



# Learning Objectives

- Lead-er-ship Styles and Truths....
- Understanding how Lead-er-ship Influences Outcomes....
- Becoming a more Effective Lead-er....
- Management & Lead-er-ship....



*Leadership  
Empowers You to  
be able to  
Predict Your  
Future*

# Leadership Opportunities are Everywhere and No one Really Owns it....

- People Leadership
  - Company Leadership
  - Organizational Leadership
  - Departmental Leadership
  - Management Leadership
  - Sales Leadership
  - Thought Leadership
- 
- Market Leadership
  - Team Leadership
  - Technology Leadership
  - Project Leadership
  - Crisis Leadership
- 
- Personal Leadership
  - Community Leadership
  - Cultural Leadership
  - Remote/Virtual Leadership



“No doubt emotional intelligence is more rare than book smarts, but my experience says it is actually more important in the making of a leader. You just can't ignore it.”

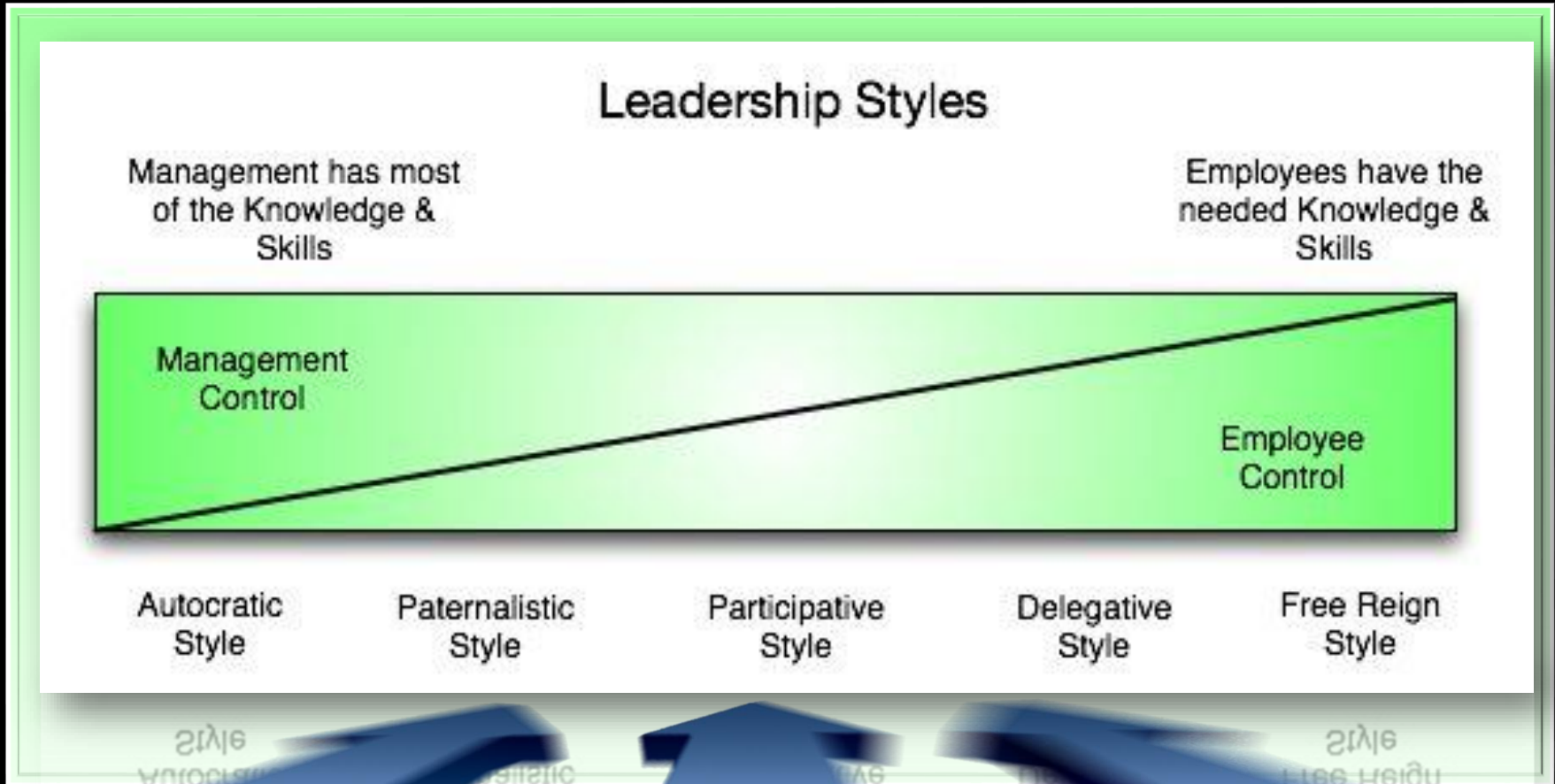
- Jack Welch<sup>11</sup>



**Effective Leadership**

If over 70% of the top issues in the workplace are tied to leadership,<sup>2</sup> it's no surprise that organizations are urgently looking for the cutting edge science that helps leaders understand how to work with and through their people.

