

*"Build something
that won't only
benefit you."*



MICHAEL BONNER



1st Thermo-Dynamic Law

Energy can not be created or destroyed, it can only be transferred.

The Perfect Time to Quit



-@michaelbonner_

www.michael-bonner.com



999.9
FINE
GOLD

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WESTERN UNION II

انتقال پول
د پیسو لیږول

MONEY TRANSFER

MOBILE : 070-270014, 070-222666, 079-374791, FAX: 008821684400171
WEBSITE: WWW.KABULBANK.AF

can the money arrive
when they need it most?

نوی کابل بانک

Transfer
WESTERN UNION | yes!
your

from h
in the
relia

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59

Push

WESTERN UNION MONEY TRANSFER



5:23 ↗

Search



Cash App

P2P. Bitcoin. Stocks. Banking.

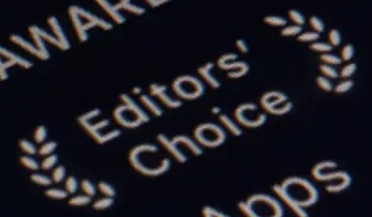
GET

1.6M RATINGS

4.7

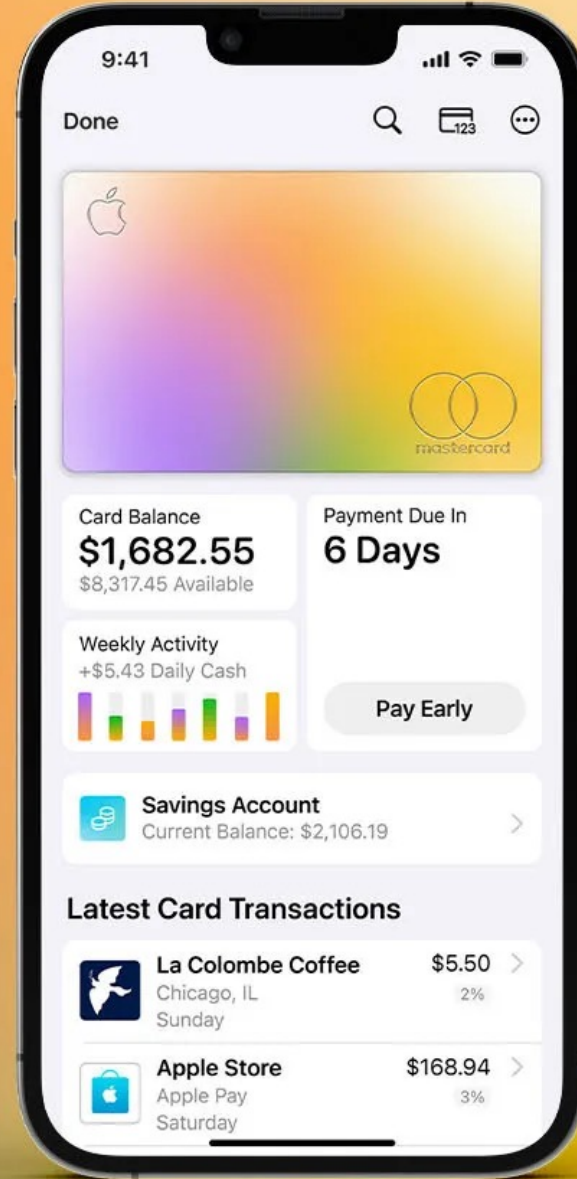
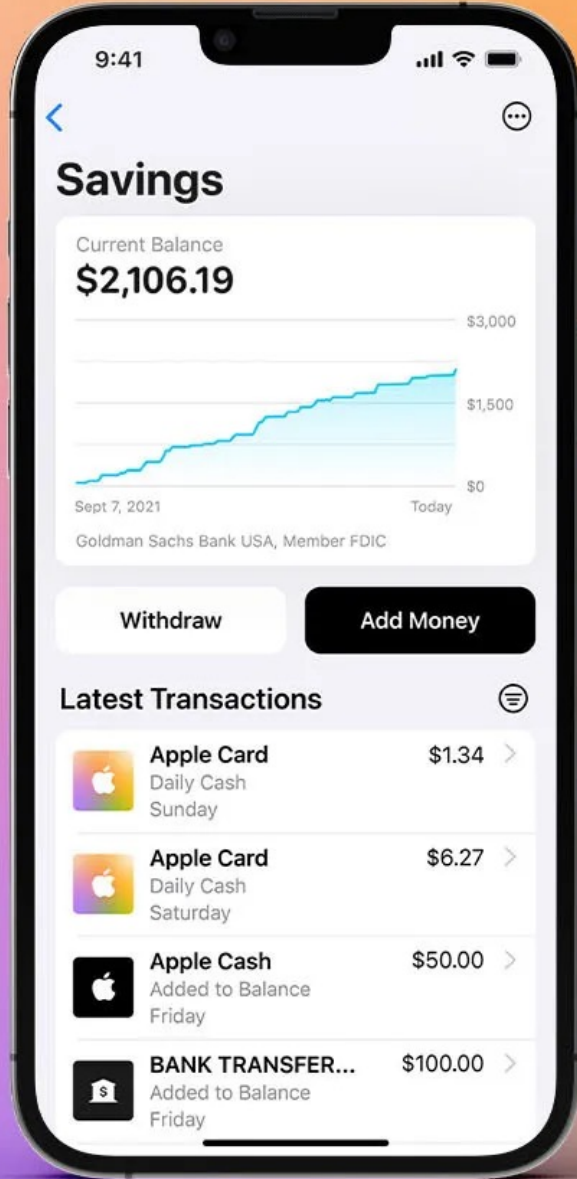


AWARDS




Apps

+ for fre
le



SAVINGS

 **Apple** APY as of Apr 6
4.15%

Member FDIC  2.9 

Min. balance for APY

Nil

[Read review](#)

[Offer details](#) 

SAVINGS

@GURGAVIN
CHASE  APY as of Apr 6
0.01%

Member FDIC  2.7 

Min. balance for APY

\$25@GURGAVIN

[Read review](#)

[Offer details](#) 

