



Turn Moments into Momentum

Erika Hovland Bahij, iolite360

C.J. Arnold, One Earth United



Workshop Goals

- How to create momentum by stepping into your personal power and influence
- Identify 3 common stumbling blocks that prevent momentum
- Learn 3 tools to remove the blocks and improve personal efficacy, relationship efficacy and your ability to cultivate advocates

Power

[noun]

“Ability to act or produce an effect”

[transitive verb]

“To give impetus to”

Power *with* versus Power *over*:
Collective action, working together

Why Personal Power and Influence?

3 Levels of Power and Influence



*Accountability:

- Follow through
- Recognition
- Boundaries and Clarity
- Ownership

Turn Moments into Momentum



Reflection:

Moment where you felt effective (powerful)



Discussion: Momentum Motivators

What qualities, skills or traits moves momentum?

Self

Teams

Advocates

Manage or Lead Momentum?

A Leader of Momentum offers:

- more freedom
- more feedback
- more recognition

A Leader of Momentum maintains:

- accountability
- clear communication
- focus

***“You manage things;
you lead people.”***

-Rear Admiral
Grace Murray Hopper



Discussion: Momentum Minimizers

What slows down momentum?

Self

Teams

Advocates

Momentum Minimizers

- Lack of focus
- Distraction
- Not enough support

Impact:
Little/no momentum

- Lack of follow up
- Lack of championship
- Communication break down
- Staff resistance

Impact:
Slowed down momentum

- Lack of resources
- Board resistance
- Lack of clarity
- Lack of awareness

Impact:
Interrupted momentum

Block #1

Getting started.
(Or getting sidetracked).



Goal achievement requires:

- consistent action from self
- accountability



Get the Momentum Started

Write down a goal you want to achieve

- Choose a “big” goal
- Perhaps one you have been putting off, see it as insurmountable or are struggling with it

Tool 1: Chisel + Start

1. “Chisel” your goal down to small, achievable steps
2. Start with a “show up” reward mentality
3. Tell others about your goal
4. Set a clock
 - Schedule 30 minute blocks on your calendar
 - Timed accountability sessions (20-30 minutes)
5. Select an accountability partner

Activity

- Take 2 minutes to chisel your goal
- Choose a partner in the room (someone you don't work with already)
- Discuss ways to be accountable to the goal
- *Bonus momentum:*
 - Choose an accountability partner (here or outside the room)
 - Schedule time on your calendar



Congratulations!

You got started.
(Without getting sidetracked).

Goal achievement requires:

- consistent action from self
- accountability

Block #2

Asking for help (delegate / influence).
Maintaining accountability after
delegating responsibility.



Goal achievement requires:

- delegation, empowerment and influence
- accountability



Generate More Momentum

- Engage broader team in a unified direction
- Set quarterly goals
- Plan your week
 - Track weekly activities to create more visible and interconnected teams
- Share progress
 - 1:1s, team meetings
- Provide feedback, recognition and support
 - Praise progress and boost morale with peer/team recognition
 - Tackle team's problems – support resolution (not avoidance) of conflict

Tool 2: RACI + Remind

- RACI matrix
 - Responsible
 - Accountable
 - Contributor
 - Informed
- Reporter-style assignment board (Remind)

Discussion

- How do you influence without authority?

Discussion

- What do you do when your influencing isn't working?

Block #3

Needing insight into what motivates your advocate.



Goal achievement requires:

- strategy
- accountability

Keep the Momentum Going

- Build a relationship
- Educate and engage
- Be strategic about who to ask and what to ask
- Be clear about what you're asking
- Know – and focus on - what motivates your advocate
- Be flexible - think on your feet
- Reward and recognize
- Follow through

Tool 3: Research + Relevance

- Take the 3-4-5 approach
- Build an “interest connection” form

Create Your Pitch

- Jot down the name of a potential advocate (someone you need to support your goal)
- Craft your “elevator pitch”
- Practice with your partner



Bonus: Momentum Boosters

Build an open and honest culture, where two-way communication is celebrated and ideas flow freely.

Questions? Give us a call.



ONE EARTH
UNITED

Cynthia Arnold
Founder and Change Maker
610.710.6480
cj@oneearthunited.org



Erika Hovland Bahij
Founder and Managing Director
215.668.7870
ehovland@iolite360.com