



NOVEMBER BREAKFAST PROGRAM





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LexisNexis Risk Solutions



Tim Page
Director of People and Culture
Kia Georgia



LaToya Williams
VP, Corporate HR and
Learning &
Development
Atrium Hospitality





MEMBERSHIP REMINDERS

Don't let your membership lapse!

You can renew online today

*Remember to renew your membership no later than
12/31/24.*



VOLUNTEER



We are looking for volunteers for our various committees:

- Finance
- Member Engagement
- Member Recruitment & Sponsorship
- Programs

If you are interested in volunteering, please send us an email to info@hrlfatlanta.org





PREMIUM PARTNERS



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TODAY'S BREAKFAST PROGRAM SPONSORED BY



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OUR PROGRAM



Leaders of Tomorrow – What Superpowers do they need?



DAVID ROCK, CO-FOUNDER AND CEO,
NEUROLEADERSHIP INSTITUTE



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Leaders of Tomorrow

What superpowers do they need?



Dr. David Rock
Co-Founder and CEO
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Since 2019, the rate of change has increased **183%**.

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Accenture Pulse of Change, 2024

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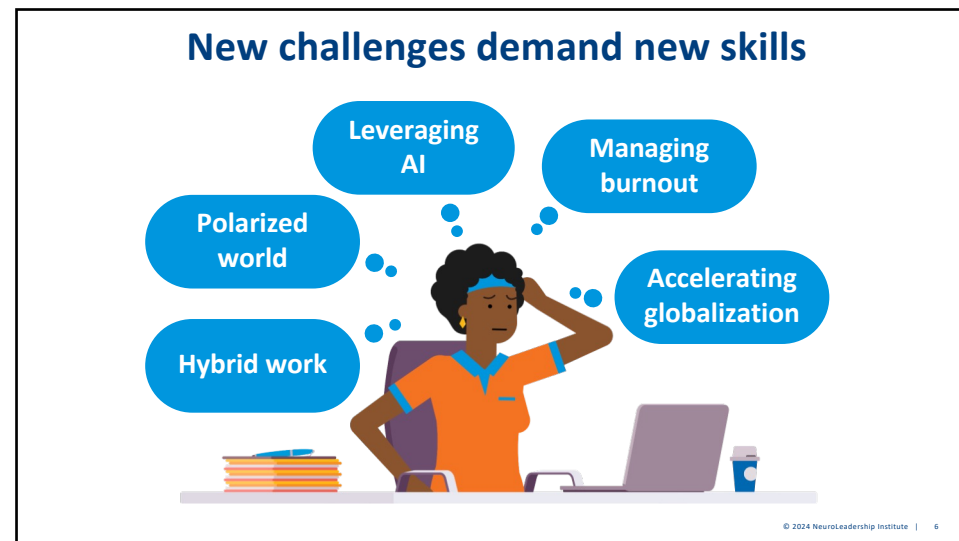
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**“The ‘learn-it-all’
does better than the
‘know-it-all.’ ”**

The image shows the cover of Fast Company magazine. The cover features a black and white photograph of Satya Nadella, CEO of Microsoft, resting his chin on his hand. The magazine title "FAST COMPANY" is at the top in yellow. Below the title, there is a list of names and a large "10" indicating a top 10 list. The text "SATYA NADELLA" is visible above the photo, and "10" is prominently displayed next to it.

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A decade of growth mindset research



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A decade of growth mindset practice



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The heart of the idea



Prove yourself,
look good



Improve yourself,
get better



NeuroLeadership Institute, 2018
Halvorson, Cox, & Rock, 2016
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Mindsets influences how we...

- Pay attention.
- Handles errors and mistakes.
- Interpret successes and failures.
- Adapt to changing circumstances.



Bejjani et al., 2019
Jia et al., 2023
Myers et al., 2016
Schroder et al., 2014

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How to shift to a growth mindset

Notice ...

I'm not good at this...
I don't think I can ...
This isn't easy for me...

Shift ...

