



STAFF COMPLACENCY

The Leadership Blindspot That Demands Attention

WHO ARE WE?



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How about you?



GOALS TODAY



KNOWLEDGE
SHARING



ORGANIZATIONAL
BARRIERS

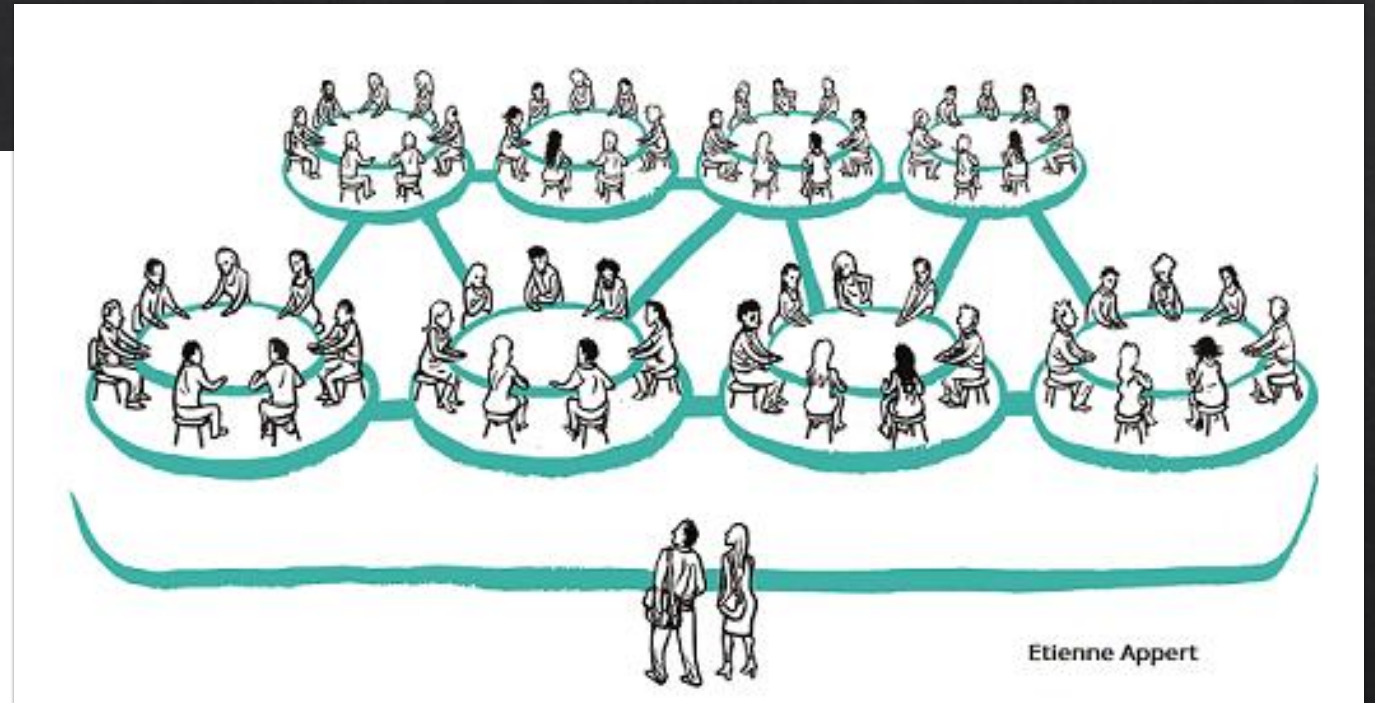
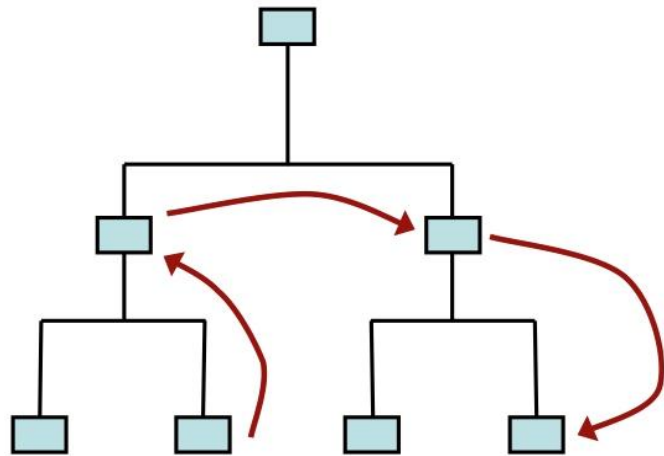


