

Lead Like Lasso:

Science-based Leadership Strategies from America's Favorite Coach

IASA Conference 2025



Minutes until showtime...

10:00

www.thrivingYOUiversity.com

Janeen Antonelli, MA., M.Ed

Dr. Joelle Hood

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THANK YOU FOR BEING HERE



Thanks FOR CHOOSING US



2

WELCOME!

WE'VE GOT RESOURCES FOR YOU!

<https://bit.ly/RR-IASA25-LASSO>

Lead Like Lasso: Science-Based Leadership Strategies From America's Favorite Coach

Stay Connected, NYAR 2025 Friends!

Check us out on Social Media! @JoelleHood, @JaneenAntonelli, @ThrivingYOUiversity

Join our Facebook group for support!

Have a thought or a question? [Joelle](#), [Joelle](#), [Joelle](#), [Joelle](#), [Joelle](#)

LEAD LIKE LASSO Google Folder of Resources

Quiet Quitting

Employee Burnout

Cultivating a Culture That Thrives

Lessons From Lasso

Reciprocal Vulnerability

Neuroleadership


Believe

Put People First

Lead Like a Gardener

Be Humble





Resource Request - IASA Conf 2025 - Lead Like Lasso - August 6, 2025

📧 📧 📧

If you would like to receive a copy of the presentation and resources for Taking Time to BREATHE, please complete the information below.

First Name *

Last Name *

Email Address *


Your school and district *



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THE APPETIZER VERSION 😊






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THOUGHTS TO PONDER

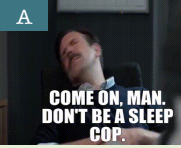
Name it to tame it.
 What's shareable is bearable.
 What's mentionable is manageable.
 Connection before content.





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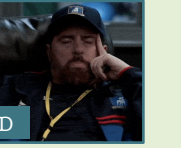
LET'S CHECK IN -- HOW ARE YOU FEELING?






A  COME ON, MAN. DON'T BE A SLEEP COP.


B 


C  I LOVE THAT IDEA.


D 

E  OI, YOU GOT THIS!

F 

G  SMELLS LIKE POTENTIAL.

H  MUCHO, MUCHO JOY.



6


WE NEED TO RECRUIT AND RETAIN QUALITY EMPLOYEES





7

THE WHY QUIET QUITTING




Quiet Quitting

['kwi-et 'kwi-tin]

Doing the minimum requirements of one's job and putting in no more time, effort, or enthusiasm than absolutely necessary.


Investopedia

Pyramid of Quiet Quitting



Jason Kaplan

A 2022 Gallup survey suggested that at least half of the U.S. workforce consists of quiet quitters.

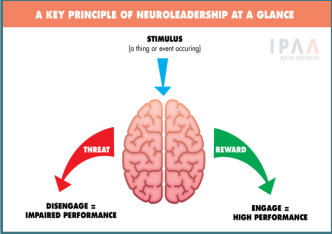


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NEUROLEADERSHIP

Neuroleadership is an emerging field that **integrates principles and insights** from social neuroscience, positive psychology, leadership practice and organizational development to help **organizations create brain-engaging environments that optimize engagement, performance, work satisfaction and ultimately, productivity and results.**

https://www.stratleader.net/what-is-neuro-leadership



A KEY PRINCIPLE OF NEUROLEADERSHIP AT A GLANCE


We work better in a **toward state than a **threat** state.**

IPAA
INTEGRATED POSITIVE APPROACH

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A LITTLE BACKGROUND ON TED



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CULTIVATING AND NOURISHING A POSITIVE CULTURE

- Be humble.
- Put people first.
- Believe in your team. Seek their input.
- Get curious -- be a strength spotter.
- Build a culture of connection & belonging.
- Move forward from mistakes -- be a goldfish.
- Get curious -- show empathy.



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LEAD LIKE LASSO BE HUMBLE




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BE HUMBLE

You don't have to be an expert at what you are leading. What is essential to being a good leader is your strength in leadership.



HUMBLE leaders are effective because they:

- Earn trust
- Use an equitable lens
- Encourage teamwork
- Foster a culture of learning
- Treat everyone with respect
- Admit mistakes

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BE HUMBLE

ADMIT YOU DON'T KNOW EVERYTHING



Okay. So, uh, hey.

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RECIPROCAL VULNERABILITY

A CULTURE OF TRUST STARTS WITH YOU



"The most powerful *leadership* tool you have is your own personal example."

John Wooden



it starts with *you*.

