

FREEDOM - GROWTH - GENEROSITY - INTEGRITY - COURAGE

2023 WINTER RETREAT

Warrior's Day

THE WORKBOOK



A HUGE THANK YOU TO OUR SPONSORS

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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

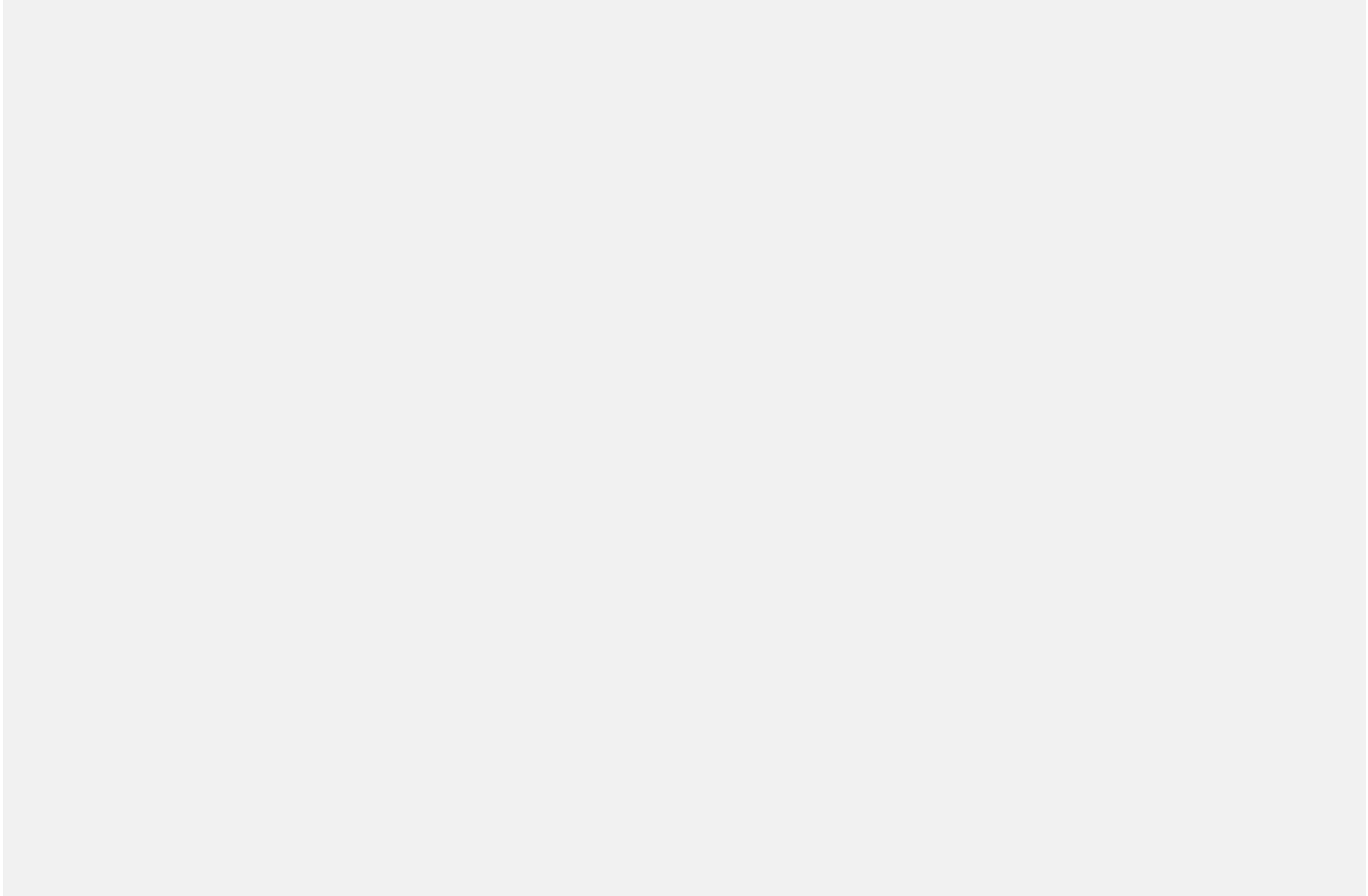
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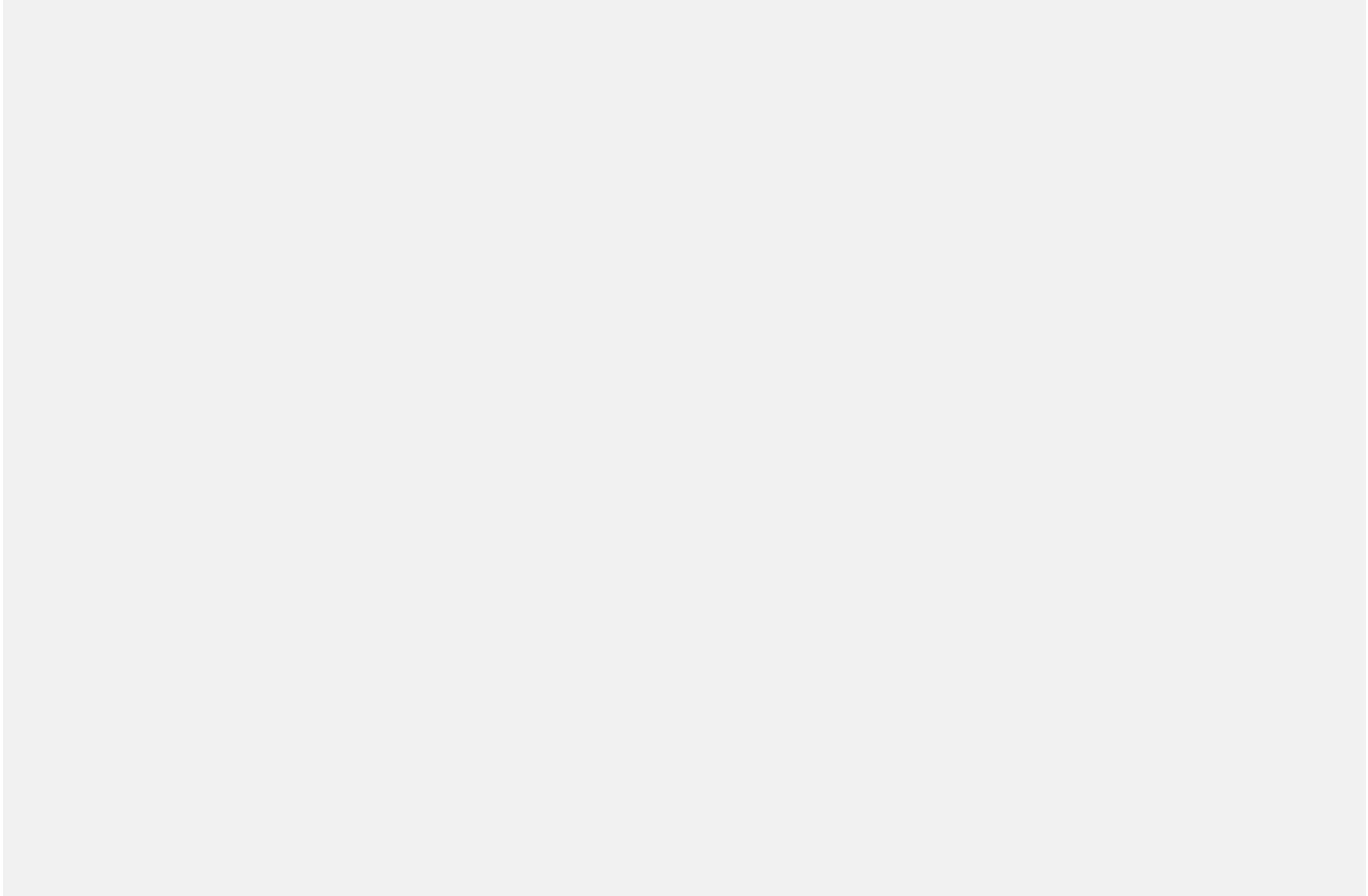
THE EMOTIONALLY FIT LEADER



