

**Pennington Human Dynamics (USA)**



Organizational climate change is real. Do you know what's causing it?

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**IT'S YOU**

You have tremendous impact and opportunity to shape the climate in your organisation! - **Najeeb**.

**BE A CLIMATE CREATOR**  
 The essence of Leadership

**CO.LAB WORKSHOP**  
**Creating Climate Leaders**  
 18 November  
 9am-11am (2hrs)  
[www.petruc.co](http://www.petruc.co)



I have come to the frightening conclusion that I am the decisive element.

It is my personal approach that creates the climate. It is my daily mood that makes the weather. I possess tremendous power to make life miserable or joyous. I can be a tool of torture or an instrument of inspiration; I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis is escalated or de-escalated, and a person humanized or de-humanized.

If we treat people as they are, we make them worse. If we treat people as they ought to be, we help them become what they are capable of becoming.

Johann Wolfgang von Goethe (1749 - 1832)

**BE INTENTIONAL | THINK ABOUT YOUR IMPACT**

**Why Show This Quote?** "There is a thread of choice and intentionality in this quote. We have CONTROL over how we choose to show up." - **Scott**.

**PENNINGTON HUMAN DYNAMICS**

**MEET Najeeb, Scott and Nadine**

**Nadine:**  
 "How easy is it to put someone in a box?" This applies to ourselves. How are you treating yourself as leaders? Are you elevating your potential?"

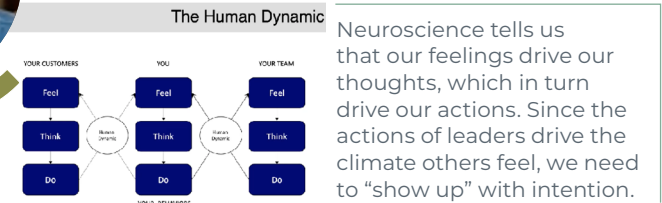
**Daz | Nick | Andrew :**  
**Multiplier Effect** "To find people's native genius" What is their highest point of potential?" "Quite often people don't achieve things because they thought they could - but they achieve because others thought they could."

**DO YOU SEE YOUR JOB AS A CLIMATE CREATOR?**  
 Be a THERMOSTAT vs a Thermometer.  
 What climate is going to help my team to be the best - and how can I create that temperature?

**For that Remote Working Climate:** How you show up on a zoom call is just as powerful as in the office.

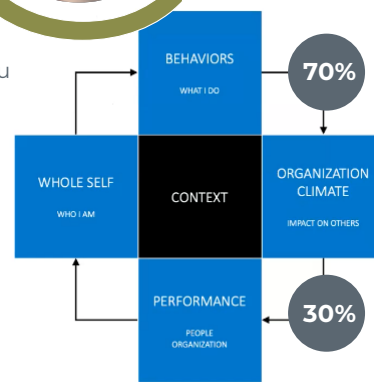
**BEST BOSS:** Characteristics Inspiring | Supportive | Challenges Me | Stretch | Courage | Inclusive | Discomfort | Humanistic

**Worst BOSS:** Characteristics Lack of trust, Games -power play, Demeaning, Self Motivated, Energy-Zapping, Fear based, Undermining



**Google found: The best teams = more RICH dialogue - about the things that mattered.** They had psychological safety and felt safe to ask questions, admit weaknesses, give feedback, ask for help, and offer ideas.

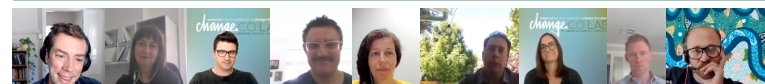
**You drive performance through the people you LEAD.** Focus your energy on creating the climate that will enable your team to thrive. How well positioned are you to be a "Climate Creator" through the behaviors you choose as a leader?



**Climate vs. Culture**

**Culture is shaped by the stories people share about their local climate.**

**CLIMATE IS LOCAL.** It's also a leading indicator of engagement, so if you want to change engagement, you need to shift the climate. **You can change the climate of your team tomorrow, so focus on it on a daily basis!**



GI GET IT WI WANT IT DI DO IT

**THE GREAT REFLECTION** GO TO THE [LINKED IN ARTICLE HERE](#)