

# Roller Derby for the Workplace

Be Bold, Agile, and Team-Up for the Win



- 4 on 4 = 10 skaters
- 60 minutes
- 2 Halves
- <2 min "Jams"

- Rose City (Portland)
- Gotham (NY)
- Victorian (Victoria, AUS)
- Arch Rival (St. Louis)
- Denver Roller Derby
- Texas
- Angel City (LA)
- Montreal
- Philly
- Rainy City (Centralia, WA)
- Crime City (Sweden)
- 2X4 (Buenos Aires, Argentina)
- Rat City (Seattle)
- Santa Cruz
- Helsinki (Finland)

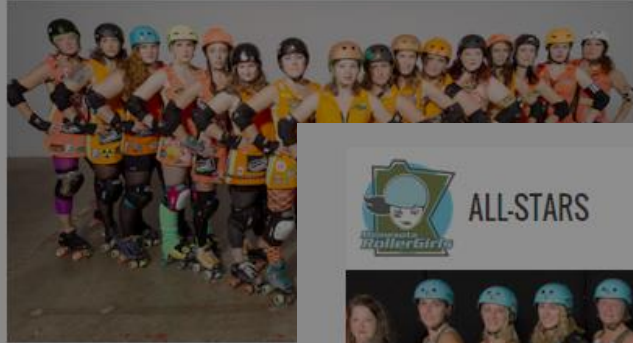






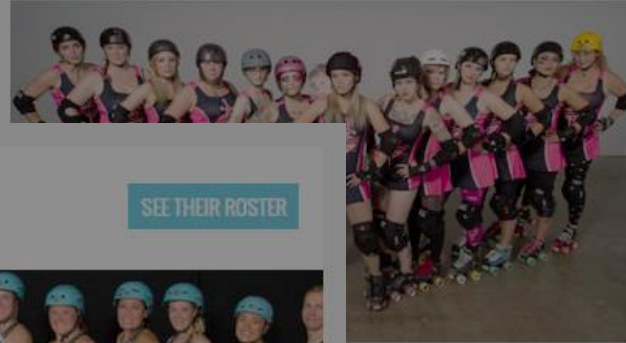
ATOMIC BOMBHELLS

SEE THEIR ROSTER



DAGGER DOLLS

SEE THEIR ROSTER



ALL-STARS

SEE THEIR ROSTER



GARDA BELTS



SEE THEIR ROSTER



12th



7th



# Let's JAM

Needed: 9 volunteers





Off the Track...



# Question 1:

How did you get into Roller Derby?

# BOLD

Experiment  
Change





# Taking Leaps



**Sarah Martyn Crowell**

December 31, 2009 · 2 people · ▼

Aaron gave me my New Year's resolution: seek out the DC Rollergirls.

## DC Rollergirls

The long winter nap is over and the DC Rollergirls are back to rocking the house at the DC Armory with two bouts of action packed roller derby fun. See the rematch between DC DemonCats and Scare Force ...

[DCROLLERGIRLS.COM](http://DCROLLERGIRLS.COM)



