



The 4th annual Rock.Paper.Scissors To do, To done, To not do, To stop doing & To'odle compilation

It's a new year, accompanied by the smell of a new calendar, a fresh start, a clean page. At this time of year you may have already made (& broken?!) several resolutions. Or you may be going strong with a resolution or two.

Wherever you find yourself, take heart from the inspiring people I've interviewed below for the **4th annual 'to-do, not to do.'**

They're an interesting, eclectic bunch. From Mike Volpe, CMO of HubSpot to Chris Weeks Director of Humanitarian Affairs for DHL, from white hot Danielle LaPorte to Disaster & Post-Conflict UN Chief, Dan Lewis, you'll find something to inspire your gray matter, motivate you out of your seat towards customizing & keeping your own to-do's, not to do's etc.

Based on people's aversion & boredom with to-do lists, 4 years ago, I started a more creative to-do tool, one meant to inspire & lift you up. It's made up of:

- **To Do** * things I want to start doing, being or having
- **To continue doing** * these work, so I should continue doing these
- **To stop doing** * I tried these but they aren't effective, so I shouldn't do them anymore
- **To not do** * I know I want to stay away from these
- **To done** * that's not a typo; these are my accomplishments – I am proud of these. This one is left off most lists I know of & yet it's critical to take time to reflect on what we've done not just on what's left to do.
- **To-oodle** * what I do when I need/want to avoid following my lists & let my mind wander

This year the tradition continues. From the professional to the personal, from the playful to the pro, you'll find a variety of plots, & plans. So banish any vestiges of overwhelm &/or guilt & get ready. Grab some inspiration from these folks who have dialed in from the around the world to give you a peek into their aspirations. When you're done, grab your own customizable template (provided below) & fill it in yourself.

To Do * things I want to start doing, being or having

- [Joanna Oser](#), President of Kiron Strategies, wants to have less aggression in Nairobi traffic (the 4th worst traffic in the world)

Corporate Entertainment

comedy creations
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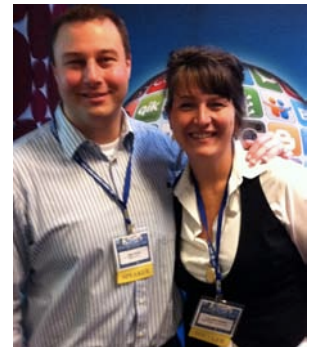
Laughing Matters

corporate training
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Community Works

community-based training
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- [Mike Volpe](#), CMO for HubSpot wants to *grow our company to have a more global mindset and increase revenue outside North America*
- [Dan Lewis](#), Chief, UN-HABITAT Disaster & Post-Conflict Section, says he wants to *live life like its the only one I have*
- [Danielle LaPorte](#) wants to *start wearing colour, nurture what I've created & get back on the yoga mat.*



Mike Volpe & Lee-Anne

To continue doing * these work, so I should continue doing these

- [Aaron Johannes](#), graphic facilitator & Director, Research Training and Development at *Spectrum Society for Community Living*, says *after years at the centre front of the room, I'm getting more traction at the side front graphically facilitating what Brandy Agerbeck calls "the mind of the room" – the interactions of graphic facilitation are amazing. The most resistant people get involved; people who are hard to understand are suddenly clear; people who are fractious are suddenly "part of."* I'm smitten.



Aaron Johannes



Chris Weeks

- Mike Volpe, the most loveable marketing guy I know, wants to continue *inbound marketing! It generates 60,000 leads each month for us and drives the vast majority of our revenue. Having more lovable marketing makes customers happy and your CFO will like it too.*
- [Chris Weeks](#), uber creative guy that he is, wants to *keep promoting private sector activity in humanitarian space.*
- Dan Lewis wants to continue letting stuff go, making more space for younger, talented and hungry staff/colleagues.
- [John Mwendwa](#), Manager-Talent, Learning & Development at Airtel, wants to continue *driving e-learning culture in my organization*

To stop doing * I tried these but they aren't effective, so I shouldn't do them anymore