SAVINGS

 @GURGAVIN APY as of Apr 6
0.01%

BANK OF AMERICA

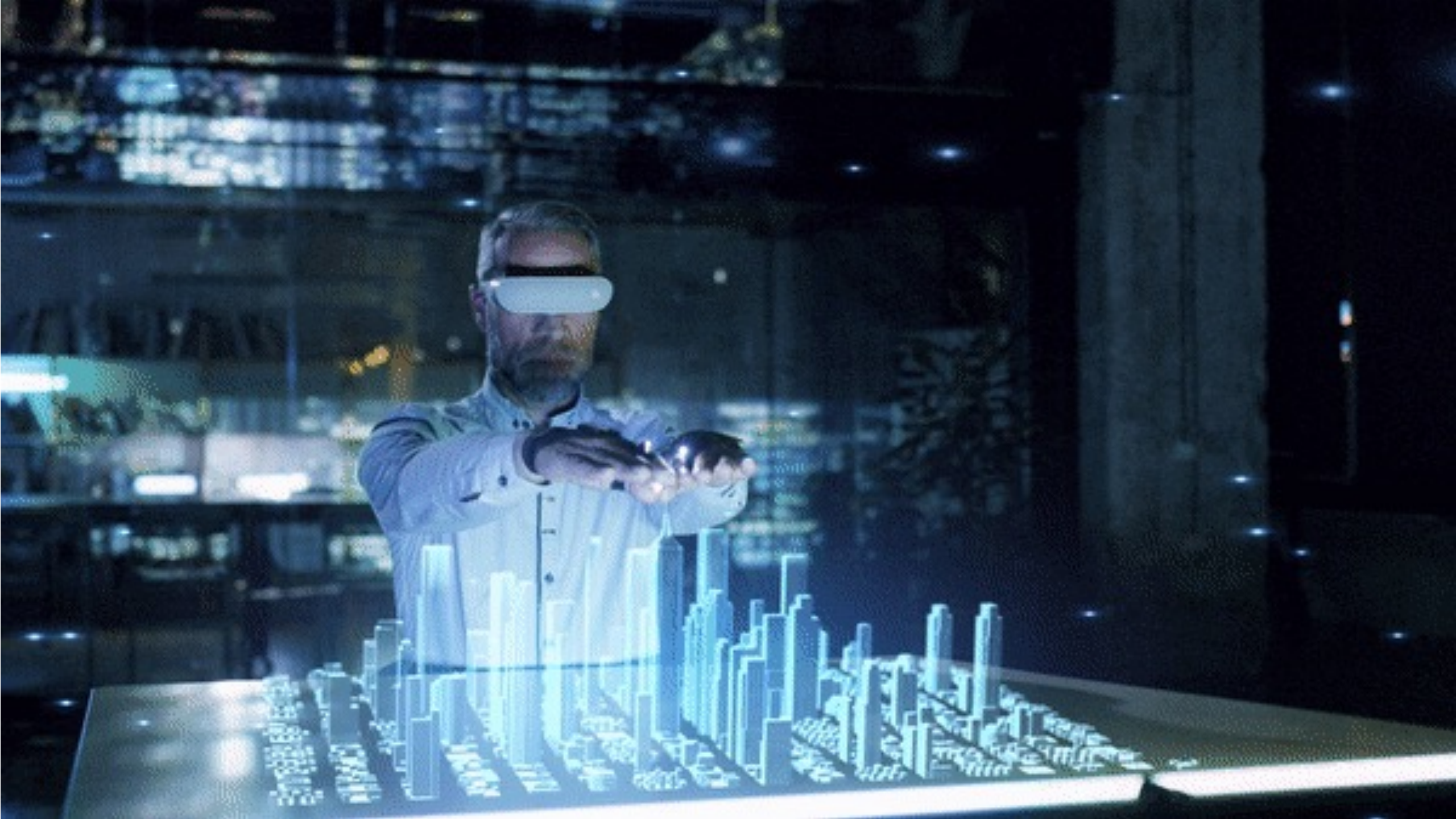
Member FDIC  2.7 

Min. balance for APY

\$100

[Read review](#)

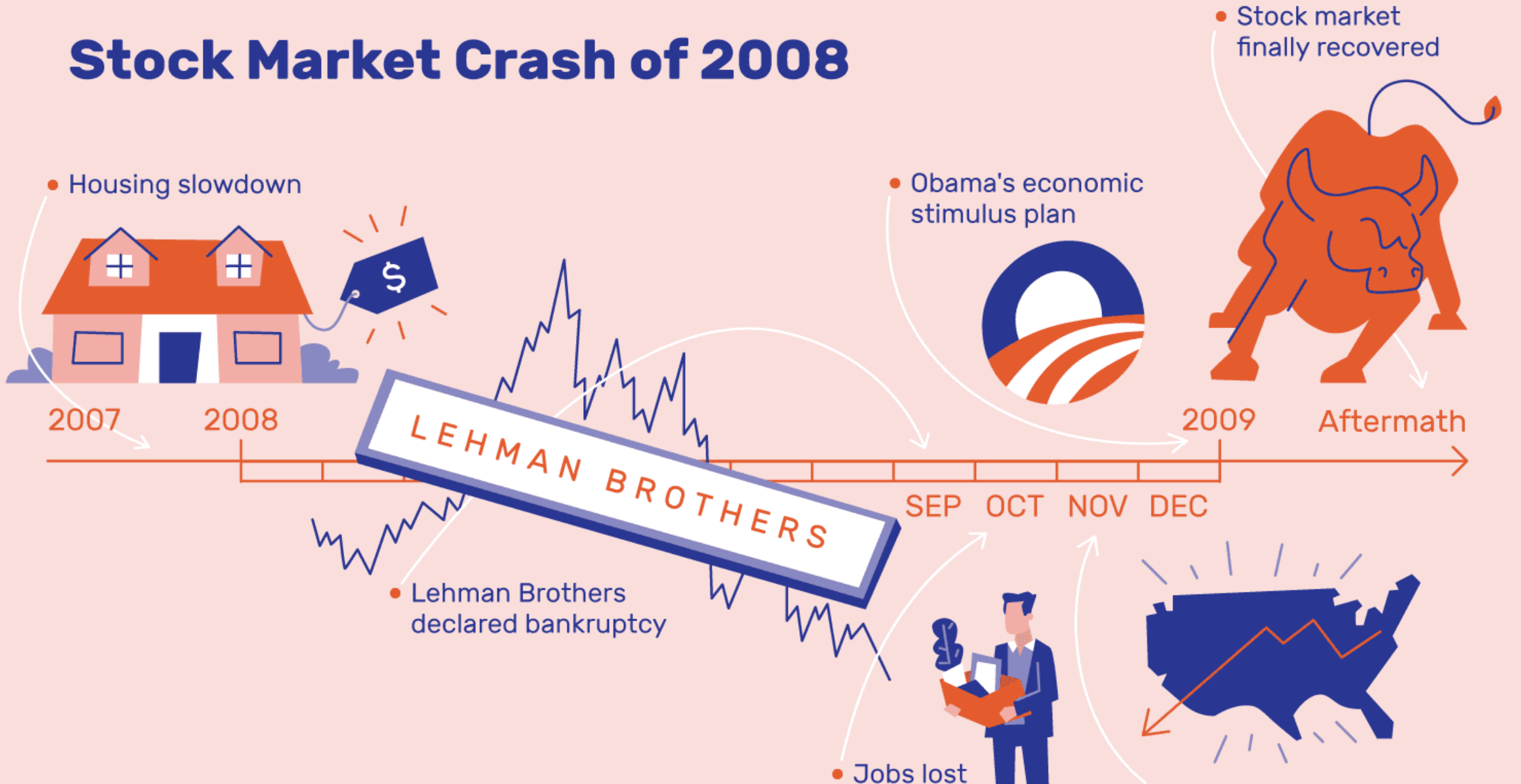
[Offer details](#) 





