




BF

BILL FOURNET
LEAD FOR TOMORROW

UBER AIR





A hand is shown reaching out from the bottom left, with the index finger pointing towards a digital globe. The globe is composed of a grid of white squares and is surrounded by a network of white lines and dots. The background is a dark blue gradient with various digital elements, including a line graph, a bar chart, and a network diagram. The text "AGE OF" is in white and "DISRUPTION" is in orange, both in a bold, sans-serif font.

**AGE OF
DISRUPTION**

**SPEED OF
CHANGE**



THIS IS NOT A
TREND



Technology is democratizing
the power to change the world.

-Peter Diamandis

”



DISRUPTION

The Reset

54%

WOULD CONSIDER **QUITTING THEIR JOBS** IF
THEY WERE NOT AWARDED THE SAME
FLEXIBILITY THAT THE PANDEMIC INITIALLY
GAVE THEM

2-3

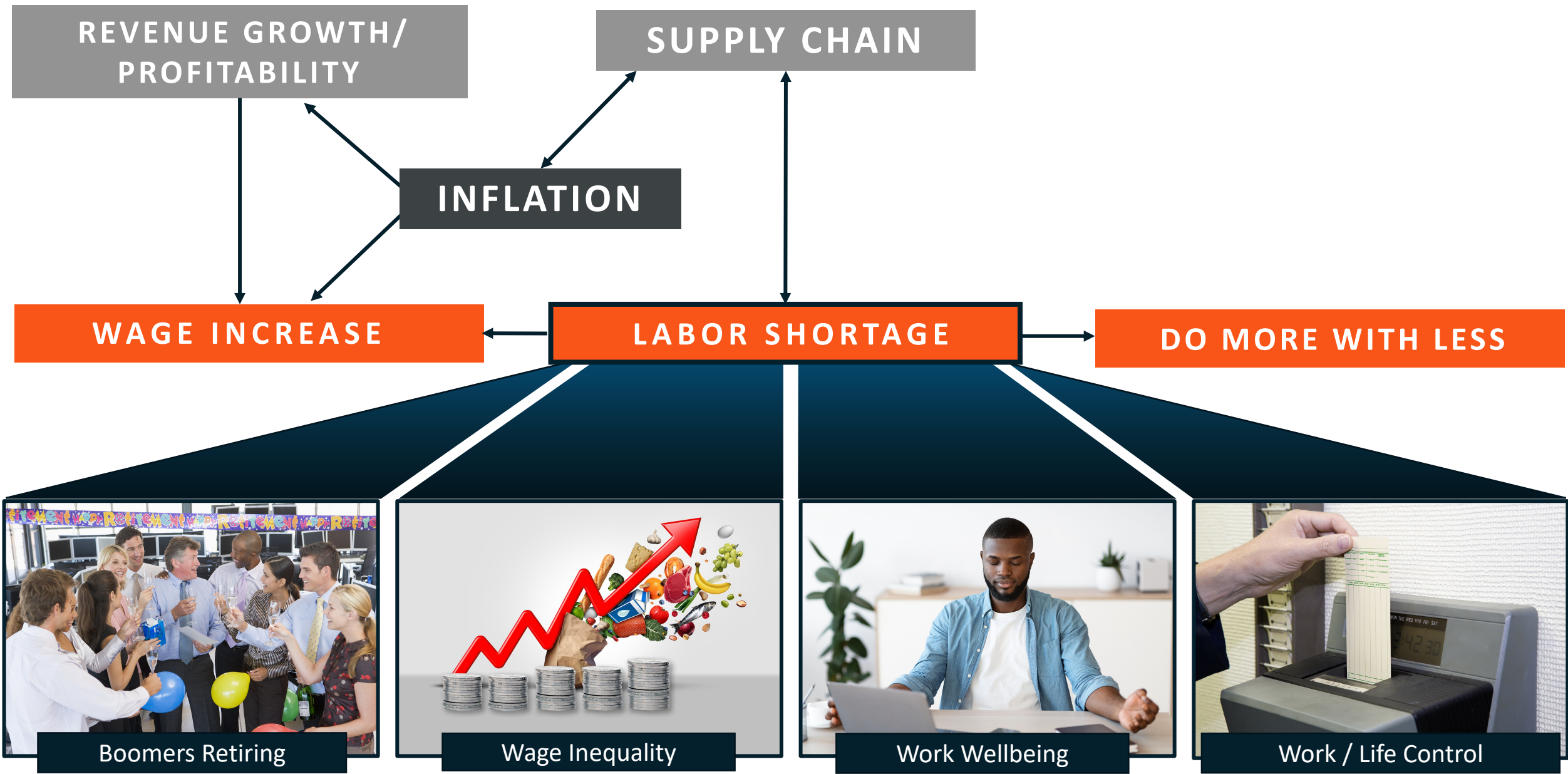
DAYS **WORKING FROM**
HOME IS IDEAL

22%

PREFER TO WORK IN THE
OFFICE **FULL TIME**



EY 2021 Work Reimagined Employee Survey.



COMPLEXITY OF CHALLENGES

A group of stylized, light blue icons representing people, each with a circular head and a vertical line for a body, arranged in a cluster on the left side of the image.

