

Positive Outcomes of Well-Managed Disagreements in the Workplace

1

better solutions

2

opportunities to learn and grow

3

improved relationships

4

highers job satisfaction

5

more inclusive work environment

"NONE OF US IS AS
SMART AS ALL OF US."

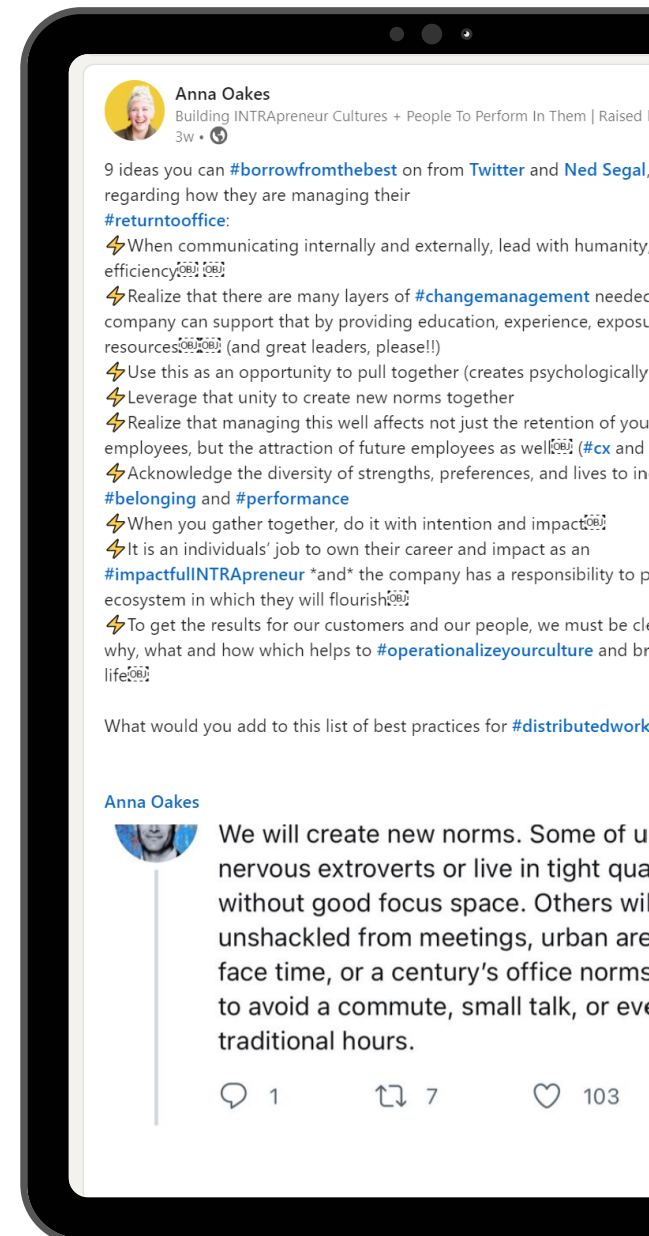
K E N B L A N C H A R D

High-performing teams leverage
the individual's specific
strengths and how they align with
the team and the goal.

Oakes
Co.

9 ideas you can **#borrowfromthebest** on from Twitter and Ned Segal (their CFO) regarding how they are managing their return to office.

1. When communicating internally and externally, lead with humanity, not efficiency.
2. Realize that there are many layers of change management needed, and the company can support that by providing education, experience, exposure, and resources (and great leaders, please!!)
3. Use this as an opportunity to pull together (creates psychological safety).
4. Leverage that unity to create new norms together.



Check out the caption to learn the next 5 ideas!
**Read our CEO's, Anna Oakes, full
LinkedIn post at bit.ly/3izM1Re**

