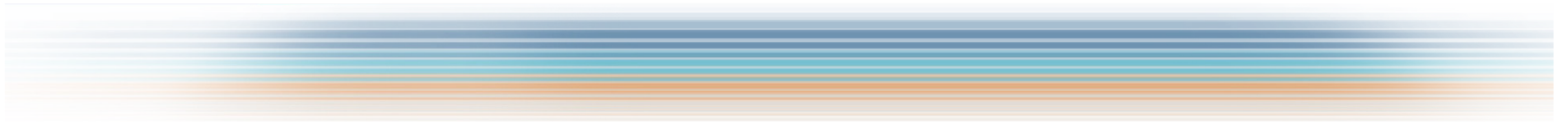




James Pogue, PhD
CEO



The RIGHT Kind of Uncomfortable: What's Your CQ (Connection Quotient)?



What is...The RIGHT Kind of Uncomfortable

Why Uncomfortable...?

- We don't learn in comfort
- We don't compete in comfort
- We don't improve culture in comfort
- And we don't win in comfort

The RIGHT Kind...?

- With Respect and Conflict
- With Patience and Disagreement
- With Grace and Expectation
- With Focus and Perseverance



CQ (Connection Quotient)...?

What is it?

- The level of comfort connecting with people.
- Measured across a variety of characteristics.
- For Individuals, Teams, Organizations

What is the value?

- Deeply connected teams win more often and bigger
- Identify your 'wobbles' in connection
- Choose to address them/or not
- Build a plan
- Work towards change



The RIGHT Kind of Uncomfortable

The Connection Quotient in Action

Hillary and James...a brief example

The RIGHT Kind of Uncomfortable





Your Turn...

4 Mins for Table Captains then Q and A

Now what and...So what?

Continue the Conversation...Here.

- Follow up on these conversations.
- Share your 4 min story with a colleague...then listen.
- Reflect on the what you said/heard today...
 - What are your current gaps in comfort connecting?
 - What are you going to do about it?

Continue the Conversation...There.

- Is there Value/ROI in having more Connection on your teams?
- How will you assess the Connection on your teams?
- What actions will you take to drive better connection 'back home'?



A few take aways...