PEOPLE

+

A light gray tactical diagram on the right side of the image. It features a large, curved arrow pointing upwards and to the right. There are three 'X' marks and two circles scattered around the arrow, suggesting a strategic or tactical plan.

TACTICS



PEOPLE

Changes In The Workforce



TRADITIONALIST

1925-1945



BOOMER

1946-1964



GEN-X

1965-1981



MILLENNIAL

1982-1994



EDGE

1995-2010

2017

<2%

27%

27%

35%

9%

2020

<1%

19%

26%

39%

16%

EXPERIENCE ECONOMY



Commodity



Goods



Services



Experience



Transform

A person with long dark hair, wearing a light-colored short-sleeved shirt, a straw hat, and a blue backpack, is seen from behind. They are standing on a street, looking towards a busy market area with various stalls and people. The background is slightly blurred, emphasizing the person in the foreground.

80%

Seek discovery and learning in
from all experiences they
are as a person



Foodie Travel



Sustainable Travel



Active Adventure



Mountains and Trekking



Life and Safari



Sailing

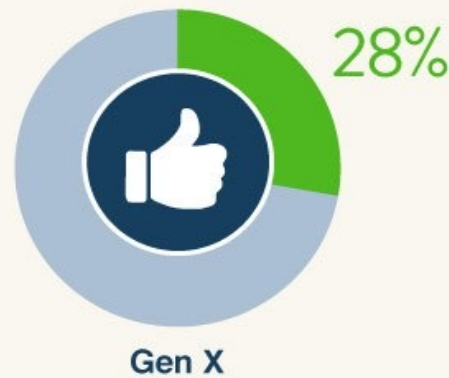
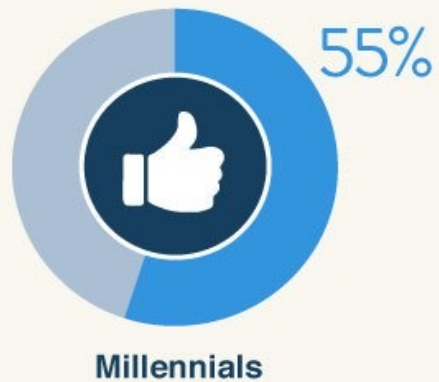


