

TSC24

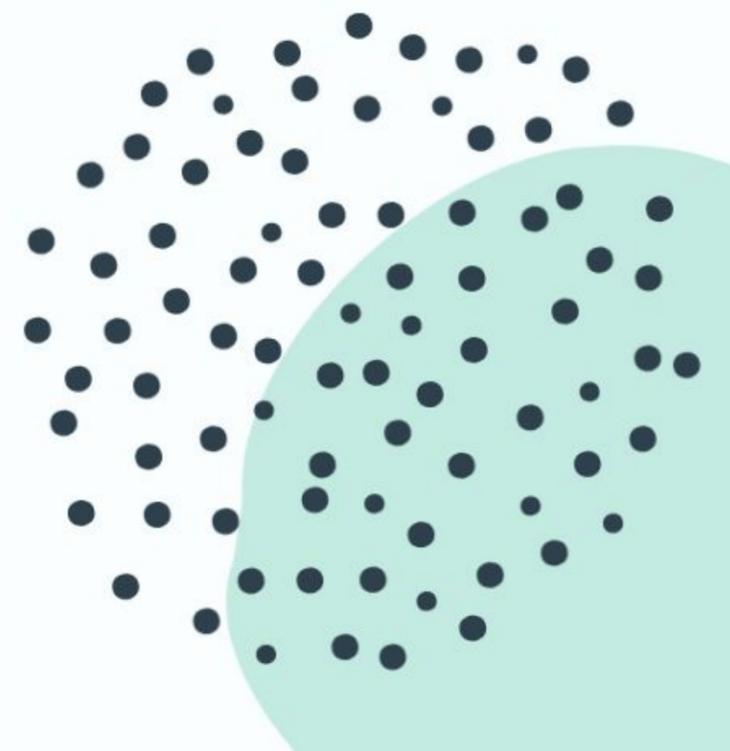
**The Power of
Acting
Empowered**

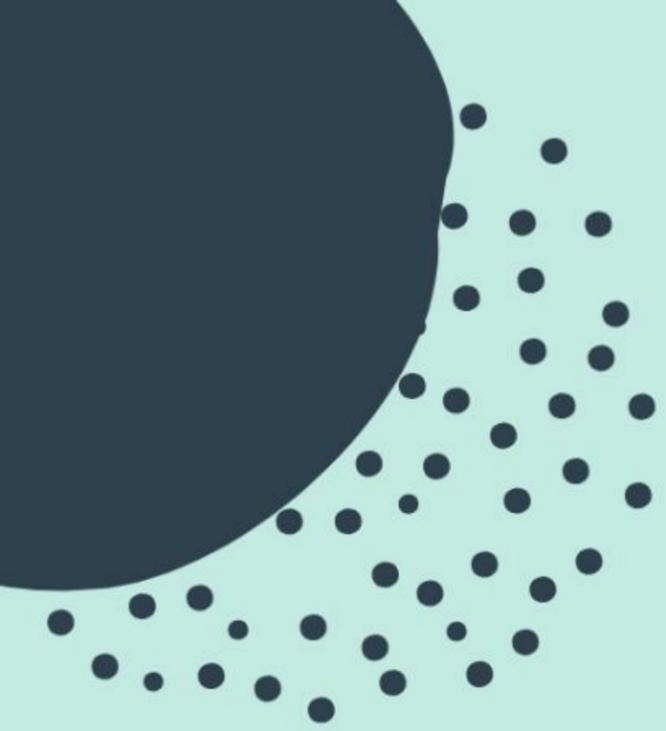


Amy Lentz Liberati
Chief People Officer, TOMS
Founder, Hack Your HR

THE POWER OF ACTING EMPOWERED

Amy Lentz, Chief People Officer at TOMS Shoes
& @HackYourHR online





**THE BEST WAY TO
PREDICT THE FUTURE IS
TO CREATE IT.**

PETER DRUCKER

EMPOWERED, WITH AN EMPHASIS ON ACTING



FEELING
EMPOWERED
(too many variables)



BEING
EMPOWERED
(out of our full control)



ACTING
EMPOWERED
acting as if you were,
or felt it,
regardless of either

Poll:

**in your current role, do you feel
empowered to be successful
by your direct leader?**

FEELING

EMPOWERED

(too many variables)

BEING

EMPOWERED

(out of our full control)

