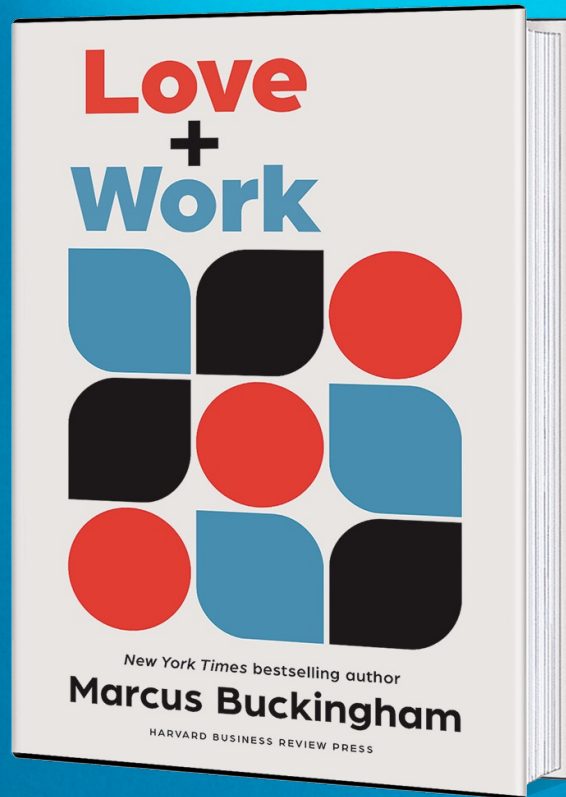


# Welcome to the HR Book Club



“The best advice I ever got was that knowledge is power and to keep reading.” - David Bailey

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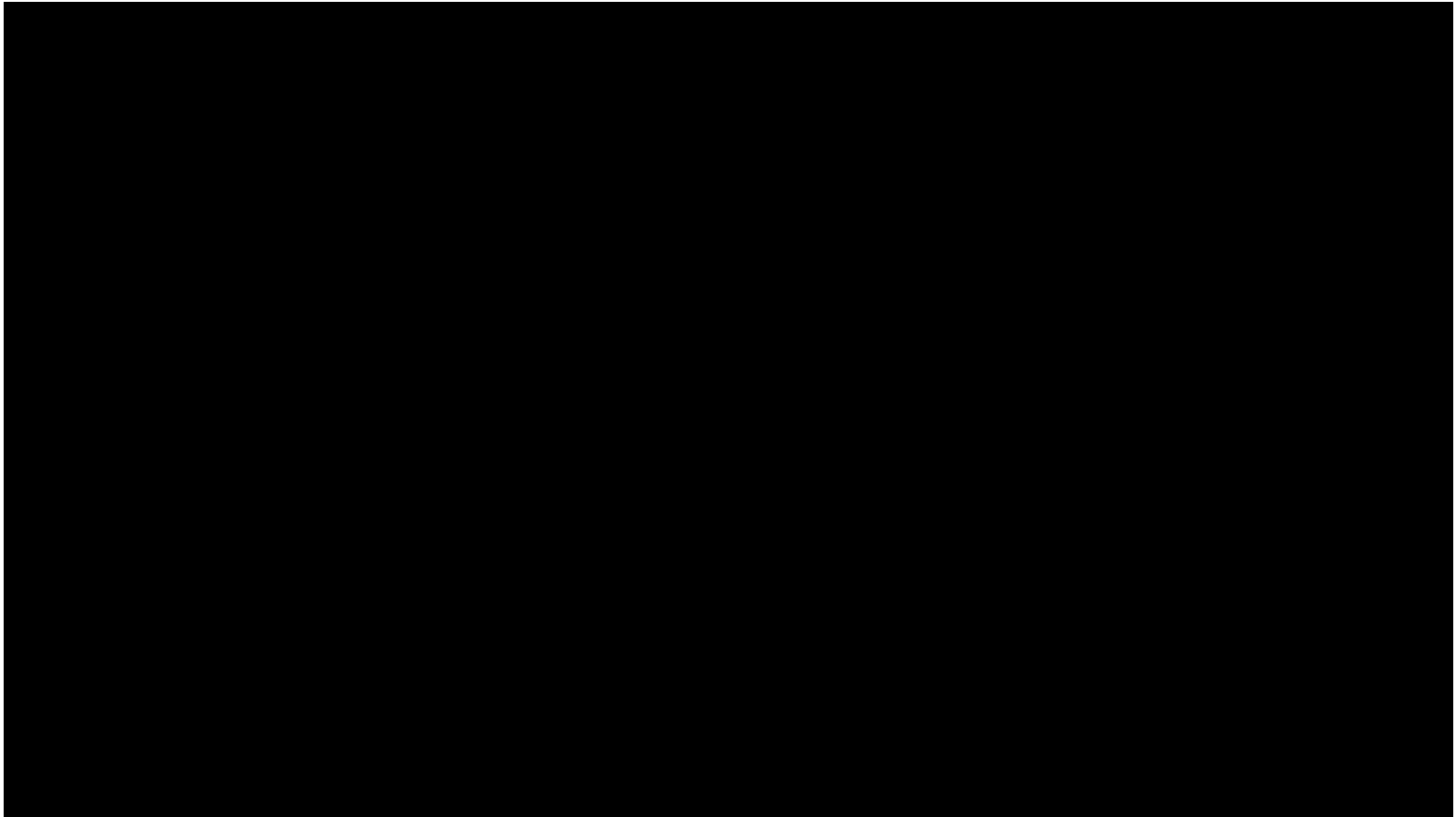
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# Video Link

