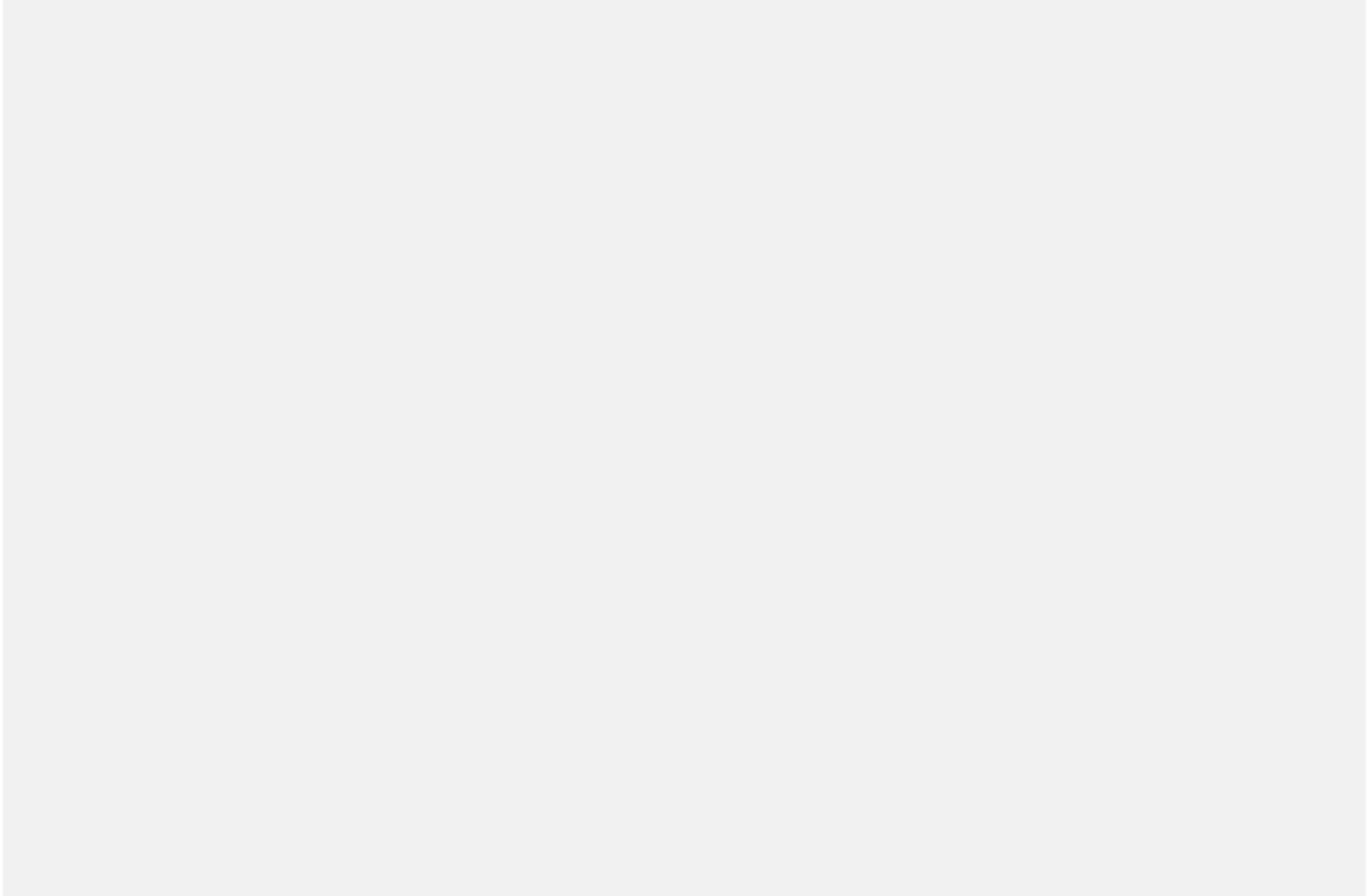




PUTTING THE PROCESS TO WORK



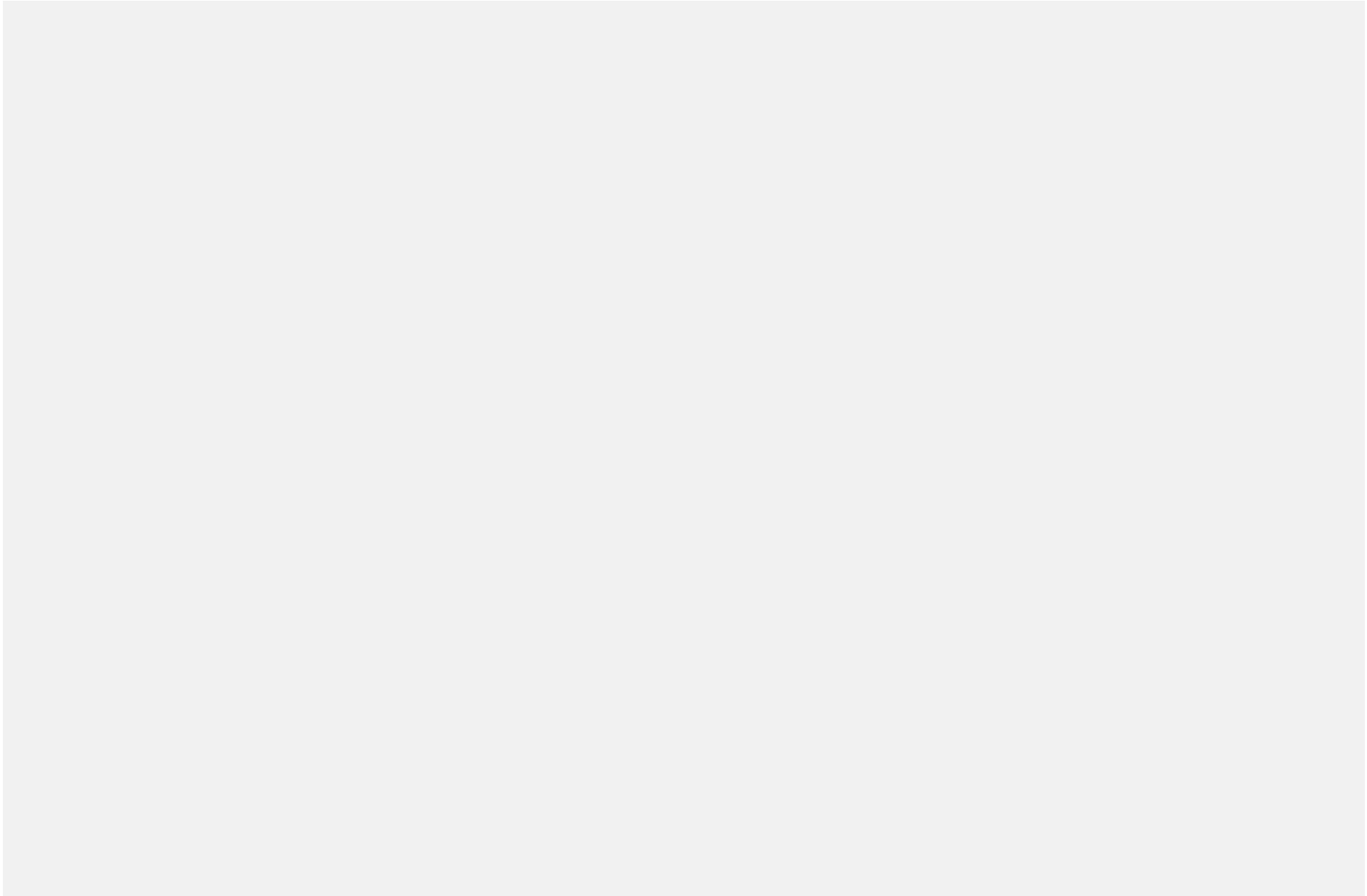
NOTES



IDENTIFY YOUR DEFAULT STANCE



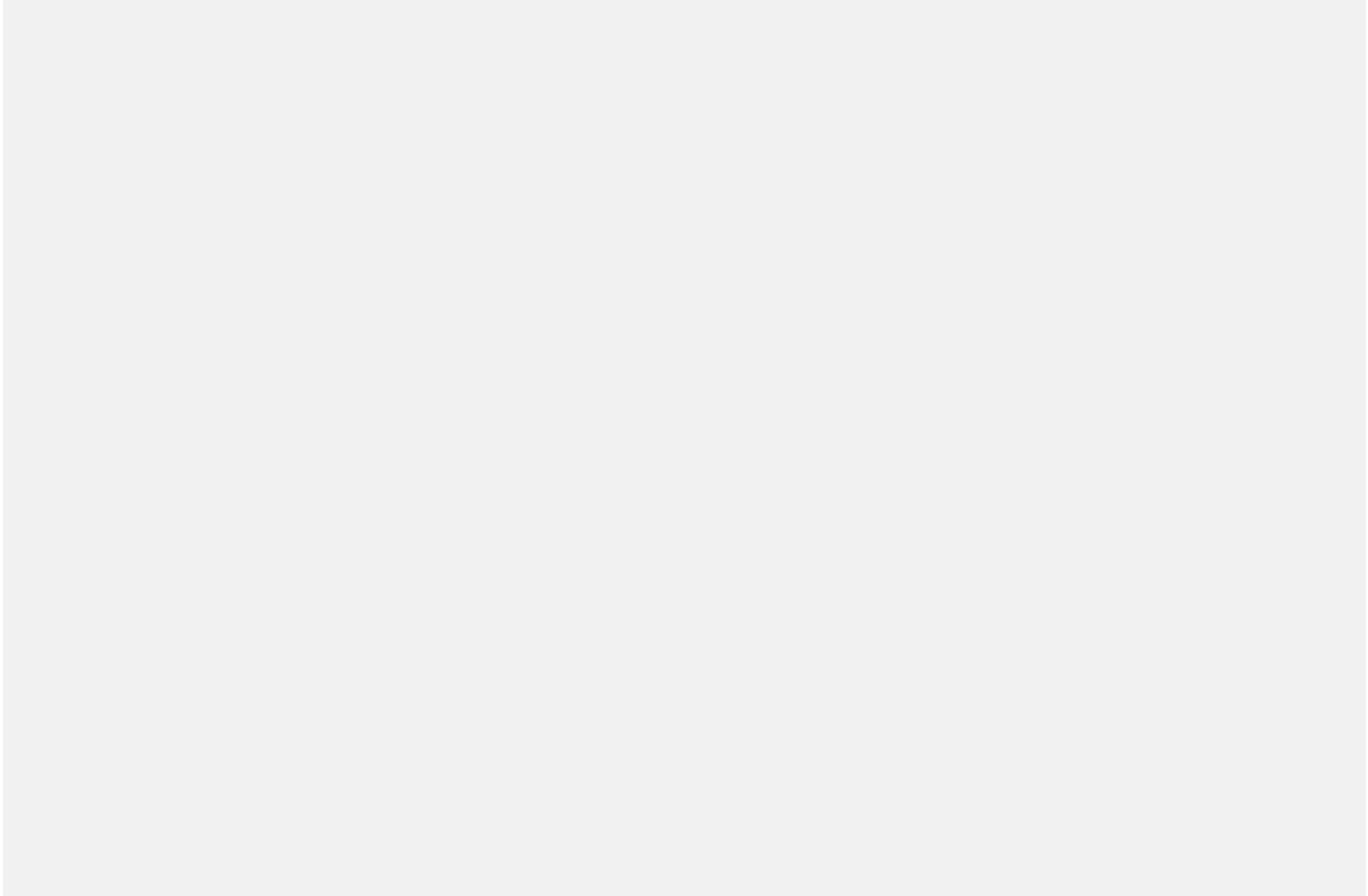
NOTES



A tennis player is shown from the back, wearing a bright blue short-sleeved shirt and a white baseball cap. He is holding a tennis racket with both hands, preparing for a shot. The court is blue with white lines, and a green fence is visible in the background. The text 'REFLECT ON HIGH STAKES SITUATIONS' is overlaid on the left side of the image.