ACTING

EMPOWERED

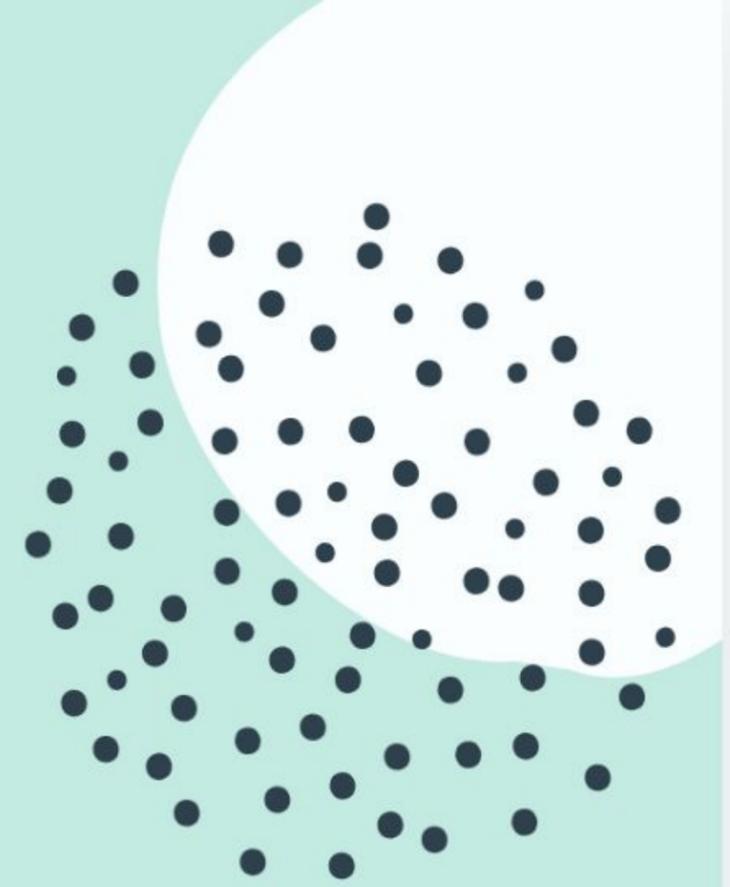
acting as if you were,
or felt it,
regardless of either

Start with Water

AT A MINIMUM

Increase your self-trust, self-respect, and self-confidence through making promises to yourself, and keeping them.

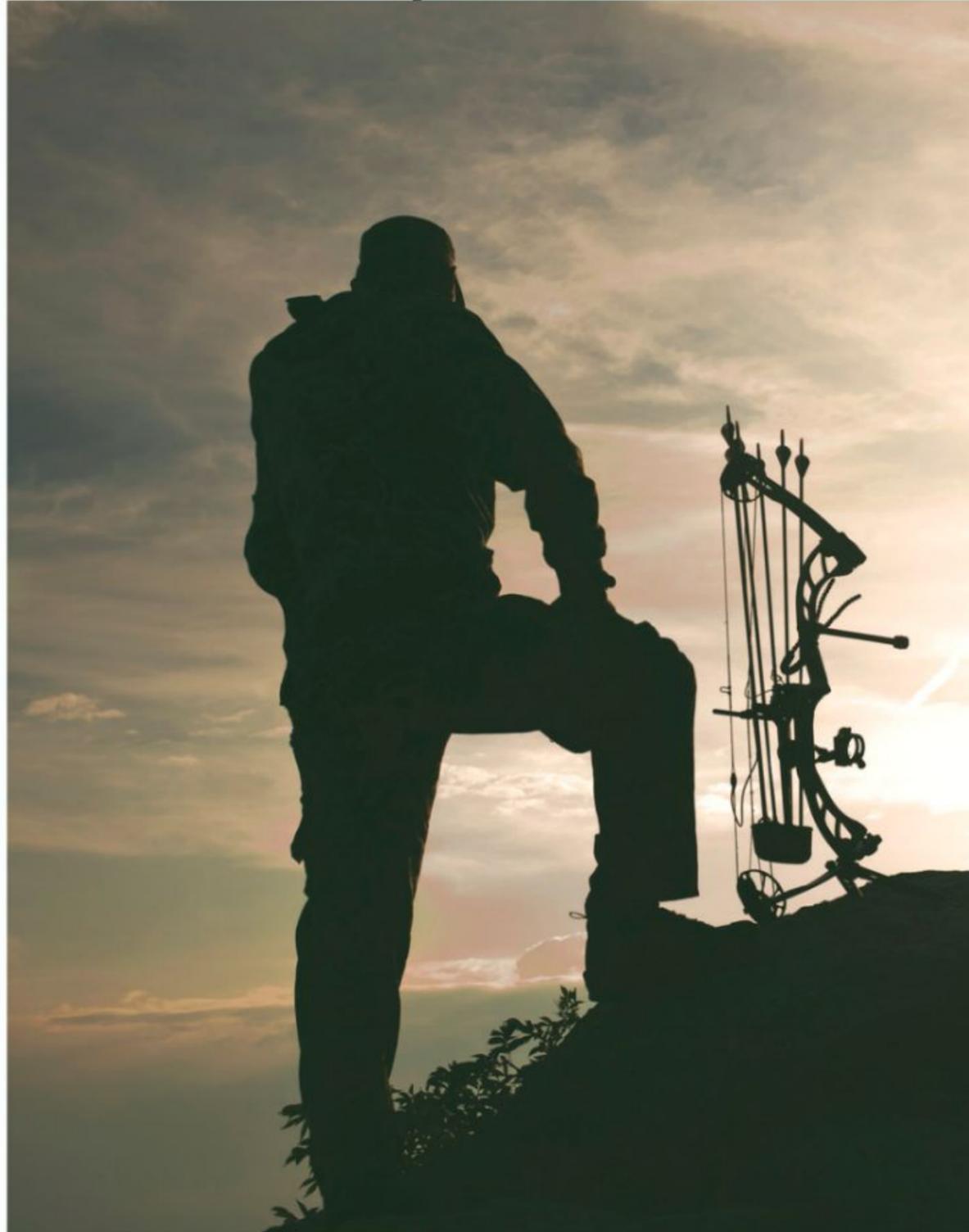
Promise: I'll drink a glass of water before I drink my coffee in the morning.



