

Covering the Bases: Leading with Trust, Connection, and Impact

Working Well Conference
2026



KC™

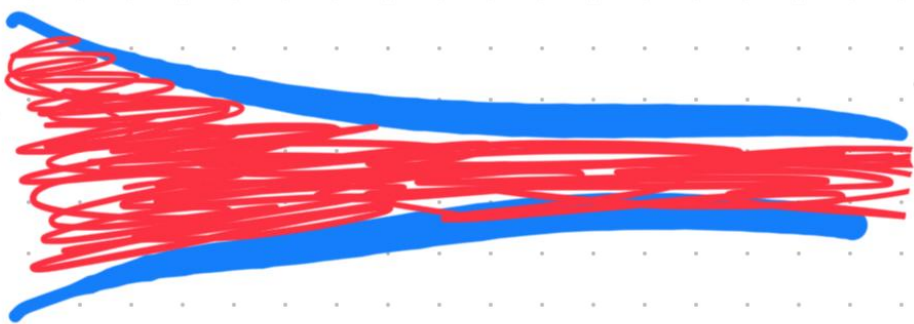
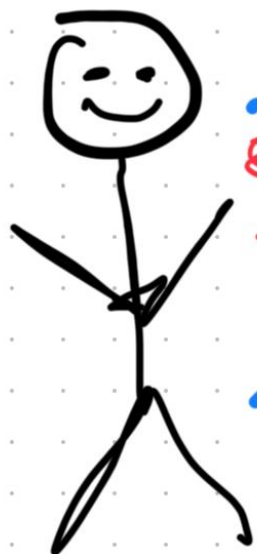
Objectives

A blurred background image of a baseball player in a white uniform sliding into a base. The player is wearing a white jersey, white pants, and a white cap. The background is a light blue, out-of-focus field.

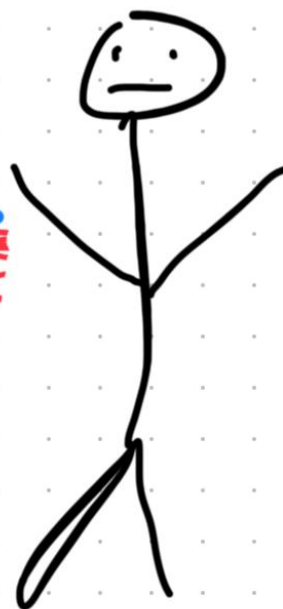
- Understand the behaviors that earn trust over time
- Strengthen relationships that drive alignment and accountability
- Create buy-in by connecting individual roles to shared purpose
- Foster engagement by building a culture of appreciation and belonging
- Lead in a way that positively impacts people long after results are recorded



