

Play Nice in the
SANDBOX
with Penny Tremblay

The logo for 'Sandbox' features the word 'SANDBOX' in a bold, blue, sans-serif font. The letter 'O' is replaced by a square icon with a yellow border, containing a white shovel with a yellow handle. Below the main title, the text 'with Penny Tremblay' is written in a smaller, blue, sans-serif font.

Managing with a Coach Approach

Build **Productive, Peaceful and Profitable**
Relationship at Work

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A horizontal band of light-colored sand with a wavy, undulating top edge, serving as a background for the contact information.

Managing vs. Coaching

Manager / Boss

Speaks more (directive)

Quick to assume

Deals with surface symptoms

Decides plan for employees

Authoritative, telling, directing, driving immediate needs with specific outcomes

Coach / Leader

Listens more (participative)

Takes time to observe (listen)

Gets to root of problem (asks questions)

Uses collaborative planning (involves people in decision making)

Partnering, facilitative, explores together for long-term improvement and potential outcomes

A large orange rounded rectangle on the left side of the slide, containing the text 'Coaching Tools'.

Coaching Tools

- Invitation to Change
- High Expectations
- Frequent Feedback
- Praise for Progress
- Clear Consequences



Two-Way Coaching Discussion

- Your Perspective
- Share your observations
- Explain need for change
- Mutual Discussion
- Discuss causes & barriers
- Agree on strategies for change
- Provide ongoing feedback / accountability / consequences



MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020

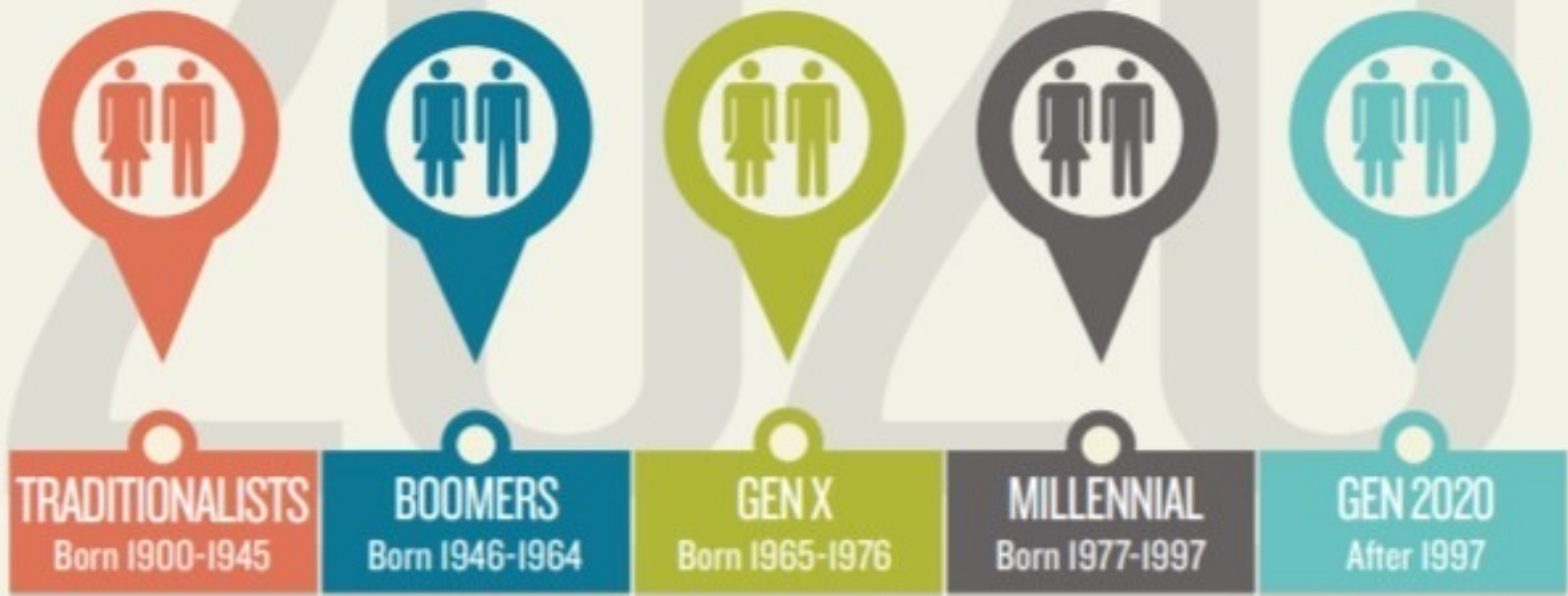




Table: Understanding the five generations in the workforce

GENERATION	FIVE IMPRINTS	THREE COMMON TRAITS	WORK CREDO	HOW BEST TO ENGAGE WITH THEM
Baby Boomer Age 57-75 Born 1946-1964	<ul style="list-style-type: none"> • Civil Rights Movement • Feminism • The space race • Counter-culture, break from traditions • Optimism and wealth 	<ul style="list-style-type: none"> • Productive • Team players • Knowledgeable 	"I live to work."	Value them
Gen X Age 41-56 Born 1965-1980	<ul style="list-style-type: none"> • Start of the Information Age • High social consciousness • Brutal recession and job scarcity • Divorce epidemic • Latch-key kids 	<ul style="list-style-type: none"> • Collaborative • Adaptable and flexible • Seek life/work balance 	"I work to live."	Invest in them
Millennial Age 21-40 Born 1981-1996	<ul style="list-style-type: none"> • Social media and tech boom • Many choices, few rules • Terrorism, school violence • Blended families • Economic unrest and environmental concerns 	<ul style="list-style-type: none"> • Confident • Optimistic • Want purposeful work 	"I work to play."	Mentor them
Gen-M ⁱ Age 6-24 Born > 1997	<ul style="list-style-type: none"> • Influencer era • The Cloud • Crowdsourcing • Environmental crisis • Global pandemic 	<ul style="list-style-type: none"> • Realistic and pragmatic • Inclusive • Activists 	"I work for purpose and security."	Mentor them