Leading Yourself First

TO LEAD OURSELVES (AND OTHERS)
EFFECTIVELY, WE MUST FIRST UNDERSTAND
OUR OWN VALUES, STRENGTHS, AND GOALS.

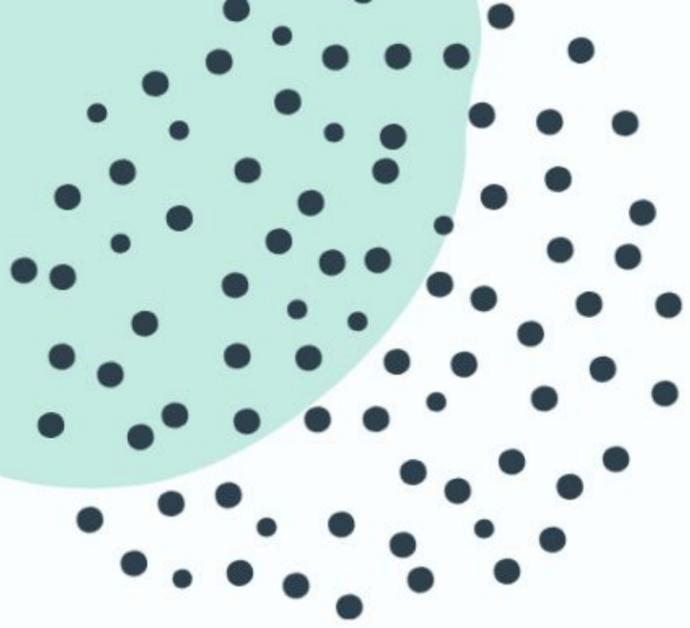




Bow & Arrow

**TENSION IN PULLING BACK
BUILDING ENERGY
IGNITING CLARITY**

When we are true to our values, we influence others just by living in alignment with our goals & strengths



PIONEERING VALUES

- first woman in Massachusetts to get a college degree
- organized the first national women's rights convention
- spearheaded women's suffrage movement
- denied voting rights because she wouldn't take her husband's surname

