
AGENDA

- ❖ Ownership Thinking
- ❖ Empowerment Through Responsibility
- ❖ 3 Daily Wins

Adult Day Care?



Abdication of Accountability

Performing Employees = more work and less time

Underperforming Employees = less work and more
time

Responsibility

How do you view
responsibility?

**Power, Influence,
Control**

Blame, Guilt,
Liability

Ownership Thinking

Windshield - Future:

Creating and Growth

Rearview - Past:

Complaining

Complaining vs. Creating



*Are you **empowering** or
enabling your employees ?*

3 Daily Wins Strategy

- ❖ Keeps you focused on your progress
- ❖ Prevents you from measuring yourself against the ideal
- ❖ Provides a source for internal motivation

Gratitude

Joy

Hope

*Start by doing what's necessary; then
do what's possible; and suddenly you
are doing the impossible.*

St. Francis of Assisi