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RECIPROCAL VULNERABILITY & EVERY CHOICE IS A CHANCE



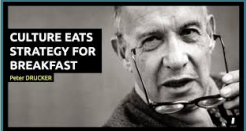
[blows whistle]

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STRATEGY VS. CULTURE


Strategy =
What do we want to achieve and how do we want to get there?



Culture =
The way we do things around here...
Who we are.

The culture of a school will overpower any strategy put in place to enable improvement. Creating a culture that supports, empowers, and celebrates learning in all its guises, is the crucial first step in the school improvement journey.

--@ImpactWales



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PUT PEOPLE FIRST -- HELP YOUR TEAM GROW AS HUMANS



PEOPLE MATTER



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DEATH VALLEY OR DORMANT VALLEY?



Leaders can create the right conditions to awaken the potential in people.



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BELIEVE IN YOUR TEAM INSPIRE THEM TO BELIEVE TOO





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THOUGHTS TO PONDER

"His goal in life was to convince us that we could be great. And he did, and we were. That was why he was such a great leader."

--Joe Montana about his coach, Bill Walsh

"The four most powerful words are: I believe in you."

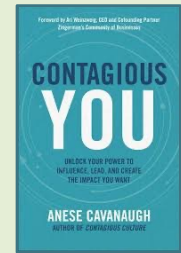
--Bill Walsh,
Former 49ers Hall of Fame Coach



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HOLD A MAGNIFICENT CONTAINER

- The size of the container we hold for people greatly impacts who they - and we- can become.
- Seeing people as big, capable, amazing, and good and holding them in your regard will create that field energetically. They'll feel it and be invited to step in and show up bigger.
- Seeing people as small, bad, a loser, and incompetent creates *that* field for them, inviting them to step in and show up as such.
- What do you believe about the people you lead? What size is the container you're holding for them?



Cavanaugh, A. (2020). Contagious you: Unlock your power to influence, lead, and create the impact you want. McGraw-Hill.



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SEEK INPUT FROM OTHERS EMPOWER YOUR TEAM



All right. Let's see what we got here. I've got this fella up here, the goalie.



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THE VIRTUOUS CYCLE OF POTENTIAL

“Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves.”
Stephen R. Covey

- **SEE** the potential.
- **COMMUNICATE** the potential.
- **DEVELOP** the potential.
- **UNLEASH** the potential.

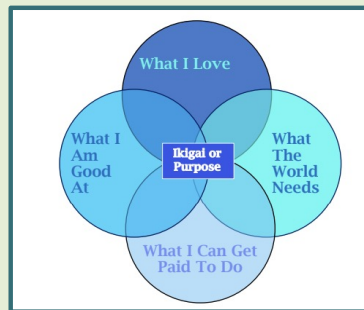
“Don't treat people according to their behavior; treat them according to their potential.”—Steven M. R. Covey

Covey, S. M., Karperson, D., Covey, M., & Judd, G. T. (2022). Treat and inspire: How truly great leaders unleash greatness in others. Simon and Schuster.



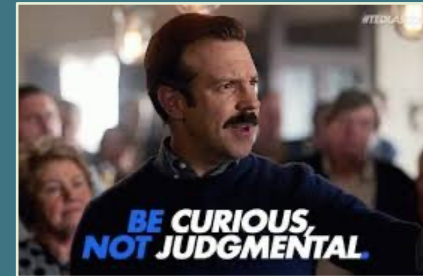
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A PERSPECTIVE ON PURPOSE -- IKIGAI



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LEAD LIKE LASSO GET CURIOUS -- BE A STRENGTH SPOTTER



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LESSONS FROM LASSO GET CURIOUS



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SEEKING OUT STRENGTHS AND SPARKS



**KNOW
THEIR
SPARKS**

A GOOGLE SHEET TO USE
TO TRACK WHAT SPARKS
YOUR STAFFS' INTERESTS.



Get intentional about knowing a strength and a spark for each staff member and empowering them to use those strengths and sparks at work.




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GET CURIOUS AND UNLEASH TALENT

List everyone on your team (use initials) and identify each person's strengths and weaknesses. This is to be kept completely confidential.

YOU CAN'T TAP INTO SOMEONE'S POTENTIAL IF YOU DON'T KNOW WHAT IT IS.

TEAM MEMBER	STRENGTHS	WEAKNESSES



Corey, S. R. (2013). The 8th habit: From effectiveness to greatness. Simon and Schuster

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LEAD LIKE LASSO BUILD A CULTURE OF BELONGING AND CONNECTION



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BUILD A CULTURE OF CONNECTION & BELONGING




Belonging is the feeling that one is respected and valued in a given context.

