



Performance Management CONFERENCE 2019

Thursday 21 March 2019 • Maroussi Plaza Amphitheater

Trends | Strategies Lessons Learned

Michelle
Mills-Porter

Lessons from the
Tsunami

Collaboration and
Motivation

DECEMBER

26



Stats

30 kilometres the below the sea floor

1,200 kilometres of the ocean floor was raised

By 20 meters

240,000 dead. 500,000 injured.
150,000 died of related disease

1/3 were children.



INDIA

**MYANMAR
(BURMA)**

THAILAND

**SRI
LANKA**

MALAYSIA

INDONESIA

SOMALIA

KENYA

TANZANIA

MALDIVES

SEYCHELLES

MADAGASCAR

*Indian
Ocean*







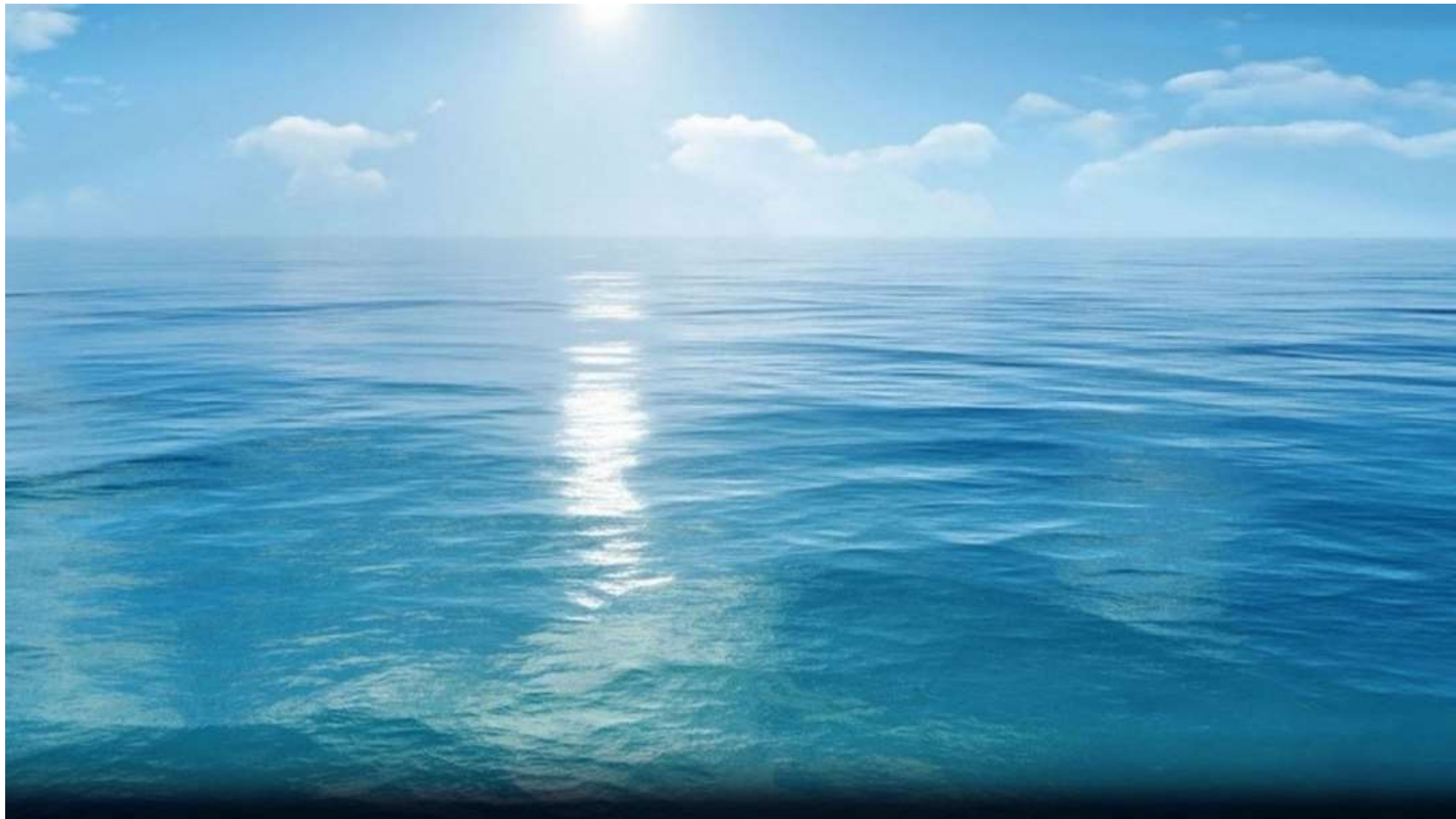




We Came
together...