In what environment does
success happen?

Stock Market Crash of 2008





airbnb

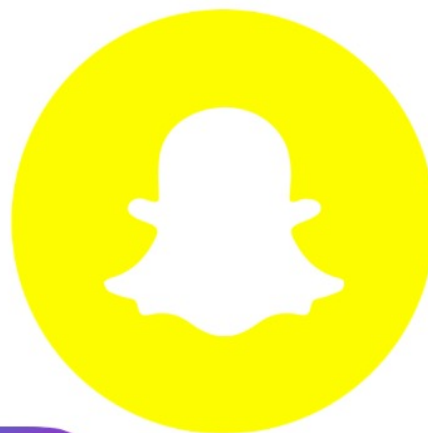


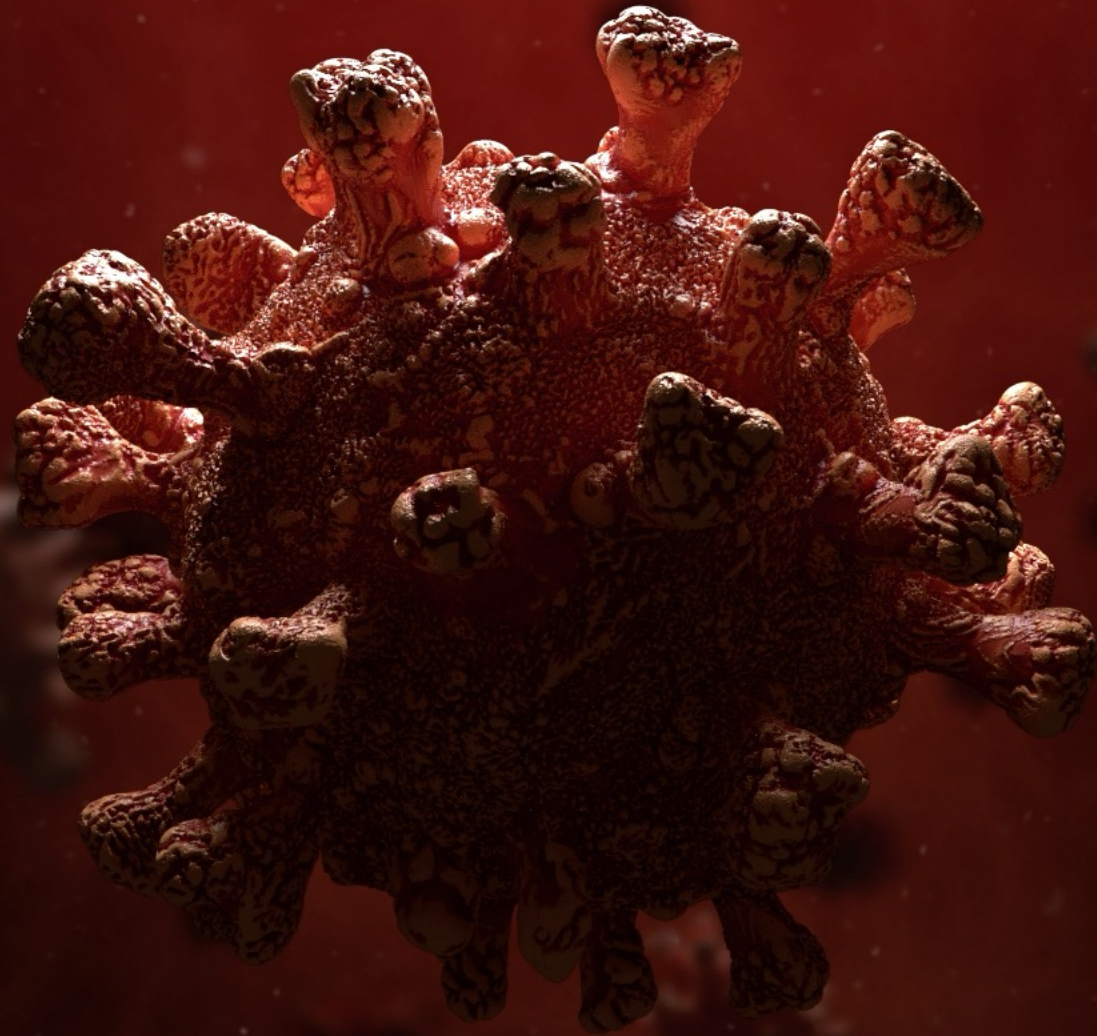
Chris Maddern

@chrismaddern

Didn't exist in 2007:

- iPad
- Uber
- 4G
- Snapchat
- Chrome
- WhatsApp
- Airbnb
- Android
- Oculus
- Spotify
- Venmo
- Kickstarter
- Stripe
- Button
- Instagram





A vibrant sunset scene with a bright sun low on the horizon, casting a golden glow and reflecting on the water below. The sky is filled with scattered clouds, some of which are illuminated with a deep red and orange hue, while others are in shadow, appearing in shades of blue and purple. The overall atmosphere is serene and dramatic.

The Perfect Time to Quit



1

Self-Efficacy








Self – Efficacy



Self – Efficacy

The **confidence** in one's ability to accomplish and succeed in organizational tasks.







● How was this problem **solved**? ●



**You can't demand a withdrawal
from someone you have
never invested in.**

-Michael Bonner

Innovative Strategies to Increase Self-Efficacy

Intentionally Collect Data

Utilize Padlet or any platform for individuals to privately provide feedback about their experience with your organization or department.