"I'm not comfortable discussing _____, so I don't"
- Executive Leader

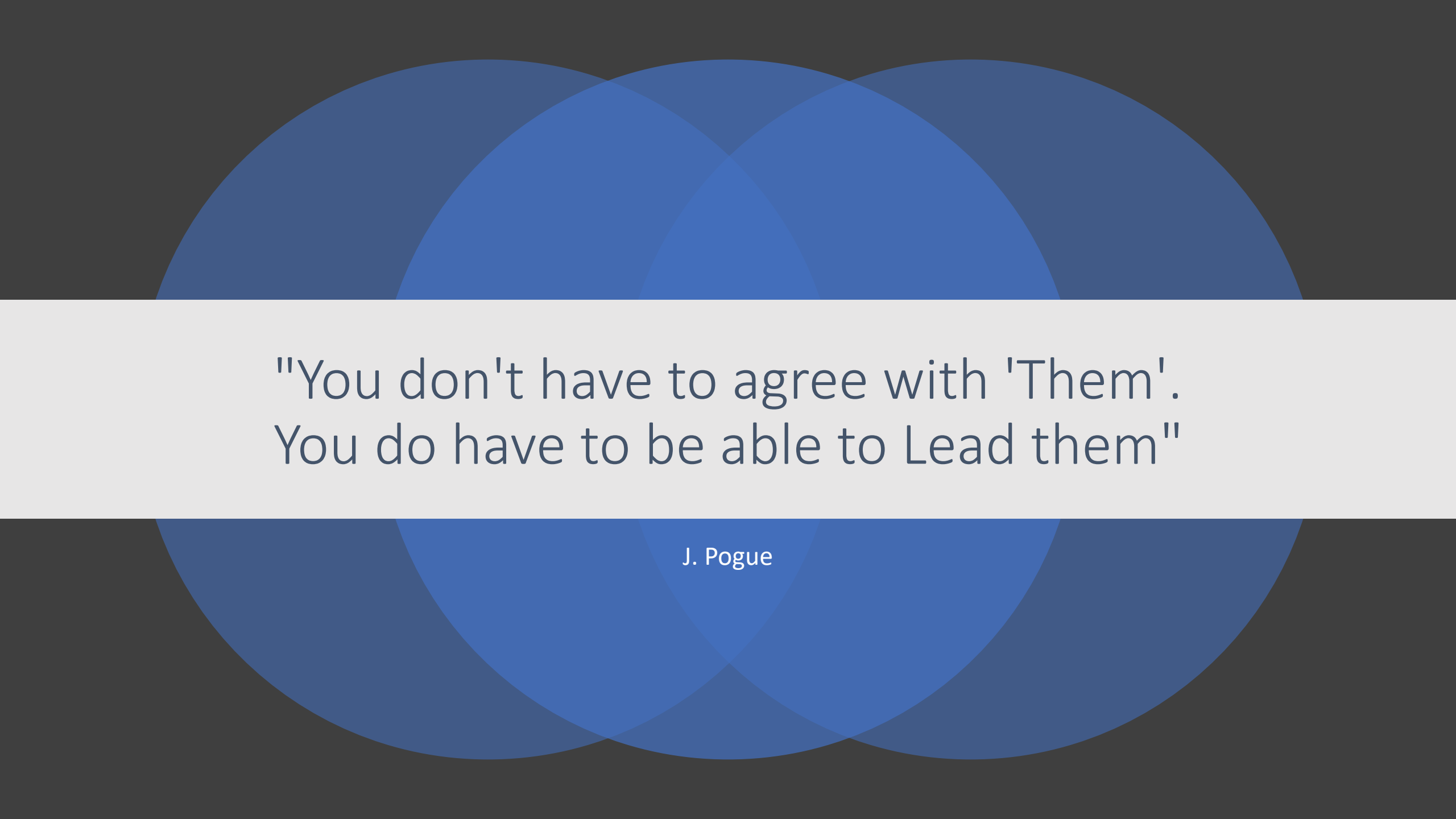
- Don't run from the power that is generated from environmental factors.
- Connect what is happening 'out there' with the Business Goals and Strategies.
- This will clarify the data you need to access and measure.
- Uncertain?
 - Get Help...To Plan...To Learn...To Execute