We uncovered dormant skills

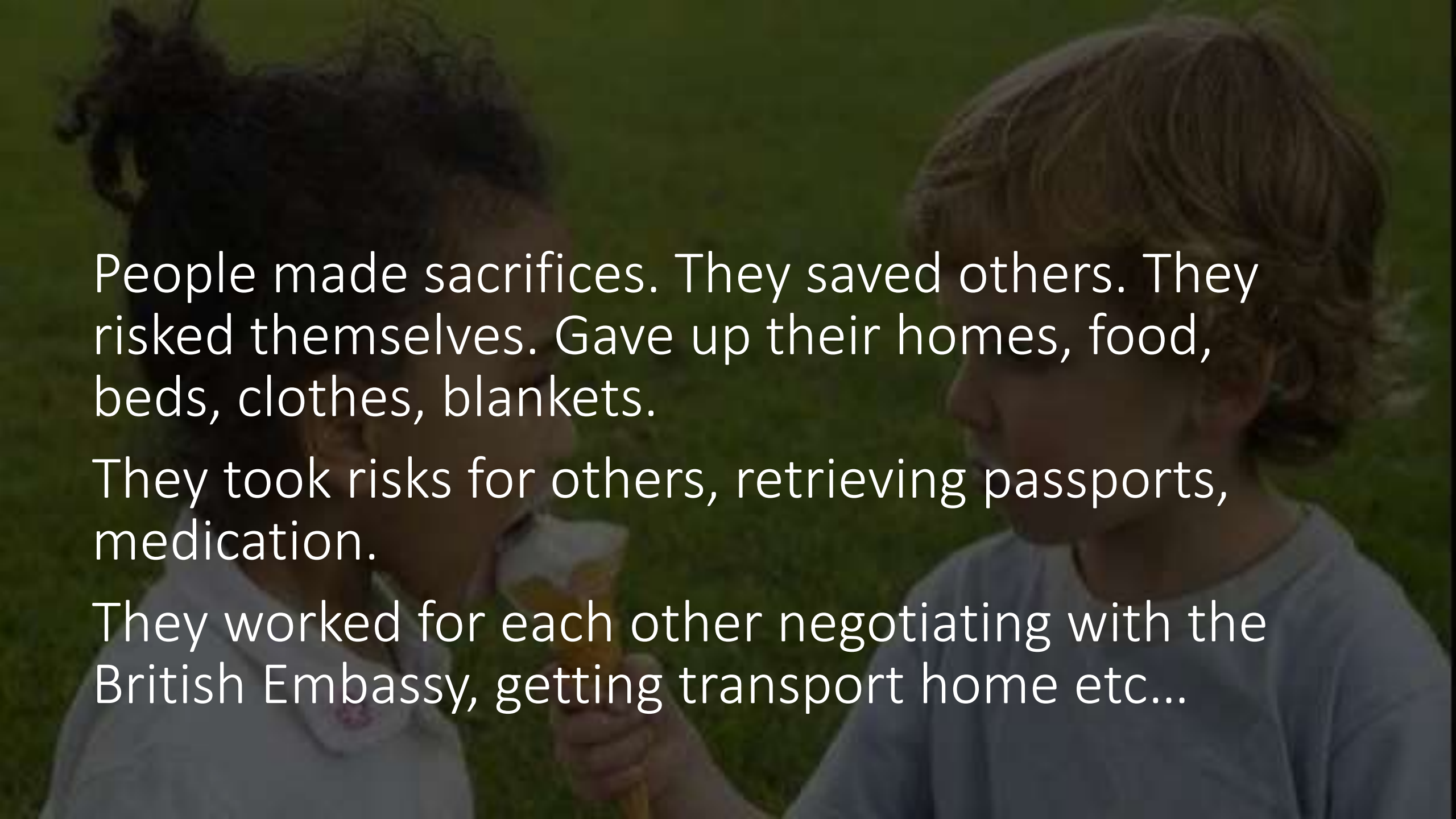






Values





People made sacrifices. They saved others. They risked themselves. Gave up their homes, food, beds, clothes, blankets.

They took risks for others, retrieving passports, medication.

They worked for each other negotiating with the British Embassy, getting transport home etc...















More than
the sum of
our parts

LIKE OVERTONES IN
BARBERSHOP

COLLABORATION IS THE
KEY TO MAGNIFICENCE

IT HAS THE POTENTIAL TO
OVERCOME ANYTHING...

Word of Mouth

Sweet Adeline barbershop quartet



£8,600,000,000

More than £1 per person alive on this planet





To increase performance



See under the water and uncover peoples values, individually



Ensure that the tasks and roles are aligned with the values of the person



Allow people to work in flow with their values

To enable effective collaboration



Allow people to see each others' talents and values



Help them to understand the difference in, and the benefits of those values



Trust them to collaborate naturally





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