



nexxworks

Catalyst Empowerment Summit

The Catalyst's Dilemma - Driving Transformation During a Downturn

Tom Cullen, Chief Information Officer of Corsair
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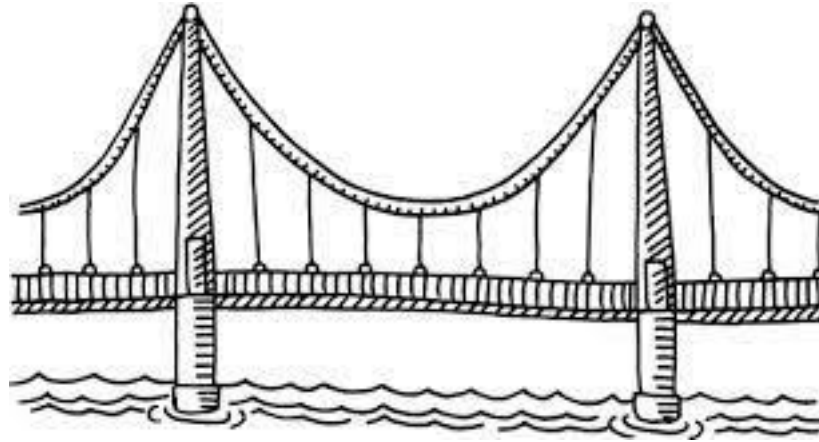
Phenotype

The set of observable characteristics of an individual resulting from the interaction of its genotype with the environment

Mindset & Observation

- Never waste a good crisis
- Where are you at & where do you need to be? ...be honest
 - In comfort zone or stretched?
 - What needs to shift?
- Where is the Organization and/or Team at?
- How do you get to where you need to be?
 - What adjustments do you need to make?
 - What help do you need from others – transformation is a team sport

Pain



Possibility

How we show up matters...a lot

- Acknowledgement of shared pain
- Shine light on possibility
- 'Be the bridge' ... and walk it every day

What we do can reduce chaos

- Well organized playbooks
- Simplify, simplify, simplify
- Be deliberate with messaging and connecting (start with Why)
- Loop back validation

Take Care of Yourself

- Stress + Repetitiveness = Fatigue (emotional & physical)
- Manage energy, not time
- Leverage your network

So what now?

- Phenotype yourself...and be honest
- Be the **Bridge**
- Be organized and deliberate
- Take care of yourself

Discussion