Like



Comment

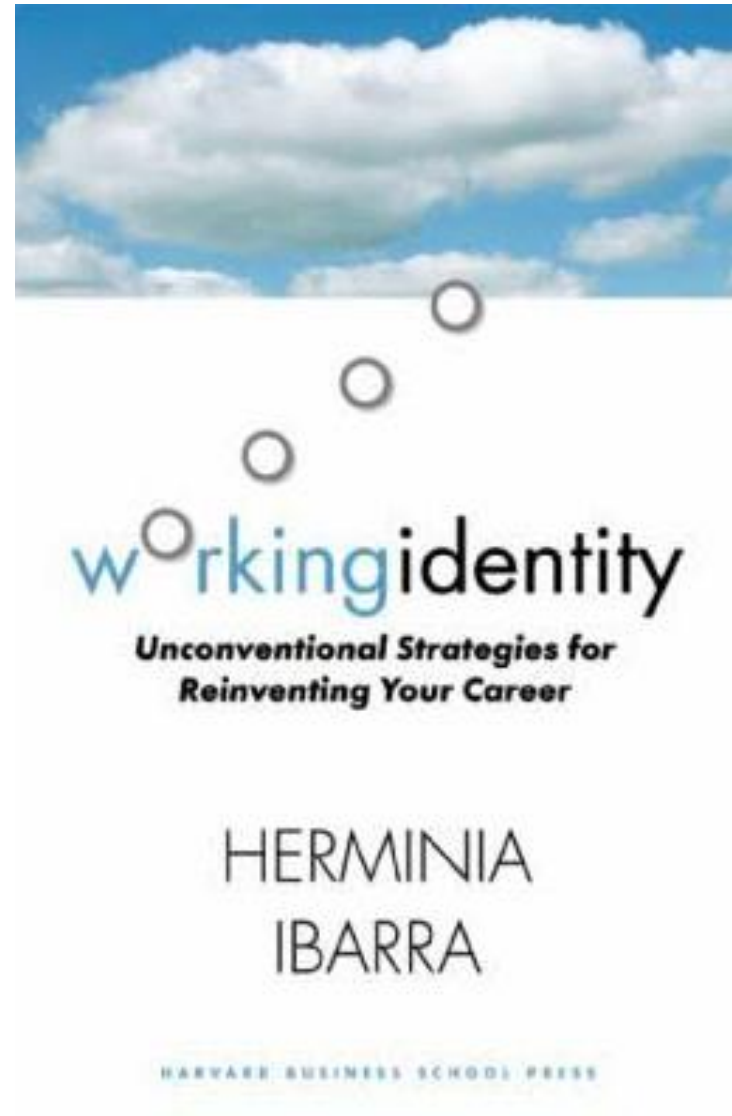


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# Herminia Ibarra

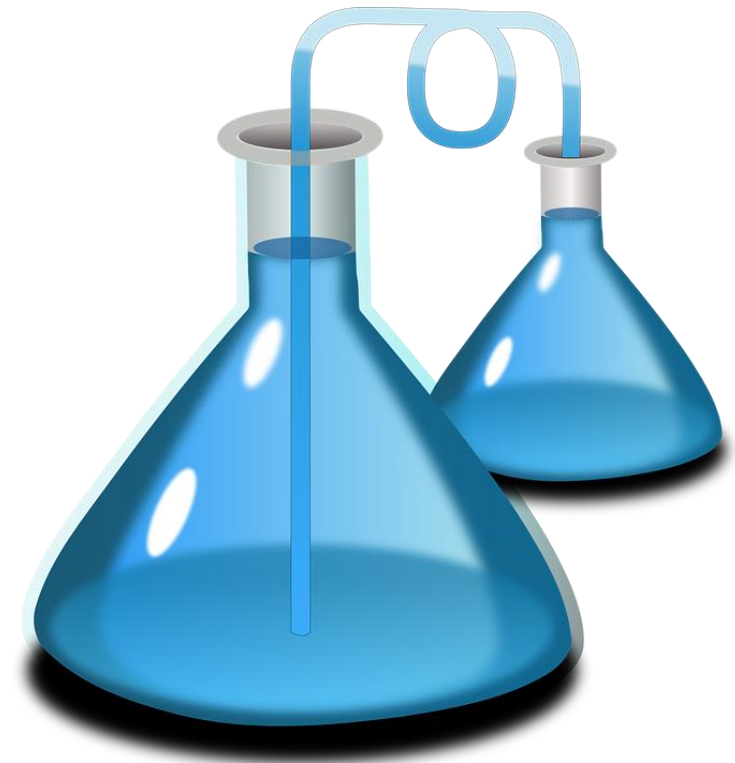


# Working Identity

- **Act your way** into a new way of thinking and being. You cannot discover yourself by introspection.
- **Don't wait for a cataclysmic moment** when the truth is revealed.
- **Change (Being bold) happens in bursts and starts.**  
There are times when you are open to big change and times when you are not. Seize opportunities.
- **Explore your curiosities**

Jam #1:

Get outside  
your zone





# Question 1a:

How did you get **dive** into Roller Derby?

