



Games Mother Never Taught You

The Secret Handshake

Dr. Oswald Cartwright, HKSSEF, MBA, PMP, BMRI

Courage Under Fire

- Let's say adaptability, we must be capable of adjusting to new and changing situations and stresses. Ambition, we seek and welcome more important responsibility. Cooperative, we work in harmony with others and we are dependable where we consistently accomplish the desired action with minimum supervision. Enthusiasm, we motivate others with our zeal, and initiative, we take necessary action on our own. Then there is loyalty, moral courage, self-discipline, self-improvement. Stamina, we perform successfully under constant physical and mental stress. Judgement we must think logically and make practical decisions. Ingenuity, we must make something out of nothing. Force we must execute our actions vigorously. Tact we say and do what is appropriate without giving unnecessary offense while understanding and appreciating another's viewpoint.

Overview

- The Game of Life
- Why The Game
- You Are In the Game
- Competition
- Strategic Thinking
- Secret Handshake

Overview

- Buy In
- Influencer
- Buck Up Suck Up
- Laws of Success
- Entrepreneur's View
- My Sessions Are Interactive

Why The Game

- The Game is Never Formally Taught
- Nobody Taught Me the Game
- Made Some Mistakes
- You Need to Know
- It Works But You Have to Practice
- Life Itself Is the Mastery of Obstacles and Difficulties
- I Could Have Done Somethings Better (Maybe) or Was I Being True to Myself

The Game of Life-Why Play The Game

- It's About Security
- It's About Power
- It's About the Money
- It's About Taking Care of Your Family
- It's About Having the Things You Want In Life
- It's About Your Legacy
- It's About Retirement
- It's About Having Fun

You're In the Game

- Rules Are Friends
- Players Have A Position
- Keep Your Eye On The Ball
- Obey The Golden Rules
 - Perfect Your Skills
 - Never Lose Your Head
 - Never Disagree With the Coach on the Field
 - Press Your Advantage and Capitalize

Scared Into Greatness

- Life Can Force You Into Competitiveness
- Push, Tormented, Harassed, Shamed,
- Warren Bennis-On Becoming A Leader-Crucible Event (Life Changing)
- People You Know
 - Barack Obama
 - Oprah Winfrey
 - Dr. Oz/You
 - Family Member

Competition

- All Around You
- Whether You Like It or Not
- Human Nature
- Compete Not Necessarily Against Others
- Play The Course
- You and Your Goals (That's How You Measure Yourself)

Competition

- Adventure
- Disaster
- Success
- Surprises
- Spontaneity
- Feeling of Success Avoiding Defeat

Competition

- Fame and Winning is Based On
 - Communication
 - What People Are Saying About You
 - What Other's Repeat
 - How We Talk About Ourselves
 - How We Build Our Brand

Competition

- Winning
 - Defined By You
 - Aggression Not Hostility
 - Really Don't Care About the Opposition
 - Don't Expect A Break Go Get It
 - Don't Relinquish An Advantage Unless It No Longer Adds Value
 - Always Be Cool-Avoid the Angry African American Bias
 - Lack of Control Impairs Your Ability to Perform Effectively
 - AT Some Point People Get Tired of It

Competition

- Drive
 - Initiative-A Tendency That Prompts Action
 - Independent-Of Purpose With An Outcome
- Desire
 - Directed-At A Particular Goal
 - Expectation-The Outcome (Believe)
- Determination
 - Developing Competence
 - Gaining Satisfaction
 - Striving Alone

Competition

- Prolonged & Repetitive Practice
- Never Give Up
- Every Bit of Energy
- Set Backs Increase the Effort
- Overcome Fear, Sense of Inadequacy, Depression, Exhaustion, Weakness

How

- Strategic Thinking
- Secret Handshake
- Metaphors
- Conversation Choices/Favor Town
- Buy In
- Influencer
- Buck Up Suck Up
- Laws of Success

Strategy Or to Think Strategically

- Scramble Your Signals to Protect Your Plans Do When You Have Made A Mistake
- Keep Your Eyes On Other Players
- See Your Job In the Proper Perspective
 - Steady Forward Movement
 - Specific , Clever, Calculating
 - True North
 - What is Your Calling

Strategy Or to Think Strategically

- Nervousness Is A Gaming No No
- Be Aware of the Uniform
 - It Matters
 - Dress For Success is Real
 - Everyone Need at Least One Power Business Suit (Blue or Black for Men, Blue or Red for Women)
 - Dress Like the Executive (Be Careful Not to Out Dress Your Boss)
 - Dress According to Your Job Duties

The Secret Hand Shake

- Do Your Political Homework
- Identify the Relevant Players, Get to Know Them, Talk to Them, Socialize With Them
- PUURR
 - Pause, Understand, Reflect, Re-Interpret (Alternative), Re-Direct
- Identify Objections & Deal With Them Early
- Find Ways to Give Credit
- Balancing Act
 - Does My Solution Resolve Senior Management Problems
 - Who Looks Good or Bad
 - Can You Re-shape A Solution That Actually Meets the Organization's Needs.