I'm not good at this,
YET

Grant & Hofmann, 2011
Von Bergen & Bressler, 2020
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The critical habits of a growth mindset

Value progress



+

Experiment

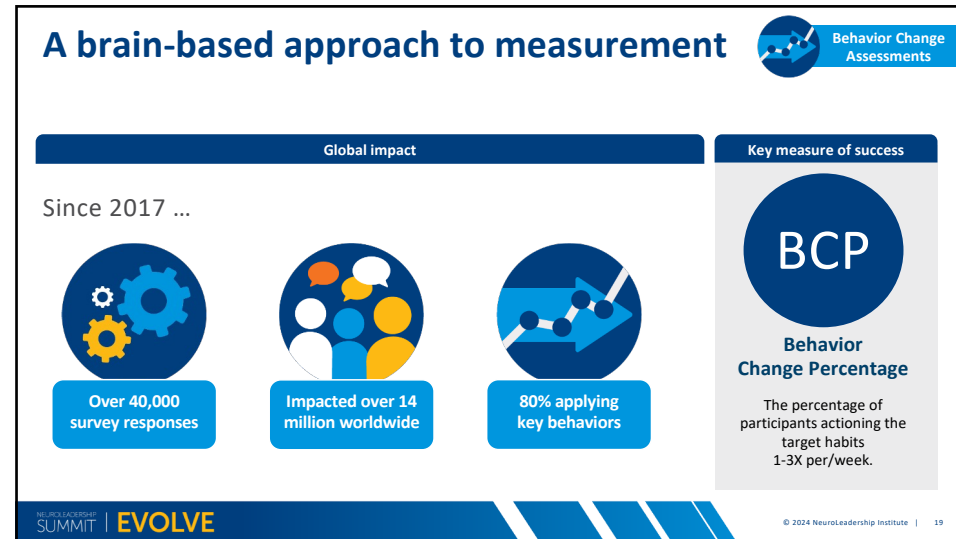


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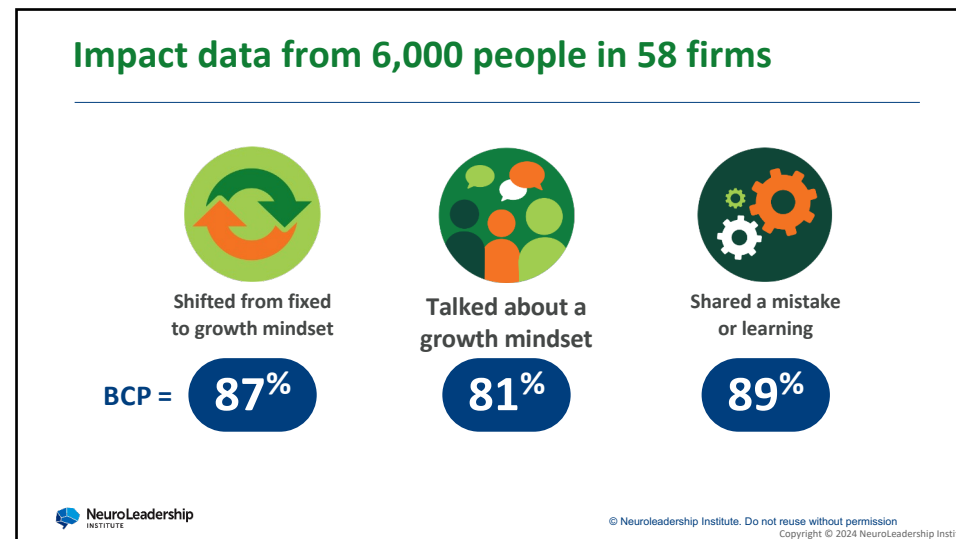
Learn from others



