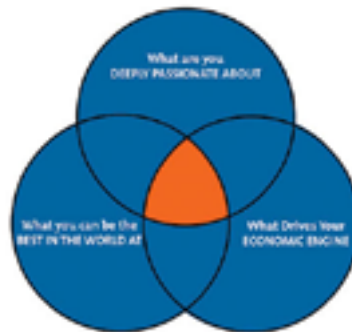




## Good to Great - Hedgehog Workshop

Goal- Unlocking your full potential, discovering what you were meant to do, creating a strategy and process to lead others through this discovery process.



### Hedgehog

- I. Make three separate assessments.
  - Understand what you are truly passionate about.
  - Identify what you do better than anyone else.
  - Determine where you're good at generating revenue.

The right way forward is where all three answers intersect, and it's this central position that is the "sweet spot" for you.

Steve Jobs analogy

- II. Cannot control or predict all hands we are dealt
- III. Life is not a single hand- play every one
- IV. When you have been decked- stay in the game- power through
- V. Grow- mature

Food for thought- Creative impact accelerates after 50.....if you choose



**STRATEGIZE**  
**INNOVATE**  
**NETWORK**

**Possible Questions**

- How long, on average, does it take the good-to-great companies to clarify their hedgehog concepts? What implications does this have about finding your own hedgehog concept?
- Are you engaged in work that fits your own three circles: what you are passionate about, what you are genetically encoded for, what you can get paid for? Which circle is hardest to get right? Why?
- Which is more important for an organization: the goal to be the best at something, or realistic understanding of what you can (and cannot) be the best at?
- Can each sub-unit and each person have a hedgehog concept?
- How is the hedgehog concept different for a nonprofit organization?
- How do you mentor others to identify and pursue their personal hedgehogs?