SUCCESS: What if we've been getting it all wrong?

COMMON PERCEPTIONS ABOUT SUCCESS

financial gain

zero sum status

power singular focus

quantifiable

goals achieved

8

static target

WHAT IT LEAVES OUT



IN OTHER WORDS

"Defining success is one of the most powerful things you can do...

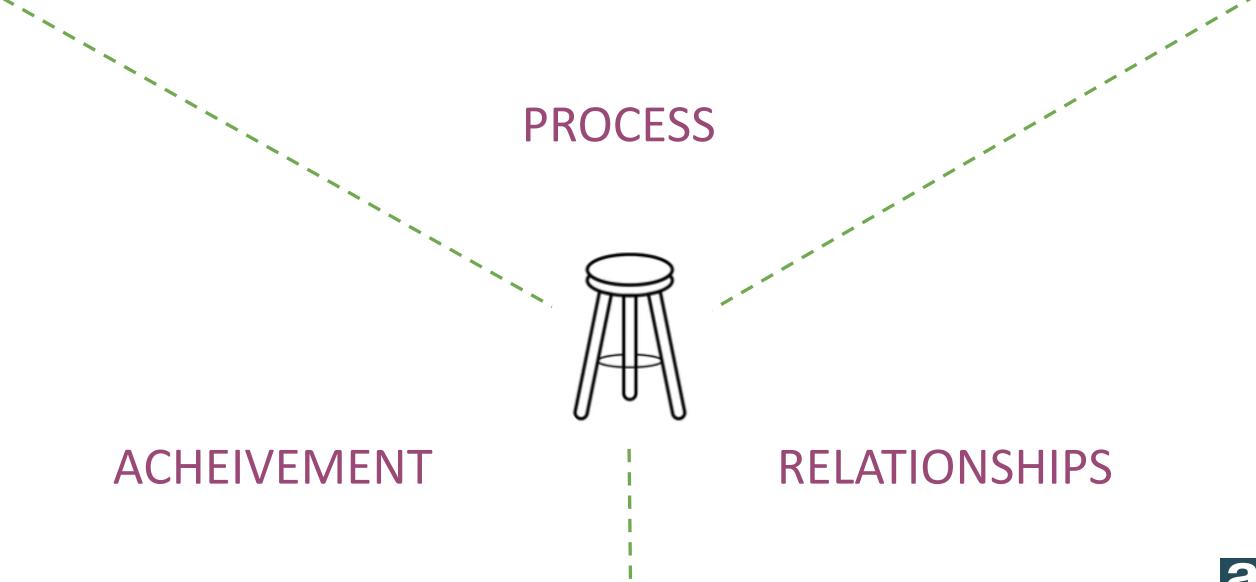
There is a **default definition** that is, 'money, materialism, accomplishment, and achievement.'

So, if you don't come up with your own subversive definition, there is a default."

- Brené Brown



A – P – R DEFINITION OF SUCCESS



ACHEIVEMENT

The thing you had set out to do. aka: goal, objective, result, prize



PROCESS

The systems, daily actions, and infrastructure that lead you toward your objective



RELATIONSHIPS

The people that involved and/or affected by the pursuit of the objective



WHEN IN BALANCE...

...all three sides receive equal investment, evaluation, and celebration

Replicable



Sustainable

Equitable

Healthy

Efficient

OUT OF BALANCE: not enough process

YOUNG CONSULTING FIRM

- Excellent product
- Lasting relationships

BUT

- Started from scratch each time
- Files saved on personal computers

SO

- Fewer clients
- Burnout



OUT OF BALANCE: not enough achievement

NEW HOME FOR ARTS NONPROFIT

- Systematic approach to securing and funding
- Strong relationships with neighbors

BUT

- Real estate deal fell through
- Didn't reach goal

SO

- Start looking for a new space opportunity
- Had to stay in current space longer than planned



OUT OF BALANCE: not enough relationships

INNOVATIVE FACILITY PROJECT

- Created a beautiful new space
- Solid systems for operations and lease up

BUT

- Partnership ties strained
- Roles were not in writing

SO

- One partner moving out
- Didn't stay true to original vision



IN OTHER WORDS

"Success is living your values. If you hit a target, but you compromise your principles along the way, you are not successful."

- Adam Grant

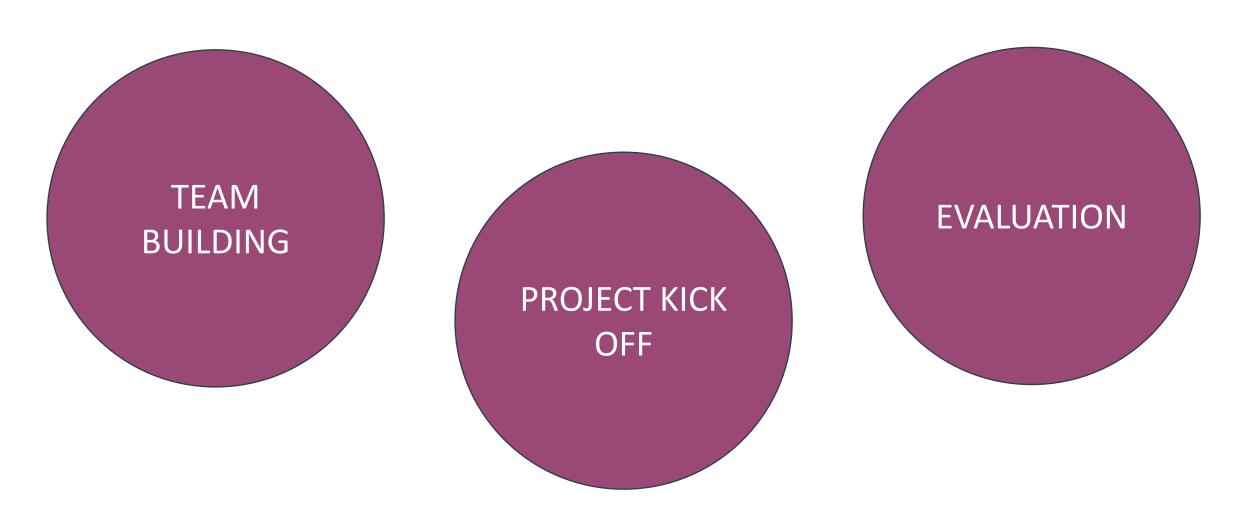
"You do not rise to the level of your goals.

You fall to the level of your systems."

- James Clear



A FEW PLACES IT CAN BE APPLIED



Where have you seen these areas balanced or out-of-balance?



ACTIVITY 1: Take a seat

Though we may strive for balance, one leg of the stool often feels more natural.

Please move to the table that feels right to you today.



ACTIVITY 1: Take a seat

- 1. Why did you make this choice?
- 2. What benefits does this "stool leg" bring to work projects?
- 3. What might it tend to overlook or underestimate?
- 4. At your organization, how do your teammates balance the stool?



ACTIVITY 1: Take a seat

- Debrief -

What did you learn from others at your group?



ACTIVITY 2: Balance the stool

Let's practice finding balance!

Form groups of 3, with an achievement, a process and a relationship person



ACTIVITY 2. Balance the stool

You are now a team planning the launch of a fundraising campaign.

- 1. What do you each bring to the table?
- 2. What are 3 questions you'll ask yourself at the end of the initiative to evaluate success?



ACTIVITY 2: Balance the stool

- Debrief -

What did you learn from others in your group?



THANK YOU