

SAP Inside Track

WALLDORF

2018

#sitWDF



teamed up for fun and success

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January 13, 2018



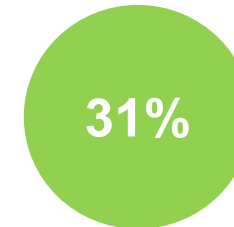
Why bother?



When the human brain is positive, intelligence rises. This is because we stop diverting resources to worry and to feeling anxious.



Happiness triples our creativity.



When we're happy our productive energy rises by 31 percent.

Being happy makes you more effective — happy workers make less errors than their unhappy counterparts.

(Shawn Achor)

Levity Action	Levity Effect
Humor	Communication
Fun	Creativity
Respect	Trust
Lightness	Health
Wit	Wealth

Gostick/Christopher: The Levity Effect – Why it pays to lighten up (2008)

Success and Happiness: The PERMA Model

Positive emotion.

Engagement.

Positive **R**elationships.

Meaning.

Accomplishment/achievement.

Martin Selgimann: “Flourish“ (2011)

The Theory of Happy Chemicals

OR: Why we need self care



SELFISH

UNSELFISH

Cortisol

- Decreases the ability to perform tasks well
- Makes us 'jumpy'
- Suppresses the immune system
- Affects memory and learning
- Enables mood swings; and
- Reduces motivation.

Endorphins

Help us to go the distance when the going gets tough
Makes us feel great when we achieve things for ourselves after working hard.
Causes sense of elation, or 'runners high'

Dopamine

Keeps us on track when we set goals or tasks that we want to achieve.
When you tick something off your list, it gives you a sense of satisfaction
Keeps us coming back for more – addiction

