

From Me to We

Building a High-Performing, High-Retention Team

Chris Bailey

Founder & Principal Consultant

Bailey
LEARNING WORKS

a bit about me:

25+ years at the intersection of
workforce and leadership
development

focus: help organizations develop the
leaders their teams actually need
right now

native West Virginian

M.Ed from University of Georgia

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LEARNING WORKS

what I already know about you

you care about

LEADING

&

MANAGING

in a way that works for
people



your
HABITS
follow
you

our focus today:

NAME what gets in the way

*CONNECT to what your team
actually needs*

*PROVIDE you with things you can
do*



*the habits that get
in the way of
WE*

A network diagram on a dark blue background. It consists of several square nodes, each containing a stylized person icon. The nodes are interconnected by thick blue lines. One node in the center is highlighted in a light orange color, while all other nodes are a light blue color. The overall layout is a complex web of connections.

habit #1

*I DO
the work*



habit #2

*I CONTROL
the work*



habit #3


IFOCUS
on the work

question:

*what's one habit
you had to
unlearn?*



your
HABITS
have an impact
around you



*what do people
need to be their
best?*

thing # 1

sense of
TRUST

thing #2

sense of
SAFETY

focus # 3

sense of
BELONGING

why is this important?

32%

*workplace feels isolated
or impersonal*

Gallup, 2025

your #1 job

***CREATE THE
CONDITIONS***

*for your team to
be its best*

The background features a dark blue grid of interconnected lines forming a network. At various points along these lines are small, light blue icons of a person's head and shoulders. In the center of the image, a single wooden block is placed on the grid, partially overlapping the text.

what does

WE

actually look like?

gallery walk activity

use sticky notes

respond to prompts

8- 10 minutes



practices
to take back



practice #1

go FIRST

*build the trust that makes everything
else possible*

practice #2

ASK

before assuming

*develop safety and
you develop people*



practice #3

NAME

what you see

*create a place where
people feel they belong*



trust

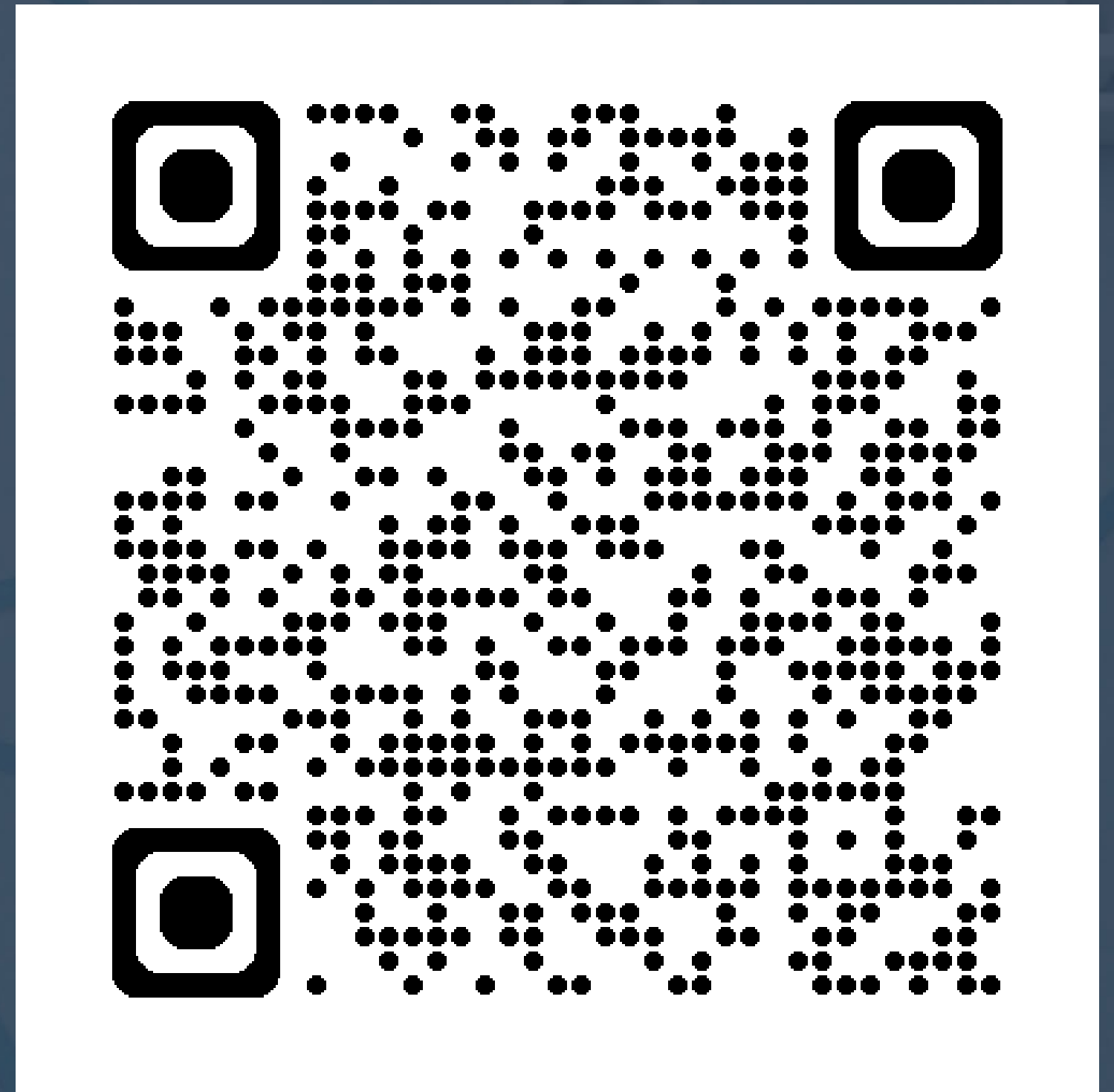
safety

belonging

The background features a network of blue lines connecting various icons of a person in a square frame. The text is centered and written in a white, italicized serif font.

*what ONE action
will you DO
in the next 5 days?*

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