

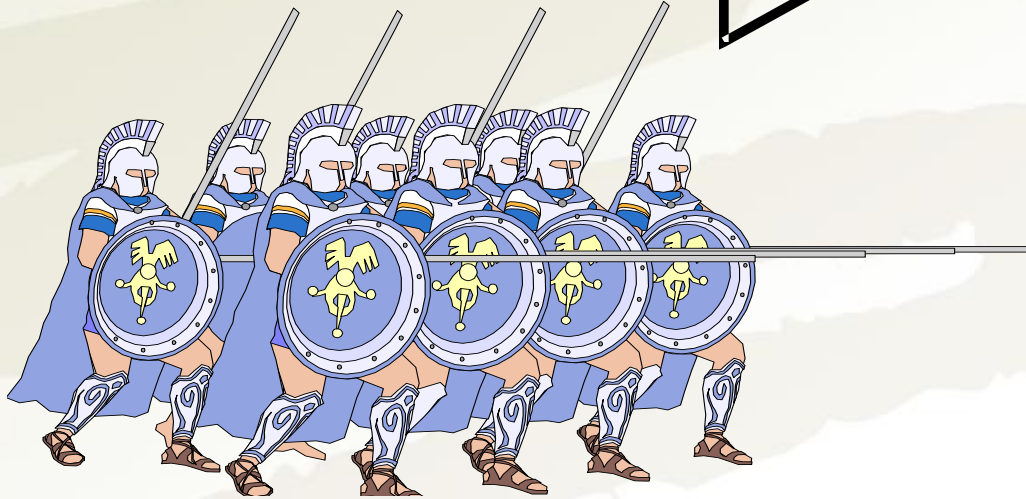
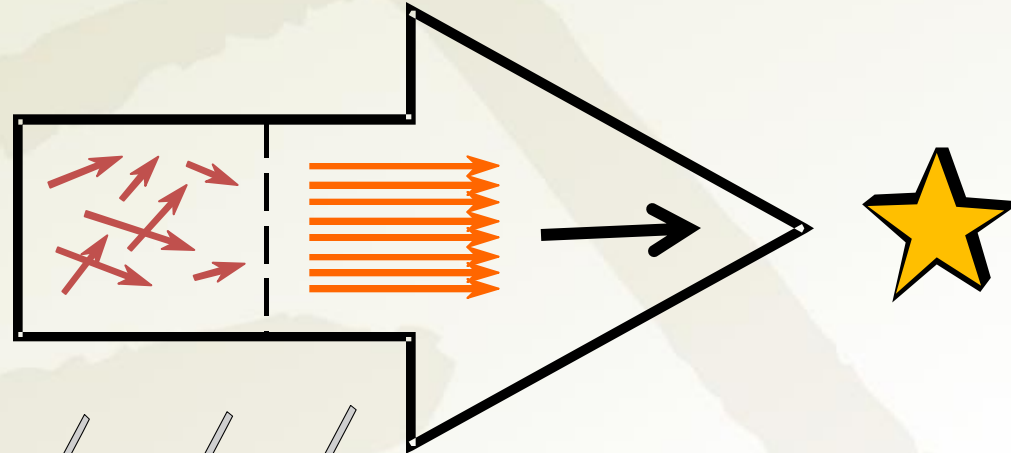


Getting us to work together: Lessons from Wild Dogs

Marvin Washington
University of
Alberta



How we used to work?



