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UTILITY RESOURCES LLC

# ★ 2021 MIDWEST ★ DAMAGE PREVENTION ★ TRAINING CONFERENCE



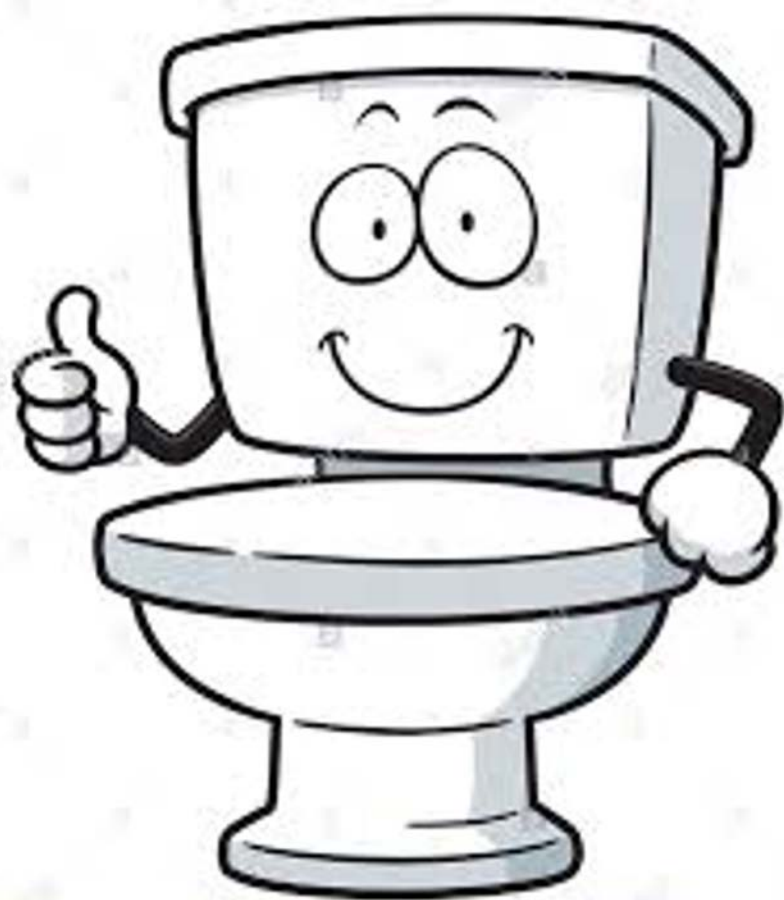
## ***Adapt and Overcome***

*John Brix*

November 2021  
French Lick, Indiana









# After a Presentation



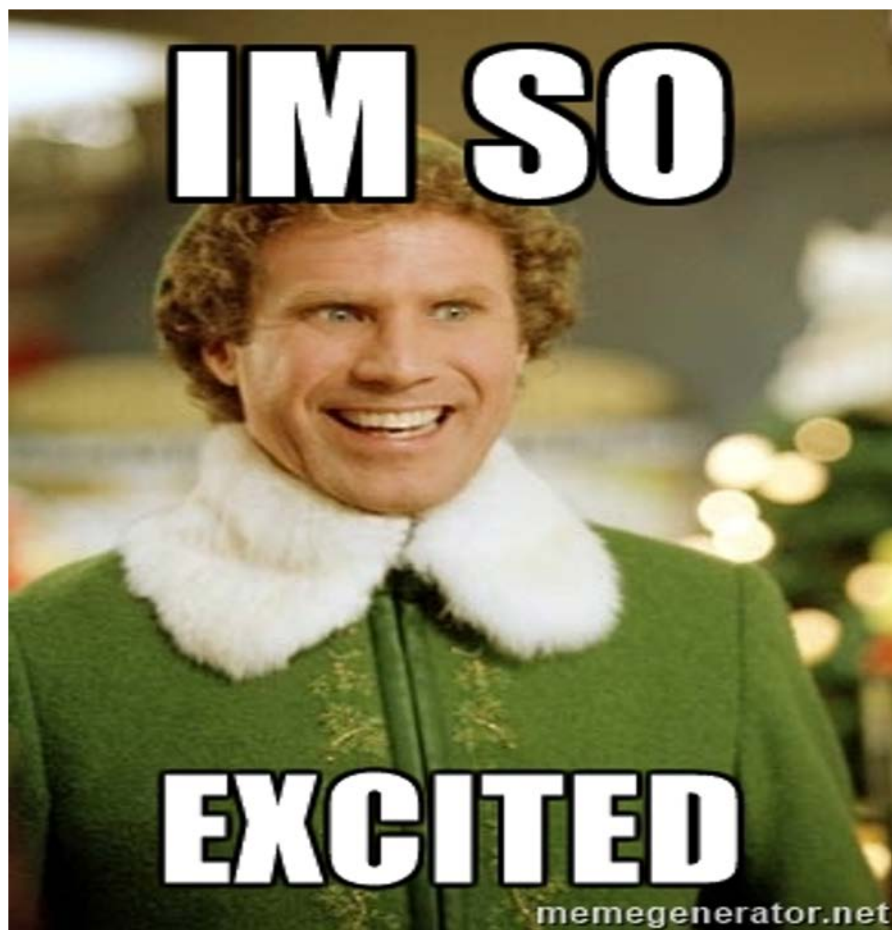
We need your Help!