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FEELING ISOLATED AT WORK

- Social belonging is a fundamental human need, hardwired into our DNA.
- 40% of people say that they feel isolated at work, and the result has been lower organizational commitment and engagement.



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FEELING ISOLATED AT WORK



- Gallup study in 2017 reported that just 4 in 10 US employees strongly agree that someone at work cares about them as a person.
- Wharton study in 2018 showed that lonelier employees feel less committed to their employers and co-workers, which infects communication and collaboration.

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WHEN WE DON'T FEEL LIKE WE BELONG...

How has a feeling of not belonging affected your attendance, motivation, engagement, performance, and/or physical/emotional health?

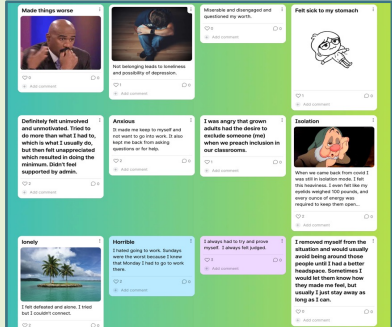


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NOT BELONGING PADLET

<https://bit.ly/IASA25-NBPADLET>




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PAIR SHARE

- What stands out to you about the responses on the Jamboard & Padlet?
- What surprises you, or doesn't surprise you, about the impact of Not Belonging on employee well-being, engagement, and performance?



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WHEN ADULTS FEEL LIKE THEY DON'T BELONG AT WORK...



- Less enjoyment at work
- Less engaged
- Less productive
- Uncooperative & disruptive
- Anxiety and depression
- Impact on physical and mental health & well-being



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WHEN WE BUILD BELONGING FOR ADULTS AT WORK



- When the brain is in that reward state of belonging:
- We perceive more options to solve problems
 - We are more insightful & collaborate better
 - We are less likely to quit
 - We have higher overall performance
 - AND we get a boost in wellbeing!



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BUILDING BELONGING STARTS WITH YOU

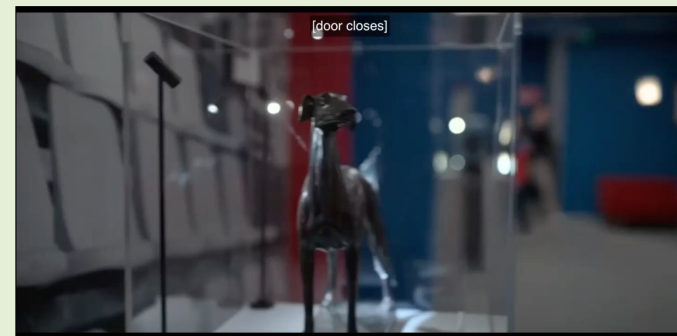
The root of great leadership doesn't start with anyone else, it starts with you.

MICHAEL HOLLAND



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IT STARTS SO SIMPLY



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SAY MY NAME (AND PRONOUNCE IT CORRECTLY)

Remember

that a person's name is to that person the sweetest and most important sound in any language.

Dale Carnegie

- Hearing your name said elicits a strong reaction in your brain (Carmody & Lewis, 2006).
- It is so strong, in fact, that the brain of a person in a vegetative state reacts in a similar way when they hear their name (Staffan et al., 2006).
- Use people's names as often as possible -- and make sure you are pronouncing them correctly.

Forlano, L. (2020). *The Student Motivation Handbook: 50 Ways to Boost an Intrinsic Desire to Learn*. Routledge.

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SOMETIMES YOU WANT TO GO...

WHERE EVERYBODY KNOWS YOUR NAME

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THE IMPORTANCE OF POSITIVE RELATIONSHIPS IN THE WORKPLACE

"People fail to get along because they fear each other; they fear each other because they don't know each other; they don't know each other because they have not communicated with each other."

MARTIN LUTHER KING JR.

Relationships in the workplace are a byproduct of two primary factors:

- Interaction, how often two people connect and communicate, and relatedness, or how much two people have in common.
- Relatedness cannot be discovered without some degree of interaction -- if two employees never interact, they never have the opportunity learn about their common interests.

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LEAD LIKE LASSO BISCUITS WITH THE BOSS

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PAIR SHARE

What was your first concert or your best concert, and what do you remember about it?
 Or
 What concert would you like to go to?