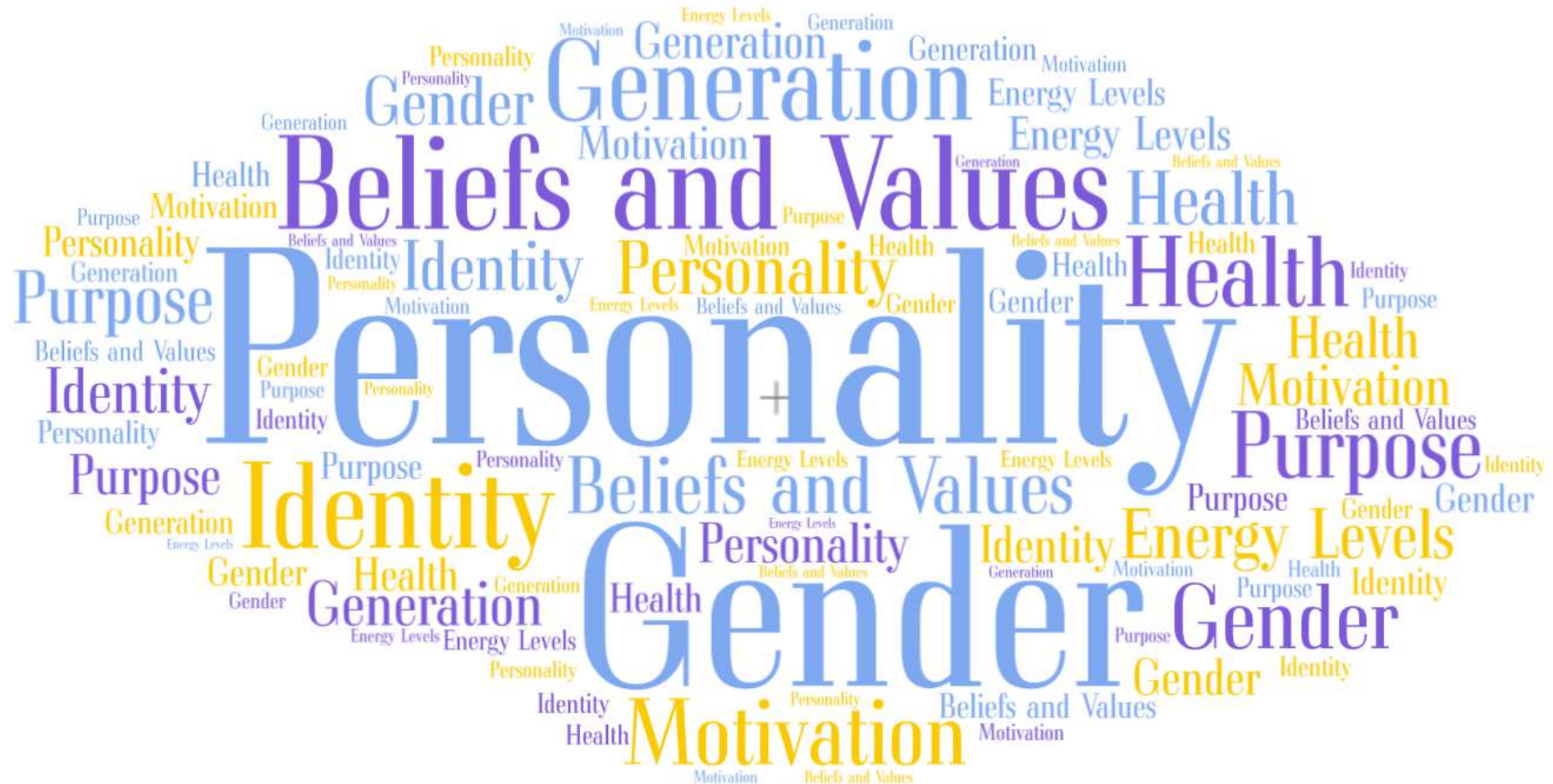
Serotonin

Released when we feel good about the achievements or good fortune of others.
When we feel pride because someone we care about is getting deserved recognition, it is a release of serotonin that makes us enjoy the experience.

Oxytocin

Allows us to bond with others.
Contributes to relaxation, trust and psychological stability
'love' chemical
When we care about the people we are with and we feel safe and supported, oxytocin has a chance to do its magic.

Know the team, know yourself, know each other



Know the team, know yourself, know each other

MOTIVATION

IDENTITY

CULTURE

LANGUAGE

PERSONALITY

Energy

Generation

Timezone

Ambition

No Go



Style

Priorities

Goals

Experience

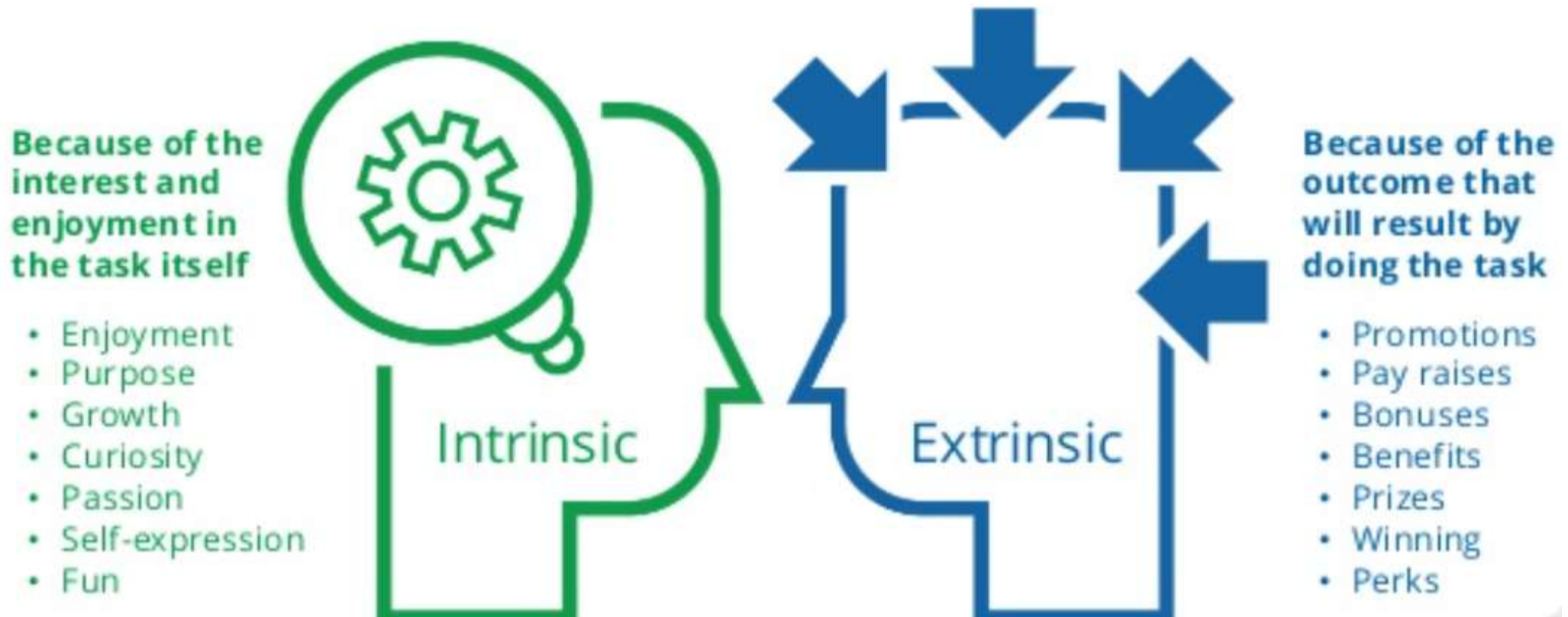
Risk Appetite

Needs



According to Abraham Maslow (1943)