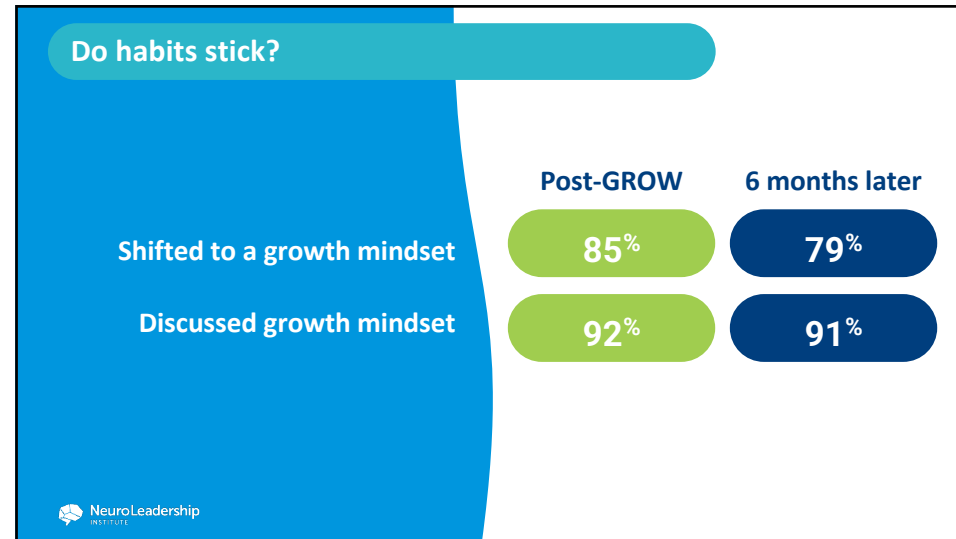
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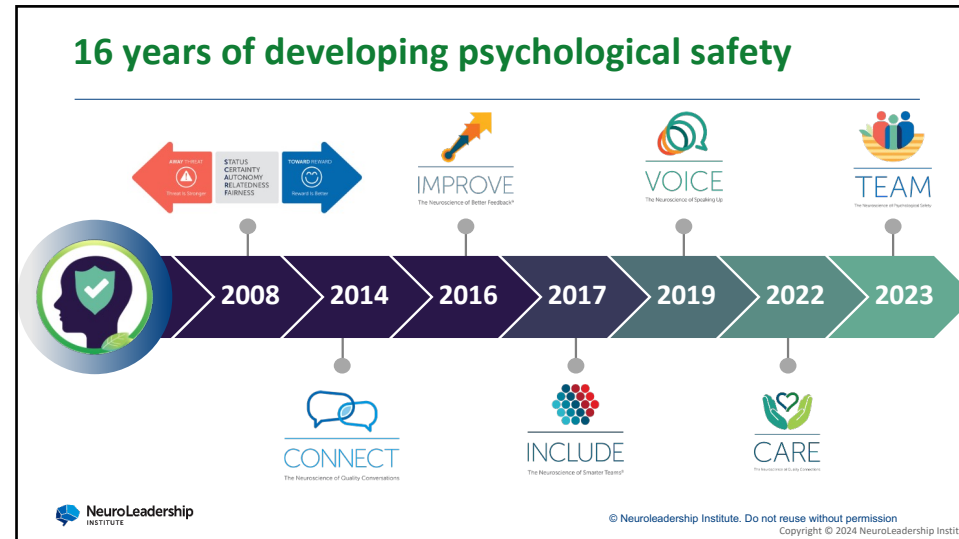
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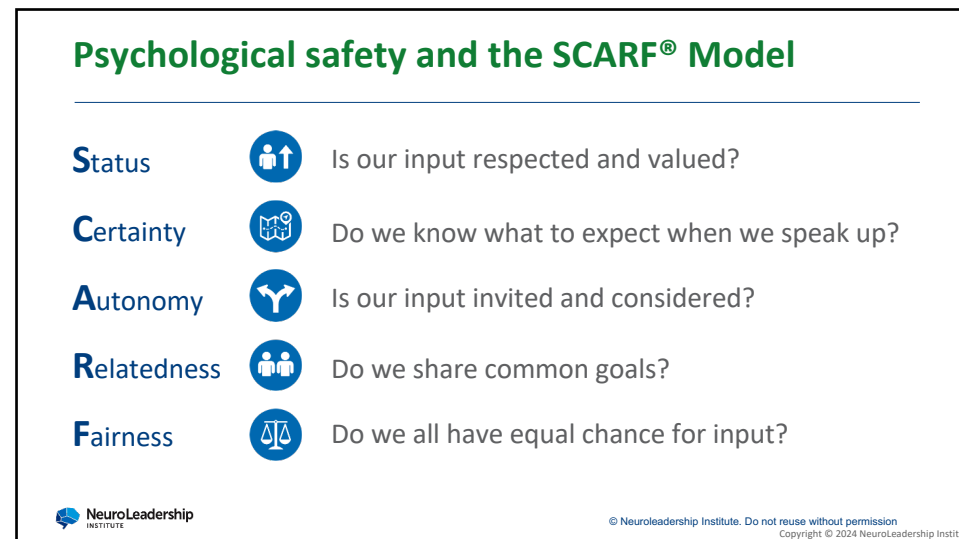
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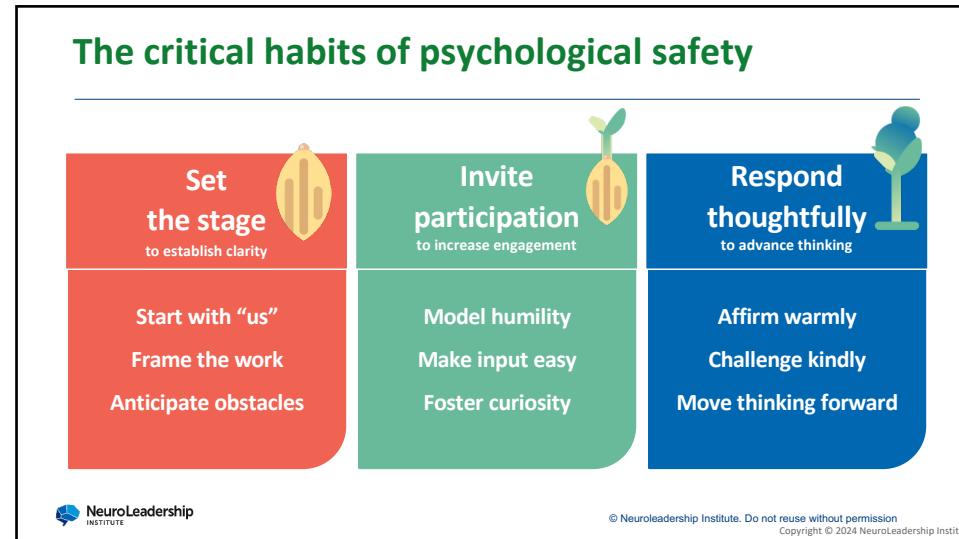
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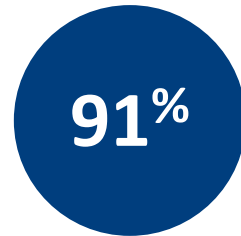


