



TRANSFORMING TALENT'S  
A - M A Z E  
2022  
NAVIGATION GUIDE

MOVING FROM...  
TRANSACTION TO TRANSFORMATION  
INTENTION INTO REALITY  
AN IDEA TO A MOVEMENT -  
THAT IS THE AMAZE-ING JOURNEY OF 2022.

TRANSFORMATION  
PASSPORT

# TRANSFORMING TALENT'S A - M A Z E 2022 JOURNEY

@ElizabethLombke

A-MAZE 2022 JOURNEY  
IS A SERIES OF COLLABORATIVE  
#DOITTOLEARNIT  
EVENTS  
TO EXPERIENCE THE DIFFERENCE  
BETWEEN  
"SO YOU SAY YOU ARE GONNA CHANGE..."  
AND  
BEING THE CHANGE.

READY TO COME ABOARD AND  
BE A-MAZED?

TRANSFORMATION PASSPORT

DIPL.-PSYCH.  
*Elizabeth M. Lembke*  
CHIEF TALENT NAVIGATOR



## TRANSFORMING TALENT

*Talent, Learning & HR Innovator and Consultant*

PASSIONATELY TRANSFORMING WORK, CULTURE, TALENTS, AND HR

ALWAYS: PRINCIPLES OVER PROCESS

### PRO-ACTIVE INSTIGATOR

- INNOVATION LEADER IN TALENT DEVELOPMENT, CAREER GROWTH, & TEAMING
- FREQUENT MASTER OF CEREMONIES & SPEAKER IN TALENT, LEARNING, D&I, EMPLOYER BRANDING, AND RECRUITING COMMUNITIES
- GAME-CHANGING EVENT DESIGN, MODERATION & PRODUCTION (VIRTUAL & IN-HOUSE)
- CUSTOMER & INDUSTRY EXPERIENCE: AUTOMOTIVE, MANUFACTURING, TECH TRANSFER, CONSULTING, HR VENDOR TECH, START-UPS, FORESTRY

### RAP SHEET

- CHIEF TALENT NAVIGATOR DEVIL'S ADVOCATE FOR TALENT
- FORMER DIRECTOR HR & GLOBAL TALENT
- 20 YEARS: GLOBAL, STRATEGIC, AND HANDS-ON TALENT, LEARNING, HR, COLLABORATION
- MULTIPLE INNOVATION AWARD WINNER, FRANKLINCOVEY & AON HEWITT BENCHMARK
- PUBLISHER [TRANSFORMING TALENT INSIGHTS](#) NEWSLETTER
- (DIPL. PSYCH.) B.S. & M.S. IN WORK, CULTURAL AND PEDAGOGICAL PSYCHOLOGY, SPECIALIZED IN INTERCULTURAL WORK TEAMS
- SYSTEMIC COACH (DVBC) - TEAMS, INDIVIDUAL AND EXECUTIVE COACHING
- BACHELOR'S IN ANTHROPOLOGY, ARCHAEOLOGY AND GERMAN
- CONSULTS IN ENGLISH AND GERMAN

### OUTREACH WORK

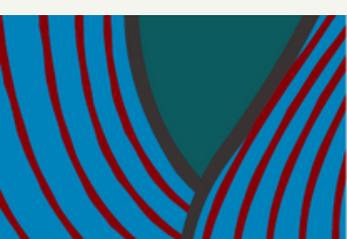
TRANSFORMING TALENT, A-MAZE 2022 TRANSFORMATION PASSPORT, #SOAPBOX PSYCHOLOGISTS, L&D CARES CAREER GROWTH LEAD, CO-CREATOR.SPACE, HRIMPROV, WORKING REMOTELY BEING CONNECTED, UNSPOKEN THEMES IN D&I, WELCOME INTO THE AWESOME, BRAVE SPACES, RCIRCLE, TALENT BRAND ALLIANCE ETC.