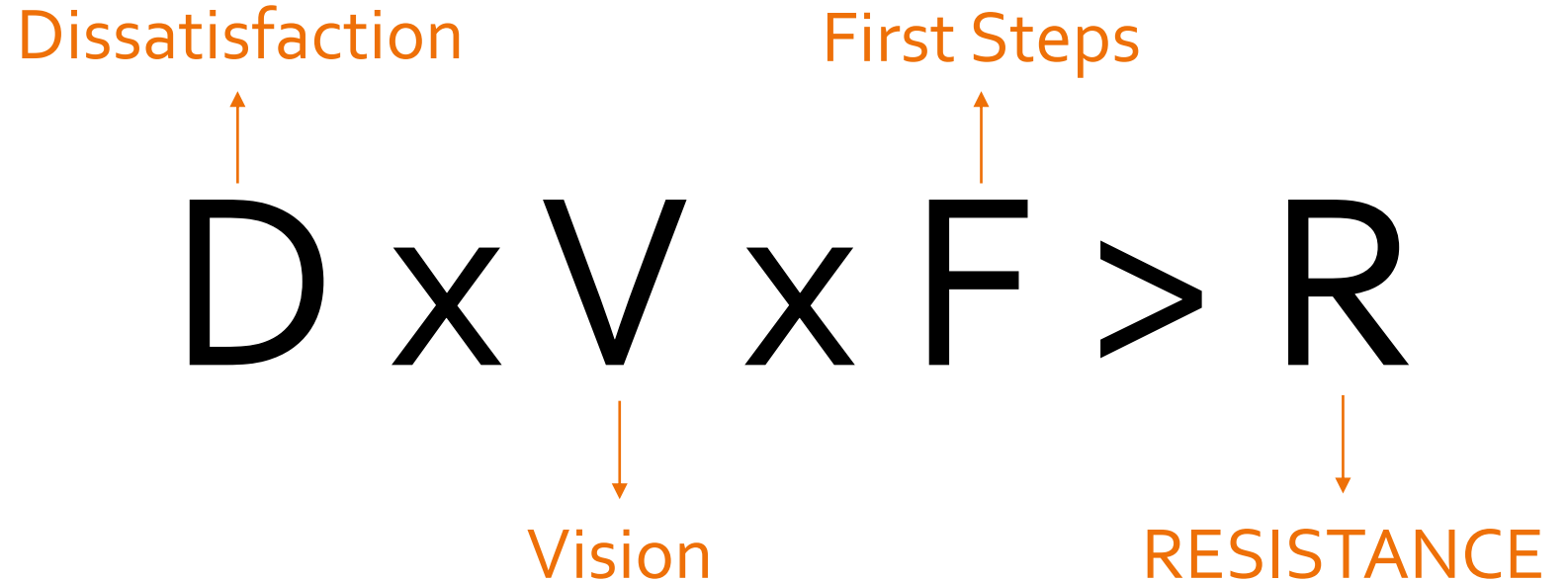
# Change Management



Gleicher (60s)

Beckhard and  
Harris (70s/80s)

Dannemiller  
and Jacobs  
(90s)





Jam #2:  
Where's Your  
Bus Going?

$D \times V \times F > R$

# Question 2:

What position do you play?

