



Be The ACTUAL

Michigan ACE Presentation | June 17, 2025

Breakout Presenter: Angie Morgan



Ice Breaker

GROUP DISCUSSION:

- Stand up and create a group of three
- Introduce yourself
- Share your “Leadership Call Sign”



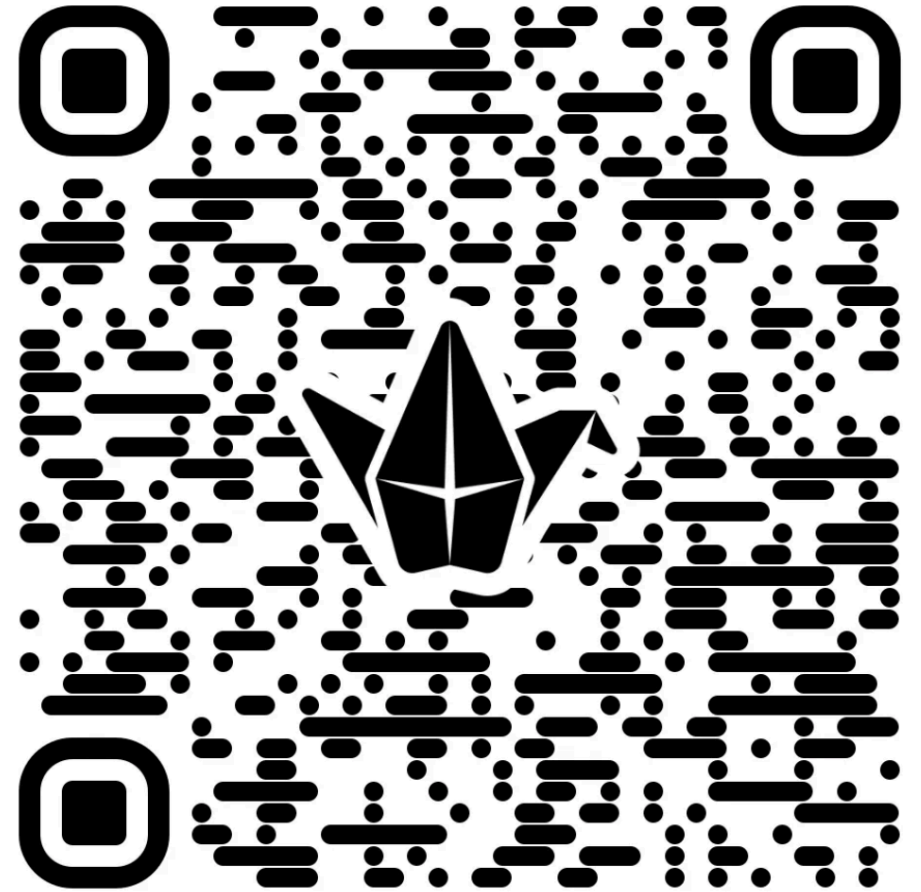
The Leadership Landscape





Group Poll

WHAT'S YOUR GREATEST
WORKFORCE CHALLENGE?



Today's Workforce: Crisis Mode

- Disengaged
- Unmotivated
- Burnt Out
- Politically Divided
- Generational Challenges
- “What’s in it for me?” mentality
- Fighting to justify your value and very existence





People

Results

Mission First.
People Always.





Creating Your Team's DNA



Team Identity: Who are we together?

- Choose an archetype
- Develop your narrative
- Leverage identity to drive action





Group Exercise

Choose a metaphor that best represents your current team environment.

Choose a metaphor that represents what you want your team environment to be.

What are the differences between these two metaphors?

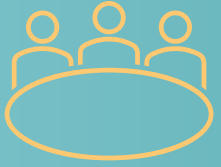


INSTAGRAM

Team Values: How are we together

- Values drive behavior
- Galatea Effect
- The Actual activates values





Group Discussion

What unspoken rules exist in your team culture?
Discuss positive behaviors and behaviors that need to be addressed.

When your team faces a crisis, what behaviors naturally emerge? What does this reveal about what you collectively value?



INSTAGRAM

Team Performance: What are we doing together?

- Pygmalion Effect
- BAU vs SMART Goals
- Three types of goals everyone should have:
 - Personal
 - Professional (assigned)
 - Professional – self-driven





Group Discussion

What exciting goals is your institution focused on right now?

How are these goals challenging you?

What are some of the skills you need to develop to rise to the challenge?



INSTAGRAM



The Resilient Actual



Resiliency: Practices to Renew Energy

- Four quadrants of energy
 - Physical
 - Mental
 - Emotional
 - Spiritual
- Build your Zone Habits





Your Commitments:

One "Actual" behavior you'll implement this week

One team member you'll connect with differently

One boundary you'll establish



INSTAGRAM



Q&A





CODE: TALK



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