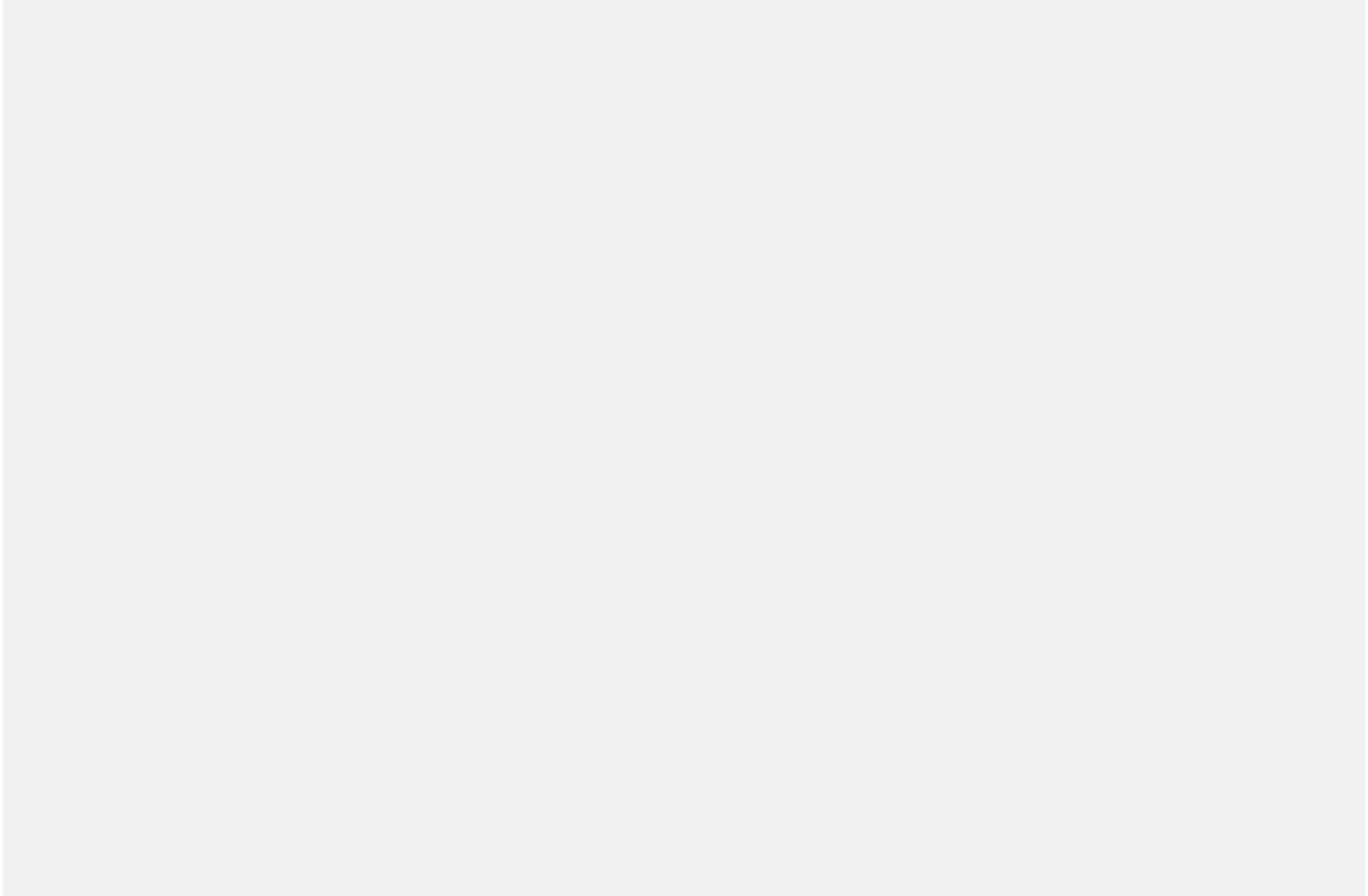
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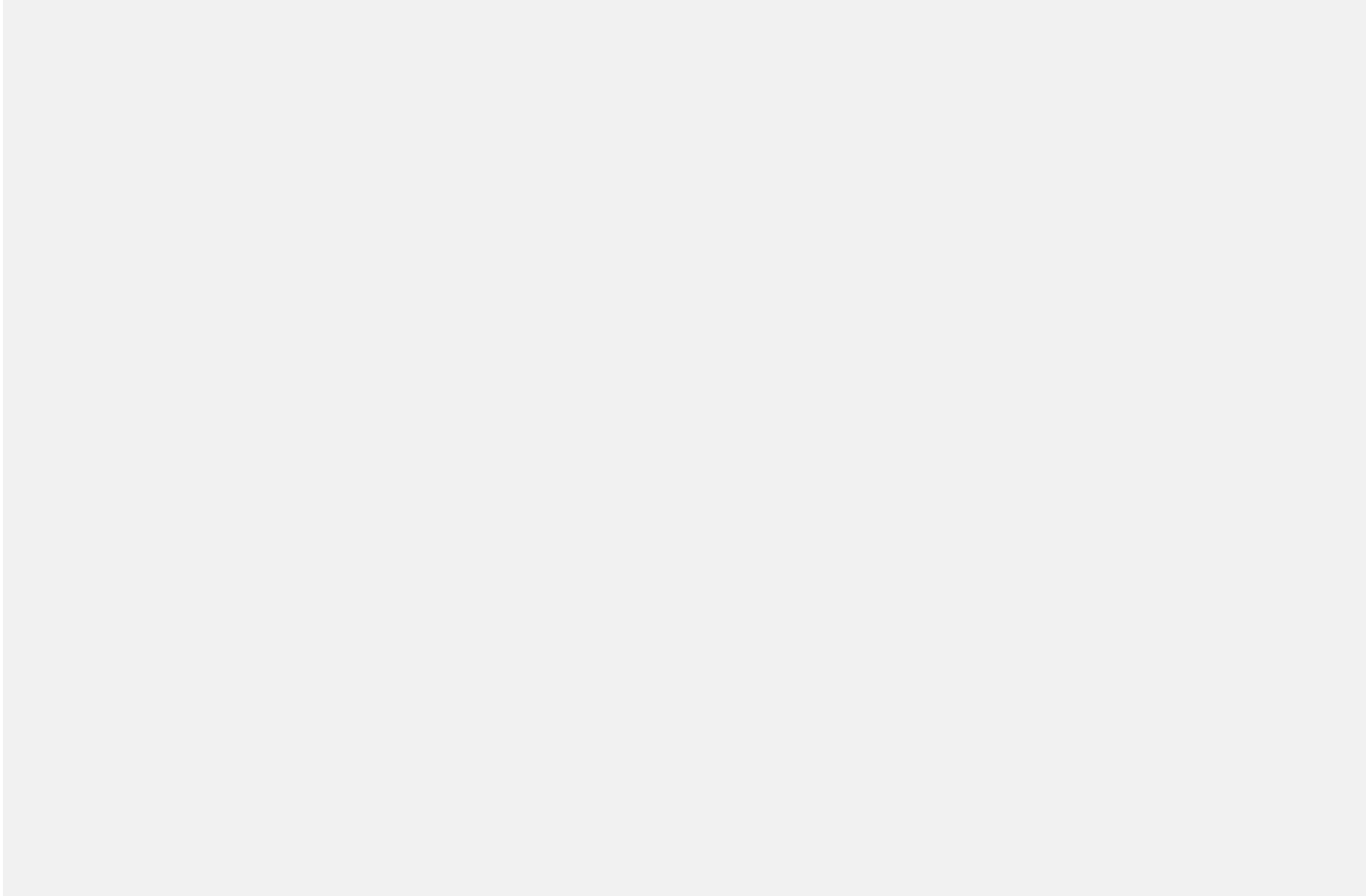
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INSIGHT

