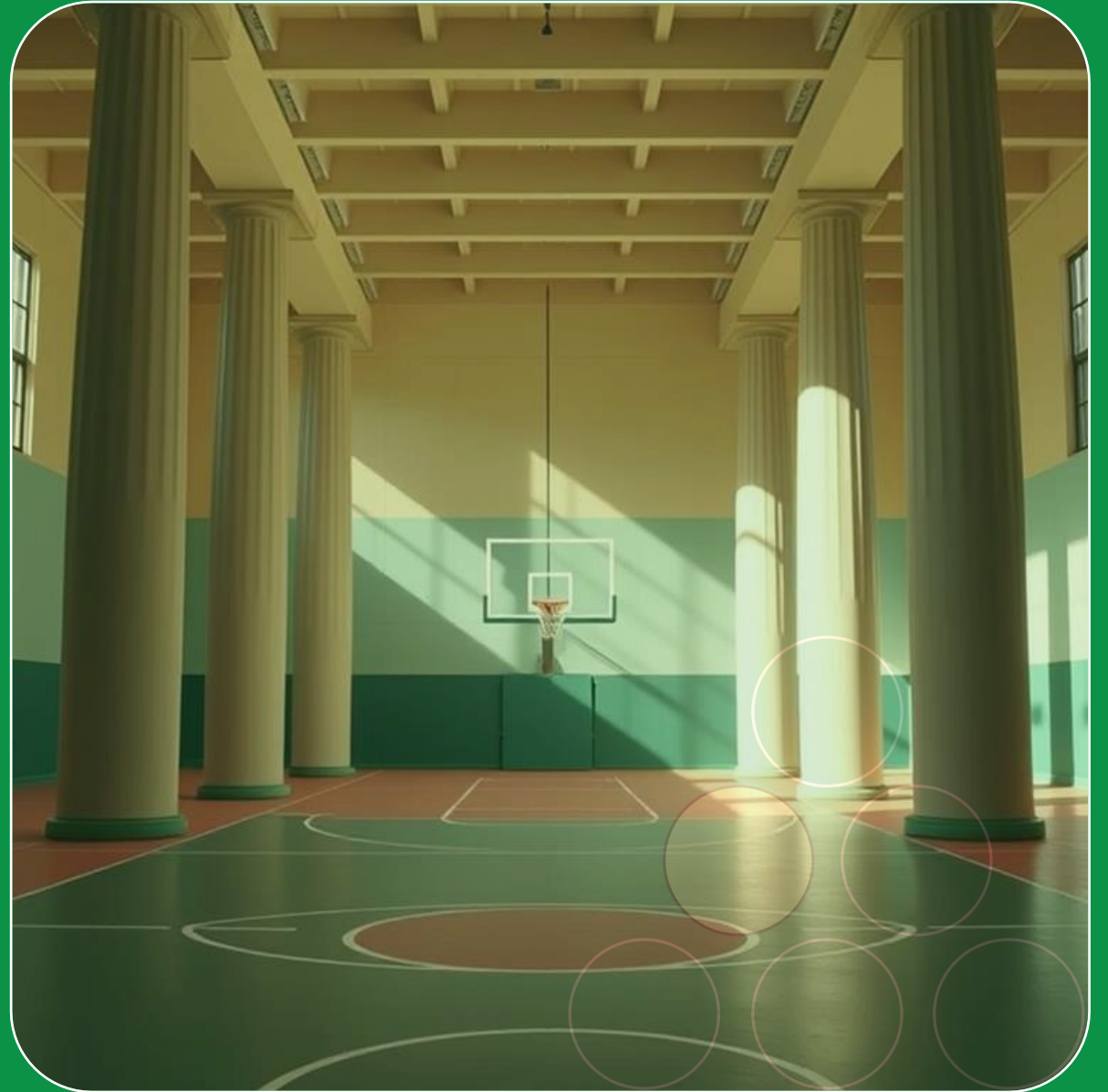


From Court to Capitol:

Communicating Trust
in High-Stakes
Leadership

Dr. Juli Fulks



How I Got Here Today:



3 Pillars:



SHOW UP



WORK HARD

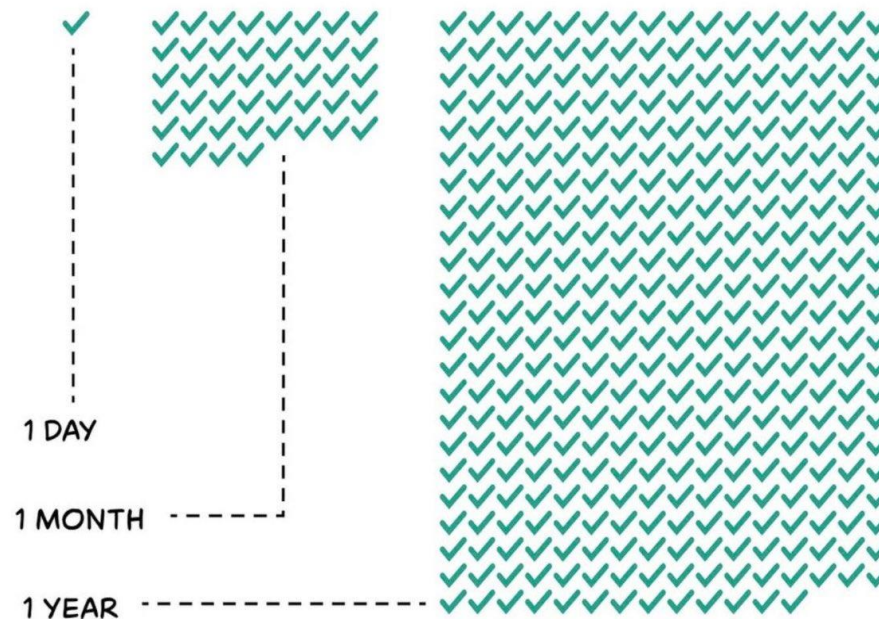


ADAPT

SHOW UP

- 1) Consistently
- 2) Mindset of Excellence
- 3) W.I.N.

SHOW UP



YOU CAN NEVER BET AGAINST THE PERSON
WHO KEEPS SHOWING UP.



Work Hard

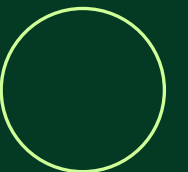
- 1) IT TAKES WHAT IT TAKES
- 2) YOU GET WHAT YOU EARN
- 3) THE STANDARD IS THE STANDARD



Adapt Yourself



- Einstein: “The measure of intelligence is your ability to change”
- Darwin: “It’s not the strongest species, nor the most intelligent species that survives. It’s the species least resistant to change”



Adapt to Others:

Clint Pulver, Emmy Short Film



Adapt to Others:



1. Be a Mr. Jensen (Clint
Pulver, Emmy)



2. $PE = mgh$

3. Try Again Culture

“Adaption is not a reaction, but a continual plan to act.”

Adapt Your Systems



"WHAT IF WE DON'T CHANGE AT ALL... AND SOMETHING MAGICAL JUST HAPPENS?"

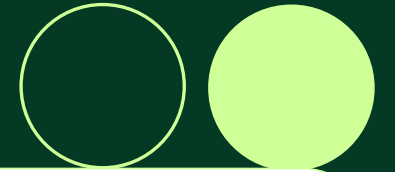
blueoceanstrategy.com

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www.glasbergen.com



"It's not a great mission statement, but we'll revise it if things get better."

ADAPT YOUR SYSTEMS



“I owe my success to having listened respectfully to the very best advice, and then going away and doing the exact opposite.”

