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# LEADING WITH PASSION

## TURNING PASSION INTO PERFORMANCE



Included with this Participant Workbook is the following hardback book:

- *The Passion Plan™ At Work—Building A Passion-Driven Organization*

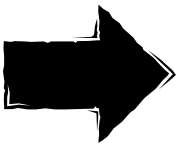
Everyone recognizes employees who are passionate about their work. You tend to gravitate toward the server at the coffee shop who not only greets you with a smile (even at six in the morning!) and always remembers how you like your coffee, but also gives you tips on how to get the best coffee from your coffee maker at home.

Some people seem to have a natural passion for what they do; others aren't sure if they have a passion for anything! As a leader, passion in the organization starts with you!

Your own passion for your work will inspire those around you. You must also be able to help others discover their passions, align their passions to the organization's, and harness that passion for improved morale and performance at all levels of the organization.

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### Learning Objectives



Upon completion of this session, you will be able to:

1. *Increase your own awareness of your true passion and bring that excitement to the workplace*
2. *Use the Passion Plan Model to identify ways to leverage the passion of your employees*
3. *Create a passion-driven workgroup that strives for personal, professional, and organizational success*

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### Agenda

- *Turning Individual Passion Into Organization-Wide Performance*
- *Benefits Of Passion To Organizations*
- *Seven Steps To Living Your Passion*
- *Creating A Passion-Driven Workgroup*
- *Strategies To Overcome Resistance*
- *Workgroup Survey Questions*



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# TURNING INDIVIDUAL PASSION INTO ORGANIZATION-WIDE PERFORMANCE

## Passion Defined

Your employees will demonstrate consistent, sustained peak performance if they are actively and meaningfully involved in living the core passions of the organization. How is passion defined?

### Passion

*Personal intensity; an underlying force that fuels our strongest emotions*

### Passions

*Activities, ideas, and topics that elicit these emotions*

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## “Passion Is” And “Passion Is Not”

Passion fills you with energy and excitement. As a leader in an organization, you need to understand the concept of passion to effectively guide your employees in living theirs.

PASSION IS ...	PASSION IS NOT ...
<ul style="list-style-type: none"><li>• Natural</li><li>• Dynamic</li><li>• Empowering</li><li>• Unconditional</li></ul>	<ul style="list-style-type: none"><li>• Addiction</li><li>• Talent</li><li>• Forced</li><li>• Fleeting</li></ul>

## BENEFITS OF PASSION TO ORGANIZATIONS

For those who might believe passion falls into the realm of the “touchy-feely,” review the tangible, often quantifiable, benefits shown below.

BENEFITS	DESCRIPTION
<b>Provides Direction And Focus</b>	The passion of an organization defines the direction the business takes and is the standard by which all decisions are made.
<b>Creates Energy</b>	When passion pervades an organization, employees are not only excited about their work they are also invigorated by it.
<b>Fosters Creativity</b>	Passion piques our interest, energy, and attention and heightens our focus and intensity.
<b>Heightens Performance</b>	Increased energy and commitment result in increased productivity, efficiency, and stability for the organization.
<b>Provides Inspiration</b>	When possessed by passion, leaders are filled with a can-do spirit that empowers them and the people they lead to take action rather than wallow in indecision.
<b>Attracts Employees And Customers</b>	Motivated and energetic individuals are attracted to environments where their individual passions will be allowed to thrive.
<b>Builds Loyalty</b>	Relationships based on money end as soon as a better price or more attractive salary appears. But when relationships are built on passion, they are lasting.
<b>Unites The Organization</b>	While they may not always agree on details, when leaders, employees, and customers share a core passion, they stand on common ground.
<b>Provides A Critical Edge</b>	If passion is alive and well at work, the organization that boasts it stands hand and shoulders above its competition.
<b>Brings The Organization To A Higher Plane</b>	Passion-driven organizations are dynamic, engaging, and exciting. This manifests itself as a tangible sense of being engaged in and creating something more worthwhile than other organizations.

## CREATING A PASSION-DRIVEN WORKGROUP

Creating and sustaining a passion-driven workgroup begins with you, the manager, their leader.

Transforming your workgroup begins with articulating your own passions and following these five principles that are consistently practiced by Passionees™.

PRINCIPLES	DESCRIPTION
<b>Be Enthusiastic</b>	Enthusiasm naturally emerges when you follow your passions. This enthusiasm is your greatest resource in winning supporters for your Plan. Dare to be enthusiastic.
<b>Be Genuine</b>	Exhilaration will only be as moving as it is authentic. Hollow performances and contrived stories are easily detected and will alienate you. When people sense your honesty, they will also sense your promise.
<b>Don't Erect Barriers</b>	Avoid placing any limitations on yourself that might prevent you from fully embracing your passion. Don't let anything – inexperience, fear of rejection, stubbornness, etc. – interfere with your quest.
<b>Be Consistent</b>	If your passion changes from day to day, others will begin to question your motives or doubt your desire. Being consistent in the pursuit of passion is one of the surest ways to win the respect, confidence, and support of others.
<b>Be Supportive Of Others</b>	Passion is not selfish. It's as important for you to support friends, co-workers, and family as they pursue their passions as it is for you to receive their support as you pursue your passion.

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### Personal Action Plan

Key learnings:

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I need to contact and involve the following:

<i>Name</i>	<i>How</i>	<i>When</i>
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The specific action steps I will carry out on the job include:

	<i>What</i>	<i>When</i>
1.	<hr/>	<hr/>
2.	<hr/>	<hr/>
3.	<hr/>	<hr/>
4.	<hr/>	<hr/>
5.	<hr/>	<hr/>

Additional issues/concerns I need to address:

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