Michael Bonner + 156 2mo

Bonnerville Check In!

In one sentence, tell me how you are feeling about the school year right now!

Anonymous 4mo

How long did it take from idea conception to the first day with students to open your school?

0

Anonymous 4mo

How do you attract top talent for your school?

0

Anonymous 4mo

How do I love this at home

How do I love this at home as much as I love it here when I'm feeling pulled in every direction, low kids, behavior issues... burned out. I know the easy answer (just do it be positive) but what is the real deal. How do I live and love this everyday all day with ease?

1

Anonymous 4mo

Implementation

Using ideas with specified school curriculum

0

Anonymous 4mo

How do you do assessments with students and when?

0

Anonymous 4mo

Planning

What does planning look like for y'all?

0

Anonymous 4mo

What's a typical student school day look like?

0

Anonymous 4mo

Needing inspiration after 2 years of disconnection

0

Anonymous 4mo

I need Jesus

0

Anonymous 4mo

Not enough time. Getting lesson plans in, canvas lessons ready and then material ready is

Anonymous 4mo

Student buy-in

We have the system started but students are not as invested since the pandemic limited activities. We are looking to revitalize our house system.

Anonymous 4mo

Excited to implement all of the incredible things here, and hold my students to a higher standard of excellence!

Anonymous 4mo

Small Group Instruction

How can I best apply the amazing things I see at RCA to a small group instructional model. As a sped teacher, how can I

Anonymous 4mo

Prep

The golden word - time! How do you have time to make each lesson crazy engaging? (This comes from a teacher with 7 subjects)

0



Innovative Strategies to Increase Self-Efficacy

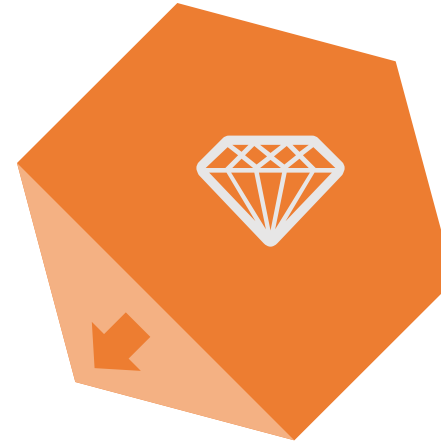
Intentionally Collect Data

Utilize Padlet as a platform for individuals to privately provide feedback about their experience with your organization or department.



Intentionally Analyze Data

Allow data to be your compass to the areas that need improvement and areas that you are excelling at.





Evaluating effectiveness

Immediate Strategies to Increase Self-Efficacy

Solicit Client Feedback

Utilize Padlet as a platform for individuals to privately provide feedback about their experience with your organization or department.



Risk Management Inventory Check

Intentionally be proactive about scanning the environment or situations for any hazards. Reinforcing this procedure as a habit will increase the overall efficiency.



Intentionally Lead by Modeling

The most effective leaders not only provide direction, but they create the momentum .





EXIT 22
Prewriting Editing
Drafting Publishing
Revising

Content Crossing
EXIT 23
Literature Lake

EXIT 24
Literature Lake

Non-Fiction Text Features

ADVERBS

BEARDEN BLVD
NEXT WRITE

CAUTION
CHILDREN PLAYING

GAME CHANGER

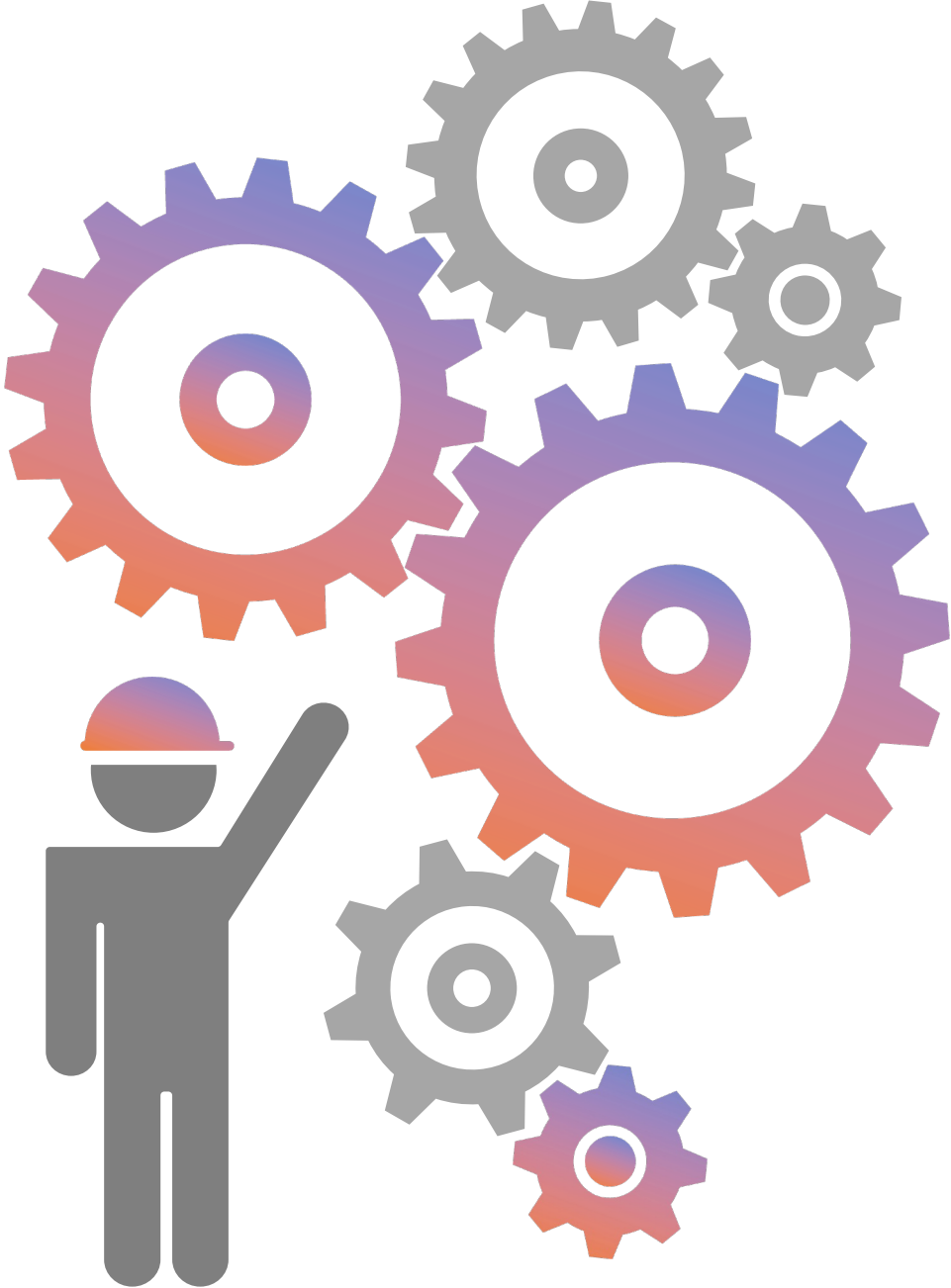
GAME CHANGER

GAME CHANGER

GAME CHANGER

GAME CHANGER

Big Thought





2

Collective Synergy

“Organizational Climate is what is said in a meeting. Organizational Culture is what is said in the parking lot after the meeting.”