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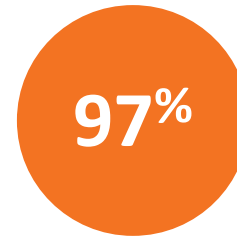
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The accountability conundrum



91%
of employees agree
accountability is important

YET ...



97%
of managers and employees
struggle with accountability



NLI PM Industry Research, 2020; Natria et al., 2023

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The accountability conundrum

From punitive accountability

To proactive accountability

Accountability as punishment

Accountability as a worthy challenge

Fear, blame, scapegoating

Taking ownership

Hiding mistakes and failures

Share learning from wins and losses



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The critical habits of Proactive Accountability



Sync expectations



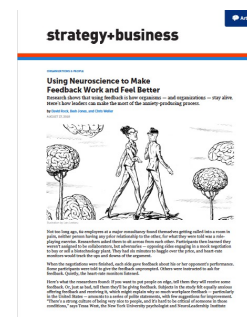
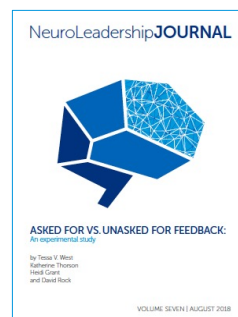
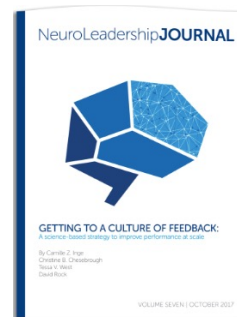
Drive with purpose



Own your impact

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One habit that drives all three....



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Why ask for feedback?

1. Both sides feel less threatened
2. You get feedback more quickly and regularly
3. You can ask many people, reducing bias
4. You can get the specific feedback you need



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Average BCP by Modality



78.9%

HIVE (*n* = 5,255)

79.9%

DLS (*n* = 33,529)

66.7%

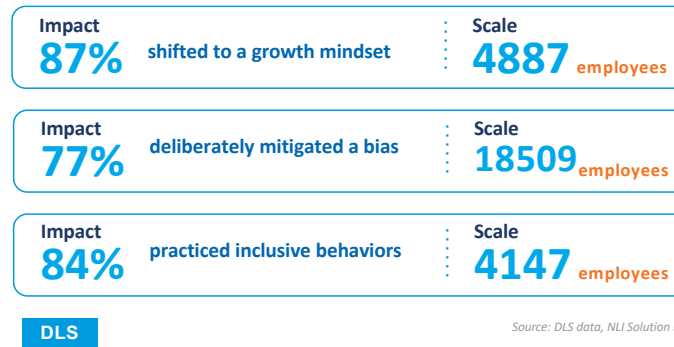
Workshop (*n* = 716)