CHANGE &
HAPPINESS

AGENDA

- DEFINITION OF COMPLACENCY
- CAUSES OF COMPLACENCY
- CONSEQUENCES OF COMPLACENCY
- ORGANIZATIONAL BARRIERS
- ORGANIZATIONAL CULTURE
- 10 TAKE-A-WAYS
- CONCLUSION

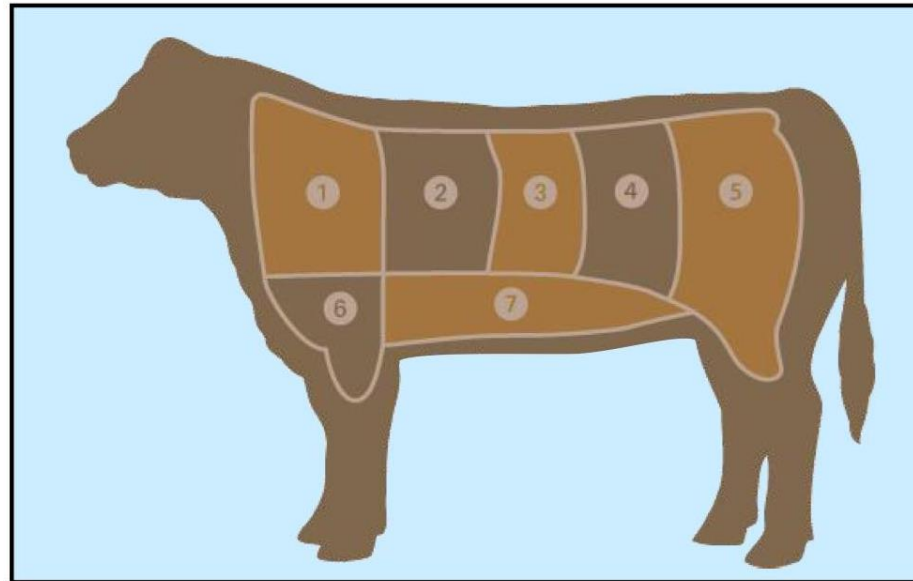
THE POWER TO REORGANIZE