Generational demographic

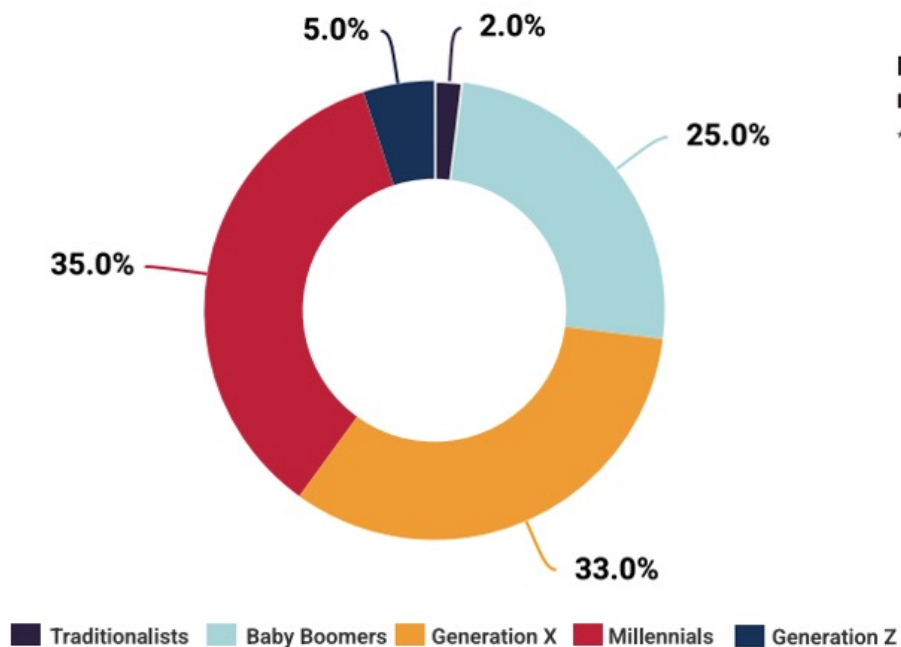


Figure 1. How are today's generations represented in the workforce?

* U.S. Bureau of Labor Statistics

- Traditionalists, born between 1928 and 1945, are 2 percent of the U.S. workforce.
- Baby Boomers, born between 1946 and 1964, are 25 percent of the U.S. workforce.
- Generation X, born between 1965 and 1980, are 33 percent of the U.S. workforce.
- Millennials, born between 1981 and 1996, are 35 percent of the U.S. workforce.
- Generation Z, born between 1997 and 2012, are 5 percent of the U.S. workforce.



Leadership Lessons from Coach Ted Lasso

PLAY: Position Yourself for Success



- For Ted success wasn't about the wins and losses. It's about helping people become the best version of themselves.

PLAY: Lighten Your Load (Be a Goldfish)



- Be a goldfish. They only have a ten second memory. With a memory of only ten minutes, we can let go of the past that is taking control.

PLAY: Actively Listen (Be Curious)



- Ask questions to understand more, observe more, assume less, prevent judgement and satisfy the greatest need of the human spirit, which is to be understood.

PLAY: Yield to Your WHY



- Despite the discomfort of difficult conversations, Ted finds the courage to do what's right, even though it doesn't always feel good.

NICE: Nurture Relationships



- Nurturing the relationship of the entire team, not just individuals required Ted to manage egos and resolve personality conflicts.

NICE: Include Everyone



- Help employees see beyond themselves. There is no 'I' in TEAM.

NICE: Challenge Conflict



- Challenge behaviours that don't contribute to high functioning teams, even if it means benching your star player.

NICE: Empathize



- Recognize there is a personal depth that affects employees beyond the workplace.

PennyTremblay.com

High Tech – High Touch Learning

For decades I've helped teams create rich relationships through authentic conversation, online learning strategies, and compassionate methods to help people develop their emotional quotient and their intellectual leadership capacity. Twenty-five years ago my company custom built one of the first online scientific case diagnosis services / member websites, where people could gather and learn asynchronously (on their own time) and since then I've worked with numerous groups to help them connect at levels deeper than on-the-surface transactions, to build passion and chemistry into their group dynamics. I call it High Tech – High Touch learning, and it's the ideal season to bring your team to learn to PLAY NICE in this new Sandbox.

[Book Penny](#)



Long Lasting Value is my Absolute Promise

- Penny Tremblay

**Virtual Keynotes /
Workshops**

**Conflict Resolution
(mediation / restorations)**

**Strategic Planning for
Remote Teams**