**S.O.S.**



# How do we use these tools to manage Change?





I am a Change Otaku

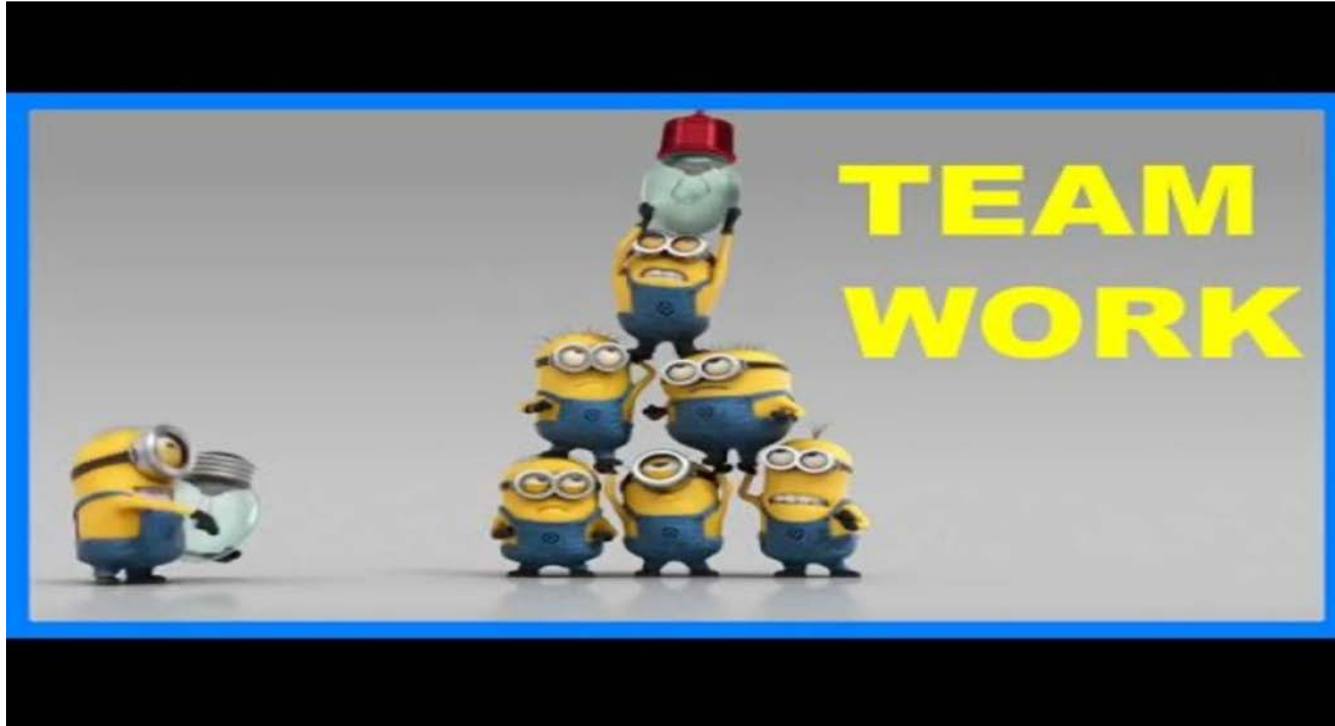
**OTaKU**



# My dream Job....



# Work with Teams to Fix Problems



# Nothing more Exciting or Rewarding

“TO SUCCEED,  
YOU HAVE TO BELIEVE  
IN SOMETHING WITH  
SUCH A PASSION THAT  
IT BECOMES A REALITY.”