4 HABITS OF HIGH-PERFORMING TEAMS

Bravery



Unselfishness

Tenacity

Resilience

Learn more about these habits by listening to our podcast episode, "Two Experts, One Podcast: Four Habits for High Performing Teams with Steph Clarke"



apple.co/3yw9DLH

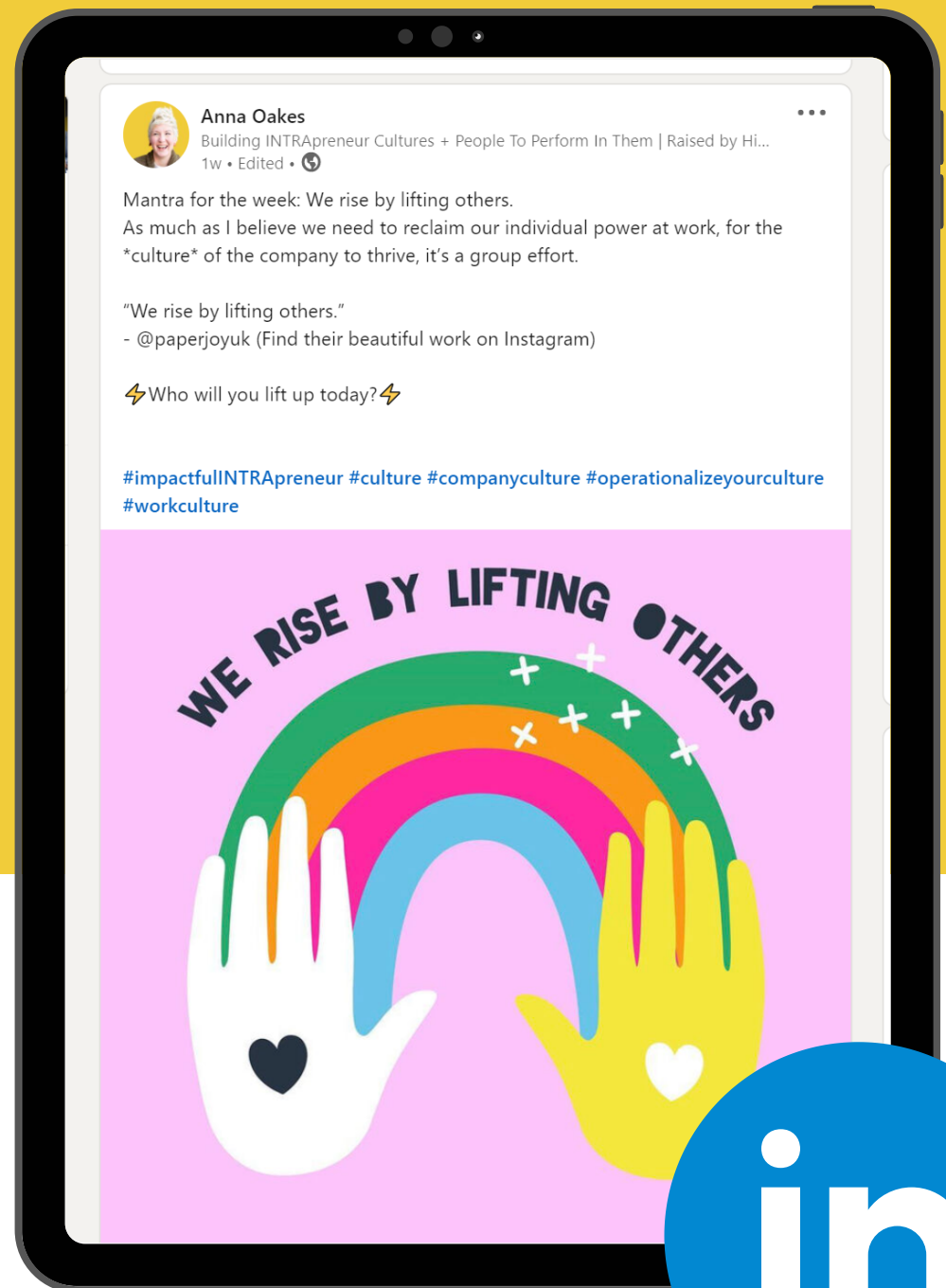
99.1%
prefer a
workplace
where people
identify and
discuss issues
truthfully and
effectively.

"Mantra for the week: **We rise by lifting others.**
As much as I believe
we need to reclaim
our individual power
at work, for the
culture of the
company to thrive,
it's a group effort."

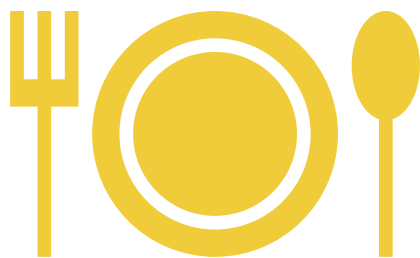
Are you connected with
Anna on LinkedIn yet?

bit.ly/linkedin-anna-oakes

Oakes
Co.



