

Increase
Your
Effectiveness!
For Managers,
Employees &
Teams

Whale Done!™



The Power of
Positive Relationships

Discussion Guide

Whale Done!™

Preview

Discussion Guide

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This Program Is Designed To

Whale Done!TM is designed to help guide your discussion on the power of positive relationships and the impact relationships have on achieving results.

We have to rely on and work with others in order to achieve results. The problem is that many work environments are not conducive to positive relationships. Instead, they employ the GOTcha approach. If someone does something wrong, then they think it is their job to point it out and say, "GOTcha!" While focused on the mistake, they are inadvertently reinforcing the negative behavior.

This program focuses on the **Whale Done! Approach** and can have a dramatic positive impact on your relationships with others. It is contagious and will help your organization increase productivity, improve employee morale, and achieve better results.

This guide provides you with an overview of the **Whale Done! Approach**. Discussion questions have been included to help you stimulate discussion surrounding the **Whale Done! Approach**.

Whale Done!TM **Approach**

The **Whale Done! Approach** is really quite simple and easy to use. It consists of three components that, when used together, help develop positive relationships and increase productivity. The three components are:

1. Build trust.
2. Accentuate the positive.
3. When mistakes occur, redirect the energy.

Whales Versus People

What do whales and people have in common?

When Ken says, "You can't punish a 9,000 pound orca and then expect the trainer to get in the water with them," why does that same statement apply to people as well?

Why do you think Ken uses killer whales instead of other animals to get his message about positive relationships across?

Positive Relationships and Results

What do positive relationships have to do with achieving results?

Ken keeps using the phrase, "the true power of positive relationships." What does this phrase mean?

What did Ken say was the foundation for building positive relationships?

Building Trust

What did the whale trainers say was involved with building trust?

How would a killer whale know if someone is being sincere and honest? How do you know when someone is being sincere and honest?

What does the concept of "First, do no harm" mean?

How do the trainers know when they have built trust with an 9,000 pound killer whale?

What do you think might happen to the trainer if he or she decided to cut corners and not take the time to build the appropriate level of trust with the whale?