Lucy Stone



Questions to ask



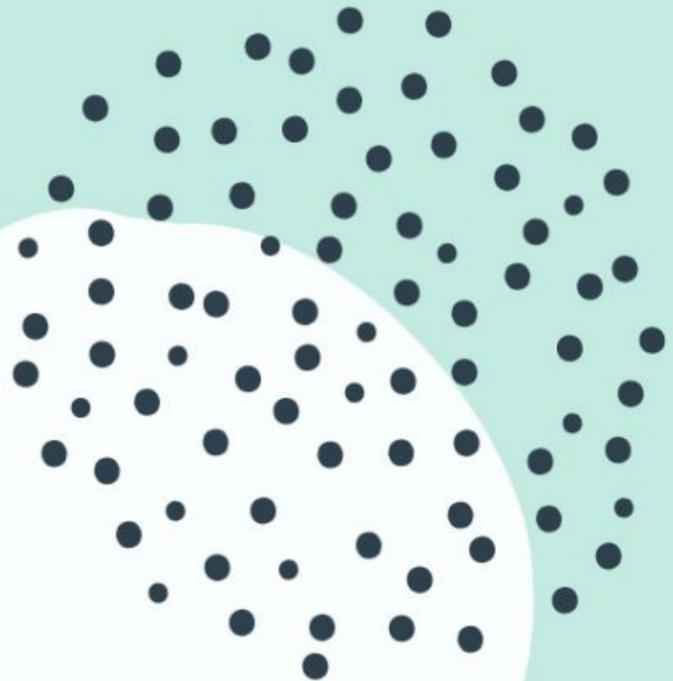
WHAT ARE MY VALUES?
who do you admire? why? what do they
do? how do they live?



WHAT ARE MY STRENGTHS?
said another way: WHAT ENERGIZES ME?

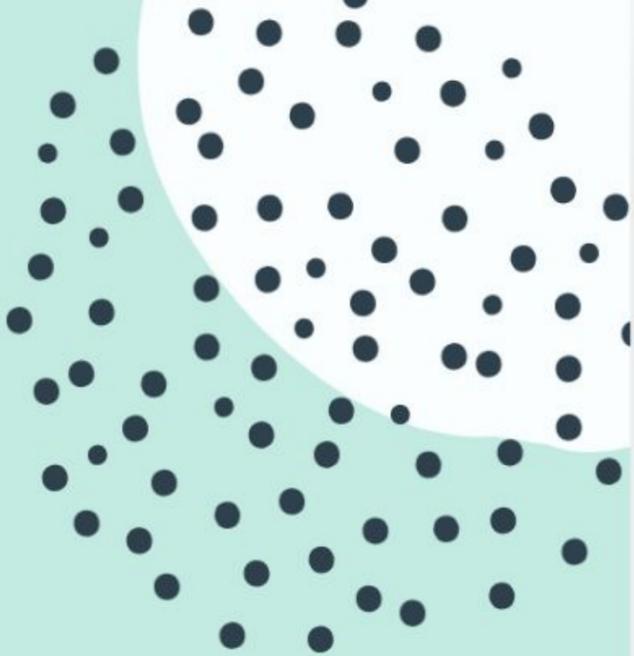
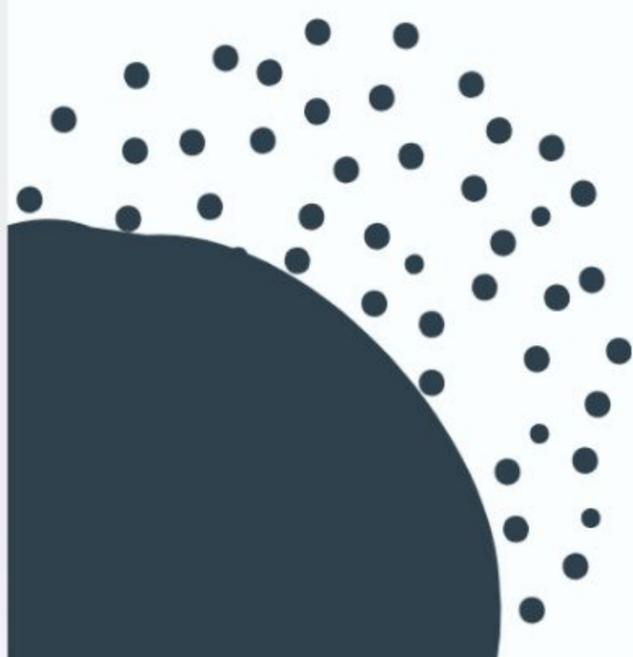


WHAT ARE MY GOALS?
and! what am I willing to sacrifice in the
name of the PROS of achieving those
goals?