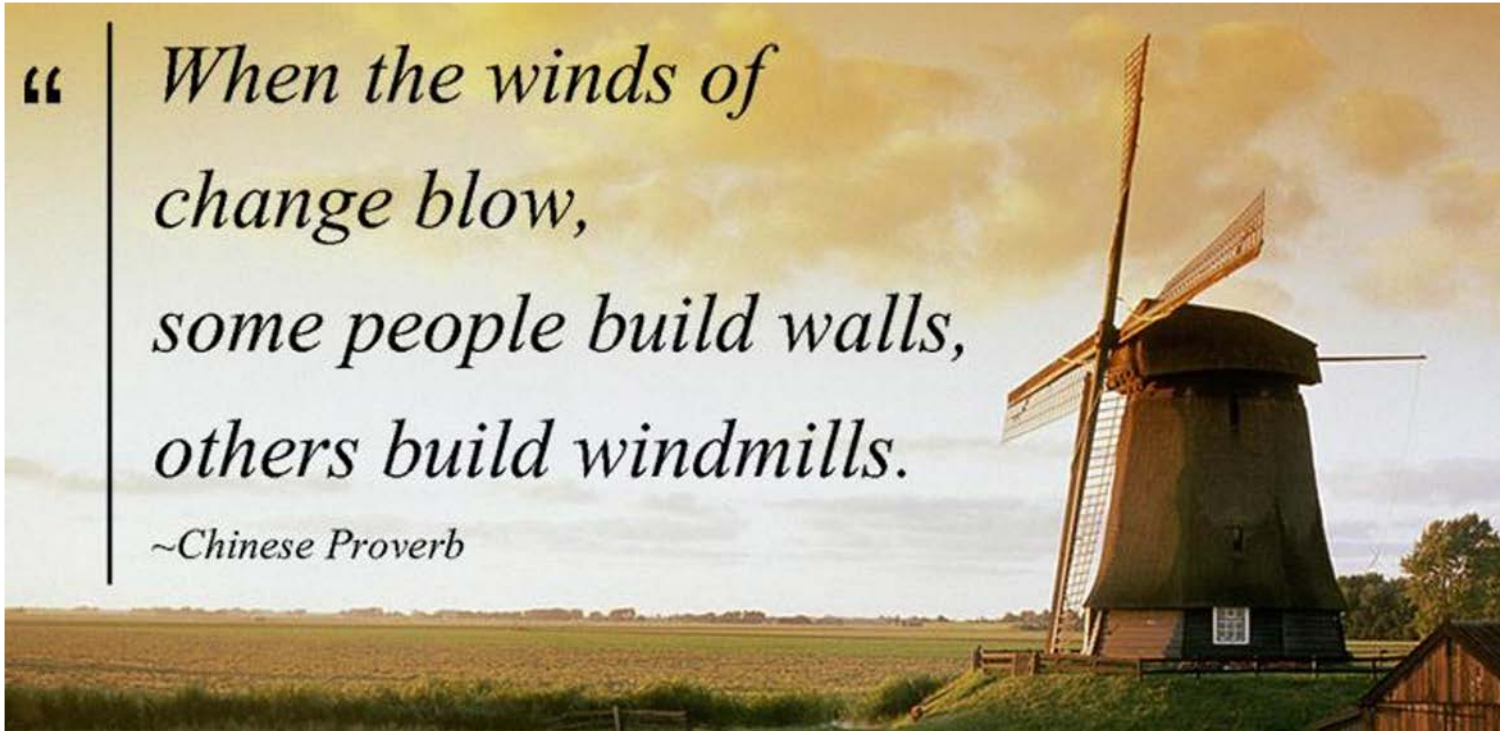
Anita Roddick



# I like Change

“ *When the winds of  
change blow,  
some people build walls,  
others build windmills.*

*~Chinese Proverb*



# Maybe Policing made me that way....



# We had to accept change....

## 911 CALL

### "SWATTING" INVESTIGATION

**CALLER:**

"HI I JUST... I JUST KILLED MY DAD. HE WOULDN'T GIVE ME MY XANAX. I HAVE AN AK-47 AND I SHOT HIM IN THE FACE BECAUSE HE WOULDN'T GIVE ME MY XANAX."

**DISPATCH:**

"OKAY HOLD ON JUST A MINUTE FOR ME. STAY ON THE PHONE WITH ME."

**CALLER:**

"I HAVE MY MOTHER TIED UP IN THE KITCHEN."



# Murphy Hates Cops!



more awesome pictures at [THEMETAPICTURE.COM](http://THEMETAPICTURE.COM)



# There was Nothing “Routine”



# I want to Share our Mantra with you.....





**KEEP  
CALM**

**ADAPT  
OVERCOME**

KeepCalmAndPosters.com



Let's talk about Change