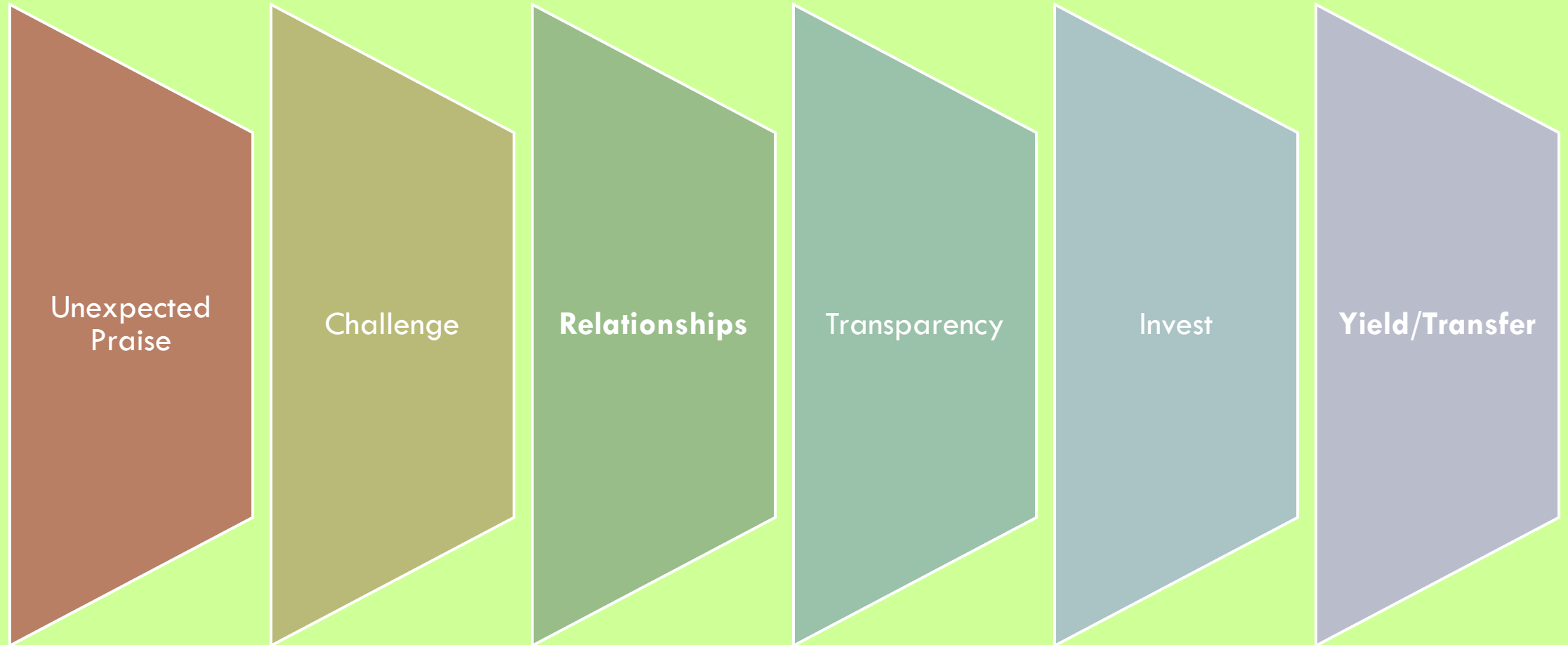
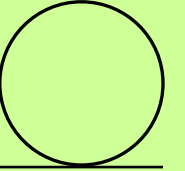
-G.K. Chesterton



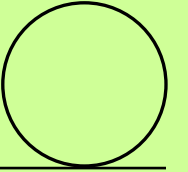
LEADING THROUGH TRUST

Building trust is the foundation of effective leadership. When leaders foster trust, teams are more likely to collaborate, communicate openly, and achieve shared goals. Trust empowers individuals to take initiative and support one another.