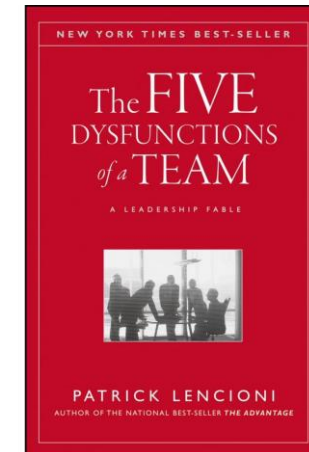
COACH

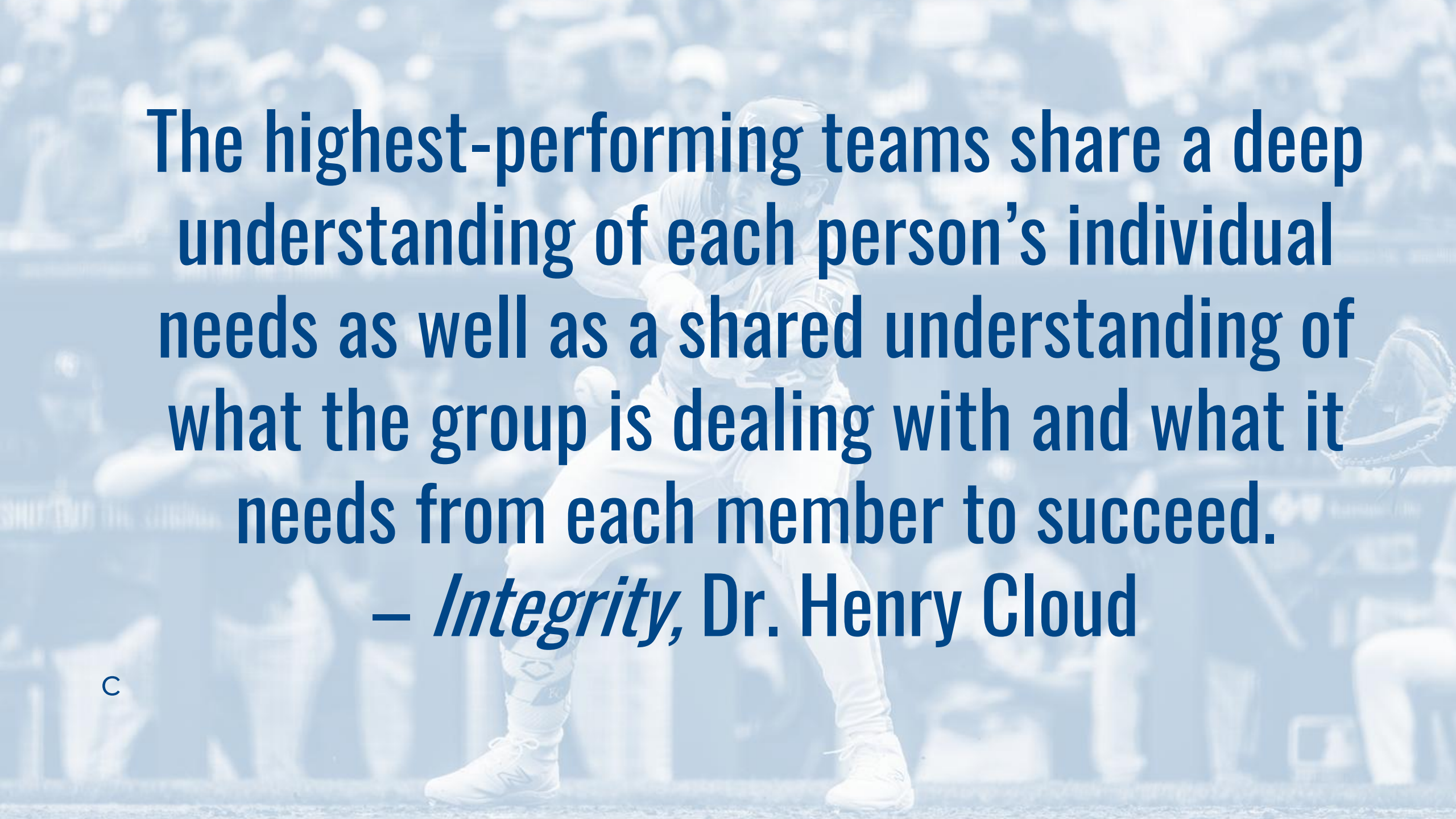


PLAYER









The highest-performing teams share a deep understanding of each person's individual needs as well as a shared understanding of what the group is dealing with and what it needs from each member to succeed.