# First lets look at “Change”

SYGMA

## Definition of “Change”

### Change

*Noun or mass noun*

*Verb with or without an object*

- Transformation, evolution, modification which results in something not being the same.
- To change means to modify or transform something and change it to some degree without altering its essential nature.

Based on the Larousse



# People Don't like the Word “Change”



# “Change is Tough”

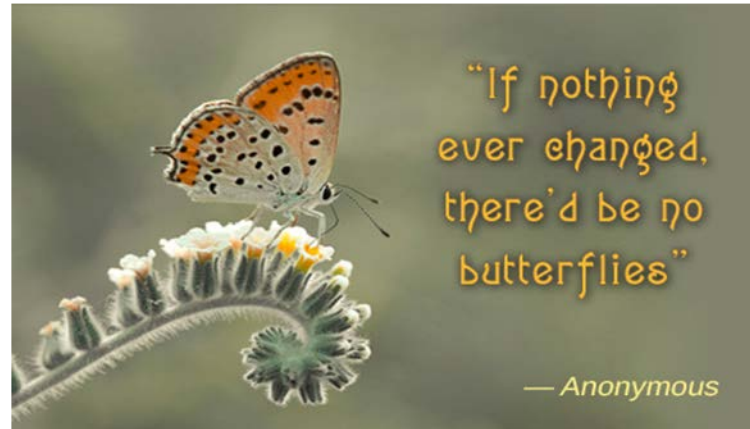
IF YOU WANT TO  
**CHANGE**  
YOU HAVE TO BE  
**WILLING**  
TO BE  
**UNCOMFORTABLE**

**CHANGE IS  
HARD AT FIRST,  
MESSY IN THE  
MIDDLE AND  
GORGEOUS AT  
THE END**

**all great changes  
are preceded  
by chaos**



# But yet we experience Change every day.....



# Why do we fear change?



## CHANGE

IT'S A SHORT TRIP FROM RIDING THE WAVES OF CHANGE TO  
BEING TORN APART BY THE JAWS OF DEFEAT.