Case study: improvement and change

Transporting Goods



Totem #1

Transformational Impact of the Wheel



Transformational Impact of the Wheel



Incremental Increase Approach Has Its Limits

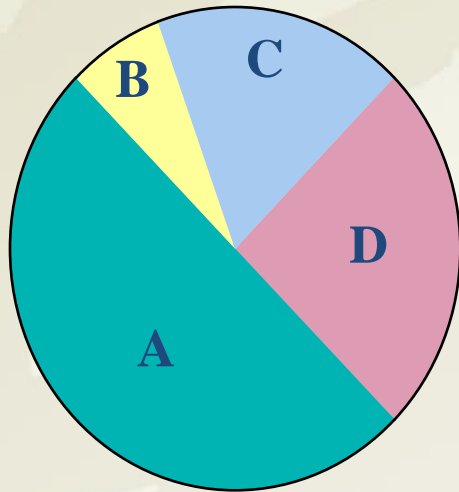


Internal Combustion Engine

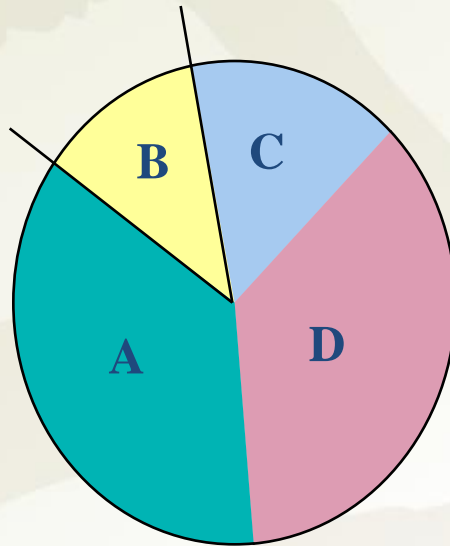
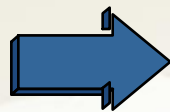


So what is the next picture?

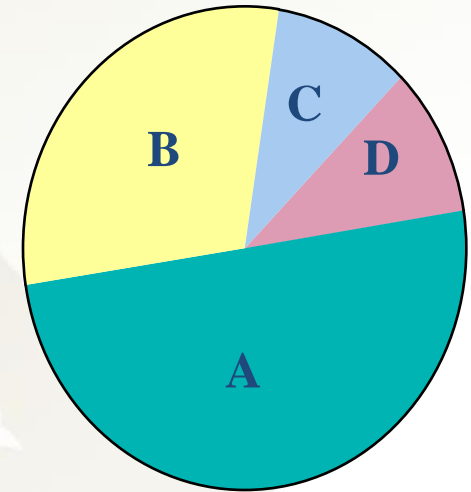
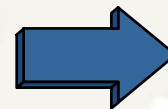
ABCD Model



Organization of
PAST



Organization of
PRESENT

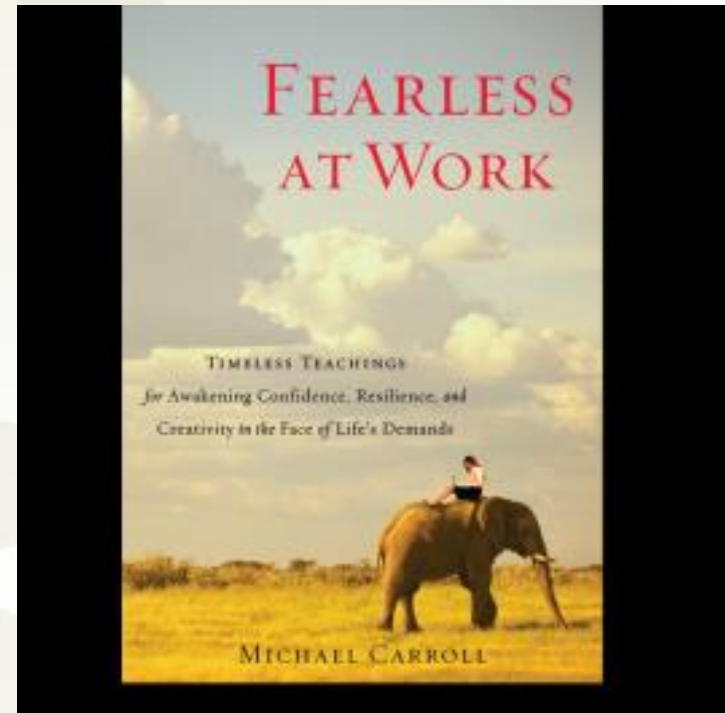


Organization of
FUTURE

A = ADMINISTER THE BUSINESS, DO THE JOB
B = BUILD THE BUSINESS, IMPROVE
C = CATER TO CRISIS, FIGHT FIRES
D = DO THE "DUMB"

How do you want to show up?

- At work I want to be?
- Top 6 answers
 - Happy
 - Successful
 - Stress-free
 - Effective
 - Fulfilled
 - Appreciated
- In short...Confident





How do we get results?



Zebra

- Individuals disguised by overlapping stripes...predator can't distinguish
- Dangerous to be in the back of the herd
- Dangerous to look different (weak, young, old)
- Desire is to blend in



Lion

- **Power, majestic mane**
- **King, respect demanded**
- **Eats the 'lion's share' before others can partake**
- **Will kill cubs of previous lion when taking over a pride.**
- **Young males made to leave pride**
- **Makes kill 3 times for every 10 times hunts**



Cheetah

- Speed up to 70 mph
- Not uncommon to hunt and live alone
- Kill ratio around 4/10
- Unsuccessful hunts means loss of energy for next hunt



Wild Dog

- **Not particularly beautiful in appearance**
- **Perseverance lead to kills...3 day hunts recorded**
- **Highest kill ratio of any mammal – 8/10**
- **Very adaptive, goal focused**
- **Leadership on demand**
- **Collective responsibility for young**



Key Characteristics

Pack Leadership

Pack Vision



Individual Skill

Tenacity



Tenacity

Trials and Temptations

(2) Consider it pure joy, my brothers, whenever you face trials of many kinds, (3) because you know that the testing of your faith develops perseverance.