– *Integrity*, Dr. Henry Cloud

IMPACTFUL COMMUNICATION

Empowers

GUTS

Inspires

TRUST

Builds

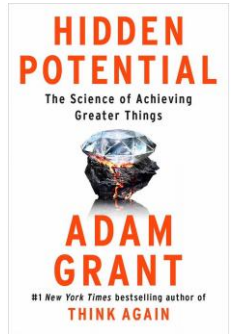
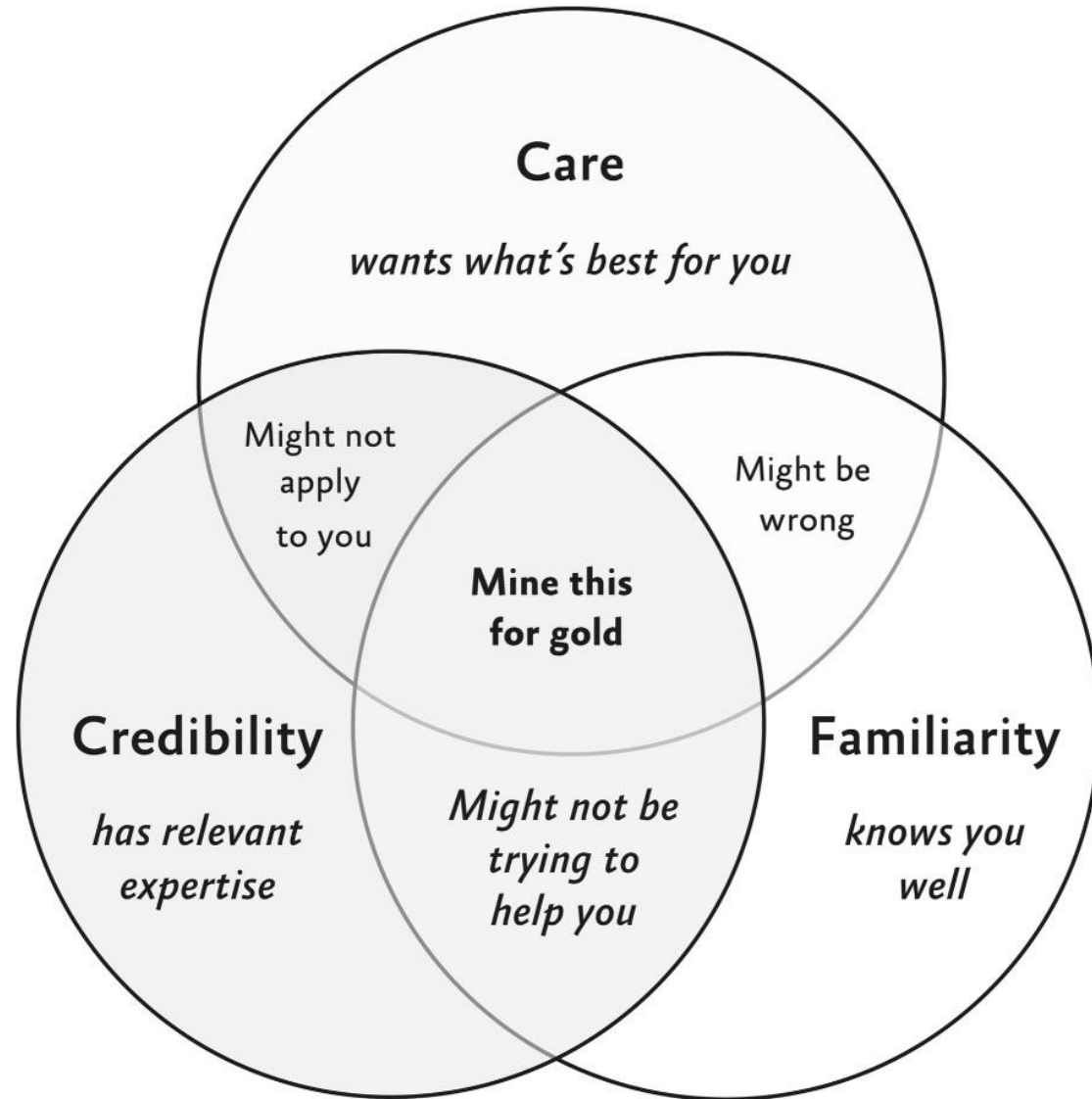
EMPATHY