ACTION

DECISIONS

STOP

START

KEEP



MASTERMIND



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

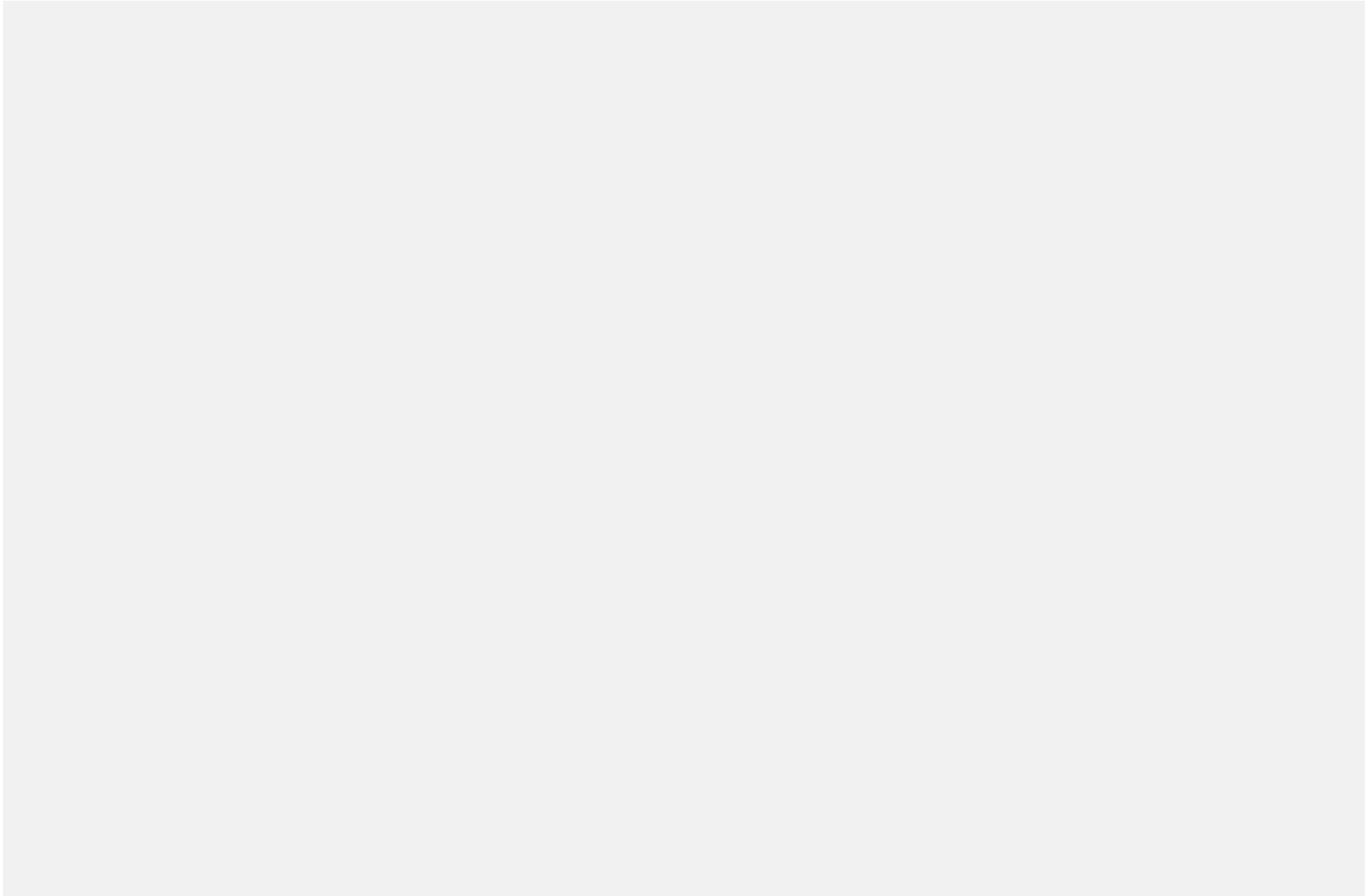
My specific question is ...