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MOMENT OF GENUINE CONNECTION (MGC)

- According to educator and author Dave Stuart, Jr., a moment of genuine connection (MGC) is any situation in which you briefly interact with a student and attempt to communicate earnestly and simply that you value, know, or respect that student. You can do this with staff too!
- Although you can't guarantee the person will feel that way after an MGC (those feelings are subjective), you can guarantee that you are regularly attempting MGCs.

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MOMENT OF GENUINE CONNECTION (MGC)

- Before a meeting, after a meeting, in the hallway, in the parking lot, pull aside a colleague and attempt to make them feel valued, known, and respected.
- As you do this, keep track of who you've done it with.
- Don't repeat an MGC attempt with a colleague until you've attempted an MGC with every member of your team. This discipline is important for establishing an equitable, person-by-person strategy that signals care to every individual.
- When you sense in your heart that there's a team member that you're coming to not value or respect (this happens to most of us), work to value and respect that person again. This is the genuine part of MGC. MGCs don't work when they're faked.
- Balance your attempts between work and personal connections.

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MOMENT OF GENUINE CONNECTION (MGC)

PERSONAL EXAMPLES:

"Adam, I remember that you like the San Diego Padres. Did you see the game last night? Yikes -- that was a tough loss for us!"

"Brianna, how did your daughter's dance recital go this past weekend? I remember you talked about it during our check-in last Friday, and you were really looking forward to it."

WORK EXAMPLES:

"Charlie, how is your project going? Are there any places where you are having a hard time or got stuck? I'm so glad you're on my team, and I want to do whatever I can to support you."

"Danielle, what goals do you have for yourself this month at work? How can I support you as you work toward them?"

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TRACKING MGCs

- Make a copy of one of the tracking sheets or make your own.
- Set a tempo—aim for 3 MGCs per day... one as staff members are arriving, one during lunch, one as staff are leaving.
- Make a mark, whether it is work-related or personal so that you know you're balancing your MGCs.

MGC Tracking Sheet -- 2024-2025

Student Name	Sparks/Strengths	Struggles	September	October	November	December
Johnny	music, art	math, making friends				
Jane	skateboarding, video games	parents divorcing, writing complete sentences				

MGC Checkboxes Roster



ID Number	Student Name	Sparks/Strengths	Struggles	Period	Dates or Categories
0000777	James Bond	athletic, loves to drive fast cars	difficulty maintaining relationships, trust issues, Geometry	1	<input checked="" type="checkbox"/>

Shurt Jr. D. (2023). The Will to Learn: Cultivating Student Motivation Without Losing Your Own. Corwin Press.

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BENEFITS OF MGCs



- All of us know we're supposed to make our staff feel valued, known, and respected. The majority of us, though, don't know whether we've actually done this for all of the members on our team in a given year. Tracking MGCs gives you this information.
- After making these small but mighty investments, you will see that you have built relationships with your team without spending hours doing so.

Shurt Jr. D. (2023). The Will to Learn: Cultivating Student Motivation Without Losing Your Own. Corwin Press.

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LEAD LIKE LASSO PRIORITIZE TEAMWORK



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LEAD LIKE LASSO- THE TEAM NEEDS TO BOND



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WHEN WE BUILD BELONGING FOR ADULTS AT WORK

Gallup reports that having positive personal relationships was among the most important factors in employee engagement, along with personal development opportunities and a sense of purpose.

Having a friend at work makes us feel safer, more resilient and calmer when disagreements arise.



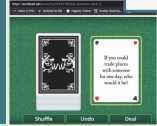

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TURN & TALK PAIR SHARE

Building Connections **AMONG** your team


<https://bit.ly/fundeck>




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BIG IDEA YOU ARE A SOCIAL ARCHITECT



As an educator and a leader, **YOU** are the **broker of relationships.**

YOU are a **social architect.**




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BUILDING BELONGING & TRUST— IS IT WORTH IT? YES.

- 106% more energy at work
- 50% higher productivity
- 13% fewer sick days
- 76% more engagement
- 29% more satisfaction with their lives.
- enjoyed their jobs 60% more
- 70% more aligned with their companies' purpose
- felt 66% closer to their colleagues.
- had 11% more empathy for their workmates,
- depersonalized co-workers 41% less often
- experienced 40% less burnout from their work
- felt a 41% greater sense of accomplishment

<https://www.fastcompany.com/9022895/5-reasons-empathy-is-the-most-important-leadership-skill>



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TIPS FOR FACILITATING MEANINGFUL RELATIONSHIPS

- Create a positive and inclusive staff room.
- Provide a variety of ways to connect -- quiet conversations, whole group, small group, boisterous.
- Learn together -- personal and professional development.
- Spend time together -- parties, barbeques, community events, charity work. Keep in mind obstacles (transportation, time of gatherings, mobility, alcohol) - you want to provide opportunities for all employees to interact with the larger group in settings suitable to their preferences.