- Michael Bonner



Healthy Culture

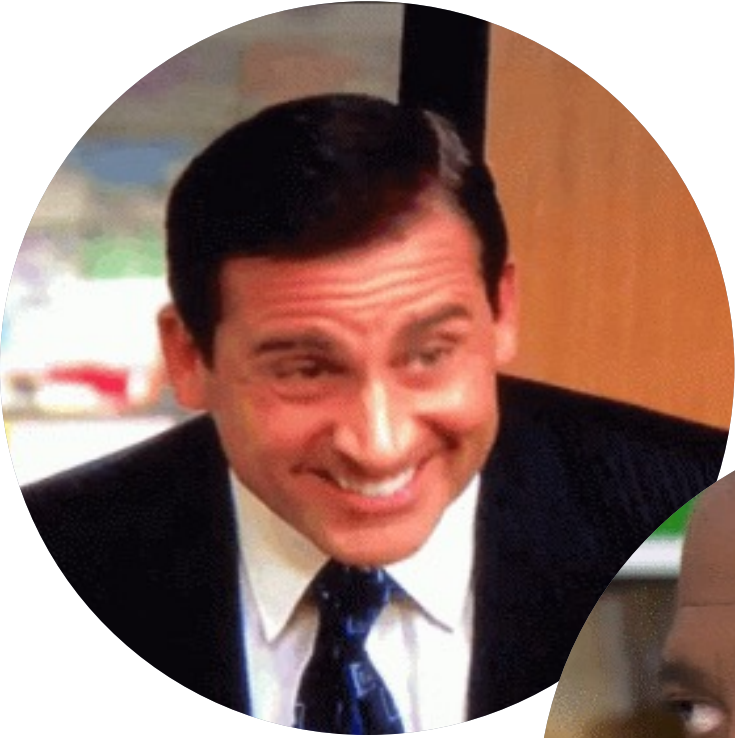
“Successful leaders **have an unwavering belief in the potential of their employees to achieve success, and they communicate and reinforce this belief** in both explicit and implicit ways.

Effective leaders **establish policies and systems** and implement practices that align with their belief in the capability of every employee.

Toxic Culture

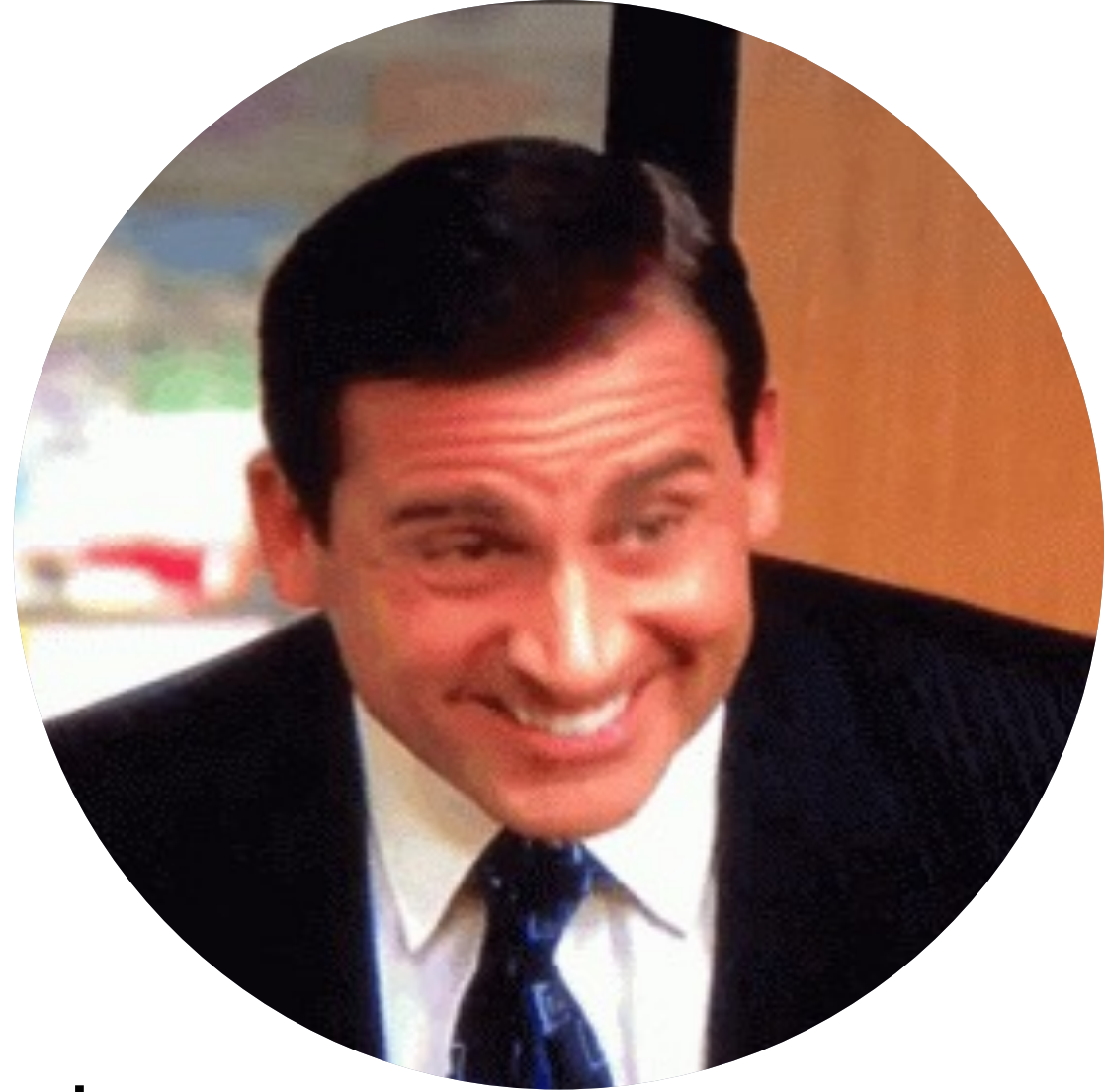
“Successful leaders recognize that **employee success is influenced by factors such as their level of engagement, attention to detail, prior experience, and willingness to comply with company policies and expectations.** Leaders communicate this belief in both explicit and implicit ways. Effective leaders establish policies and procedures recognize **that universal achievement is unlikely.**

