



# Tom's Schiz Sights

## Holy Moley - It's June!

I got a good chuckle last month. As any good newsletter tool goes, you can see clicks, engagement and more. One of the funnier ones for me was the high number of people who clicked on the definition of “dangling participle.” Turns out I wasn’t the only one who was fuzzy about this.





Wyatt

## Latest on Culture

Those of you who have been following for a while know I like to take personal moments to deliver my messages. I don't apologize for humanizing the content – it's very me. I live BIG. I love BIG. And I share my energy BIG. Hopefully my introverted friends can have a little bit of insulation with written form vs. my regular level of energy.

This is one of many photos of Wyatt. He lived a long, happy life, being loved by all who met him. Granted, he was the dog who sniffed another for 10 or 15 seconds and wanted to get on with his walk. That was HIS time. He crossed over the Rainbow Bridge earlier this month after 17 years of a beautiful life – one where he beat cancer up one side and down the other. He did it with a smile on his face, a giddy up in his step, and a wagging tail. He didn't complain about his hardships, in fact, most people saw him and thought he was a puppy all these years, just by how he carried himself. We're certainly heartbroken with my office mate no longer there to keep me company – that said, I didn't write about this without having a lesson in mind. I'm open about this kind of life event (painful as it is). The question I want you thinking about (or prompting your team leads) is "Who on your team isn't open to sharing?" At least a third of your work population are introverted (they're less likely to share things in social or other settings).

You can't judge a book by its cover. You don't know what you don't know about your colleagues, or your team. Sometimes they can't communicate that things aren't 'right' in their lives. Sometimes they don't know HOW or perhaps even WANT to. Leaders find a way. They connect with the teams in such a way that others know they're there for support, know they will prop them up when needed, and get

them where they need to be regardless of whatever's going on under the surface. I probably talk about it more than most but can't reinforce it enough - check in with your people. That doesn't mean "hey, how are you today?" It means, "I SEE YOU. I know you might have a world on fire at home, but I'm here for you," whether you know what that storm is or not. If you're not sure about all of this, ask yourself what kind of workplace culture you want your people to look forward to.



## Latest Blog

Communication skills are always a hot topic. I know I've had my less than stellar moments in my career, but I've learned from them. I don't know about you, but when I don't get something right, it's on constant replay in my head as if to say, "if I just had one more chance to get that conversation right..." This month's post discusses strategies you can use in being more mindful about your communication approach (or teach your managers to). [Read it HERE](#)

# Leadership thought of the day

**Give Away Your Legos** Someone suggested I look up this concept. I was immediately drawn into it because it had the word **Lego** in it of course. What I found was great insights related to the emotional connection we have to not only our workload, but the pride of ownership that comes with it. One particular line stood out, ***“the best thing you can do is normalize what people are experiencing”*** – letting people know what's coming, what they're going to experience from a task list, but also from a human interest side of things prepares them. It also demonstrates the transparency and authenticity of your leadership style. **Read the article** – tell me your one BIG idea you take from it.



As leaders we need to learn the balance of owning our workload, but also when to delegate to others. Some of that delegation is to get things off your plate, but it's also an opportunity to teach your team how to do something new or more difficult. Maybe they knock it out of the park, maybe it takes them a little while to get it, but if you're really about them growing, you have to give your pile of legos away at some point. And yes, part of that is helping them grow skills which will exceed your own someday. #trueleadership

## Sharing

Proud dad moment. Seeing my youngest son cross the stage at his college graduation was pure joy. While there's anticipation in that graduation of “what's next?” there is also the jubilation and confidence he had knowing he had rocked his college experience. This picture captures some of that joy. This is his moment as it was his older siblings in years past.





## What's new and exciting?

"This meeting should have been a Podcast" is almost here. My pal Tom Horne and I are trying to play catch up with life, but still plan on getting this going this summer. Keep your ears open for it!

What else do you need help with that either you're not doing on your own, or you need a little push? [Schedule](#) some time with me and let's talk about it. Promise, no pressure. Just some tips, and things to chew on.

Signing up people for Group Coaching Cohorts this summer. What's a [group cohort](#) you ask? I have the answers your looking for – just a couple of clicks or a phone call away to share examples of how it's helped others. Not quite there yet? No problem, [Leading with Sch-Influence](#) may be the little bit of (**FREE**) help you need - sign up today!

Have other questions, or just want to connect? Email me at [tom@buildbetterculture.com](mailto:tom@buildbetterculture.com)

Tom

PS – As always, email me what you liked in this newsletter. This one was longer than usual - LOTS going on! Please share this with friends too! Tx



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