- MINDSET FIRST
- TALENT IS EVERYWHERE
- BUILD CONFIDENCE, BUILD COMPETENCE
- THE FUTURE OF WORK IS SOCIAL, ADAPTIVE, AND PERSONAL
- INNOVATION CAN HAPPEN ANYWHERE
- THE BEST IDEAS COME OUT OF CREATIVE COLLABORATION

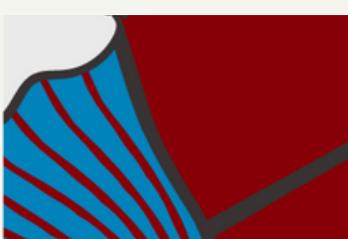


@ElizabethLembke

*#amaze2022 #buildconfidencebuildcompetence #learningmavens #doittolearnit #workingremotelybeingconnected  
#courageforandwith #impactgrowthrelationships #empowermentleague #welcomeintothearawesome  
#chantarant #fixthepattern #principlesoverprocess #talentuniverse #transformationpassport  
#devilsadvocatefortalent #chieftalentnavigator*



# TRANSFORMING TALENT

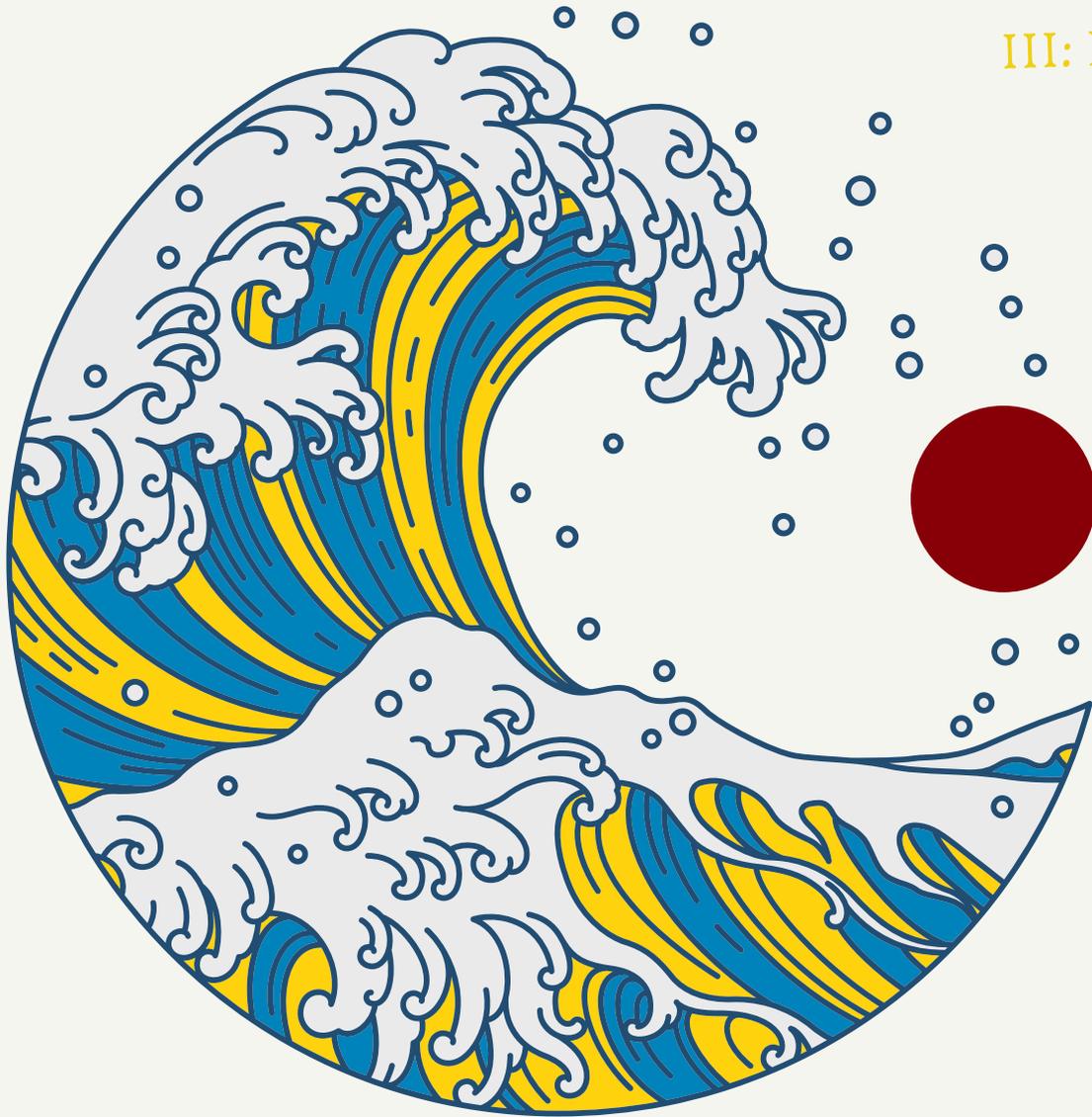


GO FOR THE  
#WINWINWINWIN

BY FOSTERING  
FULFILLMENT AT WORK,  
A REAL CONNECTION TO PURPOSE, AND  
TRUE OWNERSHIP AS A TEAM...

YOU GET...

CULTURES OF ENGAGEMENT, TEAM COHESION,  
COLLABORATION, PROACTIVENESS, BRAVERY,  
POSITIVE NET PROMOTER SCORES, NIMBLENESS,  