# AGILE

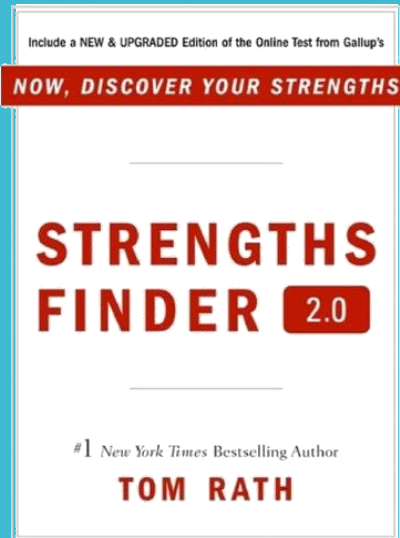




# Different Strokes for Different Folks



# What Are Your Strengths?



Achiever

Communication

Futuristic

Positivity

Activator

Connectedness

Harmony

Relator

Adaptability

Developer

Ideation

Self-Assurance

Analytical

Fairness

Learner

Strategic

Arranger

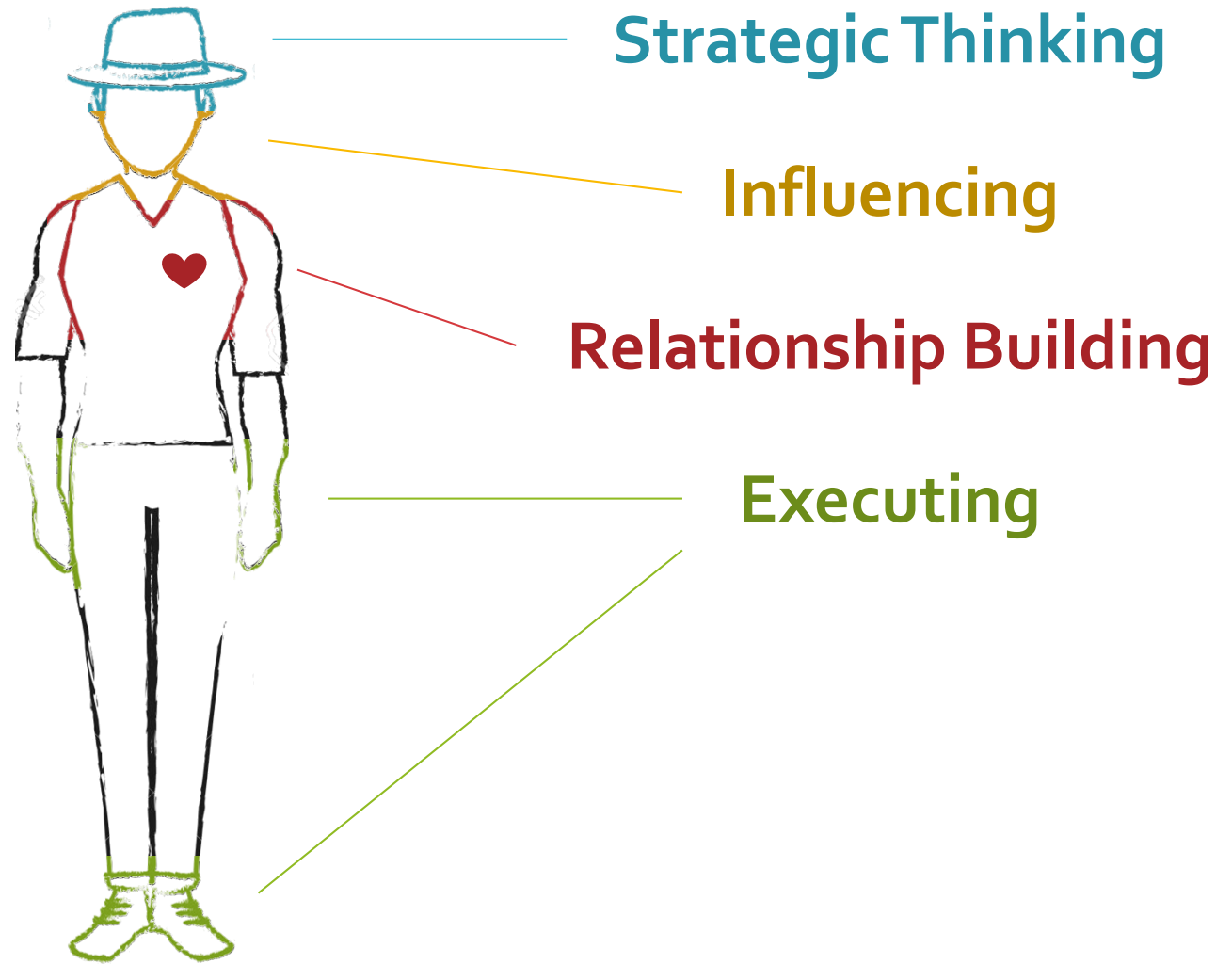
Focus

Maximizer

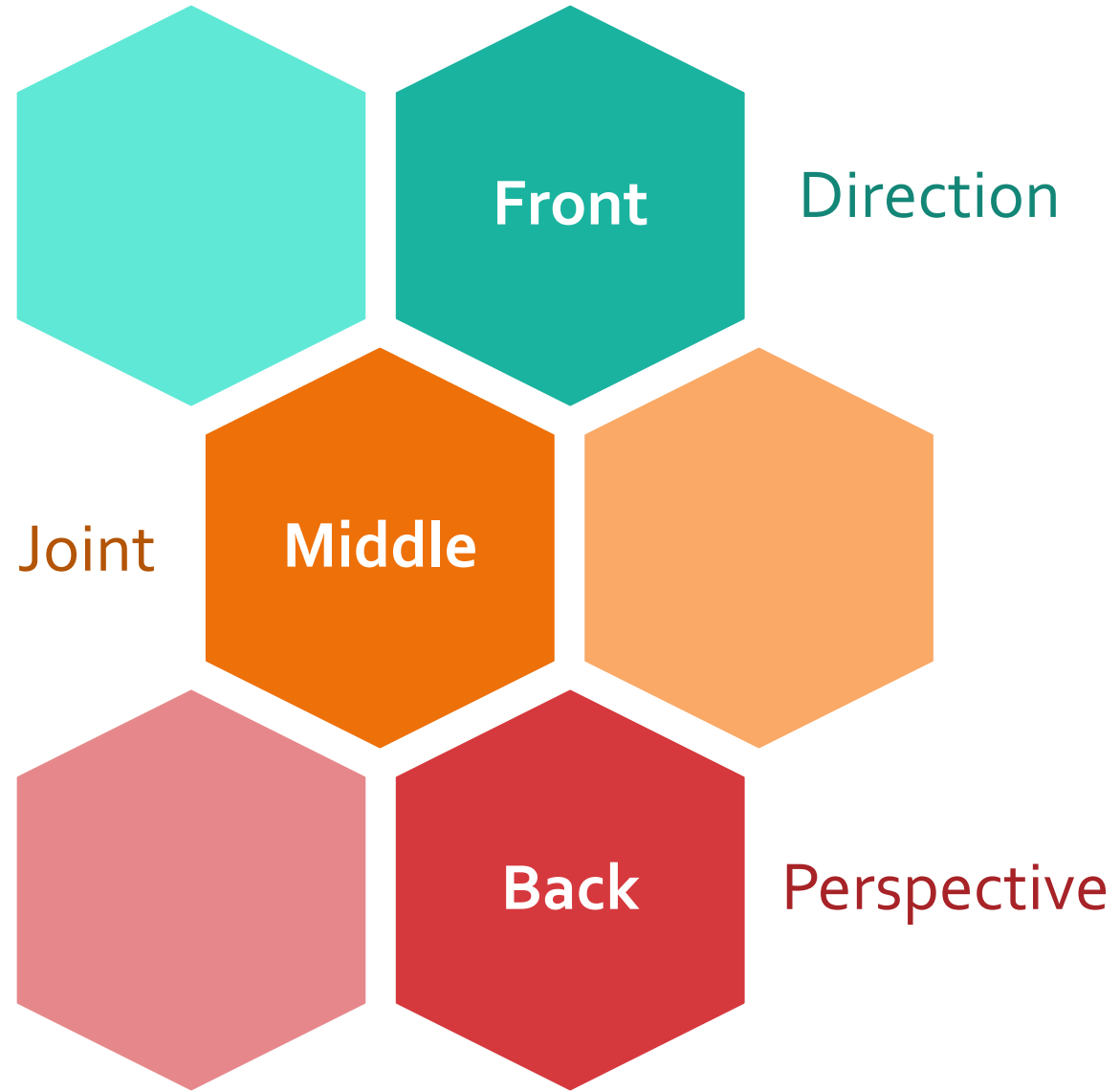
Woo

StrengthFinders

Leadership  
Domains



Front  
Middle  
Back





# Question 3:

What's your Roller Derby name?

Cro



Disney  
Villain

# The Power of the Alter Ego



Jam #3:  
Create Your  
Leadership  
Persona

Strengths  
Position  
Alter Ego



# Question 4:

How does a league work? (And well?)