THE CULTURE WAR



The Believer

- **Very intrinsically motivated.**
- **Flexibility with co-workers (great team player).**
- **Mission driven/connection to company.**
- **Willing to confront negative talk and attitudes co-workers, but only under extreme circumstances.**



The Tweeners

- Loosely-coupled with the company mission.
- Enthusiastic about the idealistic nature of scaling, but have not quite hit the tipping point.
- Follows instructions as given by supervisors creating a 'Wall of Silence' (considered "good" co-worker).



The Survivors


- **Overwhelming nature of the job or life has caused clinical depression (burnout).**
- **No political or organizational aspirations.**
- **Little to no professional practice is evident.**



The Fundamentalist

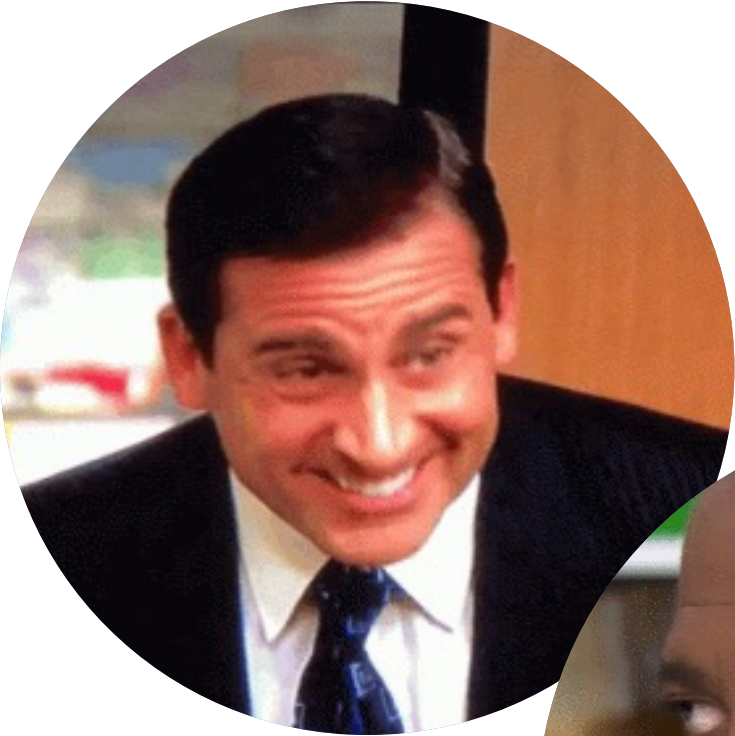
- **Believe that company or systems reform is a waste of time.**
- **Believe in full autonomy and professional freedom.**
- **Organize to resist threat(s) to status quo.**
- **Believe that gaps in success are due to outside forces.**





As of now, which personality dominates the culture of your organization?

THE CULTURE WAR



Advice for Collective Synergy!

How to strategically engage with your co-workers.

- Join Hands with the Believers

Collaboration

Utilizing the Advancement of Professional Development

Purposeful Gatherings (Stack the Cards).

- Reject all gossip and negativity from the Tweeners

Choose Your "Crew" Carefully

- Encourage the Survivors

Operate through Empathy.

Develop a system.

- Allow Administration to document and handle the Fundamentalists.

Be sure to understand the complexity of human behavior.

Sometimes the light in you
frustrates the demons in others.