The Secret Hand Shake

- Confident But Don't Overdue It
- Perceptions Are More Powerful Than Reality
- Grooming
- Office or Office Space
- Voice
- Slow Down
- Fit Your Actions to the Times-Culture and Do you Fit
- Identify the Hot Tasks and Projects and Going After Them
- Visibility and Humility

The Secret Hand Shake

- Think Like A Chess Player
- Know the Game
- Anticipate Moves
- Ten Steps Ahead of Them
- Become An Expert
- Remember There Are Few Opportunities and A Great Deal of Competition
- How Do You Stand Apart/Compete
- Not Your Daddy's or Mama's Retirement-Move Around

The Secret Hand Shake

- Compliment Someone Who Expects You To Attack (Rivals)
- Art of the Successful Counterpunch (Punch Back But Subtly)
- Faint Praise
- People Have Reactions
 - Competition
- Questions They Have
 - Is This Person Smart
 - Will They Make Me Look Bad
 - Will They Be Promoted Before Me
 - Does the Director/Manager Like Them

The Secret Hand Shake

- Identify the Pathology
 - Flattery
 - Information Managing
 - Poisoning the Well
 - Fake Left and Go Right (Say One Thing and Do Something Else)
- Evaluate The Political Environment
 - Minimal, Moderate, High

The Secret Hand Shake

- Do Your Political Homework
- Identify the Relevant Players, Get to Know Them, Talk to Them, Socialize With Them
- PUURR
 - Pause, Understand, Reflect, Re-Interpret (Alternative), Re-Direct
- Identify Objections & Deal With Them Early
- Find Ways to Give Credit
- Balancing Act
 - Does My Solution Resolve Senior Management Problems
 - Who Looks Good or Bad
 - Can You Re-shape A Solution That Actually Meets the Organization's Needs.

Metaphors

- Baseball
 - Over the Fence
 - Pinch Hitter Temporary Substitute
 - Out in Left Field
 - Clubhouse Lawyer
 - College Try
 - Out In Left Field
- Football
 - Back Up Team or Bench Strength
- Coach

Conversation Choices

- Anchoring
- You Could Be Right However
- That Works As Long As
- It's A Good Idea Maybe I could Add Something
- Making Your Point People Like then Re-Direct To the Main Points
 - My Point is
 - What I Am Really Talking About Is
- I agree and I Think You Are Right-Offer My Interpretation
- Re-Directing the Conversation
 - It's Not that But This

Favor Town

- Creating Favors
- Unexpected Favors
- Go Beyond What is Expected
- Know What Others Need and Want
- Developing A Favor Bank;

Balancing Act

- What's In It For Them
- Asking For Something
- Does My Proposal Respond To Senior Management's Concerns
- Who Looks Good?
- Who Look's Bad?
- Who's An Ally or Not?
- Reshape Your Ideas Into the Needs, Desires, and Concern of Others

Buy In

- Ways People Kill Your Ideas
 - Fear Mongering
 - Raising Doubts
 - Undesirable Act
 - Frightening Consequences

Buy In

- Other(s)
 - Money-We Can't Afford It
 - Exaggerating the Problem
 - Your Proposal Goes to Far-Over Kill
 - It Won't Work Here
 - Idea Is Un-inspiring
 - Not Enough Preparation Homework

Buy In

- Let Them Attack You
 - Do Your Homework-Cite Examples and Sources
 - Get Peoples Attention With Your Opening Remarks
 - Simple
 - Common Sense Avoid Complex Arguments
 - Show Respect
 - Self-Confidence
 - Know Your Position and the Other(s) Position/Stay Tough
 - Focus On the Reaction of the Majority
 - Be Open Minded-Adapt Where You Can

Disagreeing With the Boss

- Be Realistic About Risks and Stay Calm
 - Of Not Speaking Up
 - Of Speaking Up
- Decide Whether To Wait
 - Form An Army
 - Timing Is Everything
- Identify A Shared Goal-The Manager's Priority
- Ask Permission to Disagree

Disagreeing With the Boss

- Validate or Re-Articulate the Original Point
- Don't Make Judgements
 - Tell A Story
 - Opinions-Use Facts

Influencer

- We Are better At Coping Than Exerting Influence
- It Is Easier To Go With the Flow Than To Make Changes
- Influencing
 - Changing Minds
 - There Has to Be Value For Everyone Involved
 - Has to Be Achievable
 - Search For Vital Behaviors
 - Motivators to Action

Influencer

- Harness Peer Pressure
 - Compare Behaviors,
 - Identify Differences in What's Expected
 - Identify Results Oriented Behavior
- Design Rewards and Demand Accountability
 - Fair, Equitable, Discussed Up Front, Administered In a Timely Fashion
- Create A Village
 - Formal and Informal leaders Encourage Vital Behaviors and Confront Negative Behaviors
 - Look For Real Time Feedback
 - Changing Minds
 - There Has to Be Value
 - Has to Be Achievable

Buck Up Suck Up

- What Do You Do When You Have Made A Mistake
 - Address It Quickly
 - Explain Why It Happened
 - Discuss What You Are Doing About It
 - Talk About How You Have Prevented That From Happening Again
 - Say Subtly That It Will Never Happen Again
 - Better to Give Me A Chance to Fix It Than Not
 - Make It Safe For People to Talk to You