Trust and Neuroscience



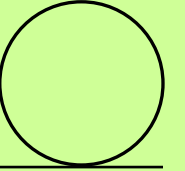
“Praise the behaviors you want repeated”



Unexpected
Praise

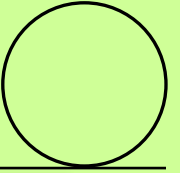


Micro Bravery Challenge:



Challenge

“Turn to someone near you. In 60 seconds, share a time you led *without a title.*”

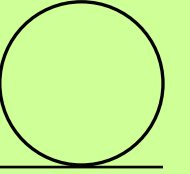


Yield /
Transfer

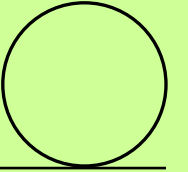
“Train
extensively and
delegate
generously”
Paul Zak



Transparency: What we are doing and WHY?



Need for Speed – Connection Edition

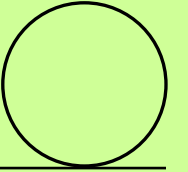


“In 60 seconds, introduce yourself to the person next to you without mentioning your job title.”

Talk about where you grew up, what lights you up, or what you do on weekends.

Finish...with an unexpected praise!

Invest In The Whole Person



Invest

1. Professional Growth
 2. Personal Growth
 3. What is your 3rd thing?
-

Win The Communication Battle:

1. Eye Contact
2. Use Their Name
3. Positive Touch
4. Ask 3 Questions
5. Unexpected Praise



4 ACES: Attitude. Commitment. Effort. Servitude.



Attitude



Awareness



Aptitude



Accountability

Attitude of Gratitude:



4 ACES: Attitude. Commitment. Effort. Servitude.



Attitude



Awareness

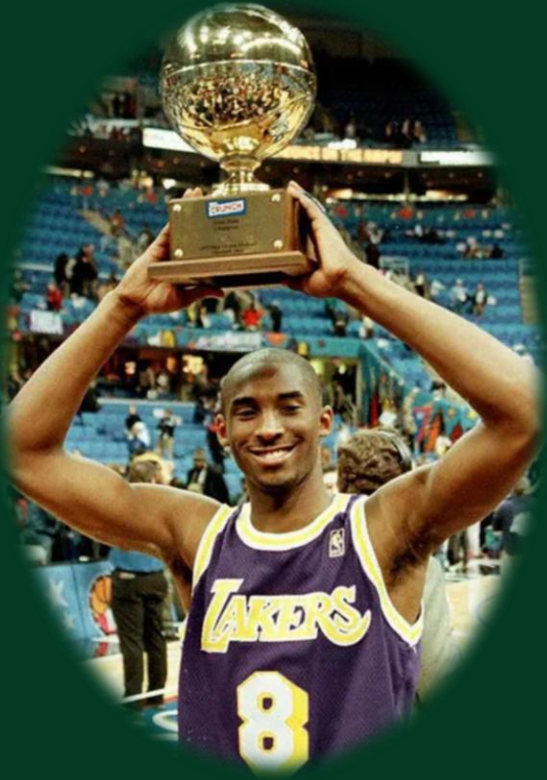


Aptitude



Accountability

4 ACES: Attitude. Commitment. Effort. Servitude.



- More is not better, better is better.
- What's your 4 am?

Awareness

4 ACES: Attitude. Commitment. Effort. Servitude.



Aptitude

4 ACES: Attitude. Commitment. Effort. Servitude.

Accountability is a gift
that is multi-directional



Accountability

4 ACES: Attitude. Commitment. Effort. Servitude.



- Believe In > Buy In
- Sing It Into Existence
- Joy Is A Competitive Advantage

Attitude



**“If you care about
someone and got a
little love in your
heart, there ain’t
nothing you can’t get
through together”**

-Ted Lasso

Quote Life:

Inspiration: “A Candle Loses Nothing By Lighting Another Candle”



A rising
tide lifts
all boats



“Time Is A Product Of Our Priorities”