The Pebble Leadership™ Challenge

Culture doesn't live in all-hands meetings or vision statements. It lives in micro-moments. Side comments. 1:1 DMs. "You got this" nods. This is where trust is built. Or broken. We call these moments Pebbles.

- Share a resource → sparks Growth
- Offer kudos at a team meeting → shows Appreciation
- Celebrate a win → fosters Belonging
- Offer feedback → grows Trust
- Invite someone in → open doors to Sponsorship

These moments create the building blocks of thriving teams. **Pebbles are the new power moves.**

HOW IT WORKS:

Invite participants to create a list of micro gestures and actions that can be considered "pebbles". Each group can take a different theme: Growth, Sponsorship/Mentorship, Appreciation, Belonging, Trust. Gamify this list into a challenge within each team (or retirement home).

Example: Appreciation pebbles- handwritten thank you note, monthly staff appreciation jar, 5 min peer appreciation to kickstart meetings, etc. Put a timeline or even points system to each gesture to keep track as a team. Note your progress after 1 month. More importantly, note the ripple effect of these microgestures toward the feeling of Appreciation. You can survey the group before and after.

Swap Best Practices & Case Studies:

At the next GM call or Office Manager meeting, go around and share stories- epic wins or even failed attempts. There is learning in experimenting with this concept and these actions. You will be creating an internal playbook to share at next year's retreat.

PRO TIPS:

- **Be specific:** Include testimonials, metrics, process changes, or visible outcomes when possible.
- **Keep a Bank:** Add this to a living document you update regularly.

© Desa Global Leadership, 2025