Buck Up Suck Up

- Acknowledge
- Move to Your Point
- Come Back to Their Point and Answer the Question
- Listen I understand that is a Problem and then the Pivot
- Survey The Land-Literally (Conduct Formal and Informal Surveys) Of Issues Then Talk (With Research As A Foundation and Support).
- Talk In Threes (Use Three Good Examples)
- Stay Strong and Unwavering
- Stay On Point Give the Same Answer Over and Over

Laws of Success-Tolerance

- Patience
- Understanding
- Seek To Understand and Then Understood
- Crucial Conversation
- Negotiation
- Watch Out For Anchoring
- Respect Other's Position/Views/Perspective (You Don't Have to Agree)
 - But You Have to Get the Job Done
- Analyze Your Prejudices and Biases

Laws of Success-Failure

- Temporary Defeat
- Allows You to Get Better
- Strength Grows Out of Resistance (No Pain No Gain)
- Reverses
- Set Backs
- Turning Points
- Crucible Events
- My Story

Laws of Success-Failure

- It's Merely A Lesson From Which You Will Be Able to Grow

Laws of Success-Substitution

- Something Good Will Happen To Replace A Failure or Disappointment
- Fire Makes Iron
- No Struggle No Growth
- Create Stretch Goals
- Try It/Try Something
- Test It
- Use Small Increments

Laws of Success-More Than Paid For

- Doing More Than Paid For
- You Reap What You Sow
- Low Cost Differentiation
- Value
- Getting More Than What You Were Expecting
- Like and Love Your Work
 - Correlated With Your True North
 - Happiness
 - Money

Laws of Success

- Outstanding Work Each and Every Time
 - Maps To Your Brand and Your Reputation
 - Competition-You Are Competing-Remember It's A Game

How To Succeed In Anything

The Entrepreneurs View

- Be Realistic
 - Life's Work
 - Consume Your Time
 - Not for the Faint of Heart
 - Mental Struggle
 - Use the Science
- Build Relationships
 - Hard to Do It Alone
 - Co-Workers
 - Class Mates
 - Independent and Innovative

How To Succeed In Anything

The Entrepreneurs View

- Embrace Uncertainty
 - Be Fearless
 - You Are Already Ready
 - Spend Some Time Preparing
 - Manage Problem Encounters With Employees, Staff, Managers, and Stakeholders

How To Succeed In Anything

The Entrepreneurs View

- Take the Initiative
 - People Who Have A Common Vision
 - Find Them
 - Learning and Hard Work (Elbow Grease)
 - Always Learning
 - It Takes Longer Than You Want It To
 - Have to Be Driven-Relentless
 - How Bad Do You Really Want It

What's Important

- Where Are You Going
- Relentless
- Manage Self
- Courage
- Extreme Focus
- Preparation
- Execution

True North

- Self Discovery
- Passion
- Can You Make Money Following Your Passion
- Your Legacy
- What Are You Really Good At
- Find That and Go There
- I Don't Worry Because Everything Works and Happens for the Best In the Long Run

Call To Action

- Really Just Do It
- Figure Out How
- Organize Yourself
- Take Action
- Be Responsible, Assess, and then Revise

Keep In Mind Last Thoughts

- Self Awareness
- Perspective
- Context
- Engage
- Step Back From Problem
- Iterative Probing
- Outside Help
- Training, Train Yourself, Practice

References

Buy In- John Carter

Crucial Conversations -Kerry Patterson

Influencer- Joseph Grenny

Secret Handshake- Kathleen Reardon

Winning The Psychology of Competition-Walker

Games Mother Never Taught You

Laws of Success-Napoleon Hill

Biography

- Dr. Cartwright is the President and Owner of Systematic LLC a Program and Project Management Company. With 37 years of Federal Service and 11 years as an Adjunct Faculty Dr. Cartwright is an expert in Strategic Management, Program and Project Management, Information System Design, Development and also Financial Management. Dr. Cartwright is a Harvard University Kennedy School Senior Executive Fellow and holds dual Doctoral degrees in Information Systems and Management from the University of Sarasota, the Master of Business Administration from Florida Tech and dual Bachelor degrees in Business and Health Care Administration from Towson University. Dr. Cartwright's is a graduate of George Washington University's Senior Executive Development Program, a Project Management Professional (PMP) and a certified Business Relationship Manager (BRM).

Survey

Did you find this workshop useful? 1 2 3 (3=Very Useful)

Did the facilitator manage the discussion? 1, 2 3, (3=Outstanding)

Did you find the exercise meaningful? Yes No

Did the exercise help clarify the workshop material? 1, 2, 3 (3=Outstanding Clarity)

What additional topics would you like to know more about?

Presentation(s)

- Order
 - Opening
 - Your Objective
 - Preview -In the Beginning and Summarize at the End
 - Key Points With Supporting Material
 - Transitional Phrases
 - WIFT
 - Topical Approach (An Order, Least to Most Important, First to Last, Not Expensive to Expensive)
 - Concerns and Solutions
 - Closing (An Action Item)