acting empowered

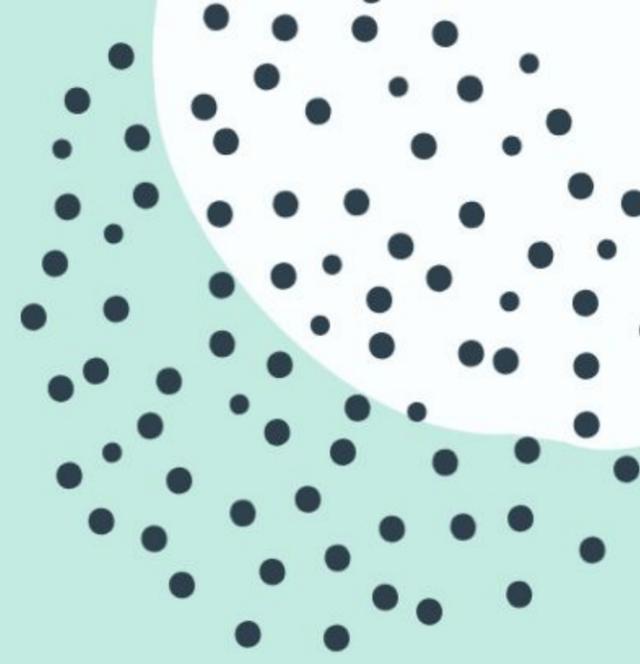
INSPIRES POSSIBILITY



**focus on
what's possible,
versus what's
probable**

**it's hard to
cast a vision
alone**

SEEK FEEDBACK



**help others,
help you,
help them**

it's hard to
cast a vision
alone

Poll:

SEEK FEEDBACK

**Do you find that you naturally gravitate toward
working solo, or working with others?**

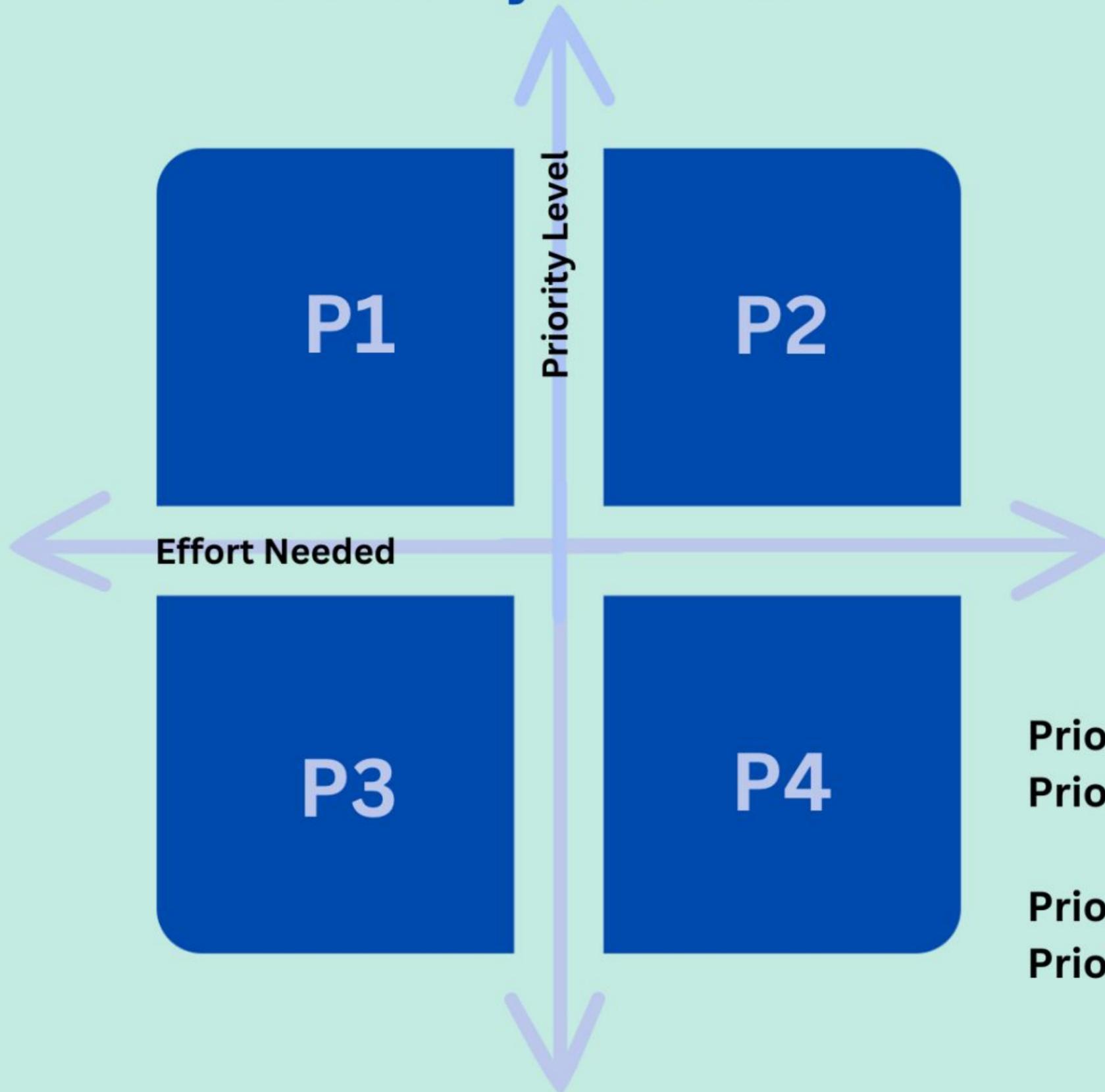
help you,
help them



for example

**the Idea Parking Lot &
the Priority Matrix**

Priority Matrix



THE TEAM BRAIN DUMP REVAMPED:

IDEA PARKING LOT
and
PRIORITY MATRIX
as a framework

Priority 1: high impact, low effort
Priority 2: high impact, high effort

Priority 3: low impact, low effort
Priority 4: low impact, high effort



IDEA PARKING LOT

with the PRIORITY MATRIX applied

Priority 1: high impact, low effort

Priority 2: high impact, high effort

Priority 3: low impact, low effort

Priority 4: low impact, high effort

Priority 1

People Team Office Hours

“Deep Work Time” for the team (set day/time each week)

Virtual “Cheers/Toast” at the end of onboarding

Revisit Ambassadors for interview process

Tech choice: choose Apple or Dell (instead of assigned)

Priority 2

Maintain “Shoutouts” channel

EAP Offerings

Formal Complaint Filing Process

Microsoft vs. Google Docs for sharing

Perception Project: HR = scary --> HR is your support/resource

Priority 3

Audit new hire swag offerings

Department / title nomenclature

“Deep Work Time” (either P1 or P3?)

Priority 4

Monitor at front desk with revolving info

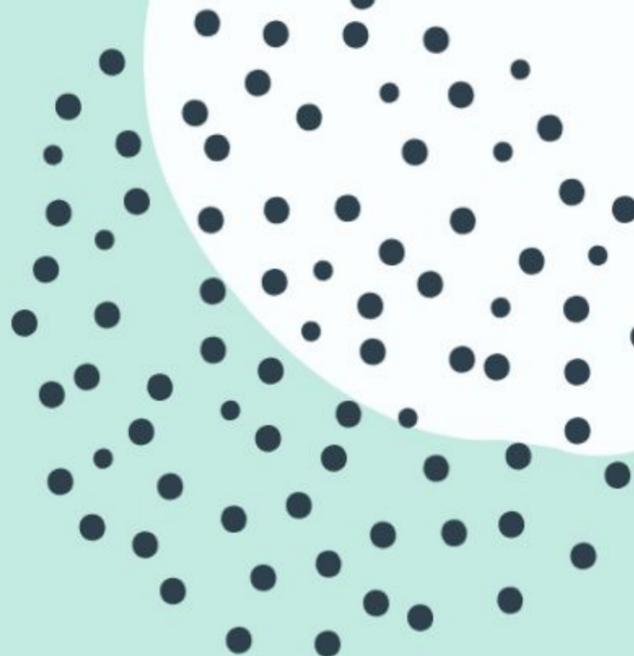
Redoing finance coding for compensation grading

High-level Intranet training



empowering others

IS ACTING EMPOWERED



**instilling
confidence that
what's possible
is in fact
possible:
for them**

EMPOWERING AGENCY



WHAT'S IN
YOUR
CONTROL?
and what isn't?

WHERE CAN
YOU
EXERCISE
AGENCY?