[www.despair.com](http://www.despair.com)



# “Change” means breaking “Routine”



# Routine is Life Saving



So lets Change ..... “Change”

# a - dapt

/ə'dapt/

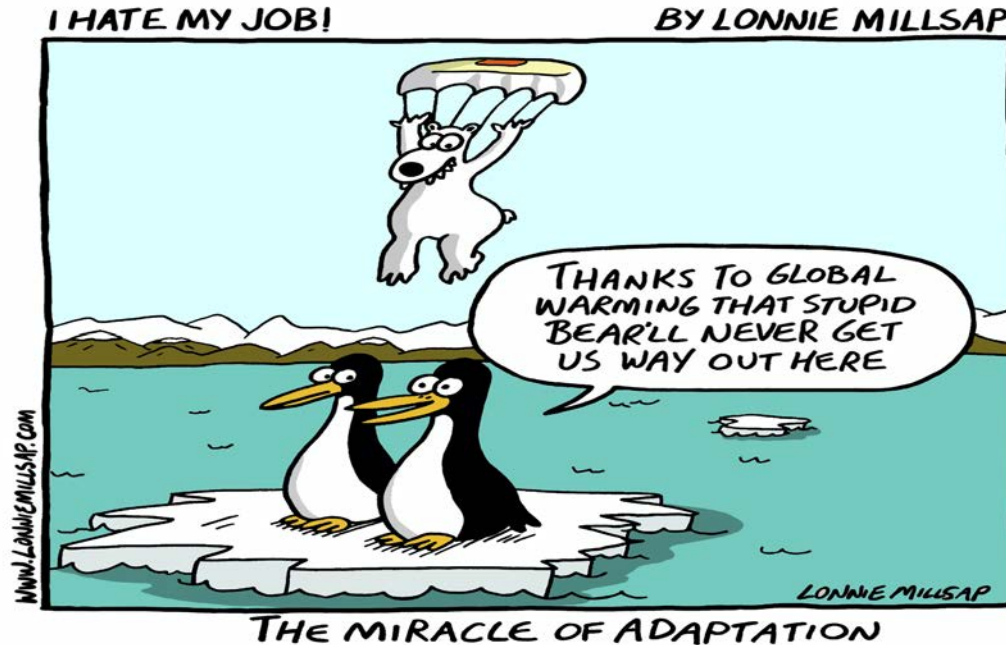
Verb

Make (something) suitable for a new use or purpose; modify.

Become adjusted to new conditions.



# Better for Subconscious Thought



# Because we Adapt Very Well



# Chileans that I was Insane



# And if we “Adapt” we “Expand”



# Asked about “Extreme Ownership” by Jocko Willink

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## **EXTREME OWNERSHIP**

HOW

**U.S. NAVY**

**SEALS**

**LEAD AND WIN**

**JOCKO WILLINK AND LEIF BABIN**



# Took Extreme ownership in an Unsafe Culture



# Google has created that Culture



"Total responsibility for failure is a difficult thing to accept, and taking ownership when things go wrong requires extraordinary humility and courage. But doing just that is an absolute necessity to learning, growing as a leader, and improving a team's performance."



# By allowing employees to fail



# You learn more from failing than from Succeeding

It's only a  
**failure**  
if you don't  
**learn**  
something



# Gives a culture of being able to admit failing....

**"Mistakes are  
always  
forgivable, if  
one has the  
courage to admit  
them."**

**Bruce Lee**

*NobleQuotes.com*



# Creates a culture of “Extreme Ownership”



And creates a culture of  
“Adapting”



# You cannot force 'Change'



# Because we want to “Expand”



The art of life is a constant  
readjustment to our  
surroundings.

*~ Kakuzo Okakura*

[www.sandglaz.com](http://www.sandglaz.com)



# Educate them on the “Whys”

It is not the strongest or the most intelligent who will survive but those who can best manage change.