Highlight: Motivation



Highlight: Personality

Know everyone's strength and comfort zone

–

Research what works well

PERSONALITY TYPES KEY

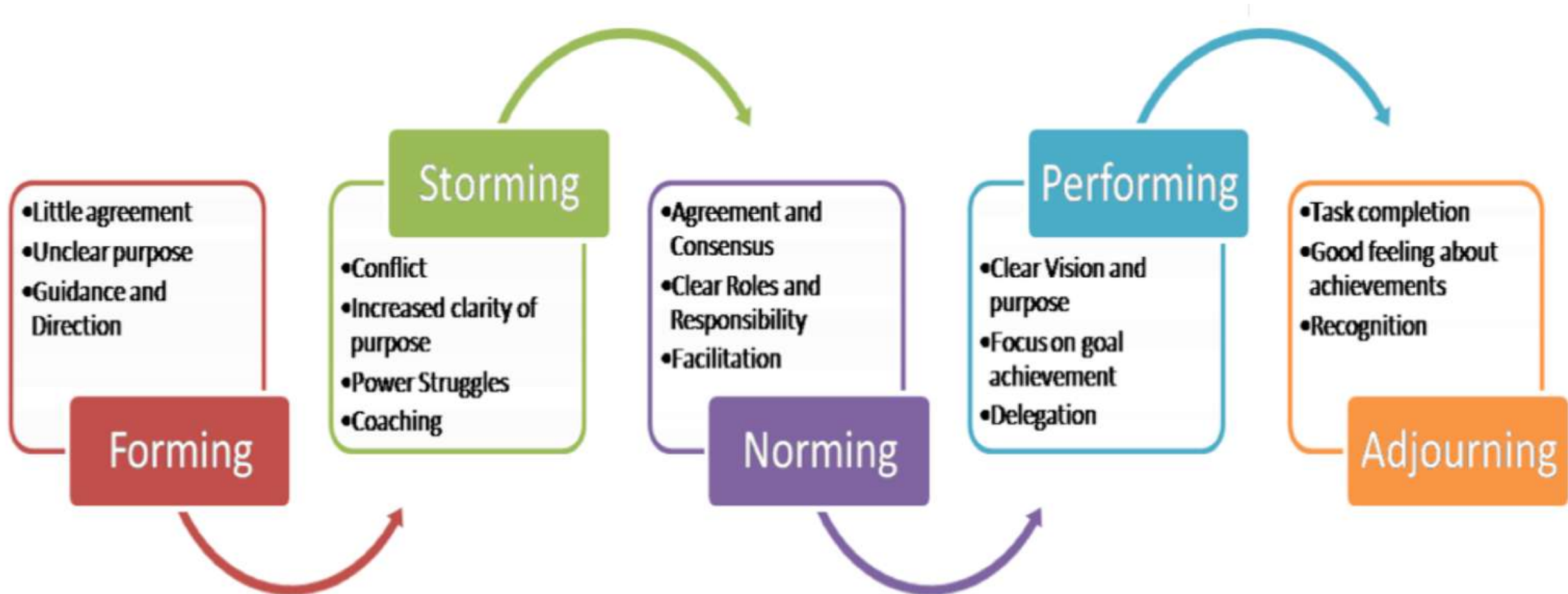
E Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.	S Sensors are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.
I Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.	N Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.
T Thinkers tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.	J Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.
F Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.	P Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

SOURCE: "Do What You Are: Discover the Perfect Career for You Through the Secrets of Personality Type" by Paul D. Tieger, Barbara Barron, Kelly Tieger BUSINESS INSIDER



Know the team, know yourself, know each other

Helpful: Tuckman's Model of Team Developmental Stages



Where is your purpose?



Vision

Mission

Goals

Operations

Tough one....