**CPHR**

British Columbia  
& Yukon

<https://www.youtube.com/watch?v=yQNIT8FMeyU>



Do you agree with the author's thoughts that at work we often push individuals towards working on their weaknesses instead of focusing on their love's and strengths?

From an early age, we are pushed in certain directions. And often those directions have little to do with our unique strengths, preferences, loves, or desires. More often than not we are constantly pushed to work on our weaknesses or our 'development areas' rather than actually focusing on what we love and what we're good at.



Buckingham defines a “red thread” as something you love to do, that puts you in “the zone”—an almost spiritual state. Many times, you may be looking for the big opportunity or the big “ah ha” to catapult your career forward; but Buckingham said “red threads” are more subtle than that. They are tiny threads in the “quilt” of your work, not the whole entity.

What are your red threads and how do they show up for you in your work?



Love belongs at work, without it work would be pretty miserable. But we don't have to love all of it, all of the time. We know this because when we survey a group of people who are highly successful, resilient, and engaged, and a contrast group of people who are less so, the two best questions that separate these groups are: Do you have a chance to play to your strengths every day? And, were you excited to go to work every day last week? The people who are thriving the most answer 'strongly agree' to both of those questions.

Do you have the chance to play to your strengths every day? Were you excited to go to work every day last week? For those of you that have the opportunity to play to your strengths every day, do you?



Leaders who check in regularly with their team members get better results. This checking can be done in any manner of ways; email, text, voice, face-to-face... it doesn't matter, as long as it happens. There is a particular check in formula that he suggests; a weekly 15 minute conversation held each week about the upcoming week. The conversation is built on four short questions:

- What activities did I love last week?
- What activities did I loathe last week?
- What are my priorities this coming week?
- What help do I need from my team leader?



What are the benefits and the challenges to such frequent check-ins? Does one outweigh the other?

In this book, Buckingham speaks of some bold things that love and work organizations don't do that are still common practice in many organizations including:

- They don't cascade goals down from up high, because that interferes with people thinking about how they can bring what they love to do and bring it into contribution.
- They don't use performance ratings because no one trusts them and therefore it causes undesirable behaviours and outcomes.
- They don't use performance feedback tools.
- They don't do cascading talent reviews because it degrades trust across the entire organization, nobody feels comfortable with them, and it drives this idea of completeness, or that you tick all of the different skills off the skills matrix in order to be a valued employee.
- They don't conduct centralized employee opinion surveys because again it removes trust and the conversation should focus in teams instead.

Do you agree or disagree with these and why or why not? Where do you see the future of performance management going?



*The 4 Disciplines of Execution* (4DX) is a simple, repeatable, and proven formula for executing your most important strategic priorities in the midst of the whirlwind. By following the 4 Disciplines—Focus on the Wildly Important; Act on Lead Measures; Keep a Compelling Scoreboard; Create a Cadence of Accountability—leaders can produce breakthrough results, even when executing the strategy requires a significant change in behavior from their teams.

4DX is not theory. It is a proven set of practices that have been tested and refined by hundreds of organizations and thousands of teams over many years. When a company or an individual adheres to these disciplines, they achieve superb results, regardless of the goal. 4DX represents a new way to think and work that is essential to thriving in today's competitive climate. *The 4 Disciplines of Execution* is one book that no business leader can afford to miss.

# The 4 Disciplines of Execution



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