

STEVE O'DORISIO

7403 RACE STREET, DENVER, CO 80229 - STEVE@STEVEODORISIO.COM - 720-333-1117

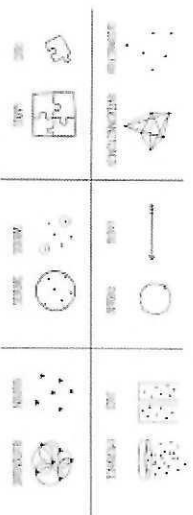
TOP 20 TIPS & LESSONS LEARNED

1. Build relationships before you need them. (Bank Balance Networking)
2. LEAP into decisions. (legal, ethical, alignment, public)
3. Practice Grit, Grace, and Gratitude.
4. Balance doesn't always mean fair.
5. Don't adopt other people's enemies.
6. Logic is not persuasive in politics.
7. People don't always remember what you do or say, but almost always remember how you made them feel.
8. Steadfast in values, flexible in application and analysis.
9. When the people lead, leaders follow.
10. Transparency, data, and facts help.
11. Process is substantive.
12. Treat people who are not in the room, as if they are in the room.
13. Focus more on how you see, than how you look.
14. Bring your own weather.
15. People don't care how much know, until they know how much you care.
16. Today's problems = Yesterday's solutions...
17. Both-and VS. Either-or
18. Luck improves with hard work.
19. Leadership doesn't require a title.
20. Discover solutions based on interests VS. Make deals based on bargaining

APPROACHES & METHODS

- The Nudge, Richard Thaler and Cass Sunstein
- 7 Habits of Highly Effective People, Stephen Covey
- Don't Think of an Elephant, George Lakoff
- Getting to Yes, Roger Fisher and William Ury
- What Got You Here, Won't Get You There, Marshall Goldsmith
- Start with Why, Simon Sinet
- How to Win Friends..., Dale Carnegie
- Checklists, Habits, Routines, and Rituals (see many)
- EQ over IQ
- Others - Patrick Lencioni, Jim Collins, Daniel Pink, Bill George, Daniel Kahneman, Daniel Goleman, Don Clifton, Seth Godin, John C. Maxwell, and more

TOM'S DEAN SMITH THINKER



TOOLS & TECHNIQUES

SWOT ANALYSIS

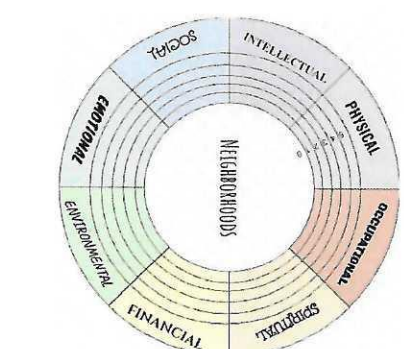
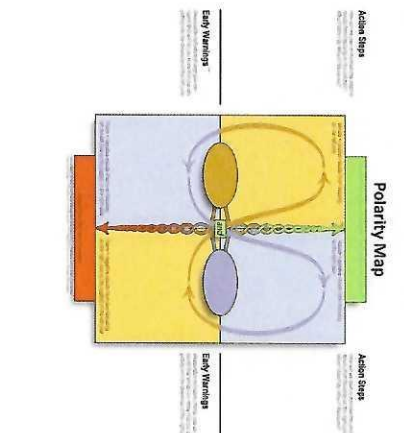
External origin	Internal origin
Opportunities	Strengths
Threats	Weaknesses

MANAGE
DEMANDS, NEEDS, PREFERENCES, REACTION, FEELINGS, COGNITIVE, EMOTIONAL

AVOID
LITIGATION, RECEIVING, NEGOTIATING, MAKE INVESTMENT

FOCUS
ON STRATEGIC, VISION, COMPETITIVE, FINANCIAL

LIMIT
EMOTIONAL, REACTION, FEELINGS, COGNITIVE, EMOTIONAL



1	2	3	4	5	6	7	8
100% in agreement	Agreement in principle	Agreement in substance	Agreement in spirit	Agreement in intent	Agreement in action	Agreement in result	Agreement in outcome
"I agree with you"	"I agree with you"	"I agree with you"	"I agree with you"	"I agree with you"	"I agree with you"	"I agree with you"	"I agree with you"

AP2 Spectrum of Public Participation

AP2 Spectrum of Public Participation was designed to assist with the selection of the level of participation that offers the maximum value for a public participation process. The Spectrum is used internally, and is shared in public conversations and publications.

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
<p>PROMISE TO THE PUBLIC</p> <p>The public will be informed of the project and its objectives.</p>	<p>PUBLIC PARTICIPATION GOAL</p> <p>To inform the public of the project and its objectives, and to gather their input.</p>	<p>To involve the public in the project and its objectives, and to gather their input.</p>	<p>To collaborate with the public in the project and its objectives, and to gather their input.</p>	<p>To empower the public in the project and its objectives, and to gather their input.</p>