

WHO ARE YOU WHEN IT GETS HARD?



The Courage to Lead
When More Is Being Asked of You
Then You Have to Give
Reveals the Real You



BEFORE WE BEGIN

**I'M NOT HERE
TO TELL YOU TO DO MORE
WITH LESS.**



You've already proven you can do th



AND I RESPECT WHAT YOU CARRY.

I SEE YOU

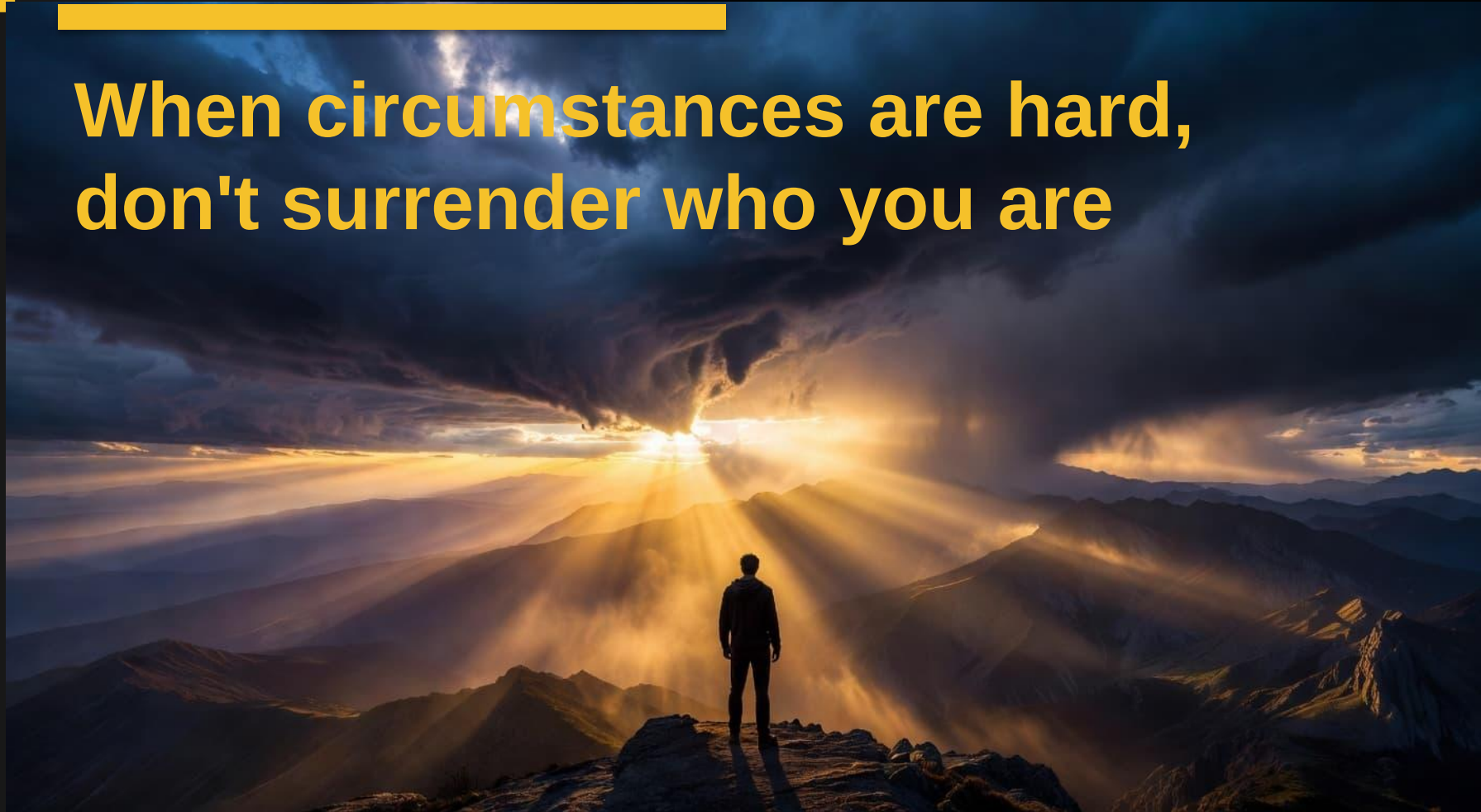


The staffing
The budgets
The expectations
The pressure
The people
The responsibility



H HOLD THE LINE

**When circumstances are hard,
don't surrender who you are**



HOLD THE LINE

“Hard circumstances don't give us
permission
to lower our standards
Or
our belief in ourselves.”



A ACKNOWLEDGE THE HUMAN

Behind every tray,
every worker,
and every
challenge is a
human being
who wants to
matter



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ACKNOWLEDGE THE HUMAN



People don't need us to pretend it's not hard
They need us to recognize that it is
and still treat them like they matter.



Liberating Ourselves To Listen

- L** Log Out Before Logging In
- I** Invest in the Speaker with Your Eyes
- S** Serve Them with Your Presence
- T** Triangulate the Conversation
- E** Engage in “Thought-Filled” Questions
- N** Negotiate for Solutions based on Possibilities



R REFRAME THE IMPOSSIBLE



**Possibility begins when we stop asking
what we don't have and start asking what
we can do with what we have**

REFRAME THE IMPOSSIBLE

Look inside and rewrite
“impossible”

through knowing:
I'M POSSIBLE



THE TURNING POINT

IMPOSSIBLE or ...

Look inside



REFRAME

I'M POSSIBLE



Sometimes the biggest barrier
isn't what's in front of us
It's what we've decided is possible

D DEVELOP POSSIBILITY



Leadership isn't doing everything
It's helping people become capable
Of
doing something meaningful
test value isn't what you can persona

DEVELOP POSSIBILITY

Your greatest value
isn't what you can
personally
accomplish

It's what you can
help other people
become capable of
accomplishing



EMPOWER YOURSELF



What story
am I telling myself
about what is possible?



EMPOWER OTHERS



Who needs
me to believe in their possibility
before they can see it themselves?



EXPAND POSSIBILITIES



What becomes possible
when I stop accepting
“That's just the way it is”?



REMEMBER

YOU ARE NOT YOUR CIRCUMSTANCES.

You are what you choose to do with them.



MONDAY MORNING

THE HARD WILL STILL BE WAITING.

But you can walk back through those doors asking a different question:



Carry It Back

WHAT IS POSSIBLE BECAUSE YOU'RE HERE?

Empower Yourself • Empower Others • Expand Possibilities



MATT UPTON, Your CEO
CHIEF ENCOURAGEMENT OFFICER

Thank you for allowing me to have this conversation with you. I deeply admire you and all you are accomplishing.

When I can do anything for you or your team, call me or text me.

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