Insight

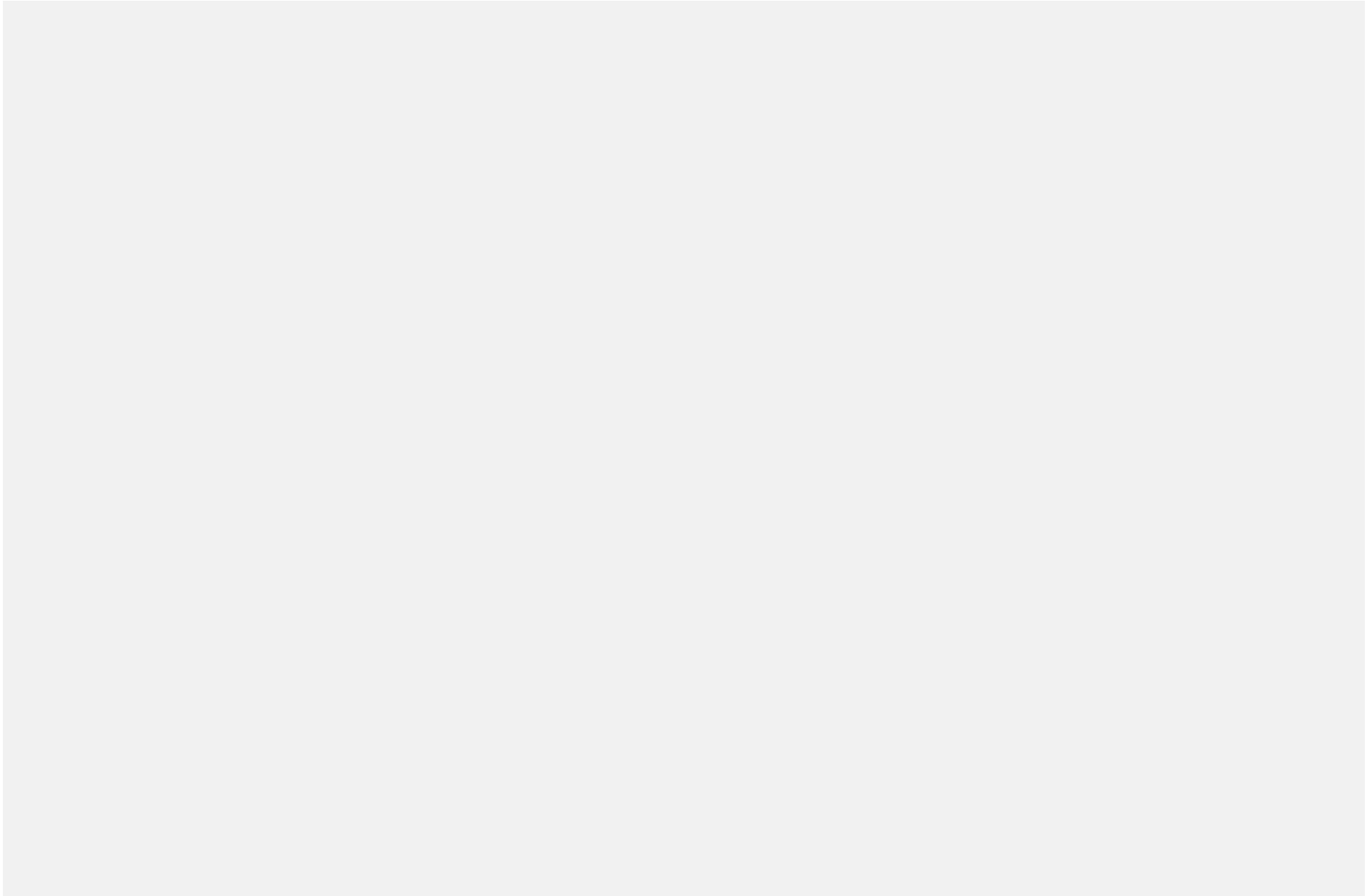
Actions



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INSIGHT

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THE 4 LEADERSHIP STANCES: SYSTEMISING YOUR LEADERSHIP

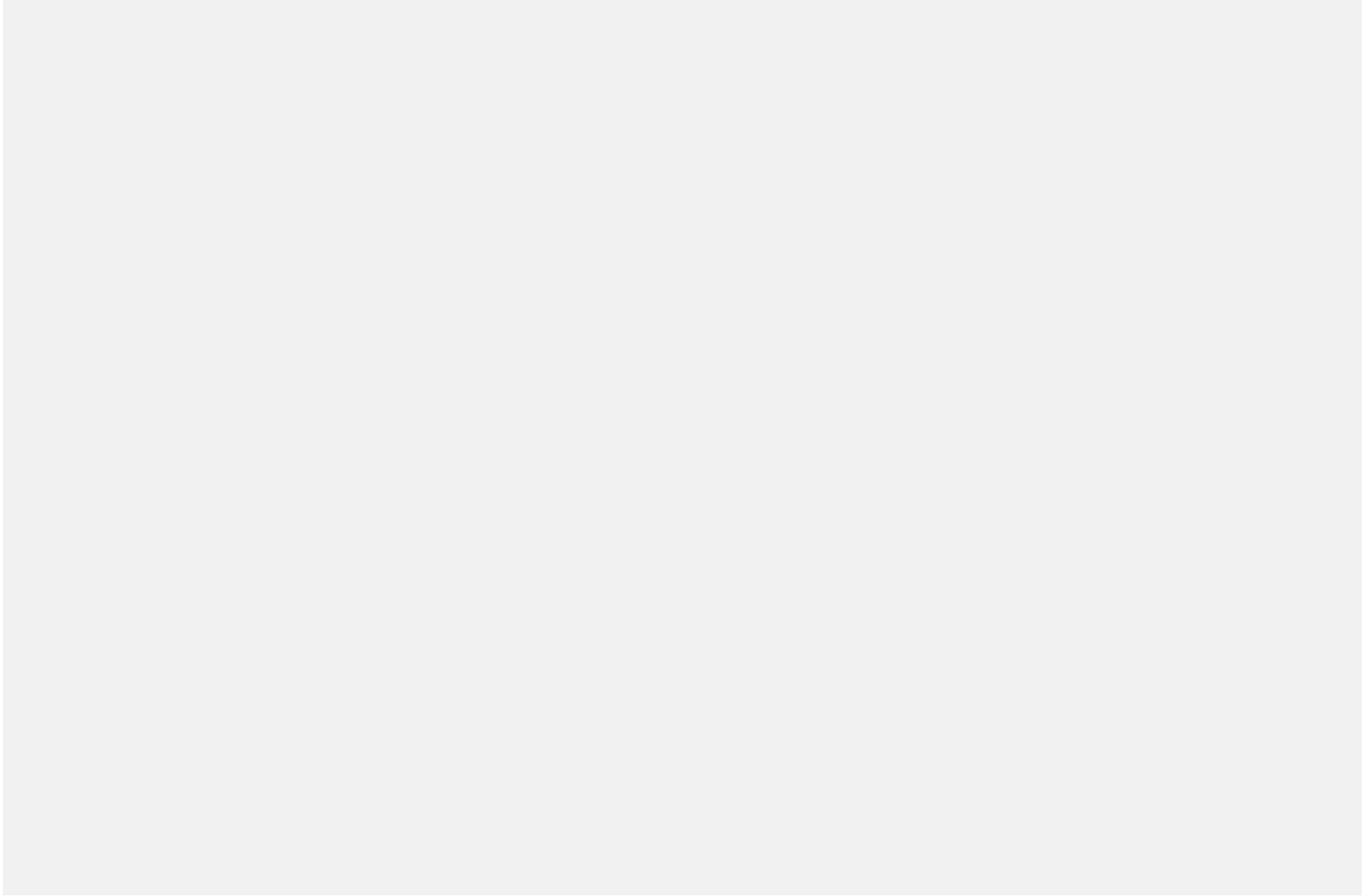
A GUIDE TO THE FOUR STANCES





LEAN IN

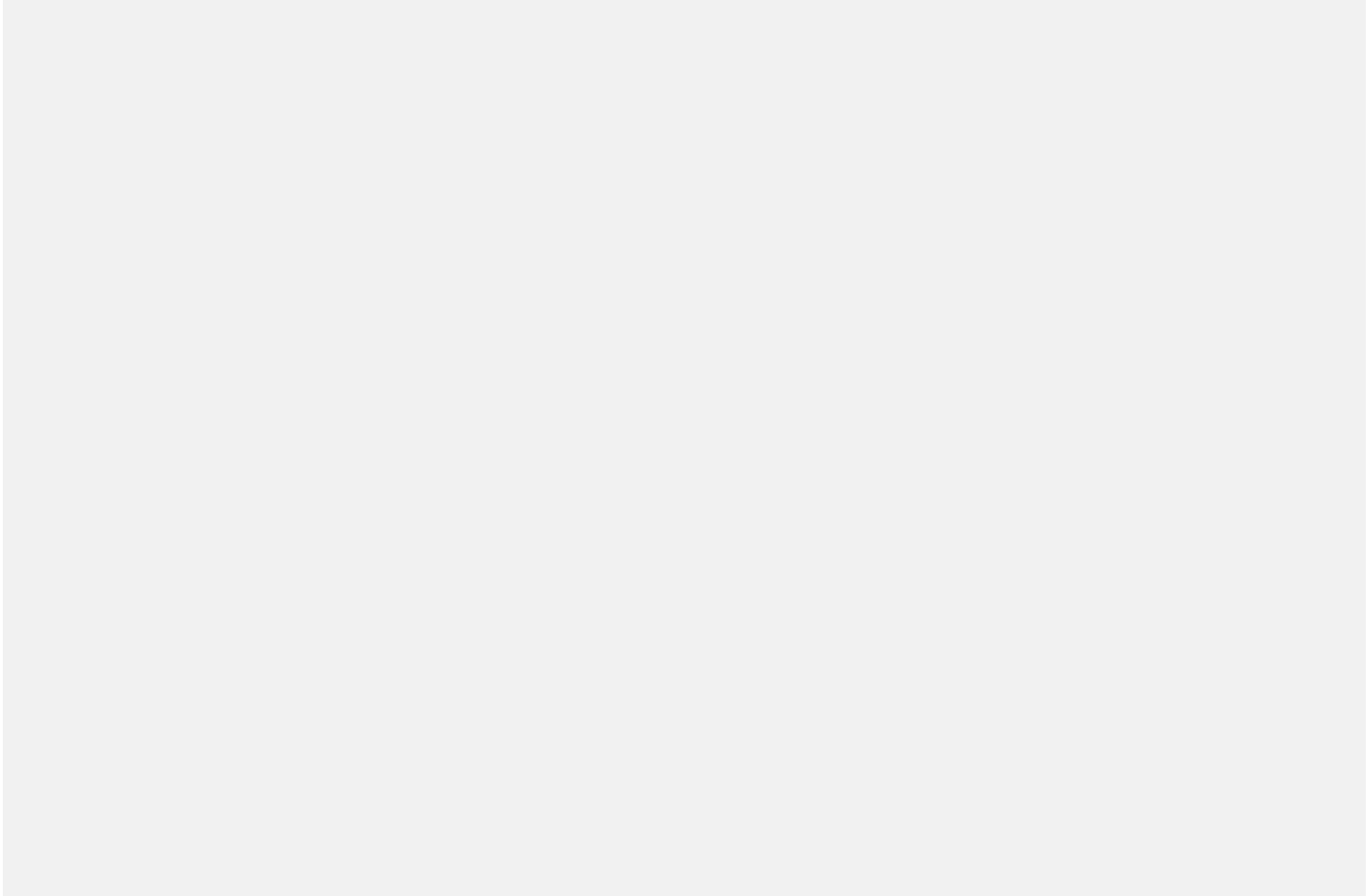
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LEAN BACK