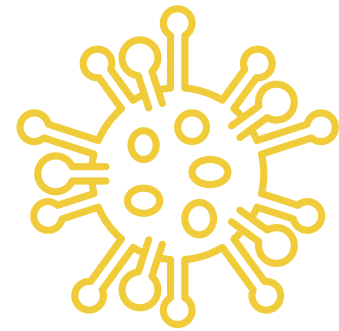
7 Side Gigs That Got Us Through 2020 (And Are Ripe for 2021)



DELIVERY
APP GIGS



FREELANCING



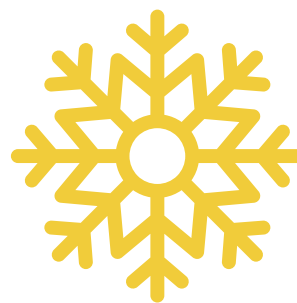
CONTACT
TRACING



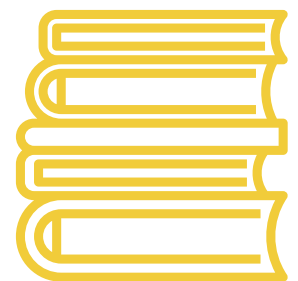
POLL WORK



ELDER
ASSISTANCE



SEASONAL
JOBS



HOMESCHOOL
ASSISTANCE

"There are very few places that are more apt to get messy when it comes to discussing money than in the workplace. Employees want it. Leaders have to manage their budget and distribute compensation fairly while maintaining the engagement of their team. Getting this right is key for building a high-performing team."

- Anna Oakes, CEO

Read the full HumanKind blog post at bit.ly/2Z3SXeH





There is a societal norm that we should be amazing at money at all times. There is this inherent shame that we can't say, 'I don't really understand how money influences my life. I don't really understand why I feel shame around money.' Because it's not something that has been safe to talk about."

— Selina Gray

Do you have a healthy relationship with money?



Check out our Build High Performing Teams Podcast episode titled, **"How Money Can Jack Up Your Leadership and Career with Selina Gray"** at apple.co/2VbVt3V



“

Some people are
motivated by money.

Knowing that doesn't
make them selfish.

**It makes them
self-aware.**

— **OUR CEO, ANNA OAKES**

TEDxMarquetteU



What Good Leadership Looks Like During This Pandemic

**Harvard
Business
Review**

Read the full article
at bit.ly/3BBurUf



"Because of the novelty and complexity of a pandemic - or any other large system failure - problems will arise regardless of how well a leader acts. The important response to any misstep is to listen, acknowledge, and orient everyone toward problem-solving."

78%
of business leaders are
focused on improving
their engagements with
employees.

GOREMOTELY.COM

**Does your leader know what
engagement means to you?** Read why
this is important below...

Oakes
Co.





“

So my thought on engaging new people is to ask new people, **"What does engagement even mean?"** Define that, because what it means to one person will be very different than someone else."

STEPH CLARKE

designer, facilitator,
podcaster, book reader

“

43% of highly-engaged employees receive feedback at least once a week.

Employee reviews should be happening more often, while taking less time to complete. When performance reviews happen often it increases employee engagement, reduces turnover, and increases company productivity.

GALLUP

"Mind-blowing Statistics on Performance Reviews and Employee Engagement"
(ClearCompany)



RESOURCES TO GET YOU FROM **SCRAPPY TO SUSTAINABLE**



3 Tips on Managing Down to Be a High Performing Leader

apple.co/2TpfPpX



Vulnerability & Recognition in the Workplace: Catch People in the Act of Doing Something GOOD w/ Andrew Metz

bit.ly/3htSw6k



Leaders: How to Develop the Whole Human and Practice Asking Questions w/ Kelly Keegan

bit.ly/36gGNUW



The Two Most Important Weekly Meetings You Can Have

bit.ly/3qIbRVx

“

Finally I was able to decide that I was going to leave "Corporate America" and pursue the life of an entrepreneur.

Now I'm happy with that decision, not because it was the "best" decision, but because I made it work as my best next.

— OUR CEO, ANNA OAKES

TEDxMarquetteU