# TEAM UP FOR THE WIN



# A Nexus of Roles



# A Nexus of Roles

Social Responsibility Manager

Merchandise Director

Events Manager

Board of Directors

Production Director

Marketing Chair

Finance Director

Lobby Coordinator

Art Director

Home Team Captains

Pre-Show Coordinator

Referees

All Stars Captains

Volunteer Coordinator

Recruitment Manager

Home Team Coaches

VIP Coordinator

Halftime Coordinator

All Stars Coaches

Bootcamp/Clinic Coordinator

Sponsorship Manager

Travel Manager

Safety Manager

Trainers

Finance Director

HR Manager

Public Relations



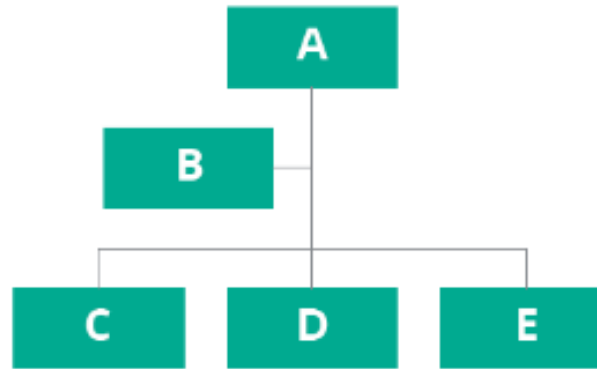
# Deloitte Human Capital Trends

2016  
2017

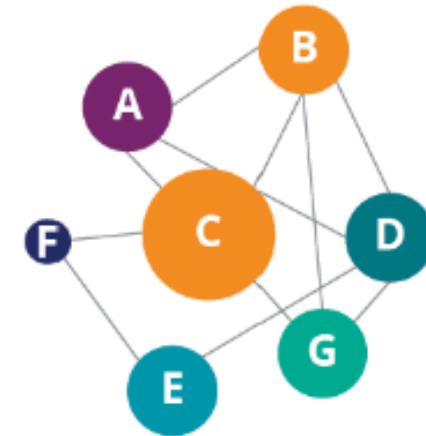


# Fast Adaptable Rapid Learning

How things *were*



How things *are*



How things *work*



- Shared values and culture
- Transparent goals and projects
- Free flow of information and feedback
- People rewarded for their skills and abilities, not position

## Elements of Success

- **Customer/Mission Teams**
- **Team-Led Goals**
- **Exchange Silos for Info Centers**
- **Cross-Team Collaboration and Talent Sharing**
- **Strategic Senior Leader Roles**

# Know Your Brand





# Brand Define Your Framework



S – tory

O – utcome

A – dded Value

P – ersona

# Recap

- BOLD
  - Experiment / Be Curious (Herminia Ibarra)
  - Change Management ( $D \times V \times F > R$ )
- AGILE
  - Leverage Strengths
  - Know from where you lead
  - Power of the Alter Ego
- TEAM UP FOR THE WIN
  - Team Networks
  - Branding – KSAs and SOAP

Thank  
You!

