

A woman in a hospital setting, wearing a teal scrub top, is pointing at a large digital display. The display shows a complex network of blue lines and dots, resembling a molecular structure or a data visualization. The background is a dimly lit room with window blinds. The overall tone is professional and focused.

THE THRIVING LEADER THE PROMOTES POSITIVE DISRUPTION

*Alvin Payne III,
CEO, Thriving Solutions Group*

LEARNING OBJECTIVES



Identify the cost of Proactive vs. Reactionary Change

(It will cost you more than just Dollars; it will cost you sense)



Understanding The Difference Between Distractions And Disruptions



How opening the Circle of Trust can cause you thrive





What is a positive disruptor?



A POSITIVE DISRUPTOR IS A GAME CHANGER WHO HAS THE ABILITY TO SHIFT AN ENVIRONMENT OR CULTURE BY CHALLENGING THE STATUS QUO IN A WAY THAT YIELDS POSITIVE RESULTS

POSITIVE DISRUPTION STARTS BY ASKING AND KNOWING THEIR WHY

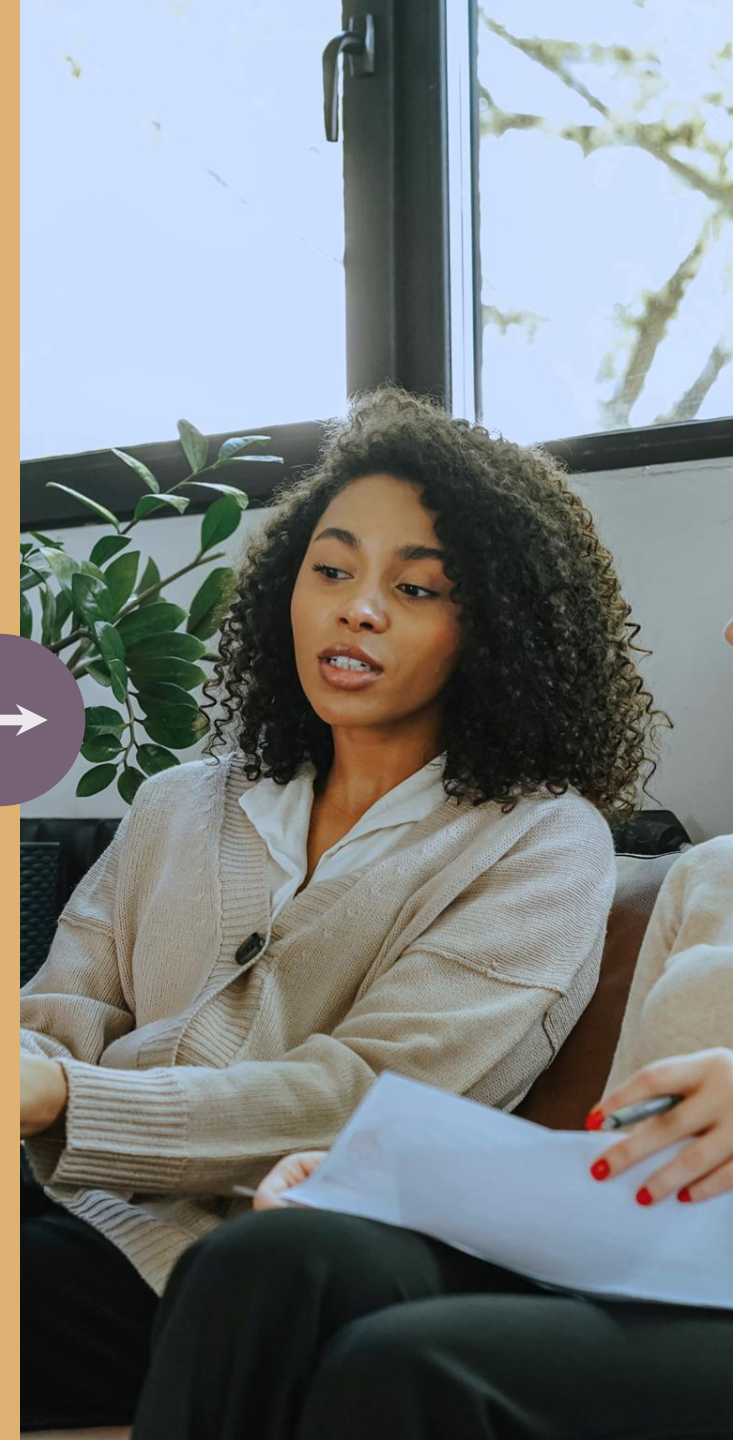
Why?

Positive Disruptors trust their instinct and finding the purpose trends towards greater outcomes



WHO IS WILLING TO RAISE THEIR HAND?

In 2024 Research showed that low engagement cost the global economy nearly 8.9 Trillion



Best-practice organizations achieve 70% engagement – more than **3x** the global average of 23%.