(4) Perseverance must finish its work so that you may be mature and complete, not lacking anything.

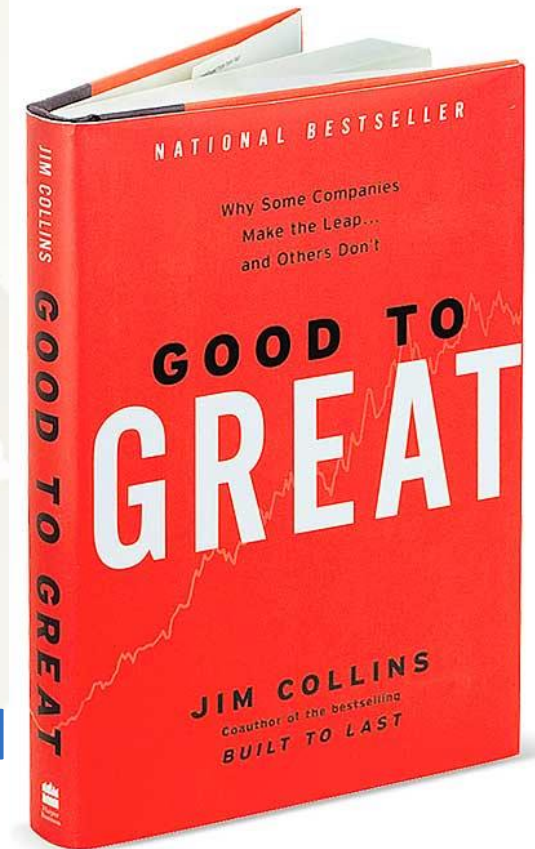
James 1:2-4

Problems

- ...it is in this whole process of **meeting and solving problems that life has its meaning.** Problems are the cutting edge that distinguishes between success and failure. **It is only because of problems that we grow** mentally and spiritually...It is through the pain of confronting and resolving problems that we learn.
 - The road less Traveled: by M. Scott Peck