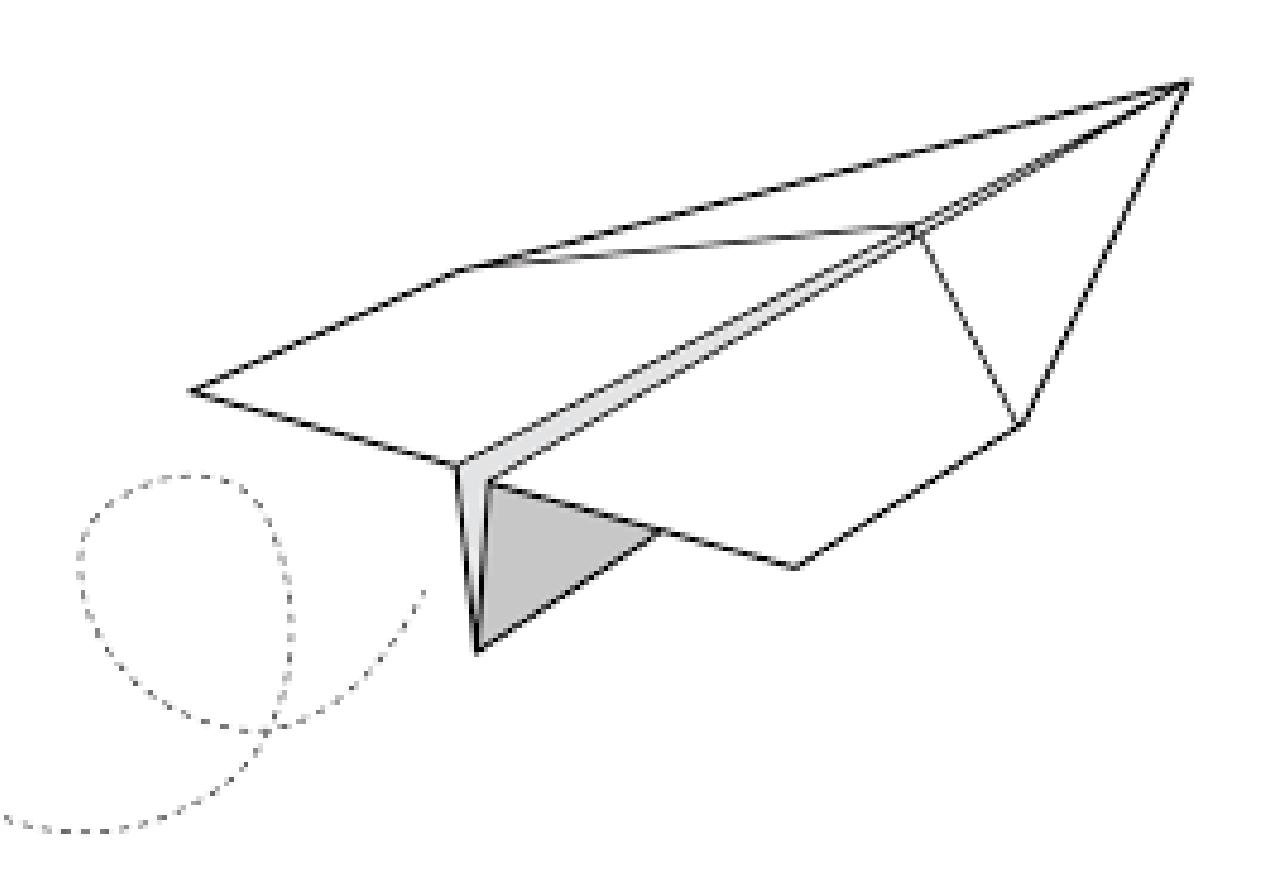


**DOES THIS
LOOK
FAMILIAR?**



This is not a cow



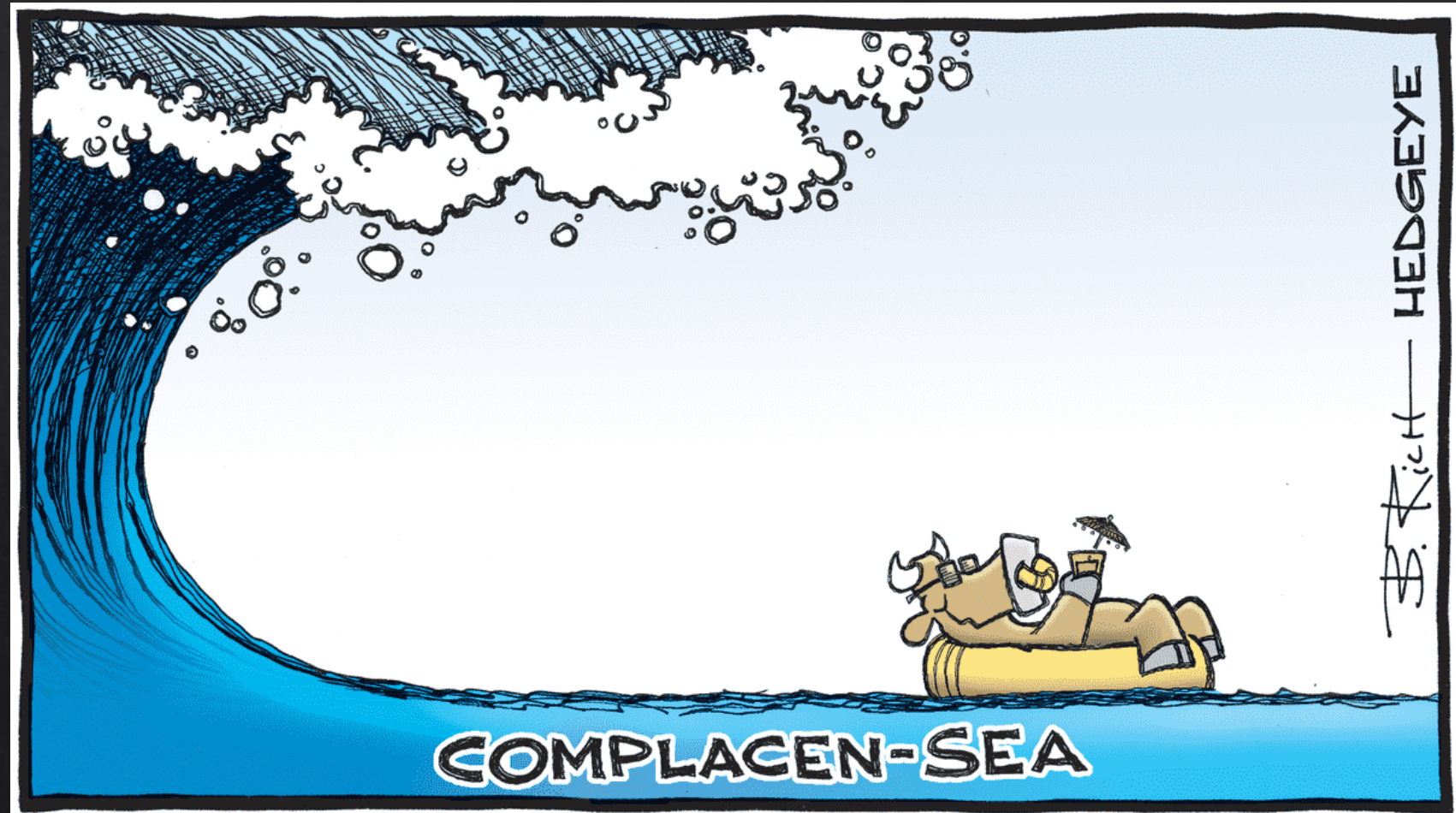


WHY IS THIS TOPIC IMPORTANT?

WORKPLACE COMPLACENCY MEANS:

settling for “good enough,” while influential organizations adopt a “what’s next?” mentality.”