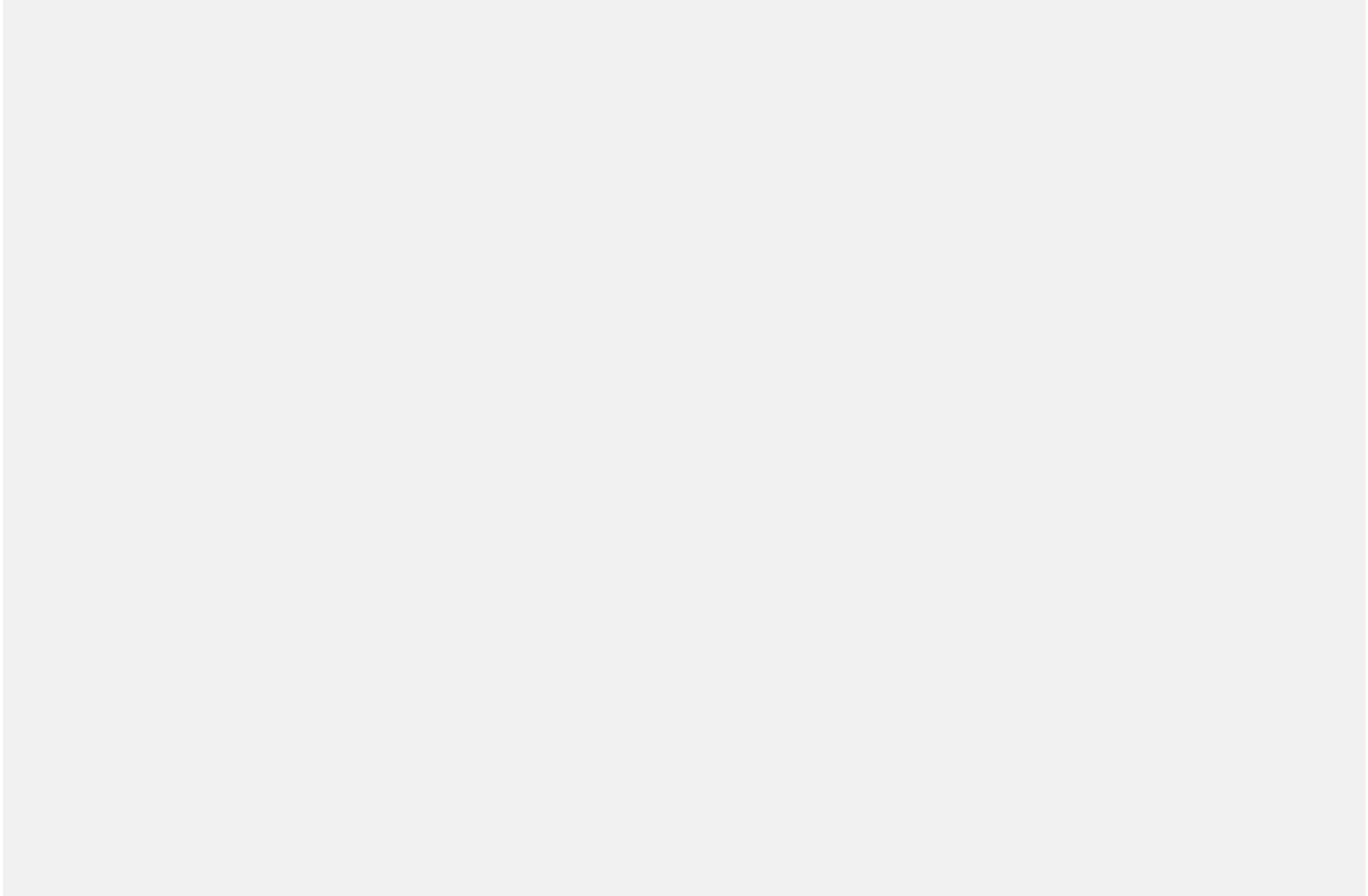
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LEAN WITH



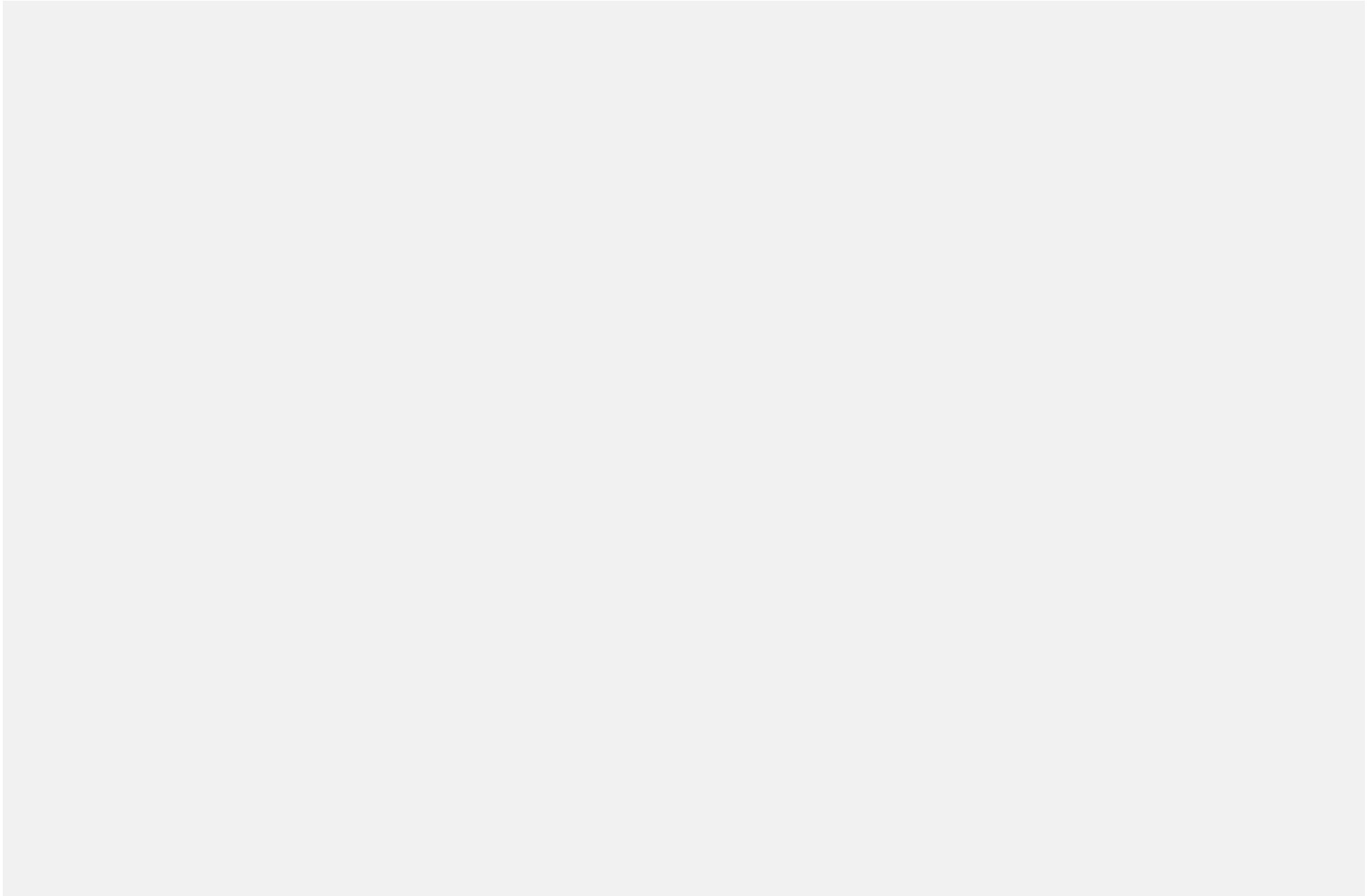
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DON'T LEAN