ACCOUNTABILITY, INNOVATION, EFFECTIVENESS,  
THRIVING TALENT PIPELINES ...



GRIN Organizational Design Model:  
Be GRounded  
Be INtentional  
by Elizabeth Lembke and Mandy Chooi (2020)

### III: HOW WE MAKE IT REAL EVERYDAY...

*Individual Purpose and Growth  
Ways of working and collaborating*

### II. HOW WE SHOW UP...

*Leadership and Culture  
Power and Structure  
Talent Development*

### I. WHO WE ARE...

*Context  
Purpose  
Principles*

# TRANSFORMING TALENT'S A - MAZE 2022 JOURNEY

FOR YOUR A-MAZE TRANSFORMATION JOURNEY,  
YOUR CHIEF TALENT NAVIGATOR, ELIZABETH LEMBKE  
HAS THE CHARTS AND THE #HASHTAGS TO CAPTAIN YOU  
THROUGH THE TRANSFORMING TALENT SEAS.

OUR GUIDING STARS ARE THE  
TRANSFORMING TALENT PRINCIPLES:



## TRANSFORMING TALENT *Principles*

- MINDSET FIRST
- TALENT IS EVERYWHERE
- BUILD CONFIDENCE, BUILD COMPETENCE
- THE FUTURE OF WORK IS SOCIAL, ADAPTIVE, AND PERSONAL
- INNOVATION CAN HAPPEN ANYWHERE
- THE BEST IDEAS COME OUT OF CREATIVE COLLABORATION