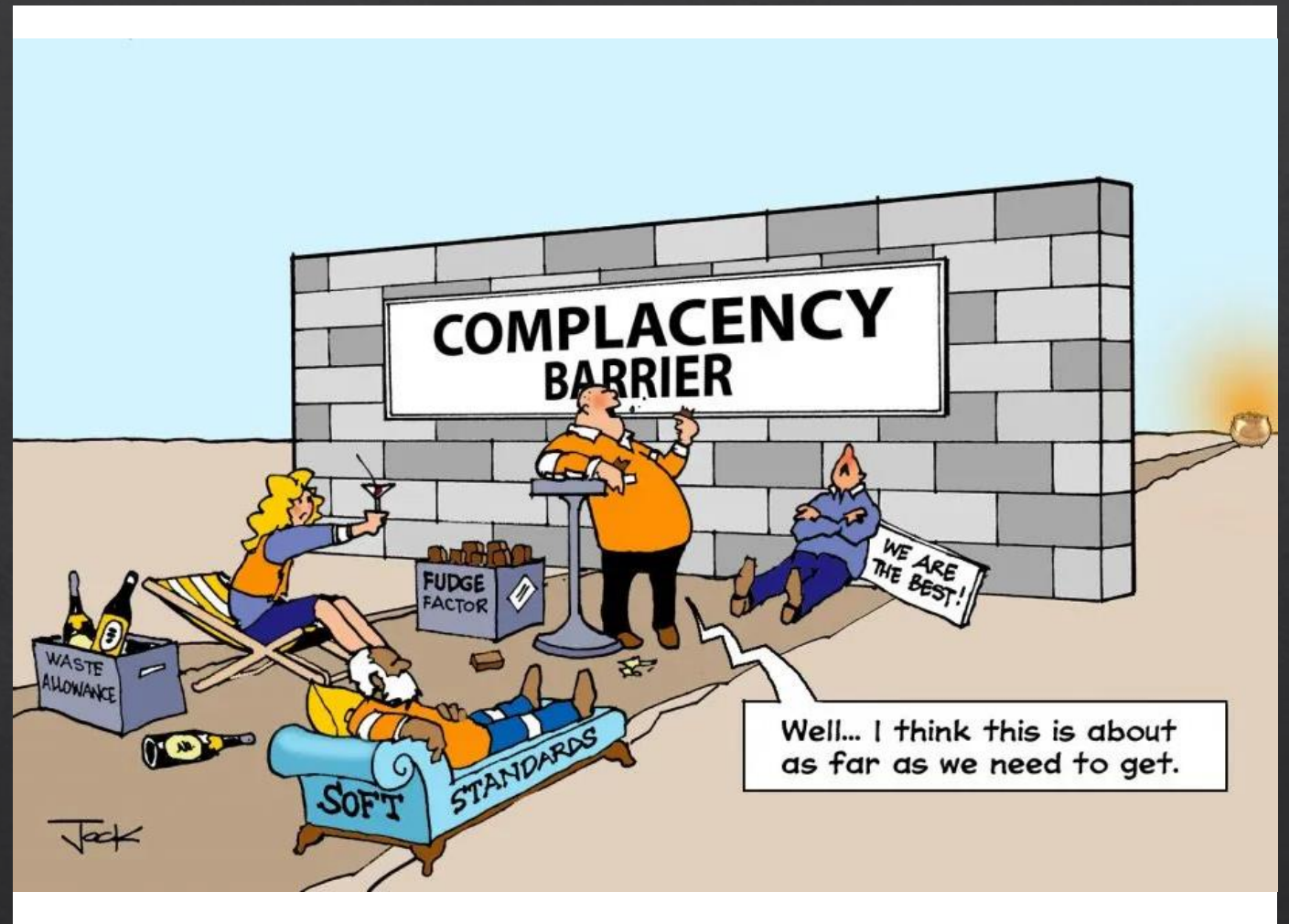
CONTEXTUALIZE
THE PROBLEM



**CAUSES OF
COMPLACENCY**



**ABSENCE OF
ACCOUNTABILITY
&
LOW STANDARDS**



LACK OF AUTONOMY & OVERCONFIDENCE





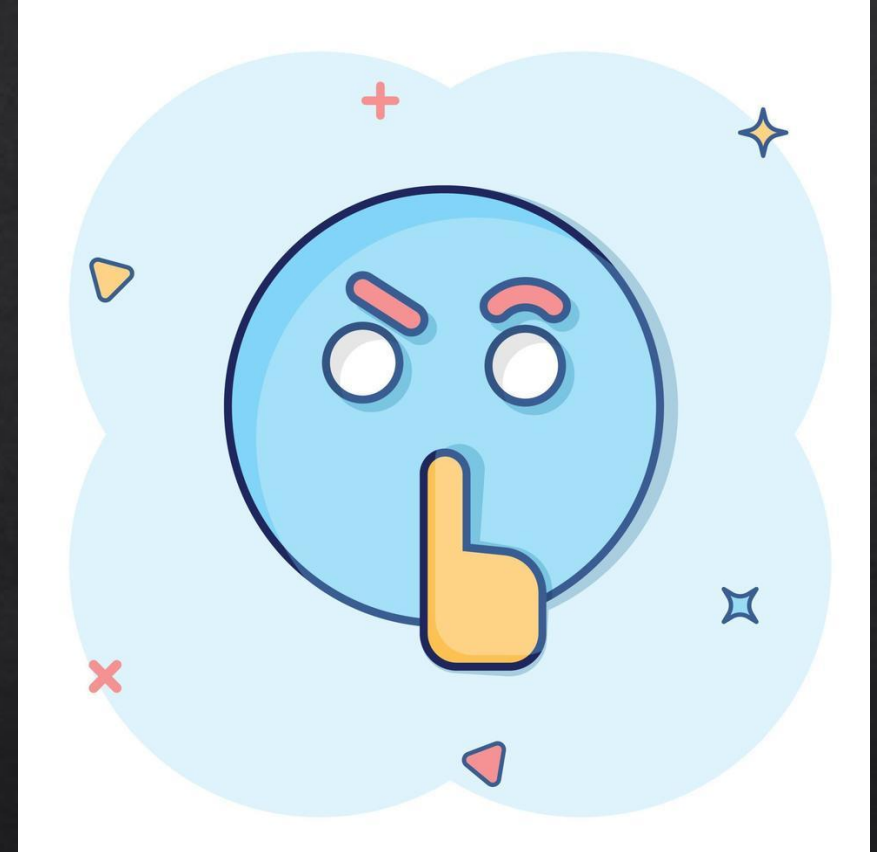
SLOW GROWTH

EXCUSES



SHORTCUTS

STRICT ADHERENCE TO RULES



SILENCE

PLAYING IT SAFE



PLANNING FOR CHANGE

“Organizational change is inevitable. Don't let complacency stand in your way!”

-Brent Gleeson



BARRIER 1

COMMUNICATION AND KNOWLEDGE SHARING



BARRIER 2

PERFORMANCE METRICS



BARRIER 3

TECHNOLOGY AND LOCATION



CULTURE EATS STRATEGY



TAKE-A-WAYS

KNOWLEDGE SHARE

MISSION

PROFESSIONAL DEVELOPMENT

GOALS

EXTERNAL STAKEHOLDERS

RETHINK

TIME

PERFORMANCE REVIEWS

TEAM AND CULTURE BUILDING

UPDATES



CONCLUSION

Risk can be dangerous, but routine
can be deadly. Comfort has killed more
dreams than daring ever did.

UNKNOWN