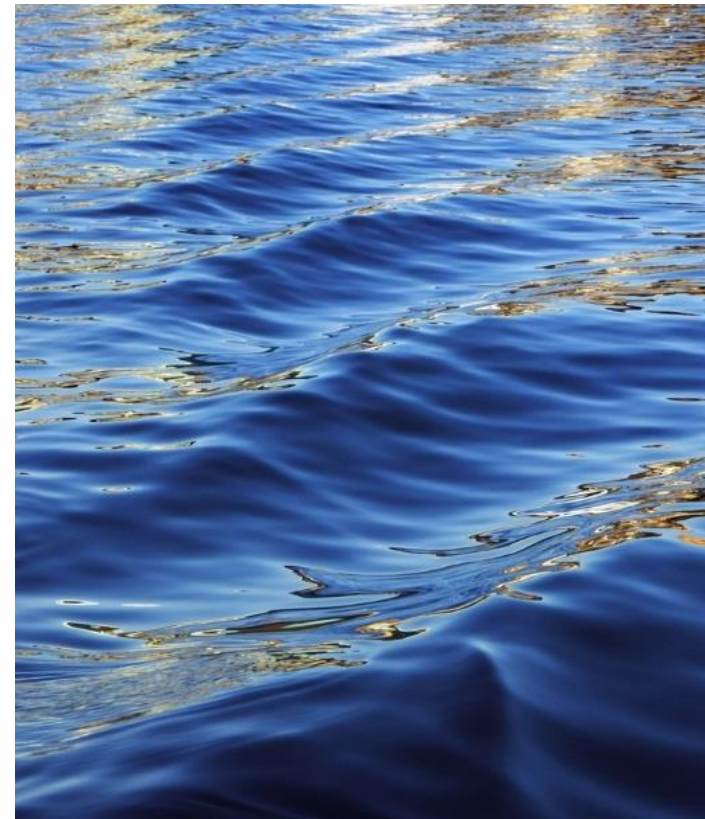




Expectations,
Experience &
Excellence-
Employee
Engagement
Naturally



A DOLPHIN TALE

Dolphin created the first barrier free employment strategy for people with Disabilities, in Canada.

- Propel thinking
- Innovations—what is possible?

Hiring the best person for the job, least likely to be hired by someone else.

- “what if the measurement of skill can happen without prejudice...”



EXPECTATIONS

- **DO YOU TELL OR ASK?**
- What choices did you make today?
- What did you find meaningful about your work today?
- Can you tell me about a recent client interaction where you felt especially helpful?
- What's an example of how you lived Y(our) values today?
- **Is it what you do or who you are which determines your sense of work?**



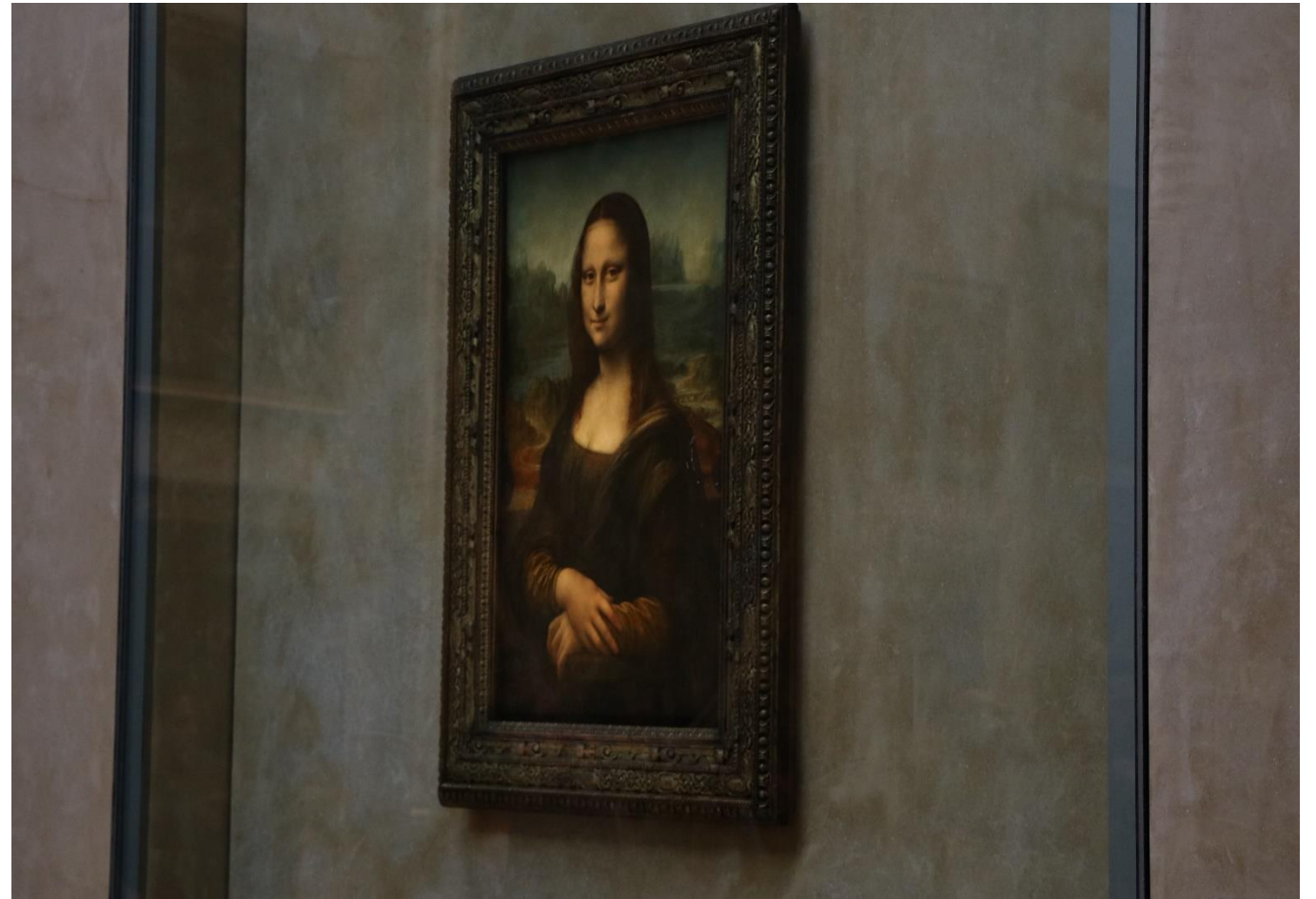
EXPERIENCE

- LIFE
- VOLUNTEER
- FAMILY & FRIENDS
- STRANGERS
- DREAMED
- LEARNED
- REAL



EXCELLENCE

- PRACTICE
- PROVEN
- RELIABLE



“engaging in “deliberate” practice—practice that focuses on tasks beyond your current level of competence and comfort”

WHAT IS YOUR POTENTIAL?



EMPLOYEE ENGAGEMENT -NATURALLY

**Take the time to see
someone's potential and feel
the power of a Yes!**



CONTINUOUS EFFORT, IS THE KEY TO UNLOCKING
OUR POTENTIAL. W. Churchill

**Business to evoke social change -
anything's possible**