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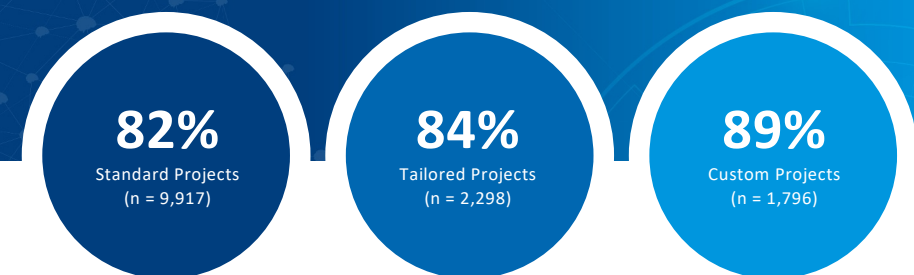
What's possible in just 30 days



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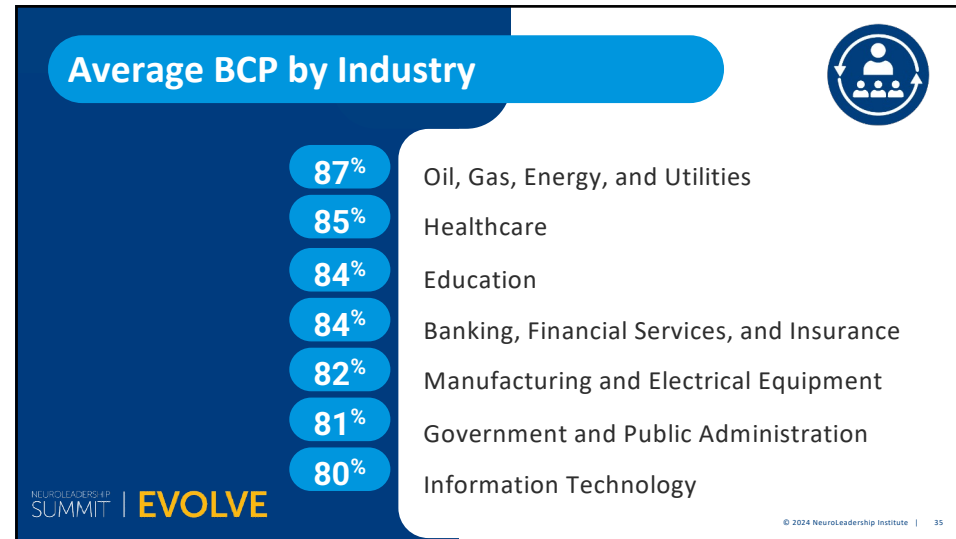
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BCP by level of customization

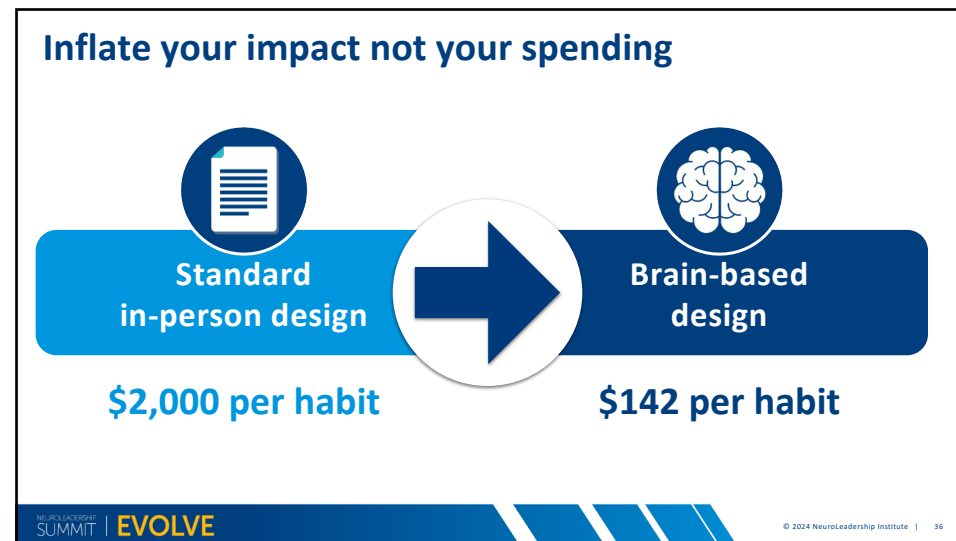
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