- Spirited, sassy Joanna Oser, wants to stop *business negotiating with men who*

- don't work well with women. Next step is to take them to the mattresses!*
- Aaron Johannes wants to stop *trying to change people who aren't interested in rethinking what the world might be like if everyone had access and was heard. I'm going to focus on show, not tell.*
 - [Lainie Reisman](#), Senior Youth Technical Advisor for the Education Development Center (EDC), wants to stop *investing time in things before they are real (e.g. investigating flights for a trip I might take.....)*
 - Mike Volpe wants to stop *Trade shows. We had stopped doing then completely, but we did 2 experiments this year that failed. We need to learn from our failures.*



Lainie Reisman



John Mwendwa

- Dan Lewis wants to stop *reacting to stupidity (there's no bottom to that hole), staying away from the gym - the result is visible & thinking the ride has to be in 5th gear - always...*
- John Mwendwa wants to stop *confining learning to e-learning. I need a mix of classroom facilitation, workshops, mentoring & coaching.*

To not do * I know I want to stay away from these

- Mike Volpe wants to not hire based solely on experience but also on potential. *Every time I have done this [hire on experience only] I ended up with someone who wanted to do more but could not, and it was frustrating for both of us. Experience is a plus, but you also need potential to grow more.*
- John Mwendwa wants to not *soft peddle non performing staff.*
- Danielle LaPorte wants to stay away from [time management systems](#).



Danielle LaPorte

To done * that's not a typo; these are my accomplishments – I am proud of these. This one is left off most lists I know of & yet it's critical to take time to reflect on what we've done not just on what's left to do.

- Joanna Oser celebrates *working well with colleagues at Kiron from different cultures & backgrounds*
- Aaron Johannes says he *really likes our new anthology, from www.spectrumpress.ca and I love the ABC book that we just published - workshopped, written and modeled for by people with disabilities about their real lives, to show children with disabilities and their friends in inclusive schools what their futures might look like.*

- Lainie says *this will be a long list, as I am really proud of what I've done. Raising two small kids to be mindful and (sometimes!) respectful. Continuing to develop my career while not letting it overwhelm me. And helping out in various volunteer opportunities to keep me grounded while focusing on doing things I like and that help me grow as a person (e.g. art classes, horse riding, etc.)*
- Mike Volpe is proud of *growing revenue 80% to over \$50m, hiring 10 rock stars for the team.*
- Chris Weeks celebrates *getting the disaster community in Lebanon to take the ball and run with it.*
- Dan Lewis celebrates having *built a new, unique, and permanent normative framework for long term Habitat programming to make cities safer places to live, having showed the core team (at work) the fun gear & winterizing the west-coast bolt-hole.*
- Danielle LaPorte is fiercely proud of having launched [The Desire Map program](#).



Dan Lewis

To-oodle * what I do when I need/want to avoid following my lists & let my mind wander

- Joanna Oser to-oodles when she laughs & giggles with her son.
- Aaron Johannes lets his mind wander when *I notice connections and degrees of separation / closeness – who is connected to who on Facebook or LinkedIn or twitter or in community or how some idea connects with another idea... a kind of meditation on the ripples within our networks.*
- Mike Volpe plays trucks with his son, cooks dinner for his wife and reads a book on the beach.
- Chris Weeks muses about *realizing how much could be done if minds were permanently set in positive mode.*
- John Mwendwa to-oodles by reading a book or HBR (Harvard Business Review).
- Danielle relaxes with the [Boggle app](#) & by watching Oprah re-runs.



Joanna Oser

A big thank you to my friends & colleagues for letting us peek into your to do's, to done's, to not do's, to stop doing & to'odles.

Inspired? Click here for your [own copy of the Rock.Paper.Scissors' To-Do template](#).

Lee-Anne Ragan, MEd, BSW, ITC, is President of Rock.Paper.Scissors Inc. (RPS), an internationally renowned, award winning corporate training & entertainment company.

Check out our [training workshop diagnosis here](#) with outlines for courses such as:

- Working Better Together: Working Smart with Creativity & Humour
- Transforming Workplace Learning through Social Media
- Facilitating Participation
- One Size Doesn't Fit All: Conflict Resolution

Other resources:

- Sign up to receive Lee-Anne's training focused blog at <http://www.rpsinc.ca/blog>
- Check out her recommended reads: <http://www.rpsinc.ca/resources/astore.html>
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