-Michael Bonner



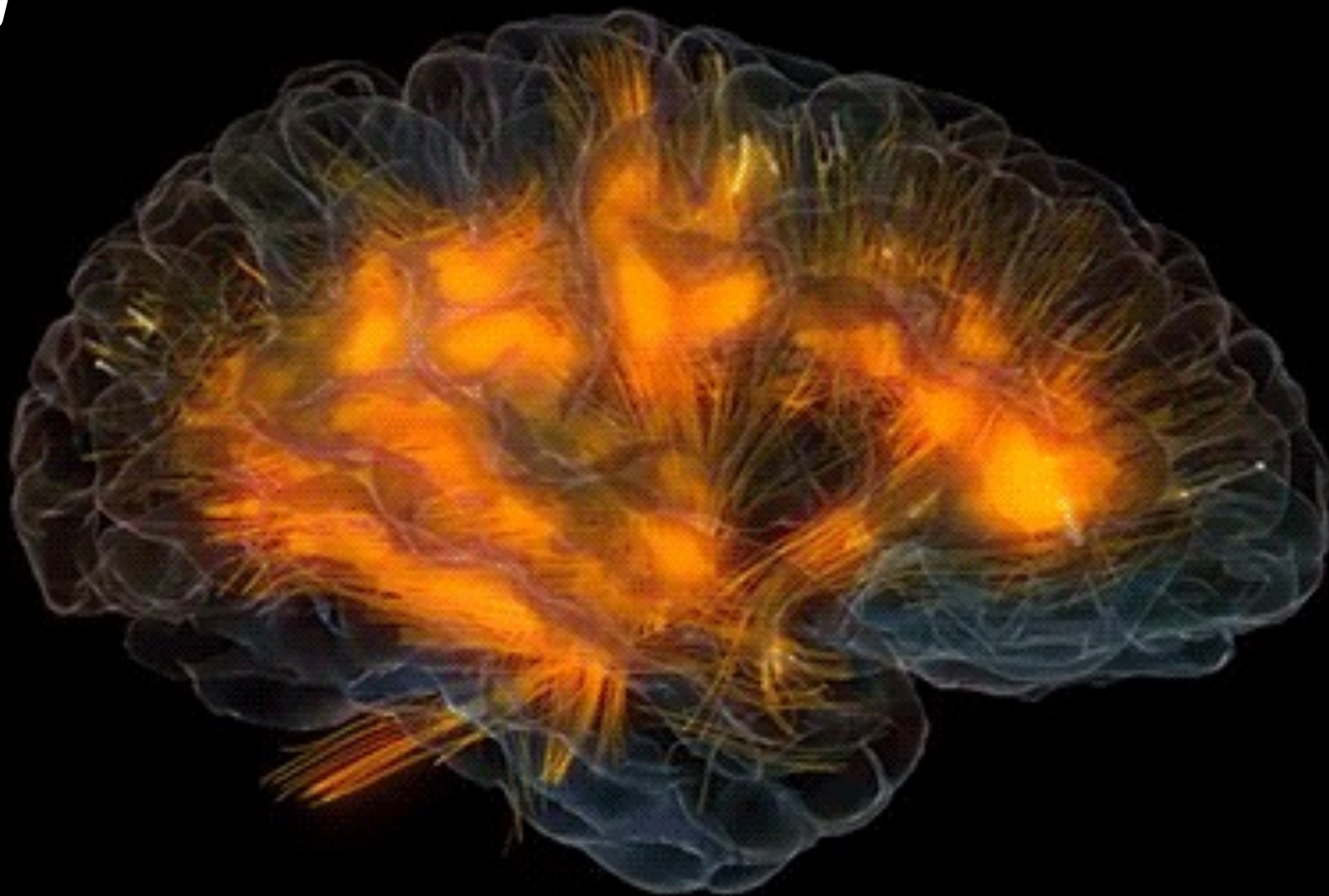
3

Innovative Best Practices!

“Innovation is the ability to see change as an opportunity – not a threat.”

