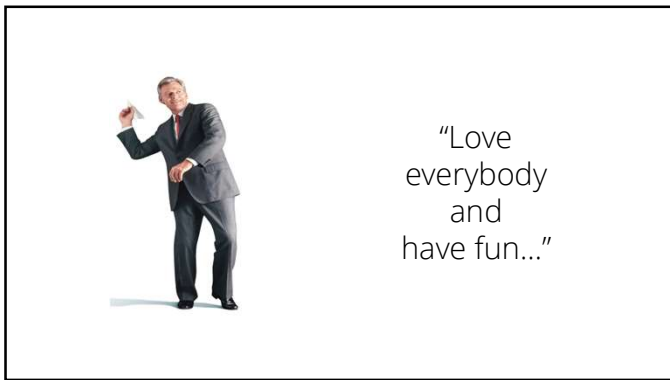
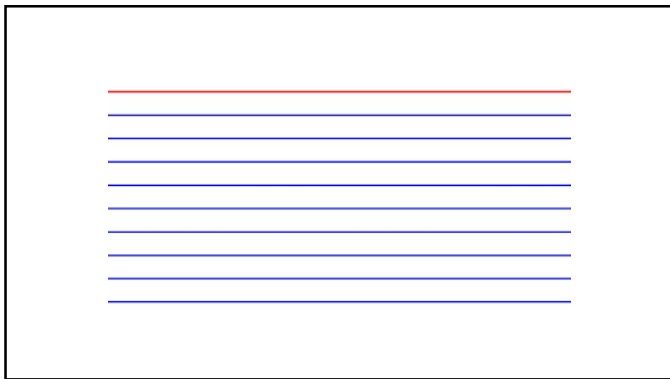




1



2



3



Quick Survey

Who has the title and responsibility of a leader?

What is the purpose of leadership?

4



The quantity, rather than quality, of speaking determined who was perceived as a leader in small groups.



5

8 | Supervisors Rate Yourself

6

4 | Employees Rate Your Supervisor

7

Jack Enter
Challenging the Law
Enforcement Organization:
Proactive **Leadership**
Strategies

Leaders – 10%
Ineffective Managers – 80%
Evil Managers – 10%

Management

8

Gallup's
Three Types
of Employees

Engaged – 30%
Not Engaged – 52%
Actively Disengaged – 18%



Employees

9

Wasted Time

According to a survey by America Online and Salary.com, in a 40-hour work week, the average worker admits to frittering away 2.09 hours

Per Day!



10

Do you like Apples?

Most workplace interactions consist of **ineffective managers** trying to drive results with **disengaged employees!**



11


LEADERSHIP IS A JOURNEY

Let's Make a Rest Stop!




12

LEADERSHIP IS A JOURNEY
 Let's Make a Rest Stop!



13

The Cost of Leadership



Kirby Smart

- You will have to make hard decisions that negatively affect people you care about.
- You will be disliked despite your best attempts to do the best for the most.
- You will be misunderstood and won't always have the opportunity to defend yourself.

14

Pressure - Stressful - Lonely - Doubt - Disappointment -
 Overwhelming - Scary - Difficult - Unfair - Confusing

"...probably more has been written and less known about leadership than about any other topic in the behavioral sciences" (Bennis, 1959).

There are more than **850** definitions for "Leadership".

Amazon offers **57,136** books with the word "leadership" in the title.

15

Ideas



I've got about 5 or 6 great starts here [tap, tap]. I got one idea that I'm especially psyched out of my mind about. You know, it's one of those ideas where your just like ahhh...YEA! - Miles Finch

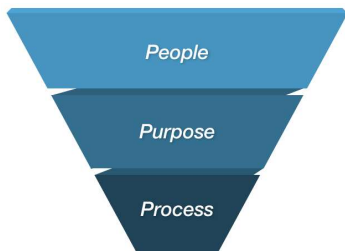
16



Idea - 1

People - Purpose - Process

17



18

Most employees do their job
in spite of management

Love of Peers
 Love of Mission

Jack Enter

19

People

Protect ————— Punish - Label - Ignore
 Develop —————
 Inspire —————



20

Jack Zenger & Joseph Folkman
How Managers Drive Results and Employee Engagement at the Same Time
360-degree assessment data from more than 60,000 leaders

Is it possible to be a high-standards, results-driven leader (PURPOSE) while at the same time building an engaged, fun-to-work-with team (PEOPLE)?

It seems the **best leaders** are the very ones who manage to **do both**.

We found that only **13%** of leaders in our data set fit this profile.

21

Admired Leaders Project Randall Stutman

Two Dimensions

Relentless in Communicating the Mission

Beloved

22



Idea - 2

Composure & Curiosity

23

HOW TO HAVE HELPFUL CONVERSATIONS ABOUT UNHELPFUL BEHAVIOR

Culture of Care

Composure & Curiosity

Connect with Intentional Conversation

Capture the Coaching



24

SOCIAL INTERACTION MODEL: SCARF

DAVID ROCK

The brain treats many **social** threats with the same intensity as **physical** threats

- Status** is about relative importance to others
- Certainty** concerns being able to predict the future
- Autonomy** provides a sense of control over events
- Relatedness** is a sense of safety with others
- Fairness** is a perception of fair exchanges

25

COMPOSURE & CURIOSITY

Decrease Emotion – Increase Empathy

“The emotional brain responds to an event more quickly than the thinking brain.”

- Daniel Goleman

“People are flawed, not corrupt.”

- George Thompson



26

COMPOSURE & CURIOSITY

How did I contribute to the problem?

Have a conversation with the heart of development

- Resources?
- Communication?
- Development?
- Mistake?



27


COMPOSURE & CURIOSITY

How did I contribute to the problem?

Have a conversation with the heart of development

Supportive Q

- State the Issue
- Supportive Question
- Silence
- Supportive Questions
- Supportive Statement
- Solution Plan



28

HOW TO HAVE HELPFUL CONVERSATIONS ABOUT GOOD BEHAVIOR


5.6

And it was getting to this point where I really felt like I needed someone to tell me I was doing a great job and to, like, keep going. And I didn't really have anybody pulling me up in that way.

Remi Wolf



29




Idea - 3

Connection

30

31



George J. Flynn
Lieutenant General
U.S. Marine Corps


Great leaders truly care about those they are privileged to lead and understand that the true cost of the leadership privilege comes at the expense of self-interest.

32

I love my job because...

"I love my job because I feel valued. I feel like my work matters. I enjoy my coworkers and have an excellent manager. I have great flexibility in my scheduling. I am well compensated for what I do. I am grateful for the job I get to do."


Status
Relatedness
Certainty Autonomy
Fairness



33

Your Retirement....

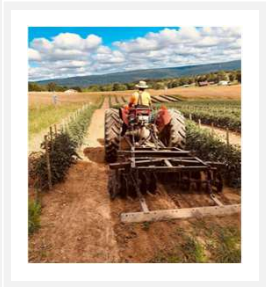
"What do we want the men and women who work with us to say when we are no longer there? That we were more driven to succeed than anyone around us? Or that we stopped to ask if a sick child had gotten better, and stayed a moment there to trade a word of friendship?"



34

FARMER MENTALITY

the Value of **Hard Work**
the Meaning of a **Hand-Shake**
the Responsibility to **Help People**
The Opportunity to **Have Fun**



35