**REFLECT ON HIGH
STAKES SITUATIONS**

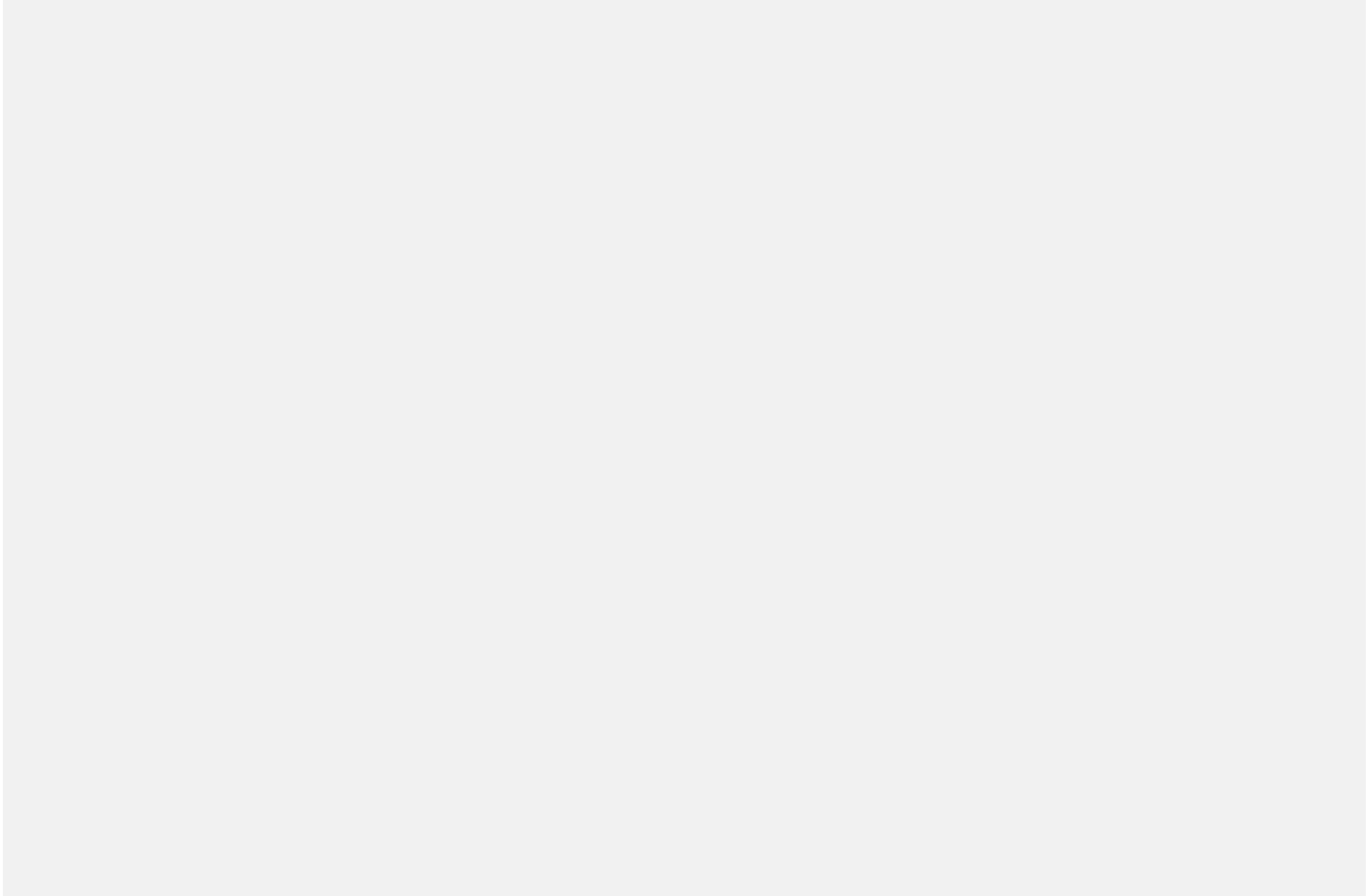
NOTES



DETERMINE YOUR OPTIMAL STANCE ON THE BASIS OF WHOM YOU ARE INTERACTING WITH

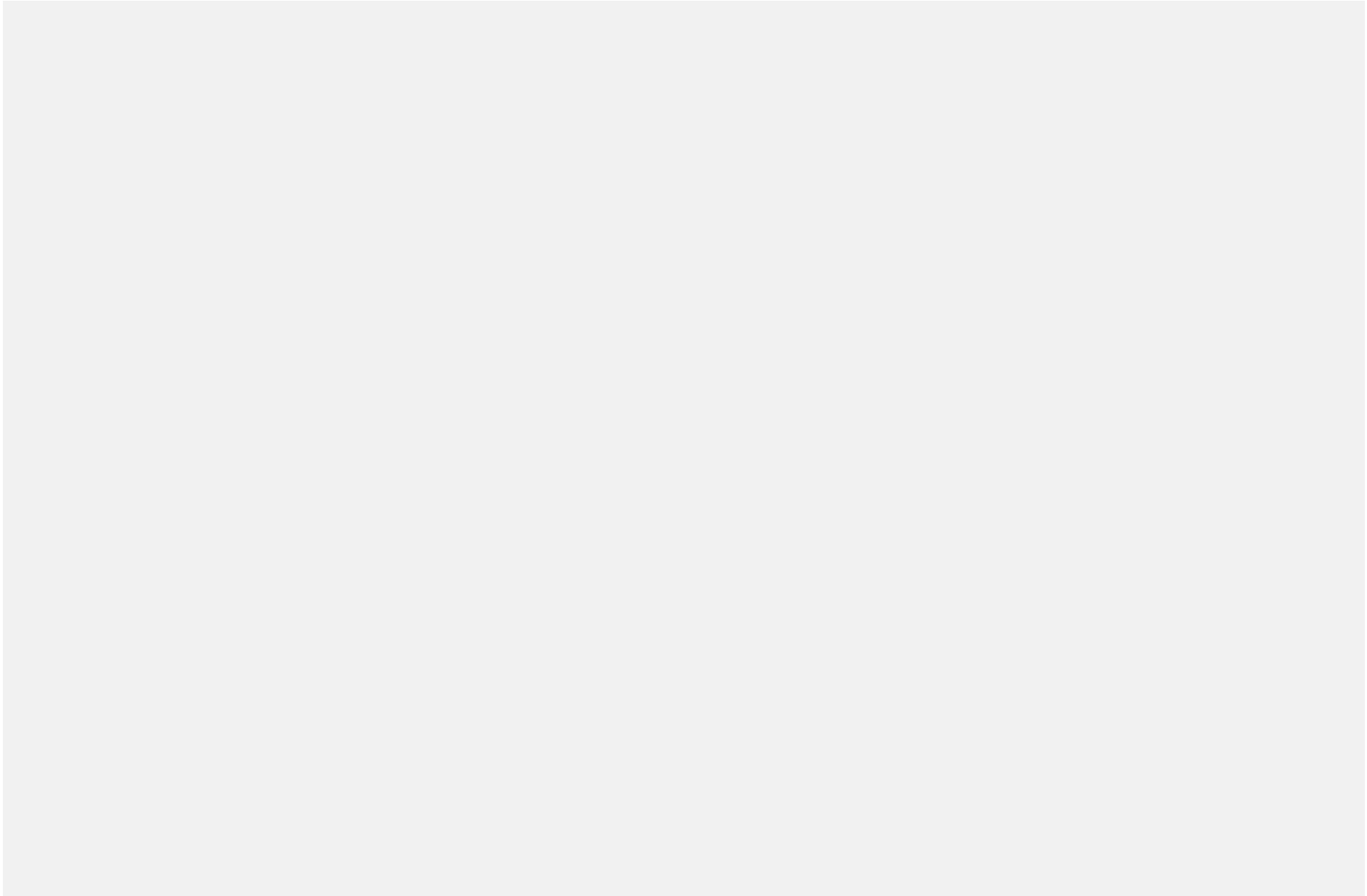


NOTES



**LOOK FOR SIGNS THAT
IT'S TIME TO PIVOT**

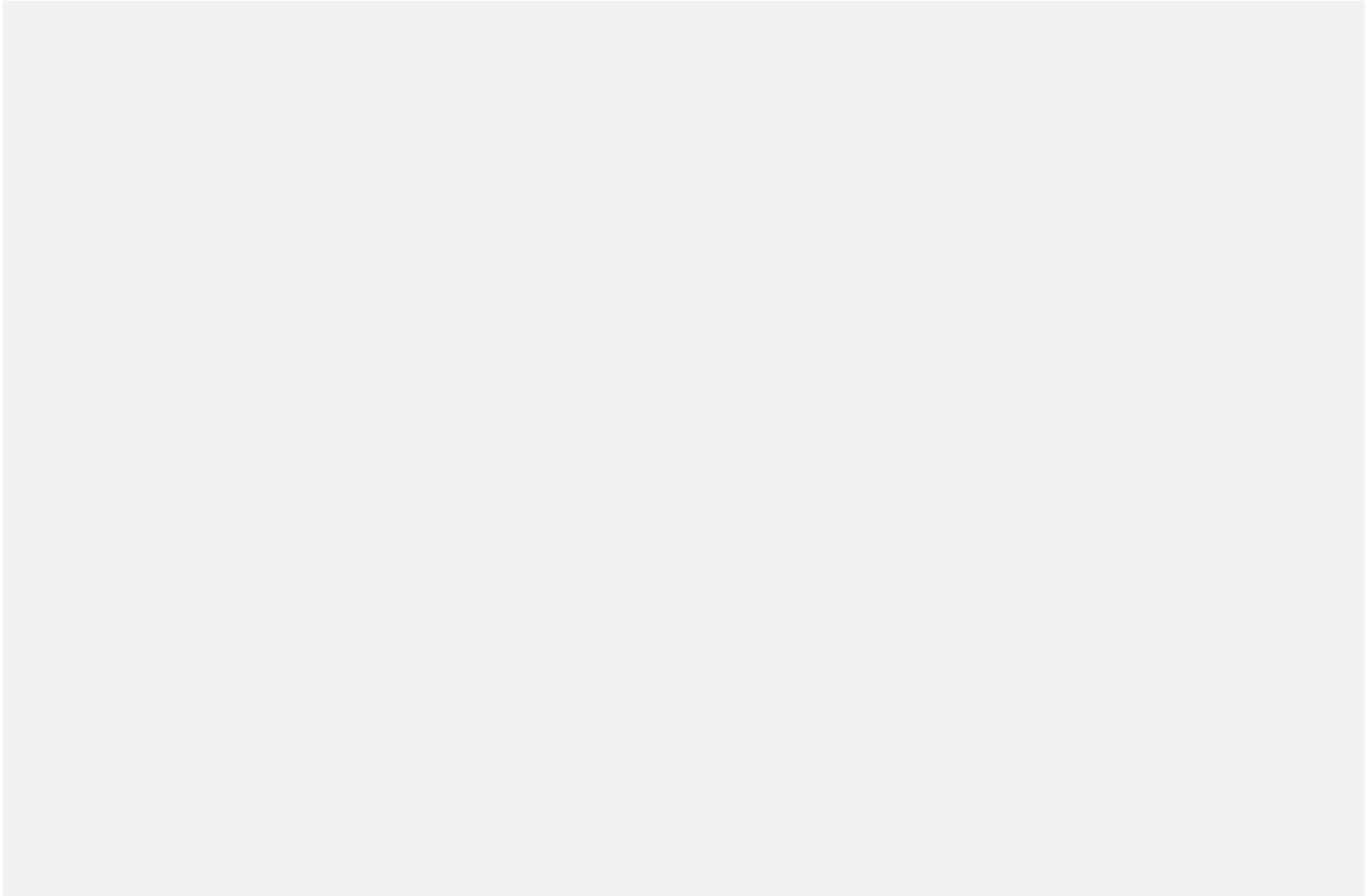
NOTES



A GUIDE TO THE FOUR STANCES

STANCES	WHEN TO USE IT	WHEN NOT TO USE IT
<p>LEAN IN</p> <p>(deciding, directing, guiding, challenging, confronting)</p>	<ul style="list-style-type: none"> • When people seem rudderless and passive and need help organising and focusing their efforts • When you want to energise people without triggering fear • When change is happening rapidly and chaotically • When the world has turned upside down and you need to stabilise the situation 	<ul style="list-style-type: none"> • When people quiet down when you enter the room • When people don't offer counter opinions • When people need more support and time to think • When your emotions have been triggered
<p>LEAN BACK</p> <p>(collecting data, analysing, asking questions, delaying decisions)</p>	<ul style="list-style-type: none"> • When people need more information • When emotions are running high and more data will help ground the team • When you are working with introverts who respond better to data than to inspirational rhetoric 	<ul style="list-style-type: none"> • When team discussion has reached the point of diminishing returns • When people seem overwhelmed and more data is obfuscating rather than clarifying thinking
<p>LEAN WITH</p> <p>(empathising, coaching, collaborating, encouraging)</p>	<ul style="list-style-type: none"> • When morale is low • When your people are extroverts and connection is the currency of choice • When you notice how a smile or an affirming remark energises someone 	<ul style="list-style-type: none"> • When you notice a team member needs space to think • When a team is operating well on its own and doesn't need support • When people want to feel independent
<p>DON'T LEAN</p> <p>(contemplating, being still, visualising, breathing)</p>	<ul style="list-style-type: none"> • When team members need to work something out on their own and your presence may be an intrusion or slow their progress • When the team is frenetic and needs a break or a time-out to calm things down 	<ul style="list-style-type: none"> • When the team needs to step into planning or action mode • When a crisis hits and people are looking to you for guidance

NOTES



INSIGHT

ACTION

DECISIONS

STOP

START

KEEP



FREEDOM - GROWTH - GENEROSITY - INTEGRITY - COURAGE



workshopwhisperer