TRANSFORMATION PASSPORT

# A-MAZE PORTS OF CALL

Your A-Mazing Journey: every 4th Thursday of the Month

## JANUARY

January 27, 2022

*Setting Sail on your A-Maze 2022 Journey*

## FEBRUARY

February 24, 2022

*Barriers to Transformation*

## MARCH

March 24, 2022

*Learning happens in the "wobble"*

## APRIL

April 28, 2022

*Vitality - Viability - Vulnerability*

## MAY

May 26, 2022

*Talent Development in A-MAZE -ment*

## JUNE

June 23, 2022

*No Diggity No Doubt: Workplace Dignity*

## JULY

July 24, 2022

*Scavenger Hunt Teaming*

## AUGUST

August 25, 2022

*Co-Creator.Space: Evolution & Innovation*

## SEPTEMBER

September 27, 2022

*Empowerment League*

## OCTOBER

October 27, 2022

*Show-WEEN: Build Confidence - Build Competence*

## NOVEMBER

November 24, 2022

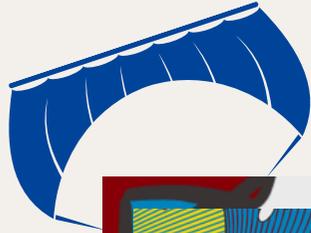
*Working Remotely - Being Connected*

## DECEMBER

December 22, 2022

*A-Maze 2022 Journey in Review*

# SETTING SAIL ON YOUR A-MAZE 2022 JOURNEY



TRANSFORMING TALENT'S  
A-MAZE  
2022  
JOURNEY

WHAT ADVICE WOULD YOU LIKE  
TO GIVE YOURSELF AS YOU  
BEGIN A-MAZE 2022?

*@ElizabethLambke*

WHAT DO YOU WANT TO LEARN?:

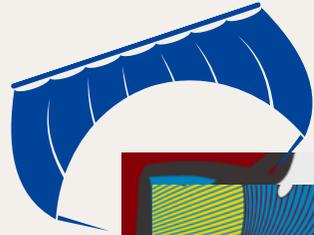
HOW WILL YOU BE ABLE TO SEE IT?:



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# SETTING SAIL ON YOUR A-MAZE 2022 JOURNEY



TRANSFORMING TALENT'S  
A-MAZE  
2022  
JOURNEY

WHAT WATERS WOULD YOU LIKE  
TO HAVE TESTED BY THE END OF  
A-MAZE 2022?

*@ElizabethLombke*

WHAT DO YOU WANT TO LEARN?:

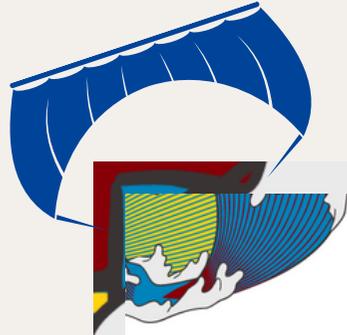
HOW WILL YOU BE ABLE TO SEE IT?:



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# SETTING SAIL ON YOUR A-MAZE 2022 JOURNEY



TRANSFORMING TALENT'S  
A-MAZE  
2022  
JOURNEY

WHAT IS YOUR PERSONAL  
INSPIRATIONAL QUOTE FOR  
A-MAZE 2022?

*@ElizabethLembke*

WHAT DO YOU WANT TO LEARN?:

HOW WILL YOU BE ABLE TO SEE IT?:



# TRANSFORMING TALENT'S A-MAZE 2022 JOURNEY

@ElizabethLembke

SO WITH THAT, WE WELCOME YOU TO JOIN THE A-MAZE 2022 JOURNEY  
SERIES OF COLLABORATIVE  
#DOITTOLEARNIT EVENTS.

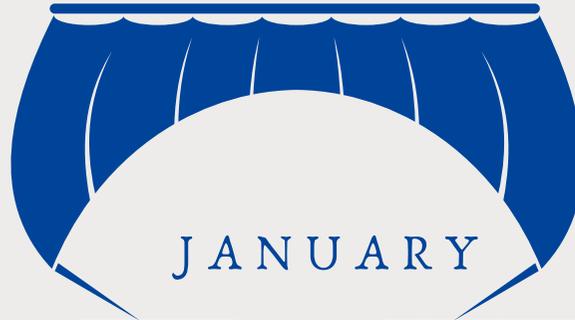
TO RESERVE YOUR A-MAZE 2022 SEAT, CONTACT YOUR  
CHIEF TALENT NAVIGATOR  
ELIZABETH LEMBKE

OR

REGISTER VIA [EVENTBRITE](#) OR [LINKEDIN](#)