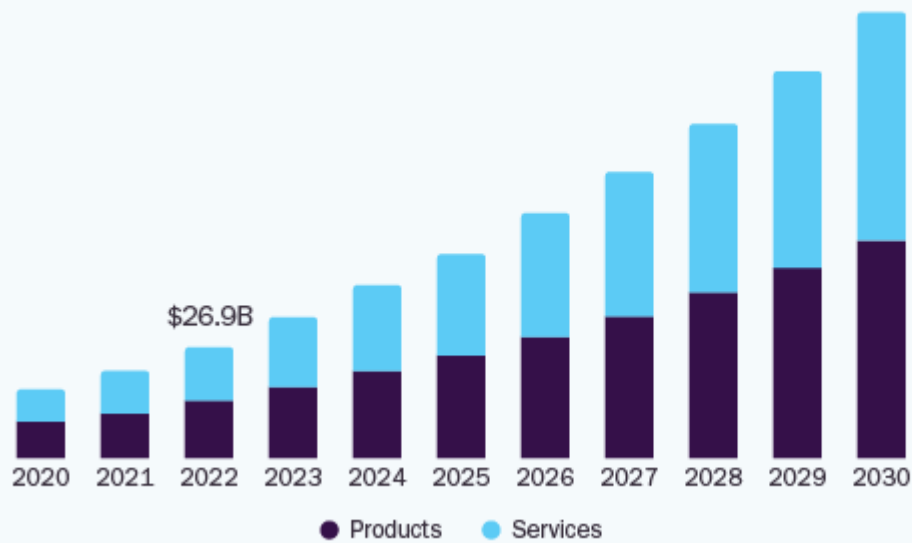
GALLUP®

- ❖ Curiosity is birthplace of innovation and the catalyst agent for change.
- ❖ Engagement is driven by healthy cultures. The more engaged employees are, the more likely they are to share their thoughts and ideas
- ❖ Unchecked emotional reactivity can lead to strained relationships, misunderstandings, and relationship conflicts

- Perpetuation of the status quo will eventually lead to the status of none.

U.S. Telemedicine Market

Size, by Component, 2020 - 2030 (USD Billion)



GRAND VIEW RESEARCH

17.1%

U.S. Market CAGR,
2024 - 2030

Source:
www.grandviewresearch.com



POSITIVE EVOLVEMENT/DISRUPTION OF TELEMEDICINE

Identify the cost of Proactive vs. Reactionary Change



A

Missed opportunities

Positive disruptions allow for you to force changes before the climate forces change upon you. (May the force be with you)

B

The loss of Relationships

Unchecked emotional reactivity can lead to strained relationships, misunderstandings, and relationship conflicts.

C

Kills Culture

What innovative and global changing thought has we, our organizations around the world stifled just because the thought was different from what we thought was right?

D

The loss of time

Time loss is money loss

Disruption *or* Distraction

Understanding The Difference Between Distractions And Disruptions



The goal of Positive disruption should be to disrupt habits and routines that are not productive, ultimately bringing you closer to your goal of value-based results



Disruption is a catalyst for change, pushing us out of our comfort zones and forcing us to adapt and evolve.



The phrase "thinking outside the box" is a metaphor for creative problem-solving, and the key to truly embracing it is to first recognize that there are no artificial boundaries or limitations to your thinking.



A distraction pulls your attention away from your current task, while a disruption is a more significant, often intentional, interruption that can fundamentally change the context or flow of what you're doing





FEEL AND FILL THE ROOM

Focus on:

- **Considering perspectives:** Putting yourself in someone else's shoes to understand a situation from their point of view. This leads to more compassionate responses and better decision-making.
- **Being vulnerable:** As a leader, being open about your own struggles can create a safe environment and encourage others to be vulnerable in return.
- **Validating feelings:** Acknowledging that another person's feelings are valid, even if you don't agree with them. Phrases like "I can see why you feel that way" are powerful.

KEY QUESTIONS:

What does the energy feel like?

What does the body language tell me?

Is the behavior being mirrored?

5 questions to ask yourself

The sooner you step away from your comfort zone you'll realize that it really wasn't all that comfortable.

- Eddie Harris Jr.

- ❖ Is it time to evolve from my current perspective and pattern of behaviors
- ❖ Might this be the catalyst or spark of positive disruption that my team needs?
- ❖ How did I feel the last time one of my ideas was shot down with no real thought or rationale into what I had asked?
- ❖ When was the last time that I was open to taking a risk on something that was not my idea?
- ❖ Even in moments of uncertainty can I stay open to something new, awesome, yet-unknown to me as leader?

HOW OPENING THE CIRCLE OF TRUST CAN CAUSE YOU THRIVE



- ❖ Create environments where the psychological safety of your team and employees is protected. (Is it ok and encouraged to ask the question of why without guilt or shame?)
 - ❖ *This has the potential to break cultural and generational boundaries within the workplace*
- ❖ Tap into the creative thoughts of your newly hired talent
 - ❖ *Companies have roughly 44 days to influence a new hire's long-term retention.*

T - TRUST & TRANSPARENCY
H - HONESTY & HUMILITY
R - RECIPROCITY
I - INTEGRITY
V - VALUE
E - EMPOWERMENT

The Goal is for your team to thrive!!!!



UNTIL YOUR GOOD IS BETTER AND YOUR BETTER IS YOUR BEST



Even amidst the wave of positive disruption, the journey can lead to profound discomfort, even the point of frustration . Embracing this discomfort is key to unlocking the benefits that shift the culture from today's best practice to the best practice for tomorrow and allows you the ability to revolutionize your workspaces. By expanding our tolerance for these uneasy moments, we position ourselves to reap the rich rewards that lie ahead.

As we navigate through these challenging territories, opportunities lie ahead for the reshaping of thought patterns and behaviors and mindsets. Positive disruption, regardless of its guise, serves as a catalyst to break free from these patterns, enabling us to unlock doors, breaks down barriers, and enhance the operational efficiency of your organization by bridging the gap between the way it has always been and the way that it could be!

Thank You

Contact Us

Alvin Payne III
Thriving Solutions Group
Al.payne8328@gmail.com

Got any questions? Reach out.