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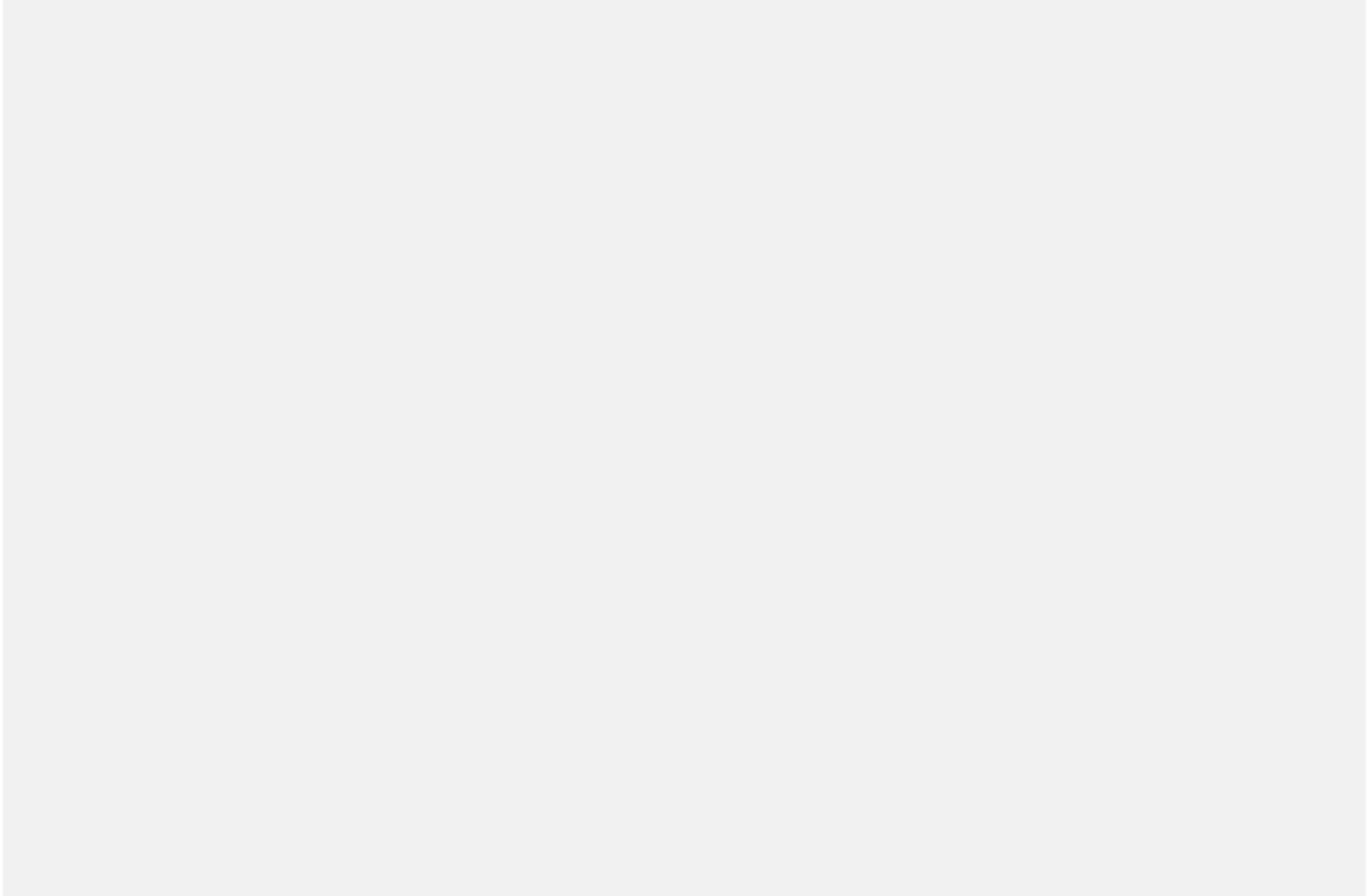




PUTTING THE PROCESS TO WORK



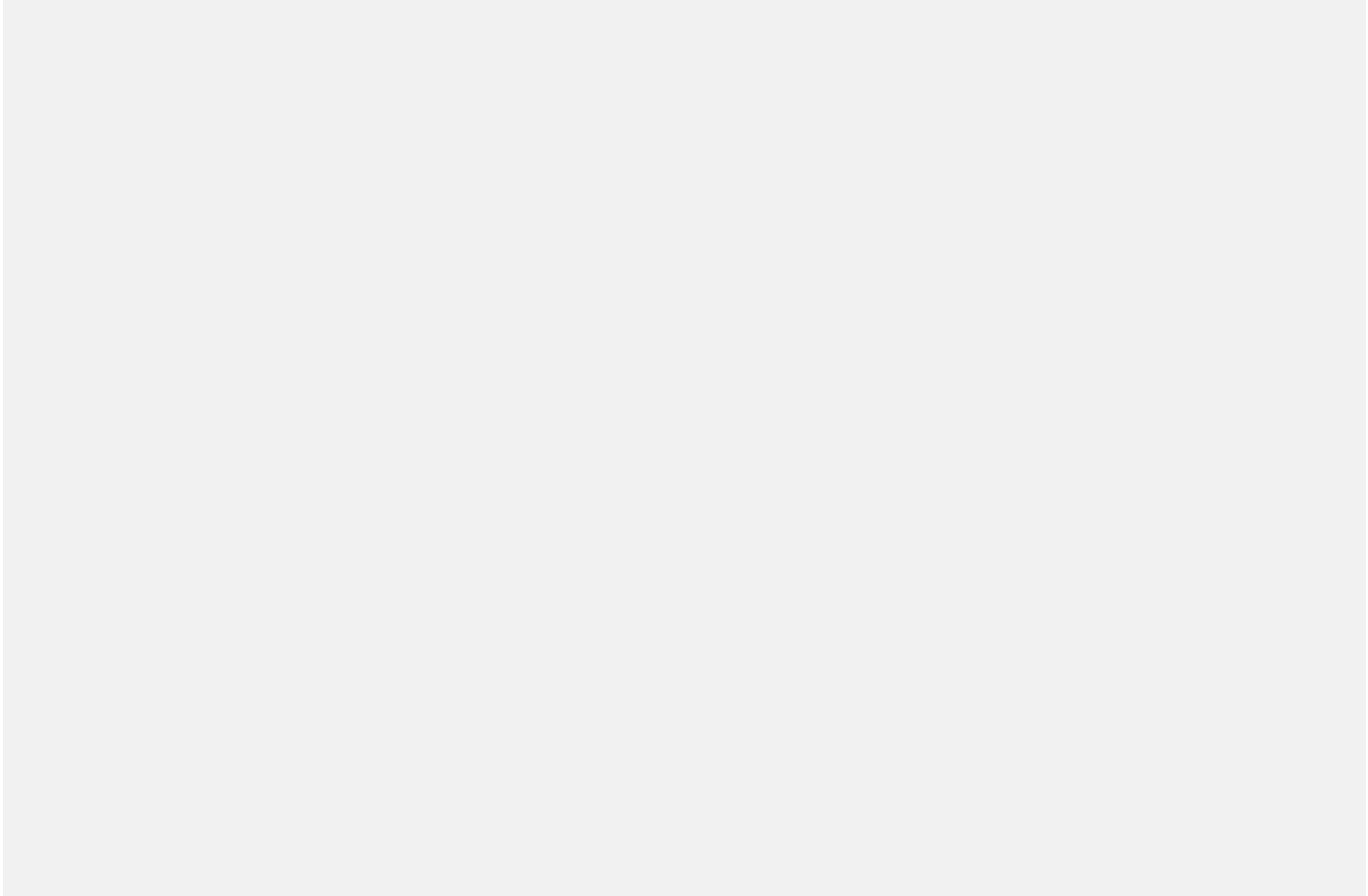
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IDENTIFY YOUR DEFAULT STANCE



