

One Management Habit

Aha Management
(**COACHING *INSIGHT***)

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Greetings



Dr. Fred Ray Lybrand

- Married 30 years
- 5 Children
- **Very Diverse Background** (English Literature, Law, Politics, Philosophy, Communications Instructor, Pastor, Executive Director, Systems Dynamics, Personality Instruments, Consulting, Coaching, author of 7 Books).
- **Industries:** Energy, Risk Management, Publishing, Construction, Service, Bio-Medical, Education, and Public Housing.
- **Clients include:** Marathon Oil, Valero, AcuFocus (bio med), Pioneer Natural Resources, and the United States Air Force.

About Me

I have

~~ADHD~~

ADOS





About Me

MEET BIG LOU

1963

Collectors Item

\$5,000



TODAY

1. **Why do we not hit our goals more often?**
2. **Why do we get defensive about our occasional less-than-awesome results?**
3. **Or, what about those who report to us?**

The Principle

**REVELATION
TRUMPS
EXPLANATION**

Strategic Question

Can you really think straight and walk crooked?

Paradigms

Management

■ Management

- Different than Leadership?
- *Managers are people who do things right and leaders are people who do the right thing.*

-Bennis & Nanus

Management

- Webster's:

- Lead: to direct on a course or in a direction

- Manage: judicious use of means to accomplish an end

- judicious use of means (to direct) to accomplish an end (on a course)

Leadership

- Defined:

*Leadership is providing direction
to a better place*

Managers should be good leaders

And

Leaders should manage well

So What?

■ Aha Management

- *Lead yourself*
- *Lead others*
- *Manage others*
- *Manage yourself*
- *Office, home, family, learning, sales, systems...life*
- *It's All-*

providing direction to a better place

Aha Management Overview

- **What is it?**
- **Benefits?**
- **Why vs How?**

Aha Management?

- **What is it?**

- *4-Step Insight Matrix*

- *Simplified way to look at Results and Plans*

- WITHOUT defensiveness or excessive frustrations*

**REVELATION
TRUMPS
EXPLANATION**

Aha Management?

■ Benefits

■ *Open Eyes for Better Results*

- *Without confrontation / conflict*
- *Remember: Truth is an Acquired Taste!*

■ *Better Results from Better Plans (Genie)*

- *\$*
- *Marriage*
- *Family*
- *Office / Organizations*
- *Friendships*

Why & How?

- **Why & How** ...*in that order*
- **Why?**
 - *Why does it work?*
 - *Why do we need it?*
 - *Why don't we know it?*

Exercise #1

- ✓ Write down a result you've been working on for business / office...but haven't reached yet.

Why Aha? Basics

- **The Creative Process**
- **Projects**
 - **Start / Finish**
- **Systems**
 - **No Bad Systems (Chevette)**

3 Elements Create & Organize Energy

■ **THERE** (Future)

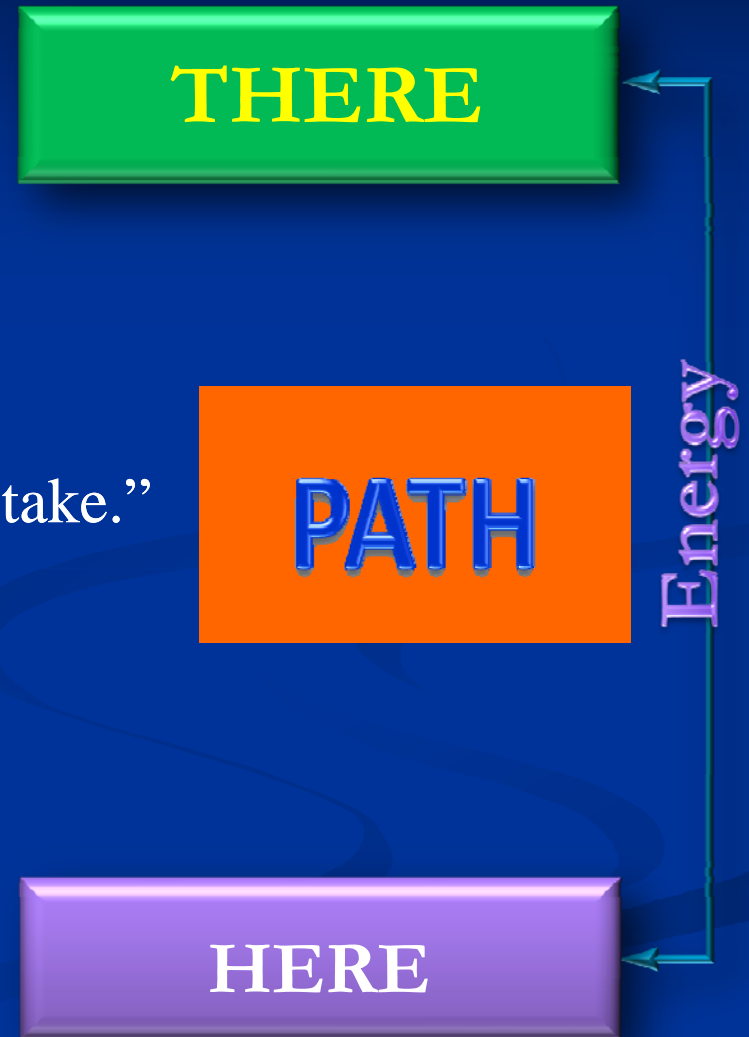
- “I want to go THERE”
- “The result I want is...”