Grismer, B., Stutzman, E., Loeferer, W., & Lohm, M. (2019). The Culture Question: How to Create a Workplace Where People Like to Work. Greenleaf Book Group.



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LEAD LIKE LASSO BE A GOLDFISH







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A GROUP IS NOT NECESSARILY A TEAM

- Without a culture of belonging and trust, there is fear, and that inhibits taking risks and collaboration. This is a group of people, not a team of people.
- Collaboration requires risk, trust, and transparency. Without a foundation of belonging and trust, students may coordinate — in the best-case scenario, even cooperate.
- If people don't trust each other or don't feel trusted themselves, they simply won't collaborate. They'll hold back, giving only what is necessary (this is true for staff and students).



A team is not a group of people who work together. A team is a group of people who trust each other. - Simon Sinek

Covey, S. M., Keganess, D., Covey, M., & Judd, G. T. (2022). Trust and inspire: How truly great leaders unleash greatness in others. Simon and Schuster



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BELONGING IS BIG BIZ IN BUSINESS














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BIG IDEA WE'RE WIRED TO BELONG.



- We need to build belonging **with** and **among** our teams.
- Building belonging takes time but is a valuable investment.
- If we want teams to truly collaborate, we must provide time, space, and structures for them to develop meaningful relationships.



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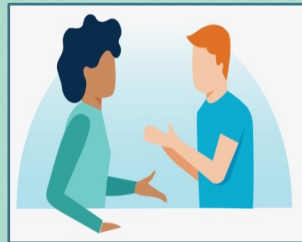
THE IMPORTANCE OF THE TEAM IN GOOD TIMES AND BAD



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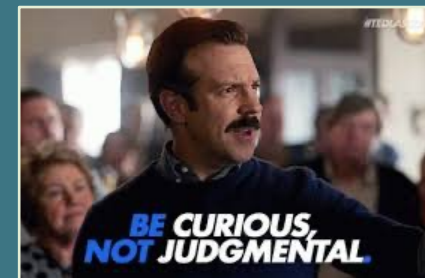
TURN & LEARN PAIR SHARE

- How are you currently building belonging and cultivating connections **with** your team?
- How are you building belonging and cultivating connections **among** your team?
- How would you like to?



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LEAD LIKE LASSO GET CURIOUS - SHOW EMPATHY



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COMPASSIONATE CURIOSITY – GET CURIOUS, NOT FURIOUS

Why Empathetic Leadership Is More Important Than Ever



Understanding and sharing the feelings of others is emerging as a critical leadership trait, but how can you be sure you are truly empathetic, and not just sympathetic?
By Lynn Power November 4, 2021

Leading with empathy during the pandemic

Empathy comes more easily to some people than it does to others. Leadership experts share ways you can develop this key trait.
By Sarah Nagem 13 October 2020

EDITORS' PICK | Sep 19, 2021, 06:00pm EDT | 1,356,247 views

Empathy Is The Most Important Leadership Skill According To Research



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EMPATHY IN ACTION



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THOUGHT TO PONDER


- You don't need to know the details of everyone's story.
- Just remember that every person you interact with **HAS** a story.




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HOMEFUN -- GET CURIOUS

Empathy is the top competence for good leadership and one of the three strongest predictors of senior executive effectiveness.
- Management Research Group



Think about a staff member that you might need to get more curious about or show empathy toward. What will be your first step?



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CULTIVATING AND NOURISHING A POSITIVE CULTURE

- Be humble.
- Put people first.
- Believe in your team. Seek their input.
- Get curious -- be a strength spotter.
- Build a culture of connection & belonging.
- Move forward from mistakes -- be a goldfish.
- Get curious -- show empathy.



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TO BE MORE EFFECTIVE, GET MORE REFLECTIVE😊

<https://bit.ly/FB-IASA25-LASSO>



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BELIEVE

IT HAS TO BE MORE THAN A SIGN ON THE WALL




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INFLUENCE. INSPIRE. IGNITE. BE THE CHANGE.



"How do you change the world?
One room at a time. Which room?
The one you are in."

--Peter Block



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**THANK YOU!
LET'S KEEP IN TOUCH!**

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