, Hop Off Tour

Blei-sure

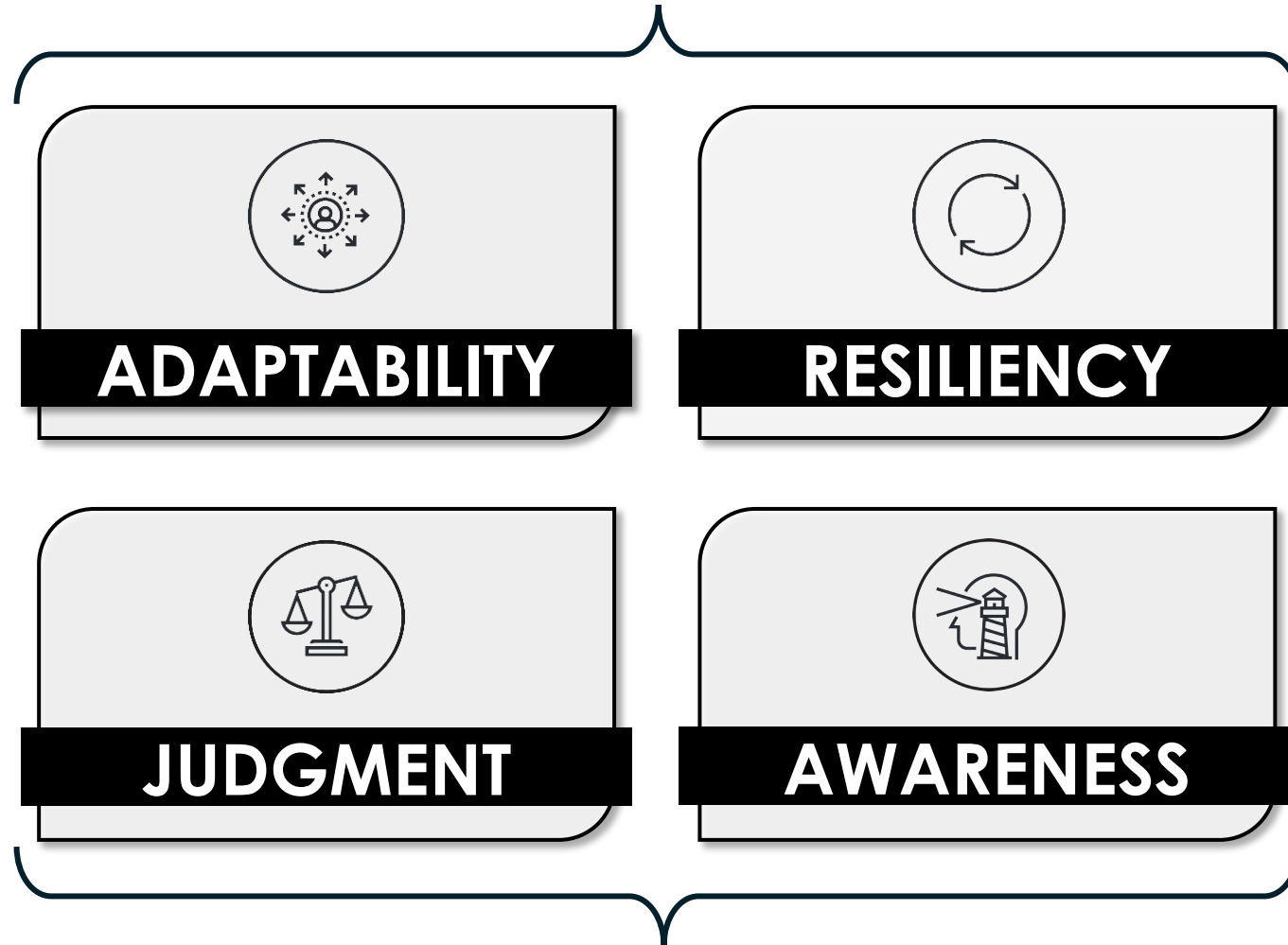
Mix Pleasure with Business

? Would you extend a business trip into a leisure trip?



THE 4 KEYS OF TEAM SUCCESS

TEAM



INDIVIDUAL

Are you considering how other's want to receive back?



BOOMER



GEN-X



MILLENNIAL



GEN Z

FEEDBACK

Don't appreciate feedback

Appreciates real-time performance feedback

Immediate, consistent feedback

Face-to-Face, short, concise

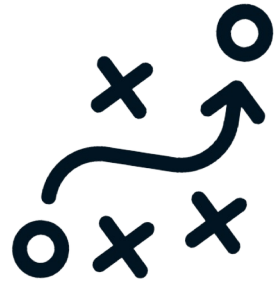
KEY MESSAGE

Appreciate their dedication, hard-work, & long hours

Be clear about desired results

Making an impact & contributing to the organization

Focus on career growth & stability. Making an impact to the world



TACTICS



OUTCOMES OVER OUTPUTS

IT'S NOT ABOUT ACTIVITY

SUCCESS

to me looks like





TYPICAL GOAL...

Deploy the new Call Center software by 5/11/22 on time and in budget.

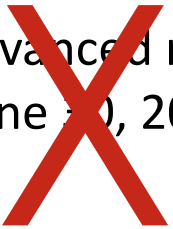
WHAT IF SUCCESS LOOKED LIKE...

For 90 days after we deploy the software, my phone rings only with compliments.

Applying intent to develop an employee...

GOAL

Take an advanced management class by June 30, 2022.