■ **PATH** (Transition)

- “That looks like the PATH I could take.”
- “Some steps we can take are...”

■ **HERE** (Present)

- “...but, I am HERE”
- “My objective assessment is...”



Adapted from Robert Fritz's Creative Process

THP is the Creative Process

“The creative process has had more impact, power, influence, and success than any other process in history. All of the arts, many of the sciences, architecture, pop culture and the entire technological age we live in, exists because of the creative process.”

Robert Fritz, Creating

The Creative Process

- **Principles:**

- Structural Momentum
- Tension Seeks Relief

Want Seeks Have

Exercise #2

- ✓ Write down your **Current Result** of what you've been working on for business / office.

The Point

Forget Being Creative!

(We'll learn this next time)

Why Aha? Basics

- The Creative Process
- **Projects**
 - Start / Finish
- **Systems**
 - No Bad Systems (Chevette)

**Not a bad system...a good system
that consistently made a bad car!**



HOW?

An Option



The Aha Matrix

- Paradigm Shift 1:

The Truth Helps

- Paradigm Shift 2:

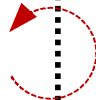
The Plan is Mightier than the Goal

Exercise #3

- ✓ Write down your current plan, approach, method that is getting you the current result you see.

AHA MATRIX: *The Plan is Mightier than the Goal*

DATE	RESULT (Place)	PLAN (Path)
	1. What result do you want?	4. What will you need to do to get the result you want?
DESIRED (There)		
CURRENT (Here)	2. What result are you getting now?	3. What are you presently doing to get the result you see now?



The 8 Steps of Aha Management

- 1. Clarify the Desired Result*
- 2. Clarify the Current Result*
- 3. Notice the Contrast*
- 4. Identify the Plan Producing the Current Result*
- 5. Make THE CHOICE*
- 6. Design the Plan for the Desired Result*
- 7. Show it to Someone & Set a Date*
- 8. A.L.I. Always*

The 8 Steps of Aha Management

2 Helpful Tips

Use the Matrix Form

Think in Pictures When You Can

The 8 Steps of Aha Management

1. Clarify the Desired Result

What result do you want?

The 8 Steps of Aha Management

2. Clarify the Current Result

What result are you getting now?

The 8 Steps of Aha Management

3. Notice the Contrast

Do you see that what you **Desire** and
what you **Have** are different?

The 8 Steps of Aha Management

4. Identify the Plan Producing the Current Result

What are you presently doing to get the result you see now?

The 8 Steps of Aha Management

5. Make THE CHOICE

Once you complete the 1st three quadrants in the Aha Matrix, then you must---

CHOICE to CHANGE:

1. The Desired Result (Goal –Q1)

OR

2. The Current Approach (Plan Q3)

Why Change?

...the Goal or the Plan?

- ✓ **Tension Seeks Relief**
- ✓ **The Plan is Mightier than the Goal**

Exercise #4

- *Now look at Exercises 1, 2, and 3*

THE CHOICE

CHANGE:

1. The Desired Result (Goal –Q1)?

OR

2. The Current Approach (Plan Q3)?

The 8 Steps of Aha Management

6. Design the Plan for the Desired Result

What will you need to do to get the
result you want?

The 4 Successful Ways to make a Plan

- 1. The “Just Write It” Plan
- 2. The Right-to-Left Brain Plan
- 3. The Reverse Engineer Plan
- 4. The Overcome Obstacles Plan

A Simple Planning Form

- 1. Objective
- 2. Mindset
- 3. Steps

- ✓ Post it / Make a Policy / Plan Book
 - ✓ Special thanks to Sam Carpenter,
 - ✓ Work the System

Aha Management Plan

(c) Fred R. Lybrand

Topic:

Date:

Result

What is the end result you want?

Mindset

What ideas, quotes, principles support reaching this objective?

The Plan / Steps

What is the sequence of steps to take or obstacles to overcome?

The 8 Steps of Aha Management

7. Show it to Someone & set a Date



Reason for Accountability Partners

Action Taken

Probability of
Implementing

- | | |
|---|-----|
| ■ Listen to an idea | 10% |
| ■ Consciously decide to adopt an idea | 25% |
| ■ Decide when to act on the idea | 40% |
| ■ Design a plan to act on the idea | 50% |
| ■ Commit to another person to act on the plan | 65% |
| ■ Get a specific accountability appointment with the person to whom you made your commitment | 95% |

American Society for Training & Development

The 8 Steps of Aha Management

8. A.L.I. Always

ACT

Learn

Improve

Aha Management

PRACTICE
is the
Mother of SKILL

Aha Management

QUESTIONS

Or

Thoughts



Solutions Crafting

The major problem we face is not any particular problem; it is the process we use to solve problems.”

-Steven Covey

“The Plan is Mightier than the Goal.”

-Fred Lybrand

AHA MATRIX: *The Plan is Mightier than the Goal*

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