## TRANSFORMING TALENT

## A-MAZE 2022 JOURNEY



SETTING SAIL ON  
YOUR  
A-MAZE 2022  
JOURNEY

TRANSFORMING TALENT'S  
A-MAZE  
2022  
JOURNEY

- WHAT WOULD YOU TRY IF YOU KNEW YOU COULD NOT FAIL?
- WHAT WOULD YOU LIKE TO BE YOUR BIGGEST TRIUMPH BY THE END OF THE YEAR?
- WHAT ADVICE WOULD YOU LIKE TO GIVE YOURSELF AS YOU BEGIN A-MAZE 2022?
- WHAT WOULD YOU BE MOST HAPPY ABOUT GOING INTO THE BRAVE ZONE OF LEARNING FOR?
- WHAT WATERS WOULD YOU LIKE TO HAVE TESTED BY THE END OF A-MAZE 2022?

@ElizabethLembke

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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

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BARRIERS TO



TRANSFORMATION

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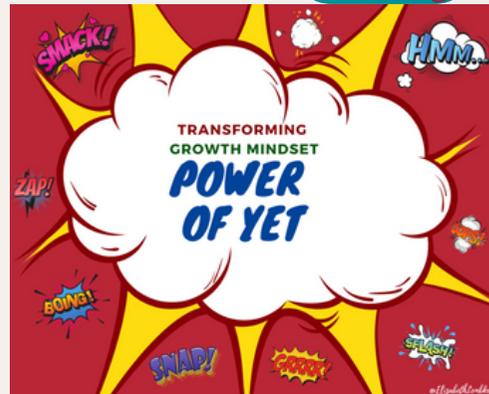
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LEARNING HAPPENS IN THE "WOBBLE"



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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

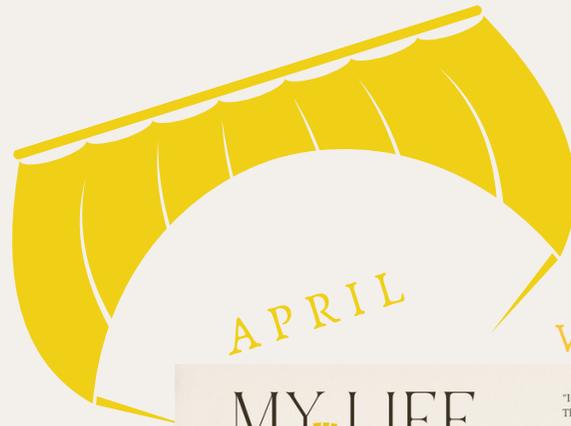
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VITALITY -  
VIABILITY -  
VULNERABILITY

**MY LIFE**  
JUST BREATHE

"It's not enough to be busy, so are the ants. The question is, what are we busy about?"  
*Henry David Thoreau*

TIME MONDAY TUESDAY DAY

**SELF ISOLATION**  
STAY HOME  
PROTECT YOUR SPACE  
SOCIAL DISTANCING

**The Imperative of our Time**  
"Timeboxing" the Virus and the Economic Shock

**1**  
Safeguard our lives  
1a. Suppress the virus as fast as possible  
1b. Expand testing, quarantining and treatment capacity  
1c. Find "cures"; treatment, drugs, vaccines

**2**  
Safeguard our livelihoods  
2a. Support people and businesses affected by lockdowns  
2b. Prepare to get back to work safely when the virus abates  
2c. Prepare to scale the recovery away from a -8 to -13% trough

Through this together  
@ELIZABETHLEMBKE

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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

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TALENT  
DEVELOPMENT



IN  
A-MAZE-MENT

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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