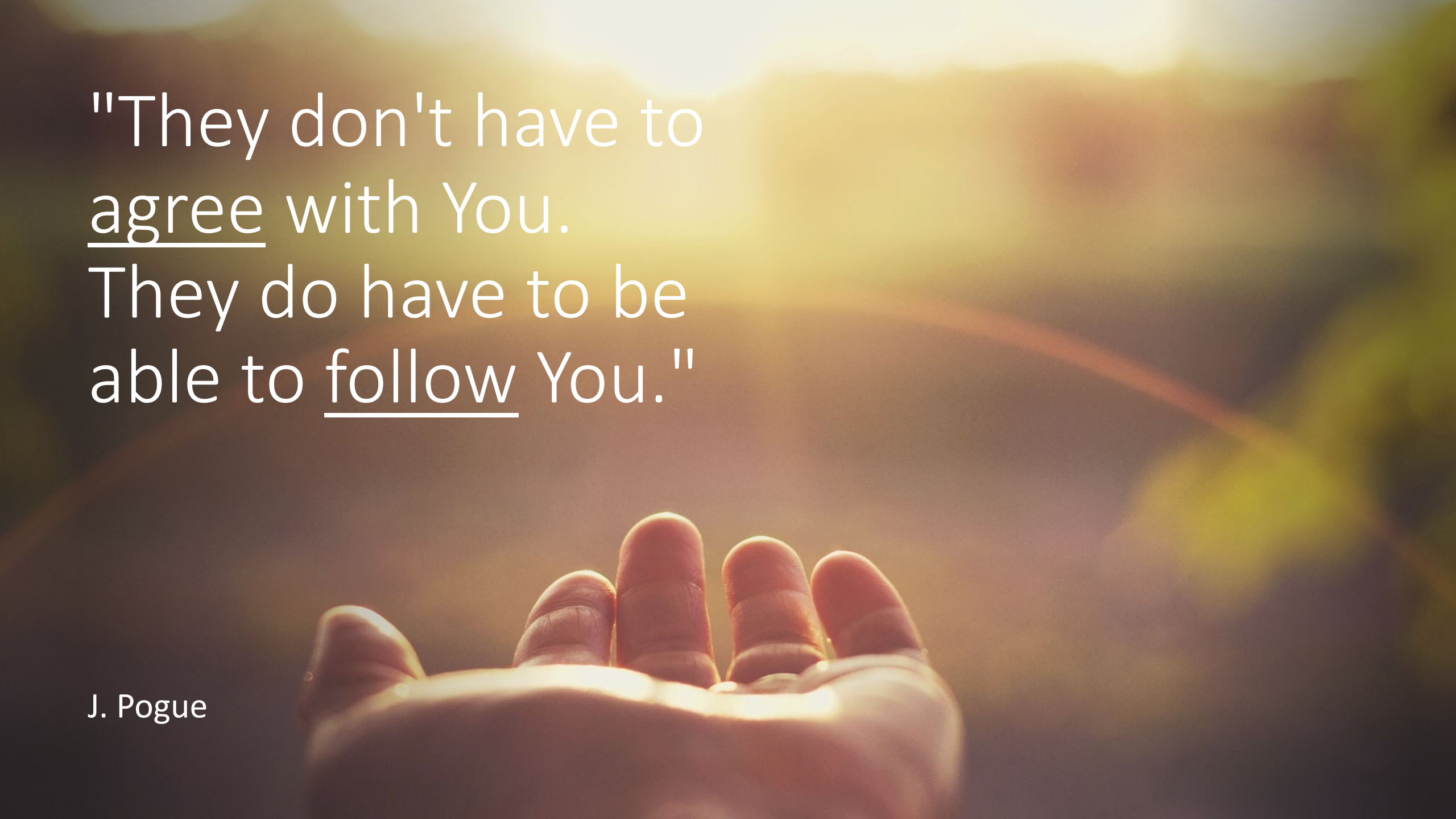
"Your job is to bring Calm to
the Chaos."

H. Hill

The background features three overlapping circles in a medium blue color, arranged horizontally. The circles overlap in the center, creating a darker blue area. A white horizontal band is positioned across the middle of the image, containing the main text.