~ Charles Darwin

[www.sandglaz.com](http://www.sandglaz.com)



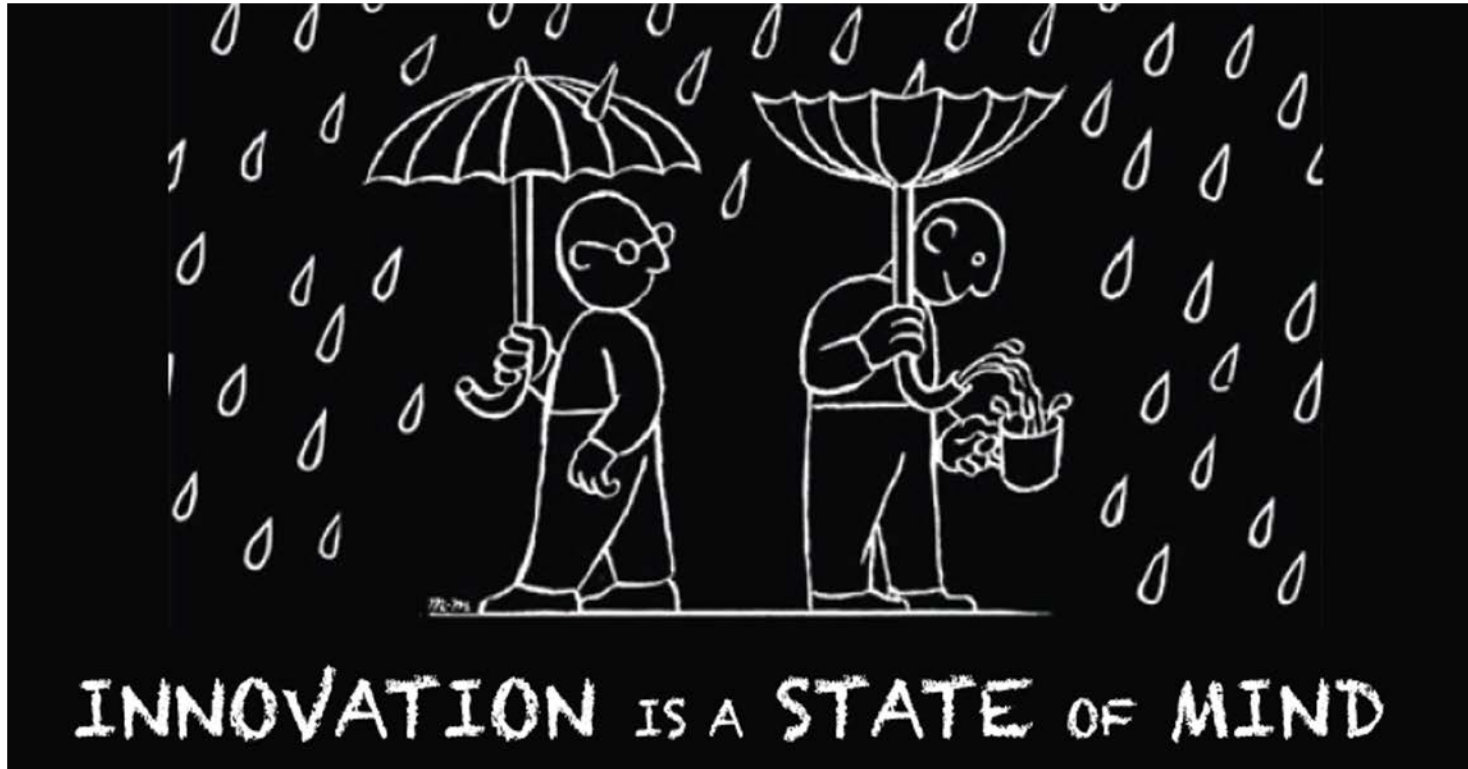
# Create Change Otakus

"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— *SOCRATES*



# Innovation is Adaptation



If you want to be successful  
you have to Foster Innovation



So how do we do this?



# High level view of how to share these new ideas!



# Remember the Rule of 3



# 3 Second Hook



# 30 Second Advertising



# 30 Minute Meetings



# Use the rule of 3 To educate!



# Remember the Pink Cow



# Give them something to talk about!



# Nature Thrives by Adapting



# Bushido analogy to build your team!



# Leaders mission is to find passion!



# “One Team”



# Need to Create a Path to express ideas safely.



It is okay not to know, it is never okay not to ask!



# Questions?



This presentation and  
others will be on  
Youtube!

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