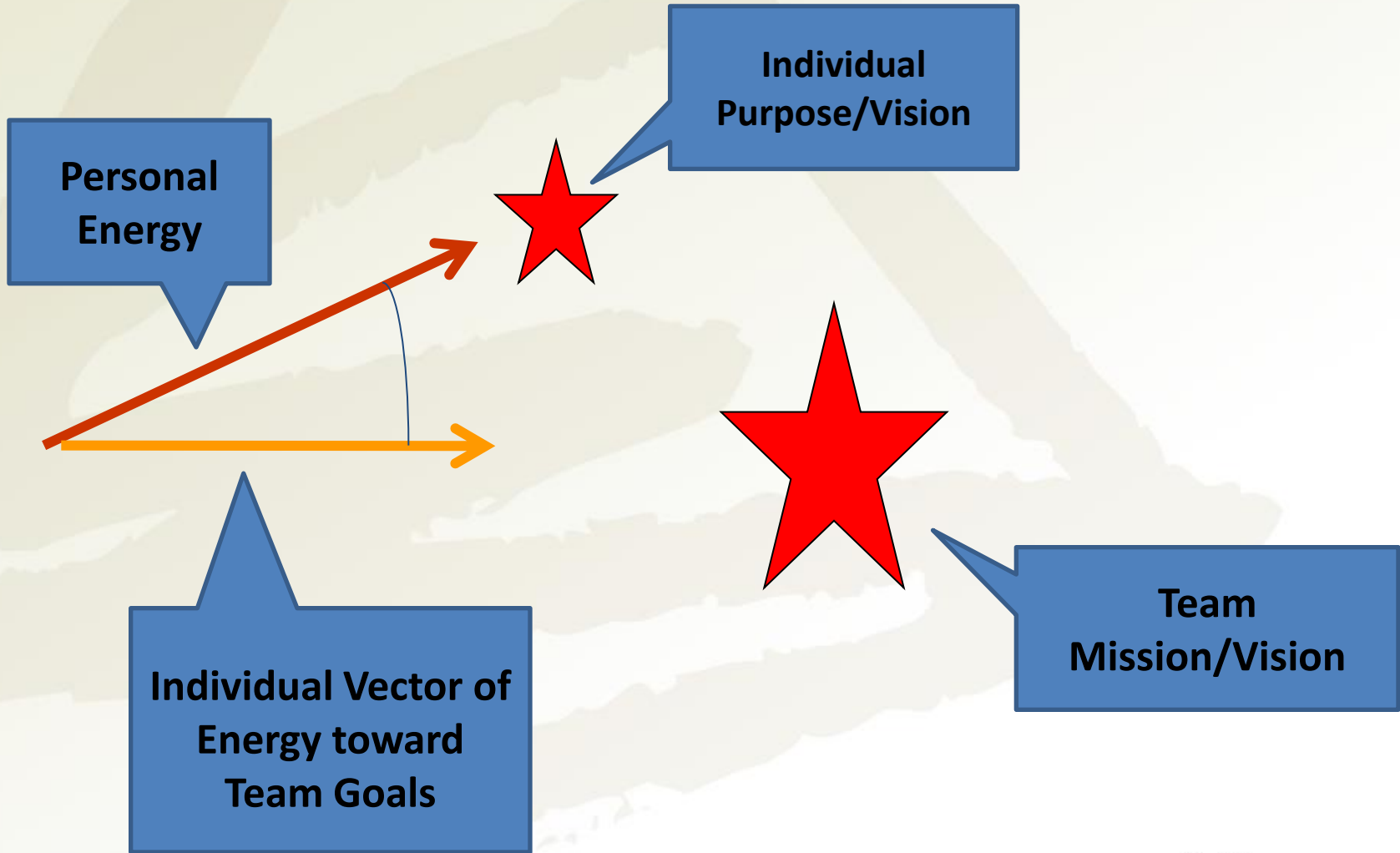
Good To Great

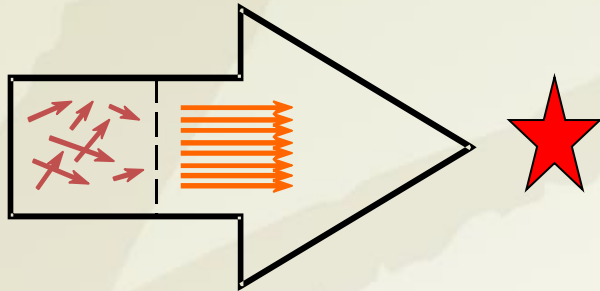
- **Professional Will** – Demonstrates an unwavering resolve to do whatever must be done to produce the best long term results. Sets the standard; looks into the mirror to appropriate responsibility.
- **Personal Humility** – Demonstrates a compelling modesty; channels ambition into the organization. Relies on inspired standards. Give credit to others.



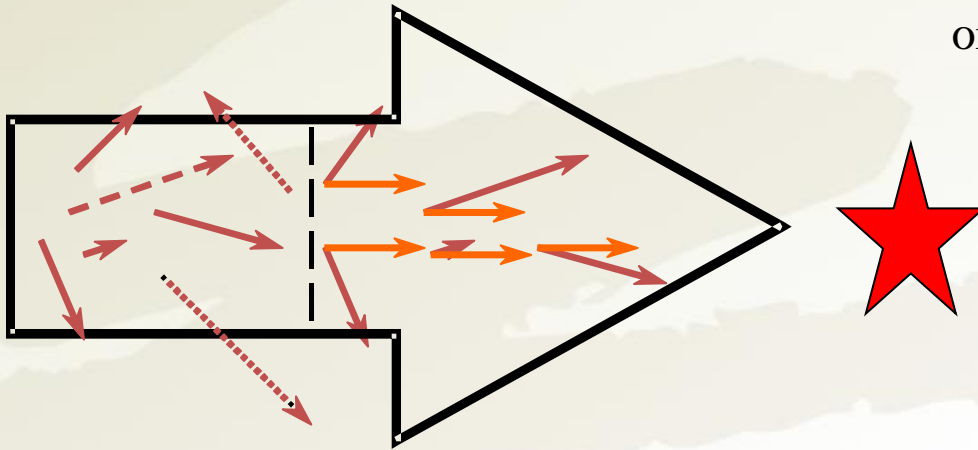
Jim Collins

How attractive is this to you?





- ✓ Leader's role is to help people discover themselves.
- ✓ This means you first have to discover yourself
- ✓ Focusing on individual's "vector" energy is more power than most organizations can imagine.



Alignment



Creating your Pack of Wild Dogs

- Pick your Pack
- Align the visions
- Create using engaged spirits
- KeeP going until successful



<http://www.african-safari-pictures.com/image-files/african-wild-dogs.jpg>