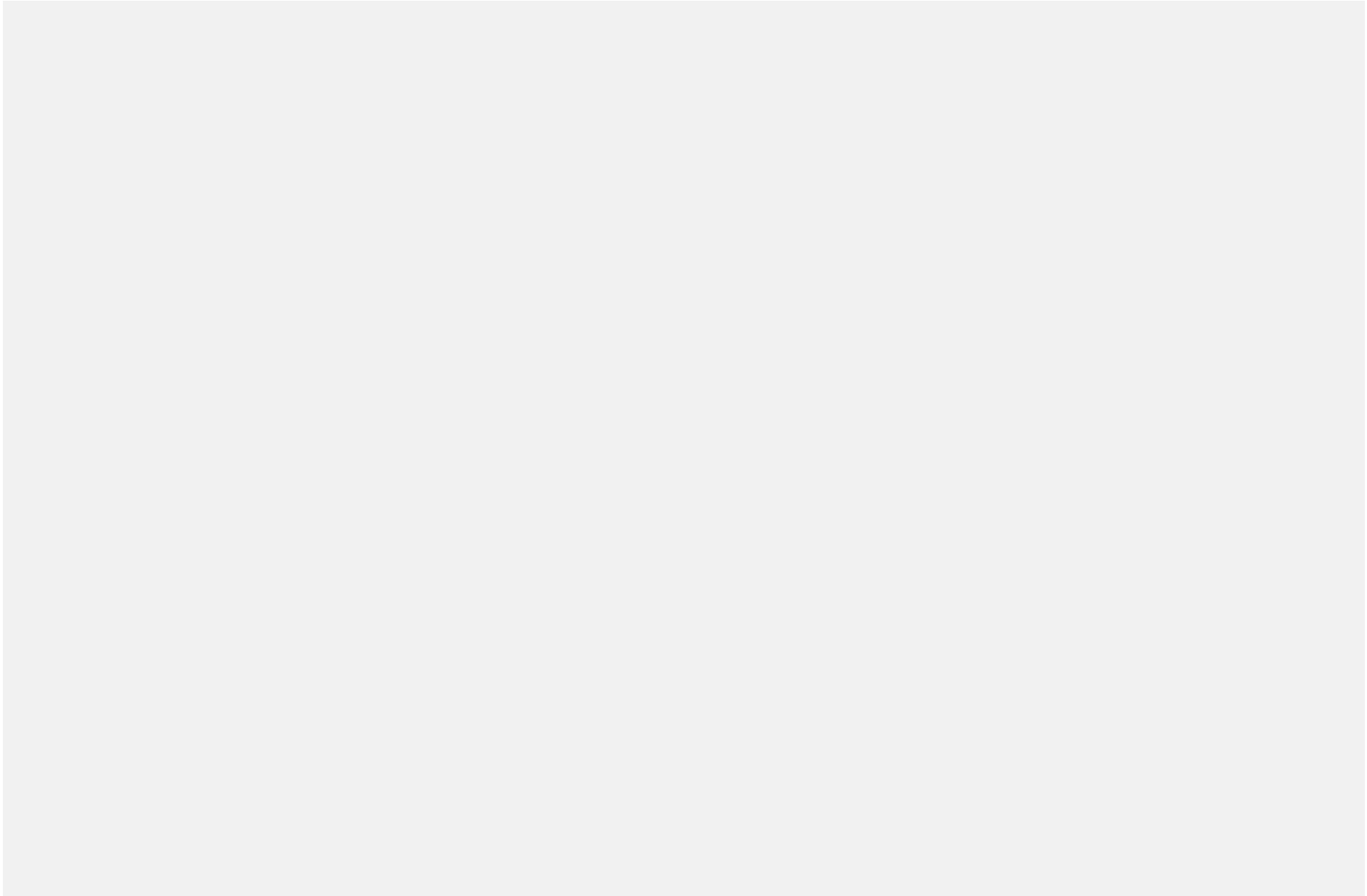
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A tennis player is shown from the back, wearing a bright blue athletic shirt and a white cap. He is holding a tennis racket with both hands, preparing for a shot. The court is blue with white lines, and a green fence is visible in the background. The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

**REFLECT ON HIGH
STAKES SITUATIONS**

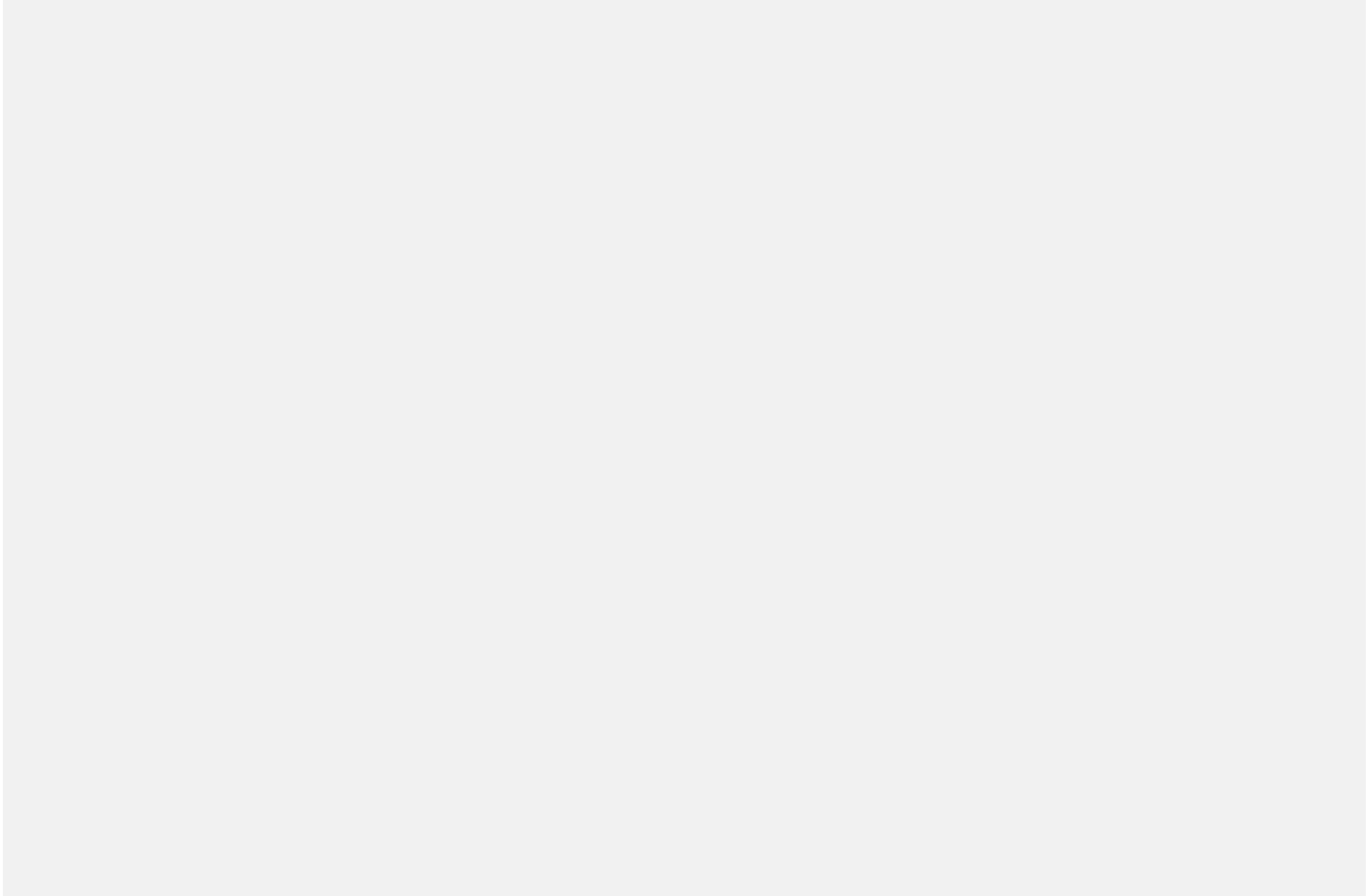
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DETERMINE YOUR OPTIMAL STANCE ON THE BASIS OF WHOM YOU ARE INTERACTING WITH