IS THERE A
BUSINESS
NEED?
qualify your confidence

DO FOR ONE
WHAT YOU
CAN DO FOR
ONE

EMPOWERING AGENCY

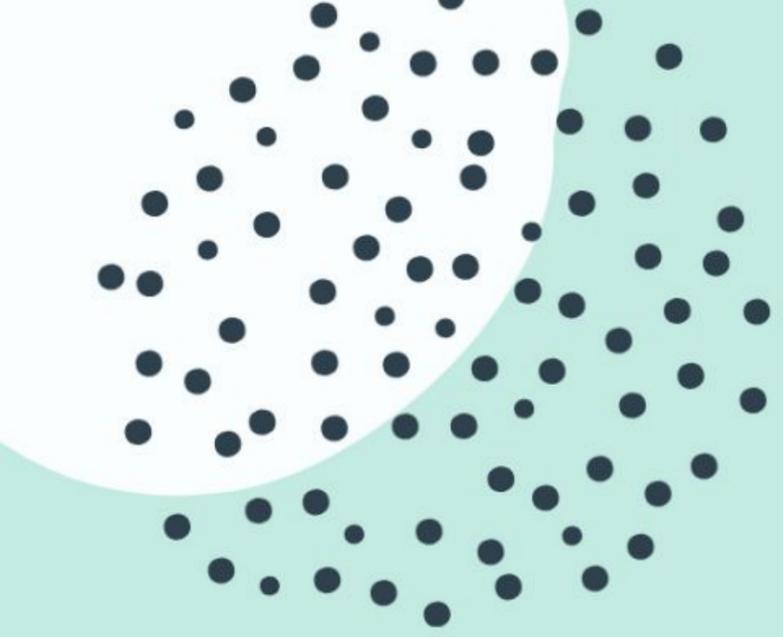
WHAT'S IN
YOUR
CONTROL?
and what isn't?

Equipping one leader
with the resources to
give agency to a
stand-alone team =
exponential growth



Poll:

**Do you have a structure in place
for how you regularly make requests
of your team members?**



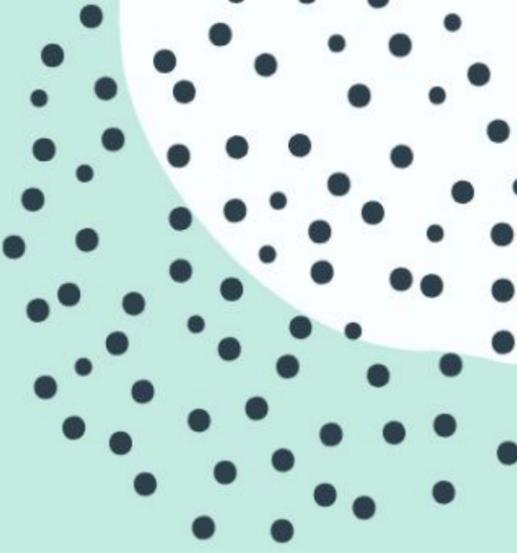
SMART leadership

SMART structure your questions,
not just your goals



**equipping
yourself with
the resources
needed to
succeed**

(AND OTHERS)
IS ACTING EMPOWERED



**self-awareness =
being honest about
what you have and
don't have**

AND BEING TRANSPARENT ABOUT
WHAT YOU'RE DOING ABOUT IT





FORMER CEO OF PEPSICO

known for leading with 5 Cs:

competency,
courage & confidence,
communication,
consistency,
& a strong ethical compass

Indra Nooyi



WHEN YOU
PRIORITIZE
WHAT
PEOPLE
WANT
OVER
WHAT YOU
NEED, YOU
WILL LET
YOURSELF
DOWN
100% OF
THE TIME

100%

The power of
de-prioritizing
your priorities

ACTING EMPOWERED



INSPIRE
POSSIBILITY

in yourself
then others



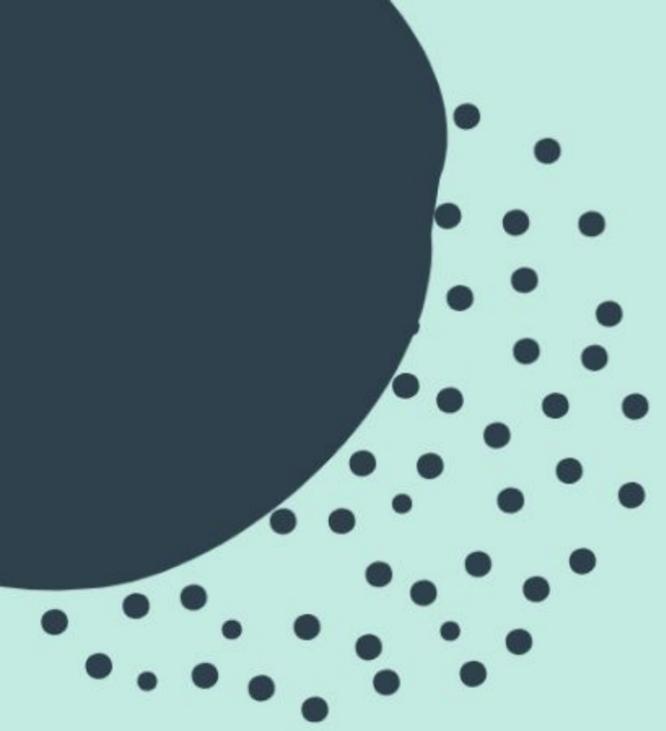
IGNITE
CONFIDENCE

that what is possible, is
possible for you
(and others)



