



# **SERVANT LEADERSHIP**

# **MODULE 2 – DREAM MANAGER**





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You cannot live without dreams.  
Dreams foster hope, and hope is  
one of the forces by which men  
and women live.

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- Managing people is hard.
- Disengagement and turnover are rising in majority of companies today.
- How can we change that?
- Dreams!!



# KEY TO MOTIVATION



Not a bigger paycheck.



Or title.



It is the fulfillment of personal dreams and goals!

# THE DILEMMA

Future of your organization is really within your people.



You can only expect your workplace to become the best version of itself to the extent that your people are becoming the best version of themselves.

# DISENGAGEMENT

Most employees  
are actively  
disengaged.

On average, your  
employees are 75%  
engaged.

Disengaged  
employees are  
negatively affecting  
customers.

People are the  
organizations  
greatest asset.



## **DREAM MANAGER**

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Provides steps to a practical way to actively engage your employees.

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Creates a HUGE competitive advantage.

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Not just about hiring the right people but keeping them.

# PURPOSE

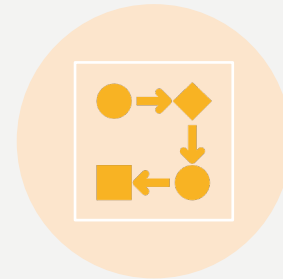
- A company's purpose is to become the best version of itself.
- What is the employee's purpose??



# PURPOSE



The employees' primary purpose is to become the best version of him/herself.



Let's move your people forward while simultaneously moving the company forward.

# STEPS TO YOUR DREAMS

- Make a list of 100 dreams
- Focus on the 12 areas for guidance
- Edit for the next week
- After one week, apply one of the three categories to each dream (short-term, mid-term, or long-term)



# 12 AREAS

- Physical – run a marathon, quit smoking, lose weight, drink less
- Emotional – buy my own home, be in a healthy relationship, take my spouse to Italy
- Intellectual – go back to school, learn another language, read more
- Spiritual – learn to embrace change, develop inner peace
- Psychological – overcome fear of snakes, face my addiction
- Material – buy a new car, buy my dream boat, own my home
- Professional – get a promotion, work in contractor sales
- Financial – pay off my debt, start a college fund, start saving for retirement
- Creative – take art classes, write a book, learn a musical instrument
- Adventure – visit all the continents, go skydiving, see the Mona Lisa
- Legacy - volunteer, donate to my fav charity, save the polar bears
- Character – have more patience, be more approachable, follow through

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# STEPS TO YOUR PEOPLES DREAMS

- Step 1 – Send out a survey to your people have them write their dreams
- Step 2 – Gather the most said dreams
- Step 3 – Pull team/store together for a Dream Session
- Step 4 – Develop your PEC's

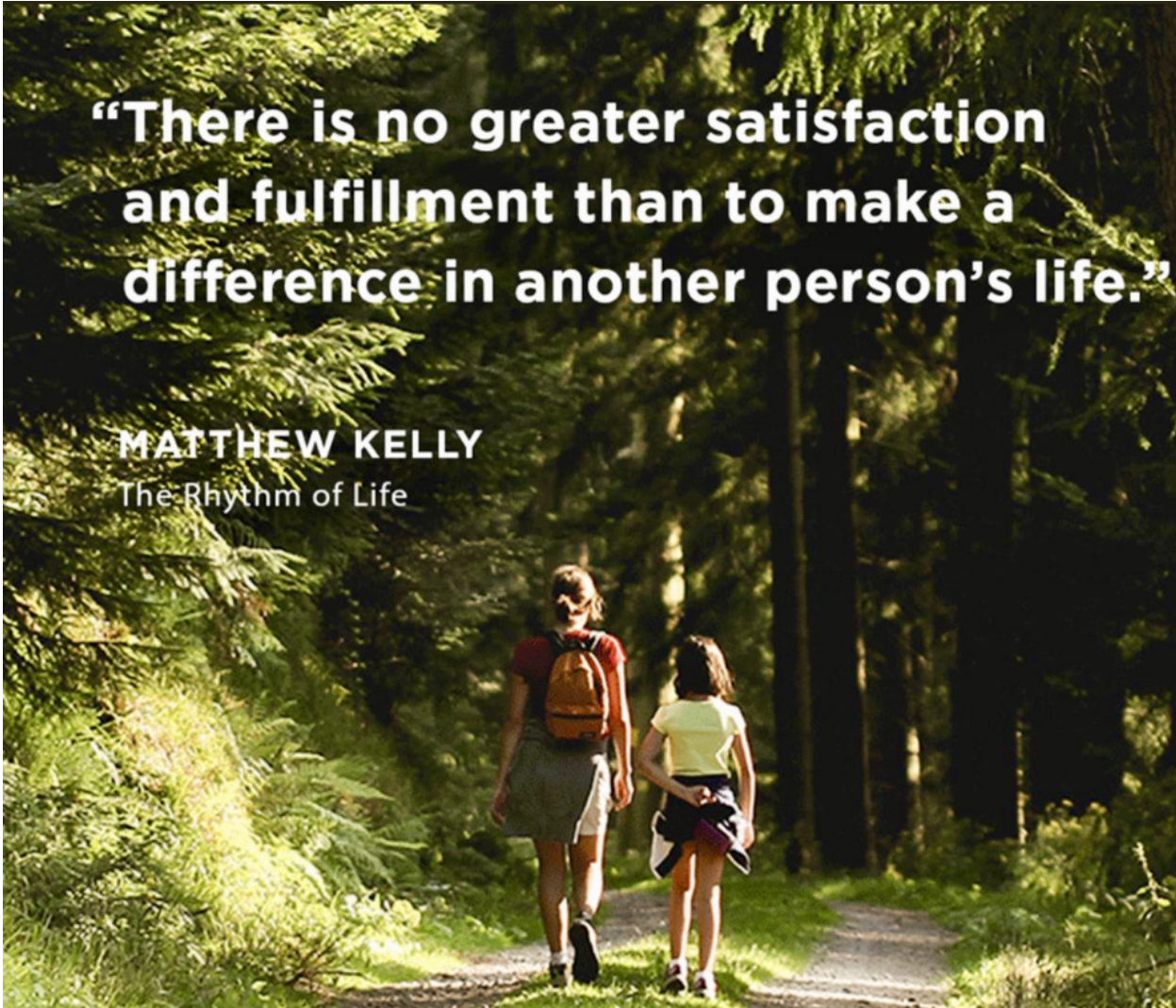


# CHANGING EXPECTATIONS

- New breed of corporate loyalty is not only possible but necessary.
- Will be based on an understanding between the employee's and the companies of one another's purpose.
- Fortunes elite list of best companies to work for almost always involve an initiative to help employees

**“There is no greater satisfaction  
and fulfillment than to make a  
difference in another person’s life.”**

**MATTHEW KELLY**  
The Rhythm of Life



- “Dreams provide fascinating insights into what drives people. This is indispensable knowledge for a manager of any kind.”