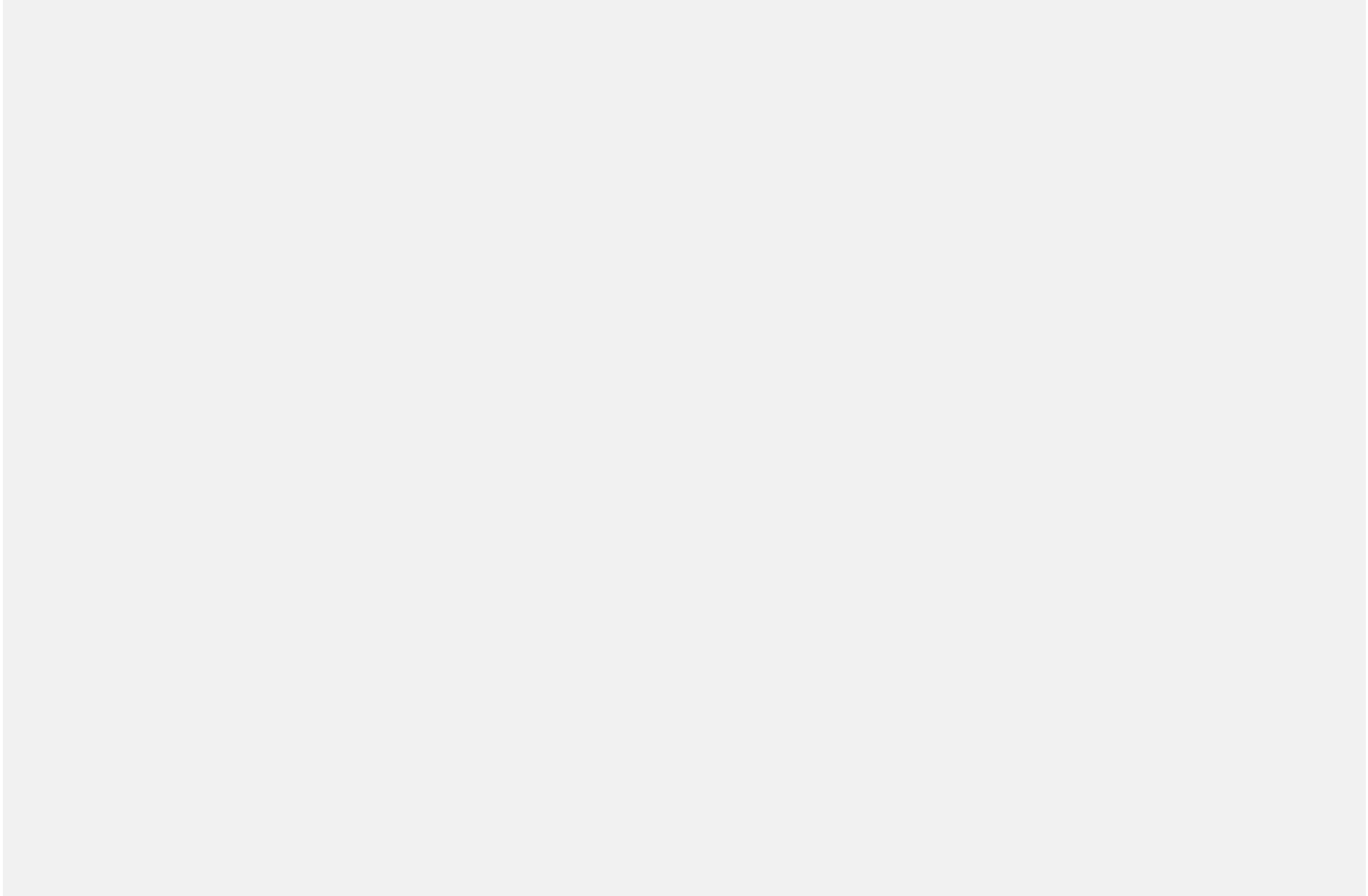


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**LOOK FOR SIGNS THAT
IT'S TIME TO PIVOT**

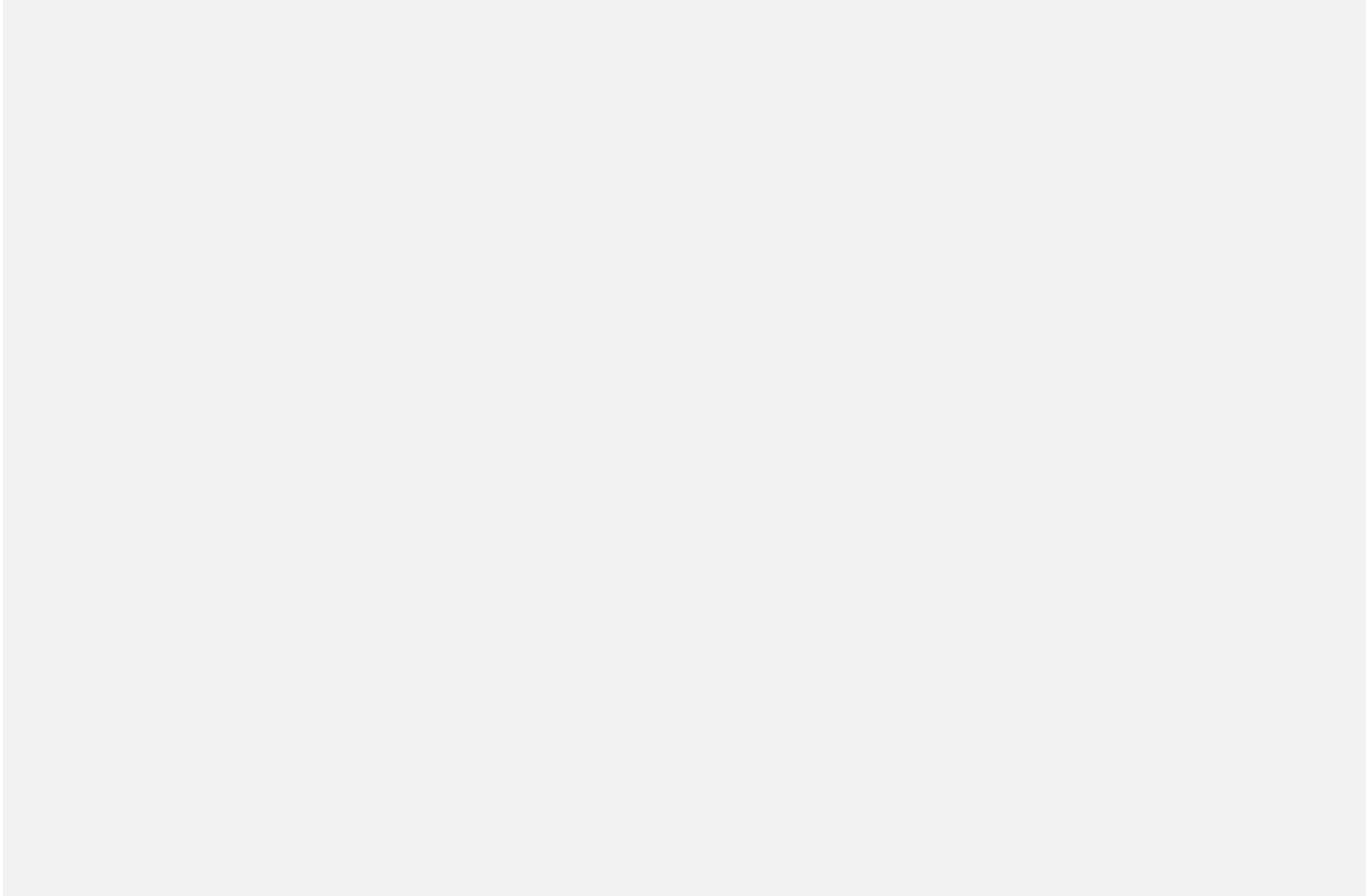
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A GUIDE TO THE FOUR STANCES

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

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