OUTCOME

Success is that by June 30, 2022, you can lead the weekend shift without my involvement, unless there is a critical personnel or facility issue.

Parameters

What are the boundaries that an MBT is willing to commit to so it retains its full autonomy?

Objectives

What outputs or results is the MBT here to create?

Structure

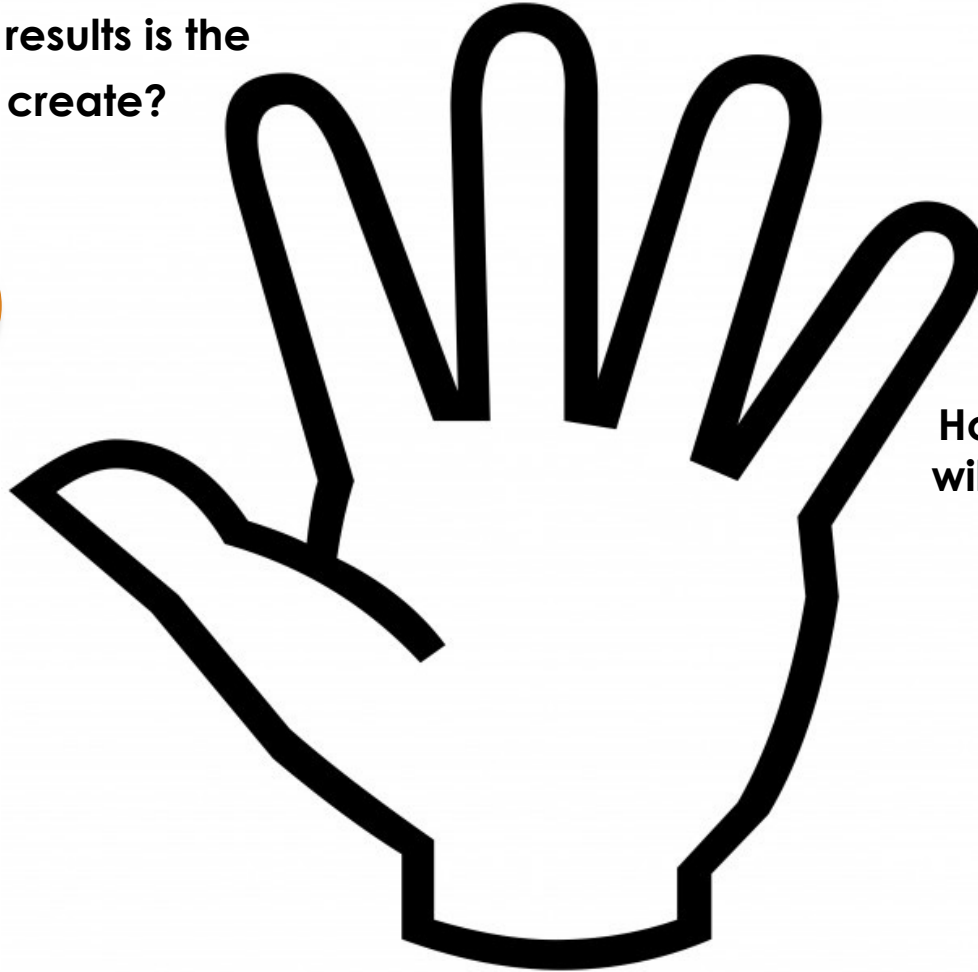
Who is on the team and what roles do they play?

Mission

What is the team's ultimate outcome or future state?

Cadence

How will the MBT work together? How often will they meet? And what tools will they use to advance towards their mission?



BURNOUT

IS REAL AND

On the rise

What's the difference between stress and burnout?

Burnout

- Long-term
 - Pattern
 - Going through the motions
 - Emotionally tolling
 - Disengagement
 - Loss of motivation
-



Stress

- Short-term
 - Situational
 - Reactive
 - Physically tolling
 - Over-engagement
 - Loss of energy
-

Millennials

7 in 10
EXPERIENCE BURNOUT
AT WORK

28%
CONSTANTLY FEEL
BURNED OUT

Gallup, 2018

- Unmanageable workload
- Unclear Communication
- Lack of Manager support
- Unreasonable time pressure

+

Compound effect of **social media** and always being “on”

=

“THE **BURNOUT** GENERATION”



Inundated with information
leading to feeling overwhelmed

Lack of social support
and recognition

Unmanageable workload

We are “always on”

Unclear roles and
responsibilities

Monotonous or
unchallenging work

WHAT CAUSES JOB BURNOUT?