- Steve Jobs

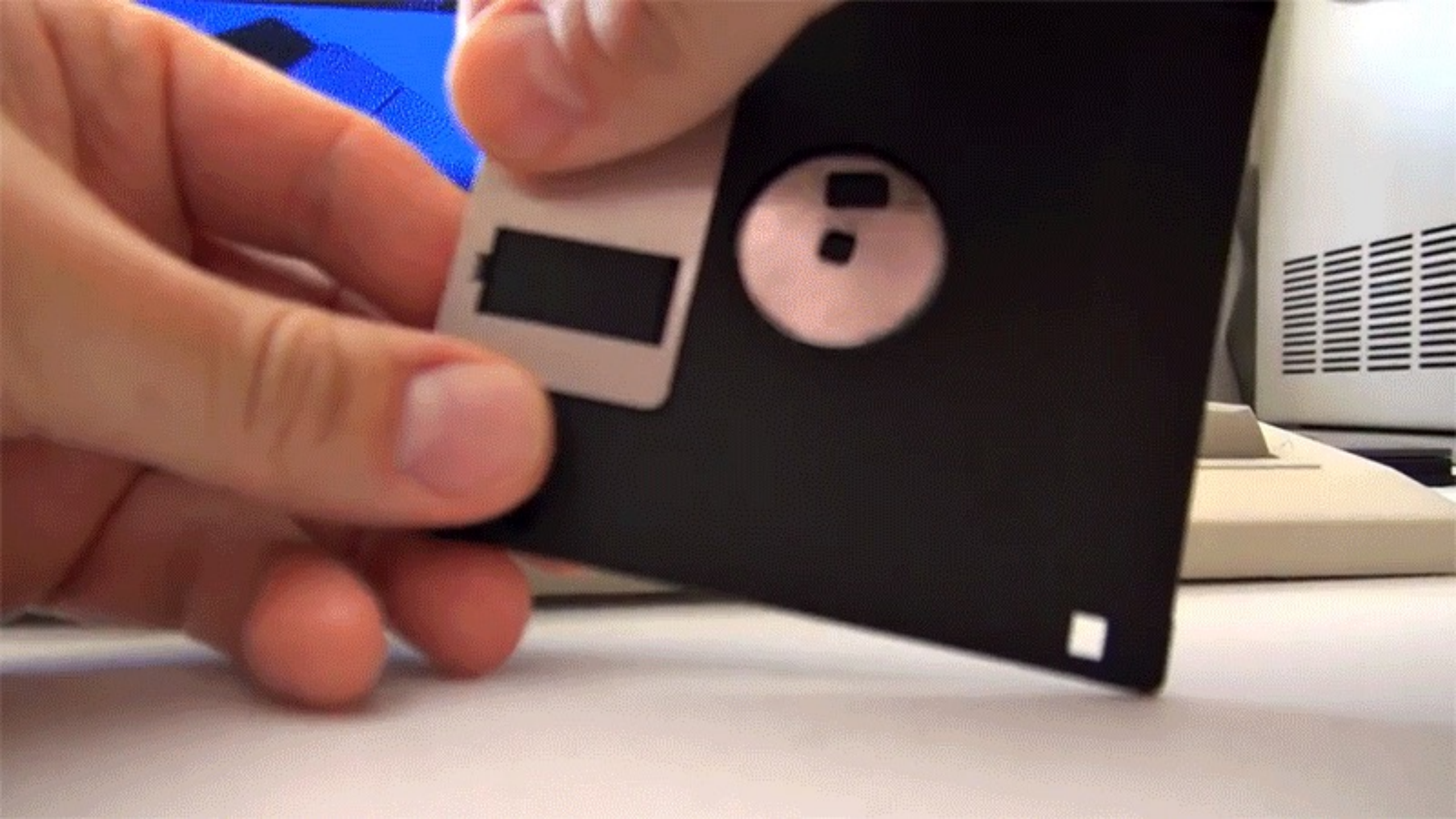
Neuroplasticity





**“When we think of innovation, we fail to recognize it’s
as simple as solving a problem.”**

-Michael Bonner





Ashe

Alleghany

Surry

Stokes

Rockingham

Caswell

Person

Granville

Vance

Warren

Northampton

Gates

Camden

Currituck

Watauga

Wilkes

Yadkin

Forsyth

Guilford

Alamance

Orange

Durham

Franklin

Nash

Halifax

Hertford

Bertie

Perquimans

Avery

Caldwell

Alexander

Davie

Davidson

Randolph

Chatham

Wake

Wilson

Edgecombe

Martin

Washington

Tyrrell

Dare

Madison

Yancey

McDowell

Burke

Catawba

Iredell

Rowan

Montgomery

Lee

Johnston

Wayne

Pitt

Greene

Beaufort

Hyde

Graham

Swain

Haywood

Buncombe

Henderson

Rutherford

Lincoln

Cabarrus

Stanly

Moore

Harnett

Wayne

Lenoir

Greene

Beaufort

Hyde

Cherokee

Macon

Jackson

Transylvania

Polk

Cleveland

Gaston

Mecklenburg

Union

Anson

Richmond

Hoke

Cumberland

Sampson

Duplin

Jones

Pamlico

Clay

Mecklenburg

Union

Anson

Richmond

Hoke

Cumberland

Sampson

Duplin

Jones

Pamlico

Scotland

Robeson

Bladen

Pender

Onslow

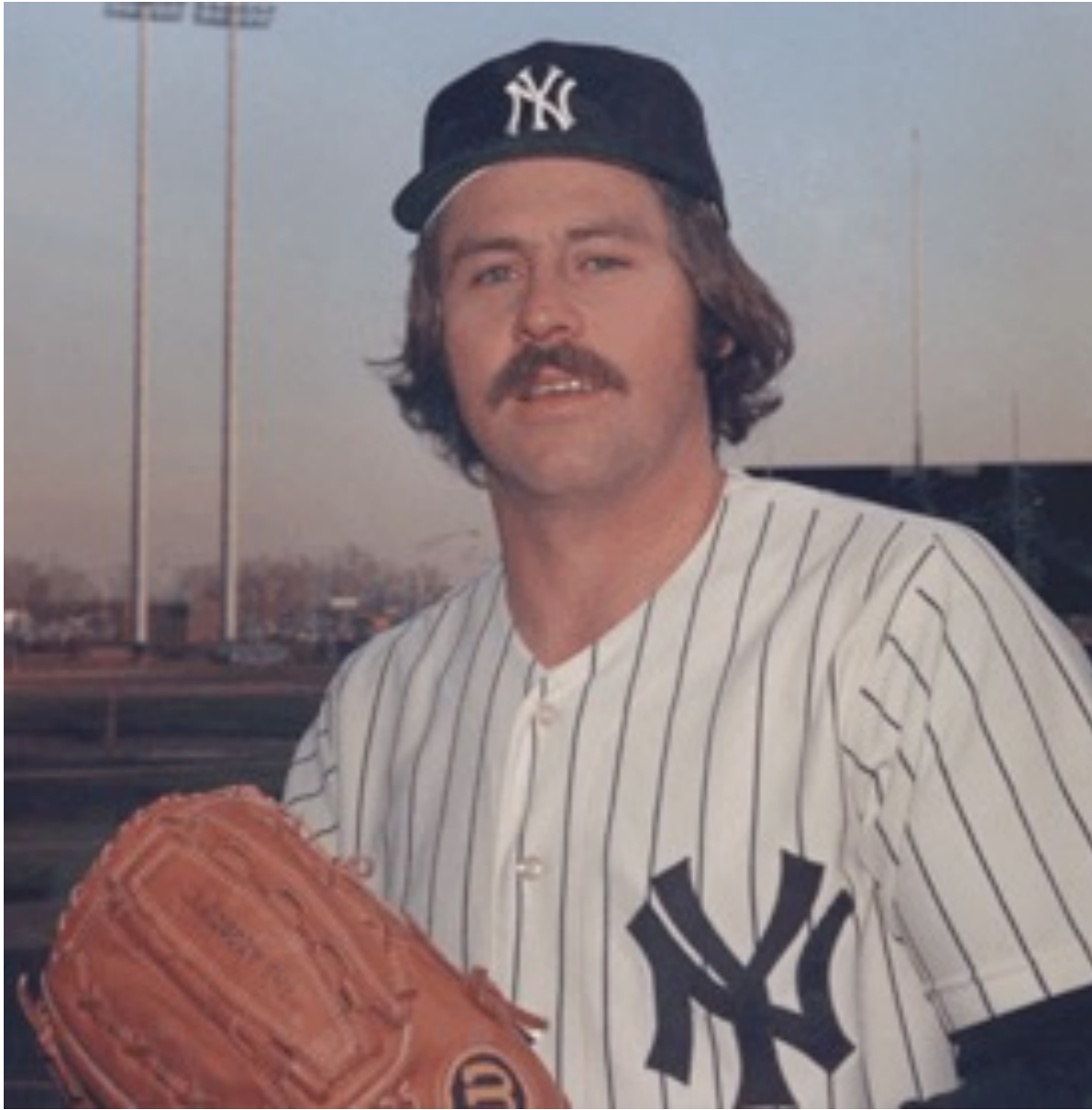
Carteret

Columbus

Brunswick

New Hanover







**PERQUIMANS COUNTY
PARK HOURS**

Sunrise to 5:00 pm Oct.- April

Sunrise to 8:00 pm May - Sep.

NO TRESPASSING AFTER HOURS

(Park is maintained by the Perquimans County
Recreation Department 426-5695)

NO

Alcohol
Pets
Profanity
Loud Music

ALLOWED

SUMMIT ON GOVERNMENT GOVERNING

PERFORMANCE & INNOVATION



A Mayors Foundation or Fund

- Both [New York City](#) and [Los Angeles](#) have a “mayors fund,” which is a nonprofit that encourages partnerships between government, philanthropy, nonprofits and businesses.
- The funds also receive donations to support government initiatives and evaluate their impact.



Compost Exchange

- Anchorage, Alaska, [allows](#) residents to bring in food scraps to the city landfill and get finished compost in return.
- "Innovation doesn't have to be technology," says Brendan Babb, the city's chief innovation officer.



Homecoming for City Expats

- The mayor's office in Gary, Indiana, wants the input and expertise of former residents who've moved away.
- In conjunction with alumni reunions at a handful of local high schools, the city is supporting a homecoming for its "expats." The city is also inviting former residents to provide feedback for its comprehensive plan.



Parking Tickets for Financial Empowerment

- The St. Louis Treasurer's Office collects parking ticket revenue. While most of the money goes to the city, Treasurer Tishaura Jones [uses](#) more than \$300,000 per year for "financial empowerment" programs, such as free children savings accounts, tax assistance for low-to-moderate income filers and financial literacy classes.

"We're able to use a portion of our revenues ... to invest in people and turn parking tickets from something people hate to something people hate a little less," says Jones.



A vibrant sunset scene with a bright sun low on the horizon, casting a golden glow and reflecting on the water below. The sky is filled with scattered clouds, some of which are illuminated with a deep red and orange hue, while others are in shadow, appearing in shades of blue and purple. The overall atmosphere is serene and dramatic.

The Perfect Time to Quit



 eleTube







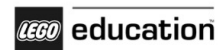
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**What are you choosing
to quit today?**



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