Nonverbal attentiveness

Pay attention

Receive message without judgment or response

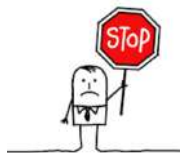


ACTIVE LISTENING

Tolerate silence

Paraphrase

Ask questions



Daydream or check your phone

Think of what to say next

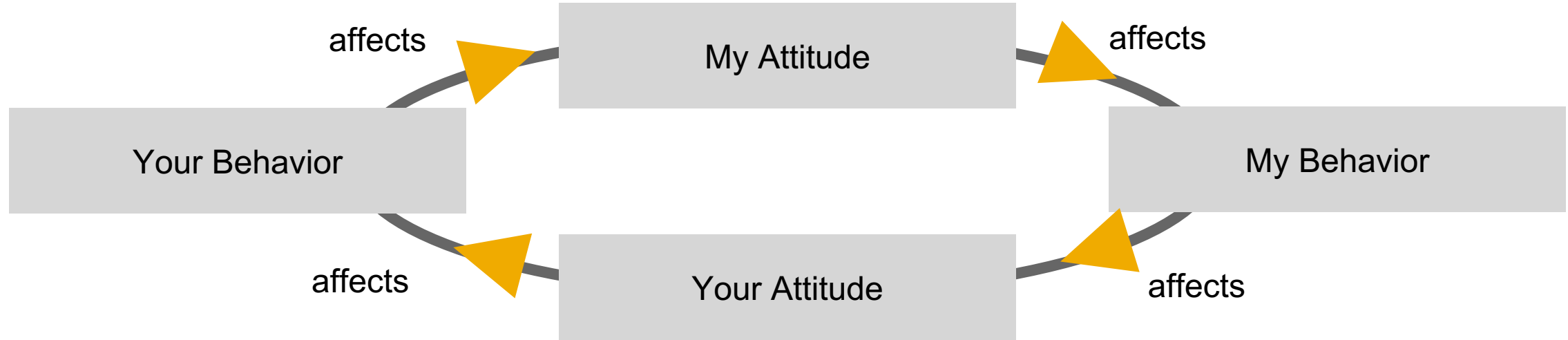
Judging what the other is saying



Listening with a goal or outcome in mind

Listening with a goal or outcome in mind

When things don't go so well.... The Betari Box



- **Your attitude, good or bad, affects everyone around you.**
- **When you're in a negative mood, stop what you're doing. Take a few minutes to assess why you're feeling so negative.**
- **If a colleague is stuck in a negative cycle – use active listening**
- **Practice empathy.**

Fun stuff...



Team	Strategy	Knowledge Transfer	Cloud	SAP
<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
<u>200</u>	<u>200</u>	<u>200</u>	<u>200</u>	<u>200</u>
<u>300</u>	<u>300</u>	<u>300</u>	<u>300</u>	<u>300</u>
<u>400</u>	<u>400</u>	<u>400</u>	<u>400</u>	<u>400</u>

Team Activities



Crowd-Identify Strengths and Optimal Task Distribution



Team Up into smaller groups for certain tasks

Reshuffle

Appreciation Exercise

Thank you for writing the best executive summaries

Thank you for being able to say no to marketing



Volunteer together



Have a team photo



Make room and time for everyone's needs

Ground rules to live by

Be respectful, always

Show empathy and kindness

Be sincere

Communicate openly and warmly

Appreciate

Have fun – love your job

#SITWDF

**TEAMED UP FOR FUN AND SUCCESS
- FINALS -**



#SITWDF

100

100

100

500

500

500

Answer Love 100

Endorphins and Dopamine

Question Love 100

**What are the selfish hormones that
(if not balanced with unselfish ones),
make us bullies?**



Answer Love 500

3x

Question Love 500

**By how much does our creativity
increase through happiness?**



Answer Cloud 100

Promotion, pay raises

Question Cloud 100

What are examples of extrinsic motivation?



Answer Cloud 500

Speak out loud to think

Question Cloud 500

What does an extrovert need?



Answer Smiles 100

Understanding

Question Smiles 100

What is the intention of active listening?



Answer Smiles 500

Write a thank you note

Question Smiles 500

What is an easy and quick way to show someone your appreciation?



And this is how much fun I get to have...

2017 brought us together, via the [#sapcloudtrustcenter](#). Looking forward to 2018 with this dream team. Thanks to [@ChrstnKlein](#) [@hala_zeine](#) [@thsaueressig](#) [@MichaelKleinem](#) for your trust in us [@LifeatSAP](#) [@SAPDigitalSvcs](#) [#noonehasmorefunthanus](#) [#workfamily](#) [#trustincloud](#) [#nojobtoohard](#)



Thank you.

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