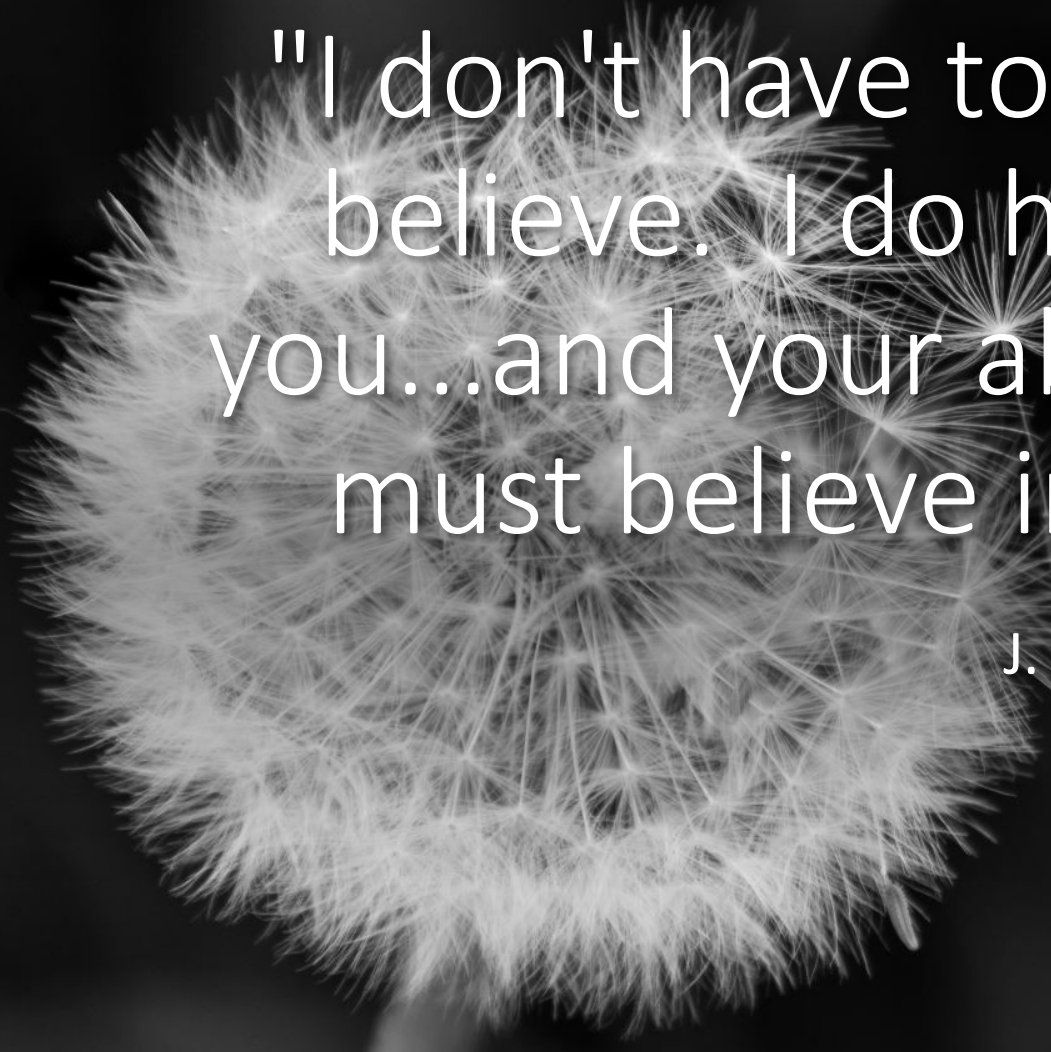
"You don't have to agree with 'Them'.
You do have to be able to Lead them"

J. Pogue

A close-up photograph of a hand reaching upwards, palm facing up, towards a bright sun. The background is a soft-focus landscape with a rainbow visible in the distance. The overall tone is warm and inspirational.

"They don't have to
agree with You.
They do have to be
able to follow You."

J. Pogue

A close-up, black and white photograph of a dandelion seed head. The seeds are numerous and fine, creating a soft, textured appearance. The background is dark and out of focus.

"I don't have to believe what you believe. I do have to believe in you...and your abilities. Just as you must believe in me and mine."

J. Pogue

Continue the Conversations with...GetMyCQ.com

- A snapshot of your comfort connecting with people
- Using 9 dimensions of difference
- Detailed description per area
- A conversation starter...
- An opportunity to connect deeply with others.



Let's Get Connected...



James H. Pogue, Ph.D
"The RIGHT Kind of
Uncomfortable"





Accelerator to CEO:

Sample Questions and Prompts for the Table Captain

- Do you feel negatively/positively about how you handled this moment?
- How do you know you made the right/wrong decision? What is the evidence?
- What is the value of executives being vulnerable in moments like these?
- How did the people around you - your team/family/etc. - understand your actions? Did it stress your relationship with them?
- Would you expect another executive to react the same way? Why or why not?
- At what point does your job supersede your personal life?
- What is the lesson here? What do I need to come to grips with as a C Suite executive?

CEO to Accelerators: Questions/Prompts to encourage robust discussion

- “Push yourselves to ask me the ‘impossible’ question.”
- “Example questions you might ask me”
 - If you could, what would you whisper in your own ear if you could go back?
 - Flip the scenario, how do you think the people on the other side felt?
- “Example ways of thinking for you to consider”
 - What message do my actions send to the next generation of executives - is it positive?
 - What do you think I believe in? How do my belief patterns inform the story I told?
 - What did I miss/get right?
 - How did (in)security/imposter syndrome manifest itself in my story?