

RODNEY C.
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- WORKING TOGETHER -

The ALL – IN model

Excerpt from the book, "The 5 Fast Features for Fixing Firms"

The Five

5

Fast Features For Fixing Firms

Effective, budget-friendly tools for improving your organization.

by

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*Excerpt from the
fourth feature:*

Capacity Builders:

**“The ALL - IN
Model”**

The ALL-IN model

(growing loyalty in your people)

Major shout out to THREAD.ORG in Baltimore MD, which created this model as their approach to building meaningful relationships across lines of difference among their people!

i) IN-vesting: The etymology of *invest* means to *cover on the inside*. When a person feels like you are taking the time / effort / resources to support them in the ideals intrinsic to them, they feel more valued, more secure and thus more loyal towards you. There's a cliché that says '*have a vested interest in it...*' This means to be concerned with its success on an intimate level. Let's explore ways to make our people feel this. Cover them, honestly / earnestly, from the inside out and we will reap the benefit of their loyalty.

ii) IN-spiring: The etymology of *inspire* means to *breathe into*. In what ways can we breathe new life into our people? In what ways can we create the conditions for them to get excited about the work again? Let's continue to *be a breath of fresh air* for our people, and watch them continuously come alive in a way that is intentional and sustained. -- The loyalty will naturally bloom within us.

iii) IN-terconnecting: The etymology of *interconnect* means to *tie together*. The root word also harkens back to *creating bonds between* things. In what non-work related ways can we create opportunities for us all to build bonds across lines of

difference? In what ways could this be accomplished right here in the workplace? – Keep in mind, if this is a new experience for them, they may not immediately jump at the idea. This is because *consistency creates the paradigm shift we desire*. So institute a schedule in which these experiences become commonplace for us, and watch loyalty within the organization grow!

iv) IN-volving: the etymology of *involve* means to *roll up into*. Organizations that wish to maximize participation from their constituents should look for ways to bring them to table and involve them in the decision-making. Policy, rewards, incentives, restrictions -- and even corrective actions – all become more tenable / sustainable when the voices and perspectives of the people directly affected are rolled up into them. This builds loyalty; this creates feelings of mutual respect.

v) IN-terchanging: the etymology of the word *interchange* means to *swap between*. Progressive leaders designate a day/week to regularly swap roles with their subordinates periodically, on an interval that makes sense. The cyclical nature of this experience creates patience, understanding, grace, and shared meaning. Allow them to grasp all that goes into our work, AND VICE VERSA; it can be a powerful tool in building loyalty amongst our people. Which day(s) would be the most conducive for this type of swap?

Plan it. Schedule it. Implement it.

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-- For more ideas about all of these check out [Thread.org](https://www.thread.org) today! --

*(The 5 Fast Features...*

*by*

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- WORKING TOGETHER -

*...For Fixing Firms)*

## ~ *Finale* ~

Over the course of this book, we delved into the five fast features for fixing firms:

### **For the *Communication* feature...**

We learned that *understanding* one another is the true essence of communication; that food and background music may help meetings flow better; that there are more effective ways to check in with each other over time; that having less meetings could improve the efficacy a singular meeting; and that by giving structured space to hear feelings and challenges we can empower each other to find effective solutions...

### **For the *Club Membership* feature...**

We learned that almost all groups experience the same phases as we do; that becoming familiar with how our colleagues process information can improve our team structure; that by encouraging each other to achieve worklife balance we all gain a more positive working atmosphere; that increasing our understanding of how interdependent we are on the other teams we feel more supported by our colleagues; and that by smoothing how we bring folks in and out of our org, we become the ideal place to work and thrive...

### **For the *Change Management* feature...**

We learned that our growth is a natural part of life, and that we can help each better adjust to it by doing the following: utilizing *s.m.a.r.t.* goals; conducting a *s.w.o.t.* assessment; scheduling time to *re-evaluate* our progress; mapping our future with a *strategic* plan; and gaining a solid understanding of our true *identity*...

### **For the Capacity Builders feature...**

We learned that we can improve our efficacy as leaders by staying connected to the duties of the roles beneath us; that by bettering ourselves we can help lead others to find their own better self; that by cross-training in the other departments within our org we can help our team connect the dots; that loyalty happens after people feel taken care of; and that sometimes doing everything for them instead of building their ability to do it themselves gets us stuck in a *worker-b* trap.

### **For the 5 Cs (Stakeholders) feature...**

We learned that there are five types of stakeholders: Consumers, Clients, Customers, Constituents and Contributors. We explored what motivated them to be connected to our organization in the way(s) they have chosen. We developed our understanding of our relationship to them, and how often they would frequent our presence. And most importantly, we took a step back, and viewed ourselves through their lens, to better assess our true value to them / for them.

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**Each time we dove into these features**, we followed it up with a simple yet effective activity designed to be done by ourselves or with one other, right there onsite. And each activity, as well as each feature, can be accomplished in full or in part by any one of us from our respective role in the organization; it is not a requirement that we are the founder / ceo / manager. We can bring value to the team just by being our selves.

Remember that most of our problems are rooted in the interconnected relationships of the people that we work with, and that by improving these relationships, we can improve the efficiency of the work.

This book features five fast tenets to fixing your firm.

Apply these principles and empower your organization.



# *The 5*

## *Fast Features for Fixing*

### *Firms*

Effective, budget-friendly tools for improving your  
organization.  
by

**Rodney C. Burris**

Author of the best-selling self-improvement series,

**“Get Off the Cycle  
and *RUN!*”**

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Complete Set, Today!