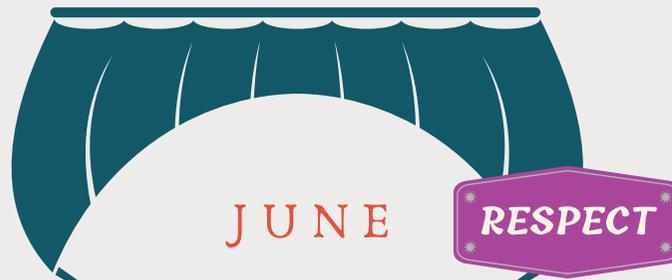
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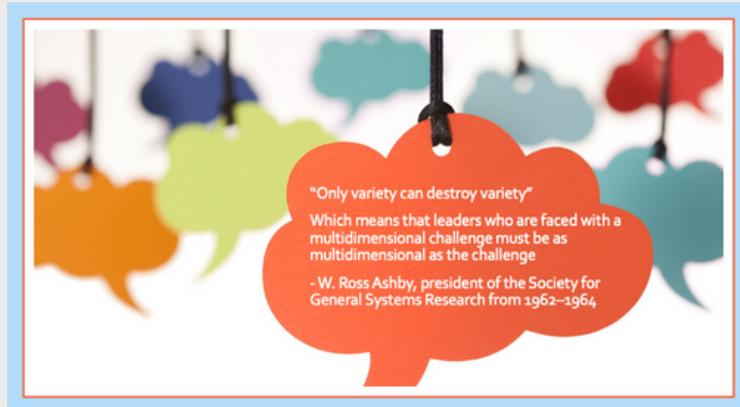
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NO DIGGITY NO DOUBT:  
 WORKPLACE DIGNITY



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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

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# SCAVENGER HUNT

**The best teaming is like a Scavenger Hunt:**

- Clear eye on the challenge
- Associative thinking outside of the box is expected
- The power of the team is leveraged in creative ways
- Mistakes are seen as part of learning
- All have a sense of ownership for reaching the goal
- The energy derived from the fun of the challenge motivates to new strengths.

@ElizabethLembke

# TEAMING

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WHAT DO YOU WANT TO LEARN?:

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HOW WILL YOU BE ABLE TO SEE IT?:

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Co-Creator.Space



EVOLUTION  
INNOVATION

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WHAT DO YOU WANT TO LEARN?:

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EMPOWERMENT LEAGUE

**An Invitation to Brave Space** by Micky ScottBey Jones

Together we will create brave space  
 Because there is no such thing as "safe space"  
 We exist in the real world  
 We all carry scars and we have all caused wounds.  
 In this space  
 We seek to turn down the volume of the outside world.  
 We amplify voices that fight to be heard elsewhere.  
 We call each other to more truth and love  
 We have the right to start somewhere and continue to grow.  
 We have the responsibility to examine what we think we know.  
 We will not be perfect.  
 This space will not be perfect.  
 It will not always be what we wish it to be  
 But  
 It will be our brave space together.  
 And  
 We will work on it side by side.

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WHAT DO YOU WANT TO LEARN?:

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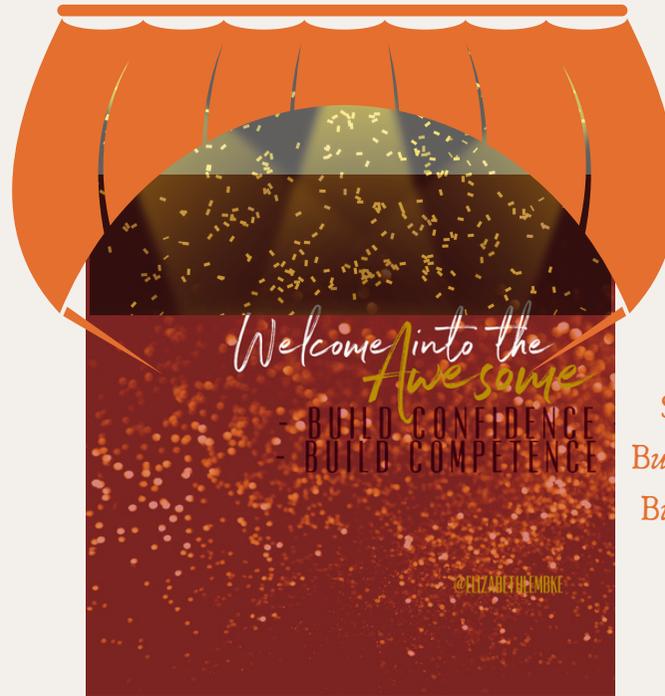
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# OCTOBER



