

The logo for the HR Indiana 2023 Annual Conference. It features the text "HR INDIANA" in a bold, sans-serif font, with "HR" in blue and "INDIANA" in green. Below this, the words "ANNUAL CONFERENCE" are written in a smaller, white, sans-serif font. To the right of "INDIANA", the year "2023" is displayed in a large, white, sans-serif font, with the "2" and "3" overlapping the "INDIANA" text.

HR INDIANA
ANNUAL CONFERENCE **2023**

Support. Connect. Engage.



HR INDIANA 2023

ANNUAL CONFERENCE

**TEAMWORK IS AN
INDIVIDUAL SPORT FIRST**



Qualigence
International

Presented by:
STEVE LOWISZ



STEVE LOWISZ

CEO, Qualigence International

Steve Lowisz is an accomplished entrepreneur, TEDx and recurring keynote speaker, and leadership trainer best known for founding Qualigence International in 1999. He's a facilitator of engaging talks and sessions with actionable guidance you can put into practice the very same day – all drawn from decades of firsthand business leadership.



WHAT MAKES A GREAT TEAM?



Commonly Accepted

PURPOSE

Competent

PEOPLE

Capable

PLAN

Measured Team

PERFORMANCE

Shared

PROVIDENCE

Together, deal with

PROBLEMS



PERSONAL

**commitment to
other's success**

TEAMWORK
is an individual
sport first



LEADERSHIP
is an individual relationship first







COMMUNICATE



INFLUENCE



LEAD



COMMUNICATE

WHAT
is said

WHY
it's said

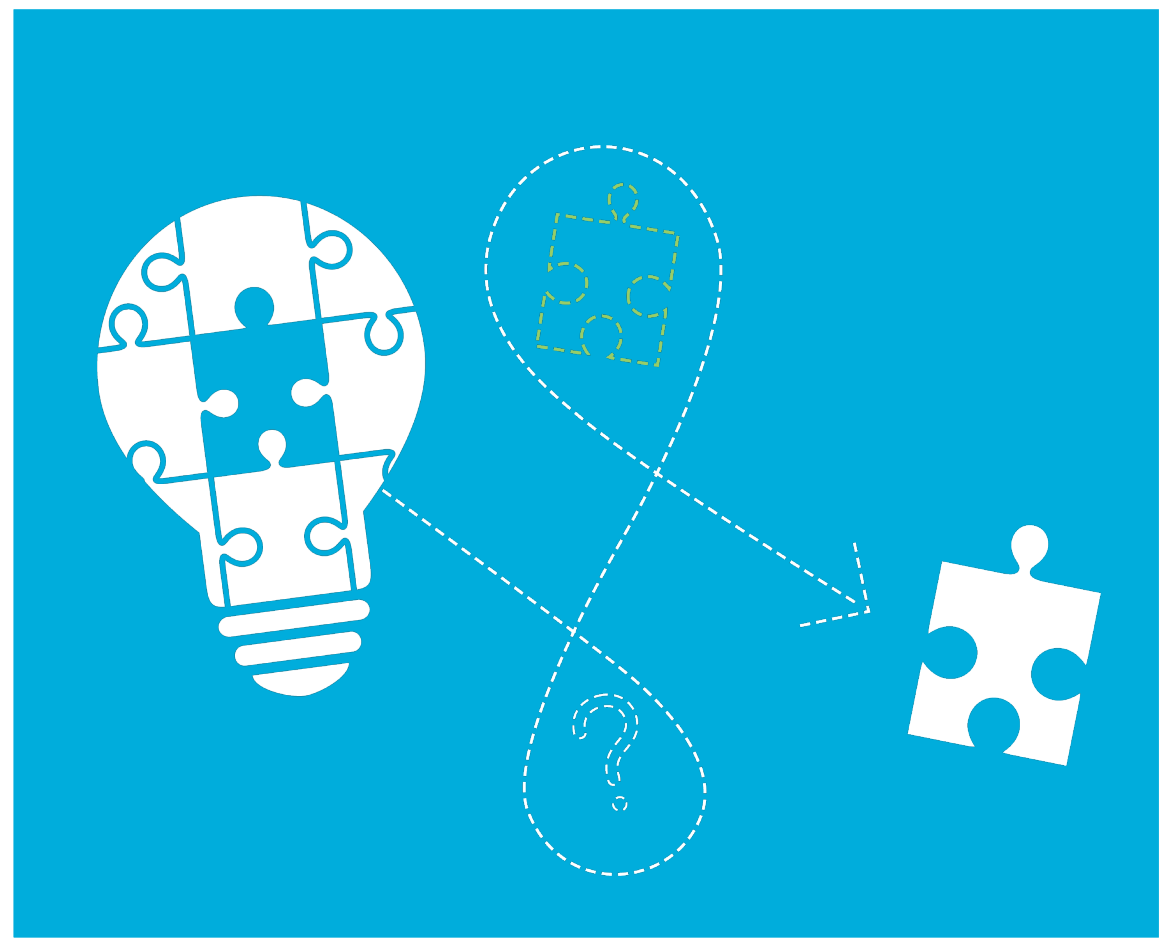
HOW
it's said

WHEN
it's said

HOW WE INFLUENCE



We have a
PROBLEM
with
SOLVING
PROBLEMS



STOP DRIVING



START GUIDING

THE BAKER'S DOZEN

**13 Questions
to Unlock Greater
Team Performance**



Where are you at?

1

What is working?

2

What isn't working?

3

Why do you feel it's not working?

4

What do you believe is missing?

5



**What do you feel
you need next?**

6

**What do you ultimately want in
this situation?
(Define it through SMART goals)**

7

**Why do you
want that?**

8

**What are the major
obstacles in the way?**

9

What have you done so far to push through these obstacles?

10

What were your results with that?

11

What do you still need assistance with? They usually just need clarity and permission

12

What's the one thing you can do today to move forward?

13



HOW WE LEAD



EFFECTIVE LEADERS



TO

SUM UP

- Leadership is first an individual Sport first!
- Effective Teams are committed to each others success
- One on one conversations are the key to developing relationships.
- Three keys to real relationships
 - How we communicate
 - How we influence
 - How we lead



**THANK
YOU**

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