CREATE WHITE SPACES AND TRANSITIONS IN YOUR CALENDAR

BE INTENTIONAL. HOLD YOURSELF ACCOUNTABLE

Schedule at least 2 hours/week of White Space

White Space is unstructured time for you to think, learn, plan

Schedule **transition time** between meetings to refresh your brain and body

MONDAY
23
Focus Time
Review Budget
Transition
Prep for Next Session
Development Session: J. Sanders



The Three 'I's

HOW TO WIN YOUR WEEK NO MATTER WHAT

STEP 1

IDENTIFY PRIORITIES

Sunday Night

STEP 2

INITIATE TIME BLOCKS

Monday Morning

STEP 3

INSPECT PROGRESS

Friday Afternoon

Declare Your Intent

Things you can



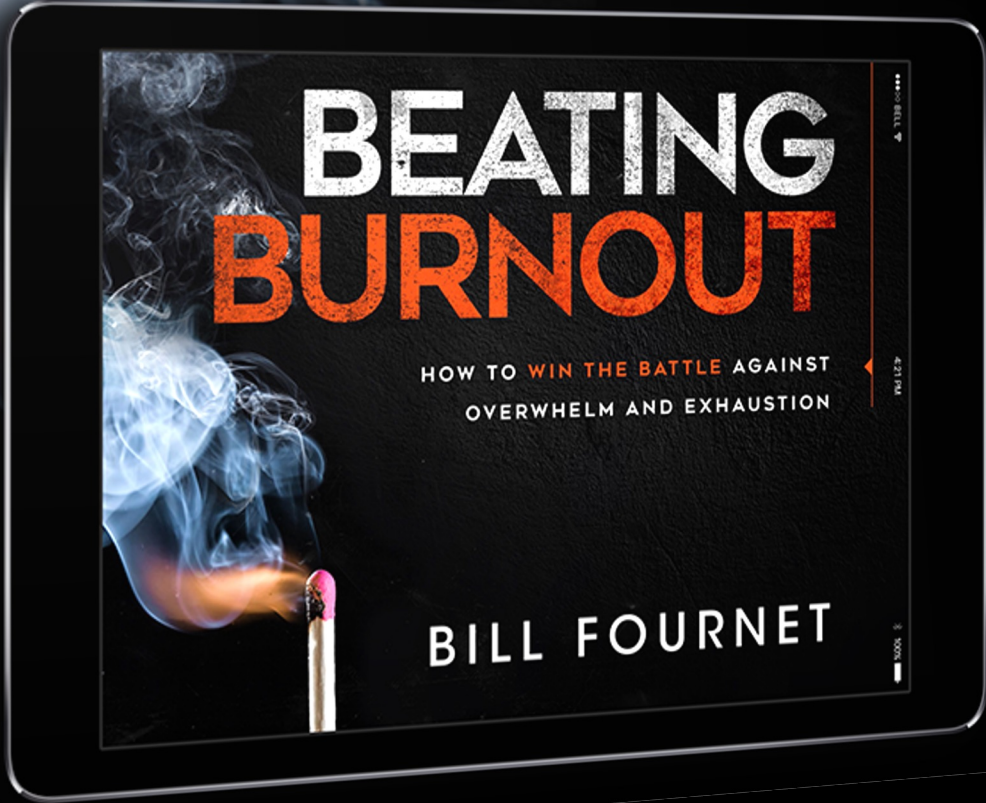
Priorities + Parameters



Cadence



Focus

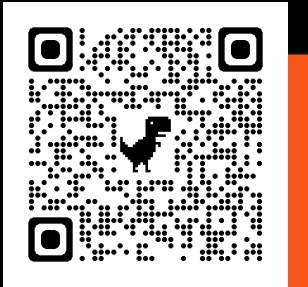


GET A FREE COPY OF BILL'S NEW eBook

YOU'LL RECEIVE BILL'S TOP 3
STRATEGIES TO HELP YOU:

- Find Purpose
- Remove the "Noise"
- Delegate for Success, and...

BEAT BURNOUT FOR GOOD!





LET'S **CONNECT!**

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