*Show-WEEN:  
Build Confidence -  
Build Competence*

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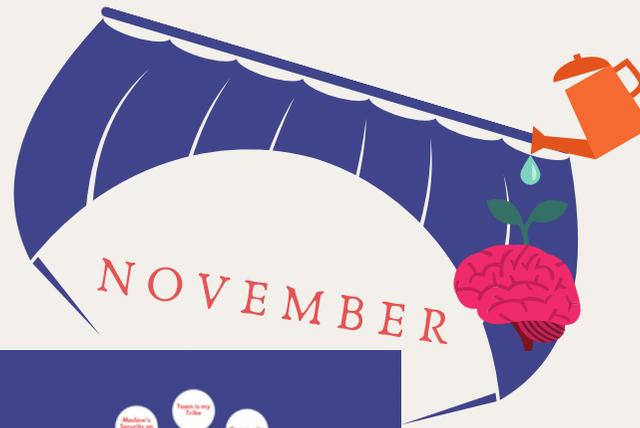
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*A - M a z e*  
2022

WORKING  
REMOTELY  
- BEING  
CONNECTED



NOVEMBER



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# A-MAZE 2022 JOURNEY

YOUR  
&  
OUR



IN  
REVIEW

## TRANSFORMING TALENT'S A-MAZE 2022 JOURNEY

- WHAT WOULD YOU TRY IF YOU KNEW YOU COULD NOT FAIL?
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- WHAT ADVICE WOULD YOU LIKE TO GIVE YOURSELF AS YOU END A-MAZE 2022?
- WHAT ARE YOU MOST HAPPY ABOUT GOING INTO THE BRAVE ZONE OF LEARNING FOR?
- WHAT WATERS DID YOU TEST BY THE END OF A-MAZE 2022?

@ElizabethLembke

SU	MO	TU	WE	TH	FR	SA
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WHAT DO YOU  
WANT TO LEARN?:

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HOW WILL YOU BE  
ABLE TO SEE IT?:

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# A-MAZE PORTS OF CALL

*What do you want to learn?*

*How will you recognize it when you see it?*

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January 27, 2022

*Setting Sail on your A-  
Maze 2022 Journey*

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*Barriers to  
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Viability -  
Vulnerability*

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*Working Remotely -  
Being Connected*

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*A-Maze 2022 Journey  
in Review*



# YOUR & OUR A-MAZE 2022 JOURNEY IN REVIEW



TRANSFORMING TALENT'S  
A-MAZE  
2022  
JOURNEY

WHAT ARE YOU MOST HAPPY  
ABOUT HAVING GONE INTO THE  
BRAVE ZONE OF LEARNING FOR?

@ElizabethLombke

WHAT DID YOU WANT TO LEARN?:

HOW WERE YOU BE ABLE TO SEE IT?:



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# TRANSFORMING TALENT

DIPL.-PSYCH.

*Elizabeth M. Lembke*

CHIEF TALENT NAVIGATOR

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WWW.TRANSFORMINGTALENT.DE (GER)

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LINKED-IN: [WWW.LINKEDIN.COM/COMPANY/TRANSFORMING-TALENT](http://WWW.LINKEDIN.COM/COMPANY/TRANSFORMING-TALENT)

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[TRANSFORMATION-PASSPORT-102149](https://WWW.EVENTBRITE.COM/CC/A-MAZE-2022-TRANSFORMATION-PASSPORT-102149)

@ElizabethLembke