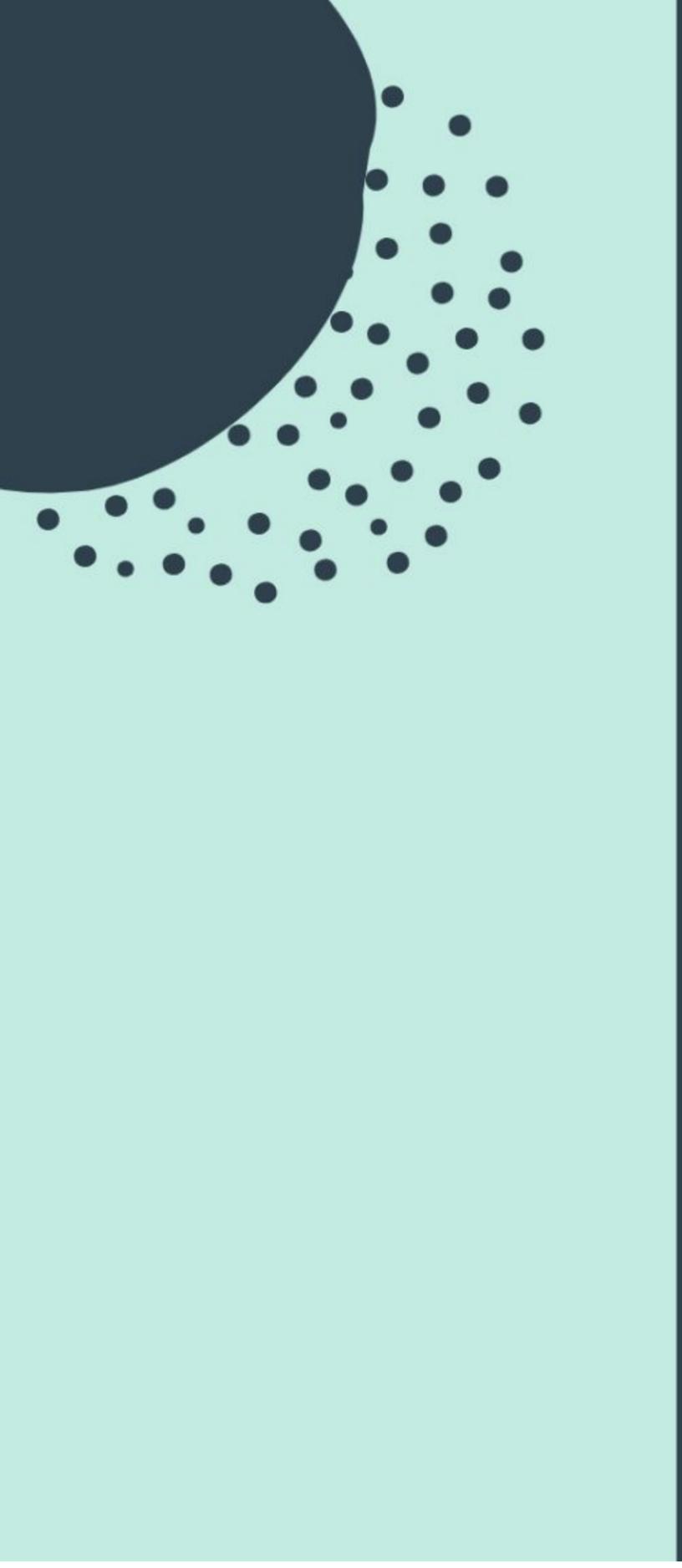
SEEK
RESOURCES

& always lead with
transparency



**THE BEST WAY TO
PREDICT THE FUTURE IS
TO CREATE IT.**

PETER DRUCKER
(& Amy Lentz)
:)



THANK YOU!

stay in touch
@HackYourHR