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A STANDARD FOR  
**DISCIPLINED  
LEARNING**



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## CORE VALUE OVERVIEW

# DISCIPLINED LEARNERS

## Always be improving

- Who are you becoming? Not just professionally but personally, spiritually, relationally. Adopt a mindset of perpetual improvement.

## Be a thought leader

- Follow the experts in pursuit of being the expert. Knowledge in action is our greatest asset in this information age. Remember pioneers get slaughtered and settlers prosper. Be leading edge but not cutting edge.

## Iron sharpens iron

- As the good book's proverb says, a community of learning makes us all better. The rising tide raises all ships.



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CORE VALUE IN PRACTICE

# DISCIPLINED LEARNERS

## A Standard for Personal and Professional Development

- **1 Hour Per Month** *to Feed Your Mind*
    - Read an article, watch a video etc
  - **1 Training Per Quarter** *to Improve a Skill*
    - Obtain a certification, attend a webinar, complete a training/tutorial etc
  - **1 Half Day Per Year** *to Clear Your Head*
    - Take a clarity break, think about your role from a higher level
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- **Potentially: 1 Event Per Year** *to Grow as a Professional*
    - Attend a conference, live training, seminar, networking event etc
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# FEEDING YOUR MIND

## Rhythm

- Once a month at least...weekly would pay really dividends
- One 1-hour block, two 30-minute blocks, 15 minutes here and there, etc
- Remote day...or other quiet time in the week. Put it on your calendar!

## Sources

- Books, magazines, etc
  - Industry websites, blogs, etc
  - Thought leaders, agencies, etc
  - LinkedIn, YouTube, Pinterest, Behance, Dribbble, others?
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DISCIPLINED LEARNING STANDARD

# TRAINING TO IMPROVE A SKILL

## Sources

- **LinkedIn Learning** – *Free with a LFPL library card*
  - **Business Made Simple Univ** – *Login saved in LastPass*
  - **Adobe Creative Cloud** – *Tutorials included with account*
  - **SEMRush.com** – *Trainings and certifications included with account*
  - **HubSpot** – *Trainings and certifications included with account*
  - **Google Primer** – *Free, bite-sized, app-based learning*
  - **YouTube, SkillShare, Udemy, Teachable, others?**
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DISCIPLINED LEARNING STANDARD

# CLEARING YOUR HEAD

## Clarity Break

- **Once a year at least...once per quarter max**
  - **Setting** – *Somewhere you can focus, out of your routine*
  - **Span** – *3-4 hours*
  - **Supplies** – *A way to capture your thoughts, a way to research idea, a treat*
  - **Subject** – *Questions to prompt your thinking*
  - **Some Tips** – *Use a remote day, tell your team, plan ahead, block out the time*
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DISCIPLINED LEARNING STANDARD

# ACCOUNTABILITY

## Rocks

- **One Rock per quarter for everyone**
  - Pick a course, certification, etc
  - Create a plan and keep it on track

## Sharing

- **Light up Slack** – *#worth-sharing channel*
  - **Teach a Pop Up** – *15-30 minute session, Wed at 4 p.m....after Wordle*
  - **Teach a SquadU** – *More comprehensive training, 30+ minutes*
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**DISCIPLINED LEARNING** STANDARD

# MAKING SPACE FOR LEARNING

## Visibility is key

- We are all committing to Disciplined Learning. Share what you're learning.

## Lean on your team

- Consider what could you delegate to make space.

## Crawl, Walk, Run

- Start the habit of feeding your mind. Pick an achievable training for your first Rock. Plan now for a clarity break in the fall or winter.
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# DISCIPLINED LEARNING



SPRING RETREAT Recap

# COMFORT ZONE ACTIVITY



- Icebreaker of the day. Three levels of comfort - Comfort (Green), Stretch (Yellow), and Panic (Red)
- We learned how comfortable each team member is with a variety of topics -
  - Riding in a car without a seatbelt (physical)
  - Doing a high ropes course (physical)
  - Playing an icebreaker game (physical)
  - Leading others (emotional)
  - Talking in front of a group (emotional)

SPRING RETREAT Recap

# TOLL BOOTH ACTIVITY



- First activity to start the day.. Hula hoops. Even numbers only. Time crunch. No 'I' in team.
- What did we learn right off the bat?
  - Transitioned from individual performance on 1st round to group collaboration
  - In the future rounds we improved communication, efficiency and faster time.
  - As a team, we were more engaged in overall process and not disconnected in the task of completing the activity (aka work project).

# MATERIALS MOVE

- Teamwork = Activated. Three activities. Team split in half. Time = Limited. Must be strategic doers.
  - What did we learn?
    - Identifying which materials were most challenging to move during practice round so that more focus and more people with resources could tackle that task first.
    - Be open to different solutions and don't be afraid to try them out
    - More hands and eyes need to be available on certain projects for clients depending on challenge of those projects and the clients needs/goals.
    - Dealing with "time crunch" issues and the stress that can bring when working with specific clients.
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# WHALE WATCH (TEETER TOTTER)

- 12 team members. One teeter totter. Many ticks. How do we tackle such thing?
  - What did we learn?
    - The slightest adjustment can alter the overall workflow balance.
    - Attitudes, verbal communication and body language can affect others.
    - Understanding one another better and raising our awareness meter as a team can help encourage others and maintain that balance.
    - Implementing a company culture of balance and a “safe place” to express feelings, emotions and frustrations.
    - Having the freedom to take mental health day from work stress.
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SPRING RETREAT Recap

# MOHAWK WALK



- 5 cables. 12 team members. EVERYONE must make it across without touching the ground. Must be done in 25 minutes.
- What did we learn?
  - Recognizing strengths and weaknesses and aligning so that individuals are in the correct role both in leading and supporting one another.
  - Listening to the needs of each team member and allowing them to “voice” the type of support they need.
  - Celebrating the accomplishments as a team when a difficult task or project is accomplished.

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SPRING RETREAT Recap

# HIGH ROPES COURSE

- Last activity of the day. 110 degrees outside. Heat exhaustion kicking in.
  - Since we didn't get to go over what we learned at retreat, how about we go over what we learned now!
    - How do we handle things that we aren't as successful in completing?
    - Do we see that as defeat or do we recognize the factors that made it challenging and address those in a healthy way?
    - What learning can we apply in areas where we may feel we didn't accomplish what we wanted to?
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SPRING RETREAT Recap

# TEAMWORK MAKES THE... *DREAM WORK*