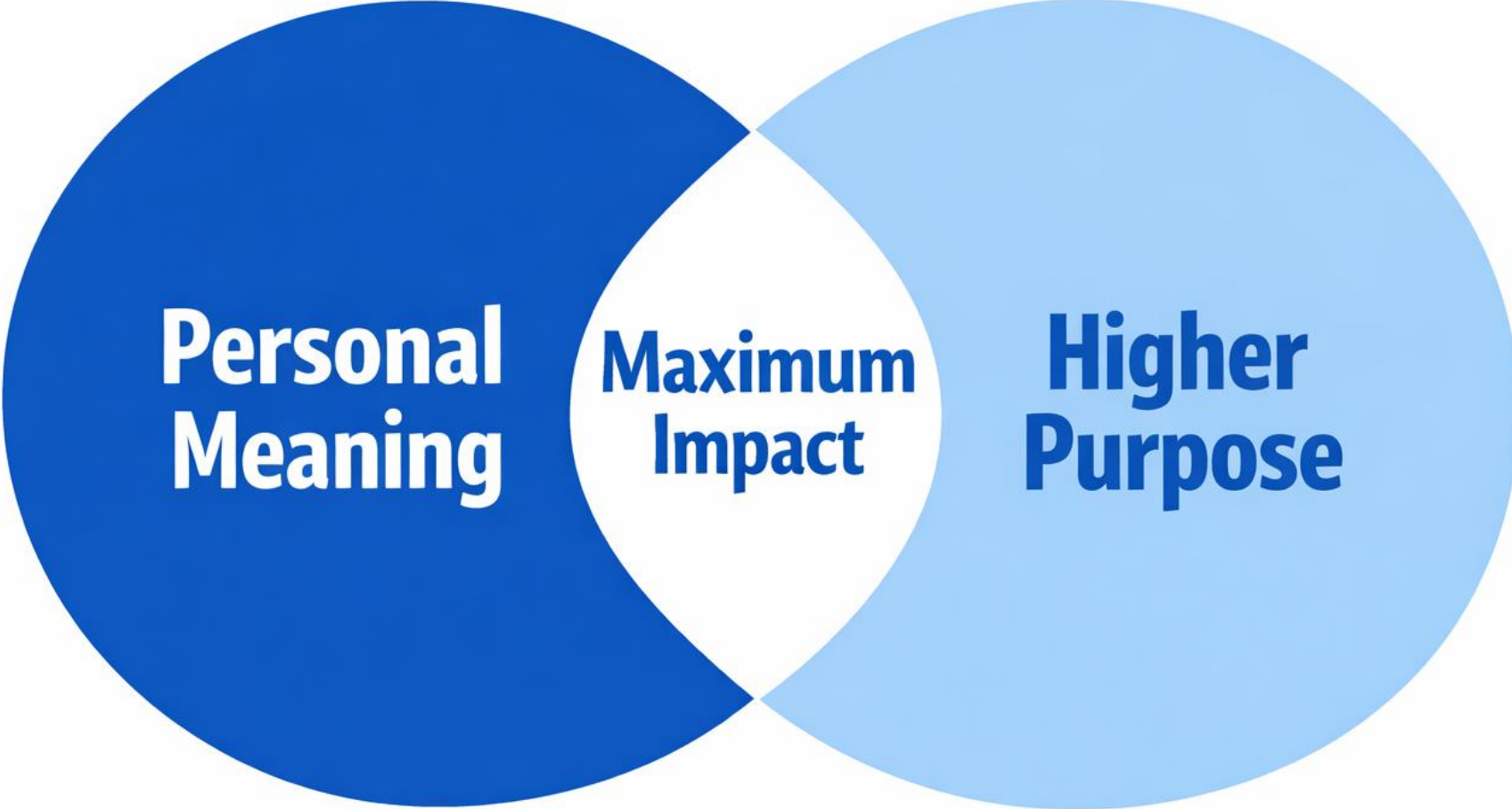
Leads To

UNDERSTANDING



WHICH SOURCES TO TRUST





**Personal
Meaning**

**Maximum
Impact**

**Higher
Purpose**



PERSONAL MEANING

Vision: What is your dream, preferred future?

Mission: What do you want to accomplish?

Motivations: Why do you do what you do?

Values: What are your key characteristics?

Accomplishments: What do you seek to achieve?

Allies: Who will support you on your journey?

SUCCESS & IMPACT

HIGHER PURPOSE

Team: A group of relationships committed to a common cause.

Mission First: Accomplishing a mission with others that you would not be able to on your own.

Joy: Experiencing joy in adding value to others.

Abundance Mindset:
Plenty to go around.

Servant Leadership:
To serve someone, or something, greater than yourself.

Personal Meaning – “Know Your Purpose”

- **Historical Narrative:** Hardships, Victories, Key Experiences
- **Values:** Non-negotiable **beliefs** and **key characteristics** that guide your **decisions** and **actions**. What is most important to you?
- **Mission:** What is your why?

Personal Meaning – “Know Your Purpose”



- **Board of Directors:** Accountability, Wisdom, Motivation
- **Know Thyself:** Defining the **Asset:** Strengths & Capabilities, Assess the **Threats:** Internal & External
- **Goals:** What do you hope to **accomplish?** Where do you want to go?



A photograph of baseball players celebrating on the field, overlaid with a blue tint. The players are wearing white uniforms with dark accents. One player's jersey has "PEREZ" and the number "15" visible. Another player's jersey has "Royals" and the number "7" visible. They are all wearing helmets and have their arms raised in celebration. The background is a blurred crowd of spectators.

**Culture is built through the STANDARDS you set
and the ACCOUNTABILITY you keep.**





ABOVE AND BEYOND

CARE

UNYIELDING

CURIOSITY

RELENTLESS

ENTHUSIASM

Royals[™]

**Player Development
Coaching Mantras**







ORGANIZATIONAL ALIGNMENT



EXPECTATIONS

PRACTICES

VALUES

MISSION



“Success is peace of mind attained only through self-satisfaction in knowing you made the effort to do the best of which you’re capable.”

John Wooden

THE PYRAMID OF SUCCESS

Taking it Home

- 1.) Leaders **know who they are**, what they do well, and where they need help.
- 2.) Leaders **go first**: model the characteristics & behavior you long to see in others.
- 3.) Leaders take the time and make the sacrifices **to build relationships of trust**.
- 4.) Leaders apply their efforts to areas **within their control** and release their focus from areas **outside of their control**.
- 5.) Leaders **put others first**.

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“To learn with and from one another.”



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THANK YOU

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