# Leadership Styles....



Leading without Permission...

Lead-er



Ship

Influence

Influence

## Three Simple Questions “Followers” will ask from Leaders:

1. Do you “Care” about me ?
2. Are you willing to “Help” me?
3. Can I “Trust” you ?

# Management and Leadership Compared...

	Management	Leadership
<b>Creating an agenda</b>	<i>Plans and budgets:</i> Establishes detailed steps and timetables for achieving set results and allocates the necessary resources.	<i>Establishes direction:</i> Develops a vision of the future and strategies for achieving that vision.
<b>Developing a network for achieving the agenda</b>	<i>Organizes and staffs:</i> Establishes structure for achieving the plans, assigns staff, delegates, develops policies to guide subordinates, and designs control systems.	<i>Aligns people:</i> Communicates direction and duties to all whose cooperation is needed so as to create teams and coalitions that understand the vision and strategies and accept their validity.
<b>Executing the agenda</b>	<i>Controls and solves problems:</i> Monitors results against plans, identifies deviations, and then organizes to close any gaps.	<i>Motivates and inspires:</i> By satisfying basic human needs, energizes people to overcome barriers to change.
<b>Outcomes</b>	Produces a degree of predictability and order. Has the potential to produce key results expected by stakeholders.	Produces change, often to a dramatic degree. Has the potential to produce extremely useful change (e.g., new products).



# The Difference: U.S. Examples

## **MANAGERS**

**Henry Ford**  
(Ford Motor Company)

**Harold Geneen**  
(ITT)

**John Akers**  
(IBM)

**Tom Landry**  
(Dallas Cowboys)

**Charles Knight**  
(Emerson Electric)

**George Bush**  
(President of the U.S.)

## **LEADERS**

**Ray Kroc**  
(McDonald's)

**Walt Disney**  
(Disney Studios)

**Katherine Graham**  
(Washington Post)

**Ted Turner**  
(Turner Broadcasting)

**Steven Jobs**  
(Apple Computer)

**Bill Clinton**  
(President of the U.S.)

# Overcoming the Challenges

## Why managers don't make the transition to leader

1. Overwhelmed!
2. Need for control
3. Too focused on operational and tactical issues
4. Don't understand how
5. Cannot get in . . .
6. No clearly defined organizational path
7. No real leaders in the company
8. Performance not good enough
9. Don't want it !

# Overcoming Challenges

...and one more reason, the ultimate challenge. .

**I do not know  
how to change. . .**

# Who Becomes Attractive?

*People who place what is best for them below what is best for the team*

*People who can bring out the best thinking of those around them*

*People who possess maturity, experience and success in the issue being discussed*

*People who take ownership and responsibility for the decisions that are made*

*People who can leave the table with a "we" attitude and not a "me" attitude*

*People whose greatest desire is the success of the idea*

*People who can compound another person's thought*

*People who emotionally can handle the changes of conversation*

*People who appreciate strengths in others*

*People who recognize their place of value at the table*

# Steps to Effective Communication and Leadership Skills...

- **Read the situation**
- **Engage attention**
- **Make the meaning clear**
- **Paint the background**
- **Fill in the picture**
- **Bring your story to life**
- **Look for clues**
- **Check for understanding**
- **Say what's on your mind**



## Steps to Effective Listening Skills for Leaders...

- **Listen with an open mind**
- **Get behind the words**
- **Feed back the highlights to maintain mutual understanding**
- **Get to the heart of things**
- **Stay on track**





# Lead-er-Ship without Permission



# Management and Leadership...



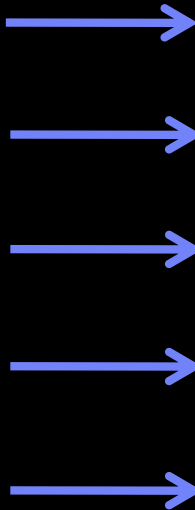
# SETTING YOUR DIRECTION, MAINTAINING YOUR MOMENTUM AND FINISHING WELL....

**WHAT IS THE GOAL:**

\_\_\_\_\_

**WHAT HAS TO BE TRUE:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_



**WHAT ARE THE CHALLENGES:**

1. \_\_\_\_\_ : \_\_\_\_\_
2. \_\_\_\_\_ : \_\_\_\_\_
3. \_\_\_\_\_ : \_\_\_\_\_
4. \_\_\_\_\_ : \_\_\_\_\_
5. \_\_\_\_\_ : \_\_\_\_\_

**Date to Address:**

- Week
- Month
- Quarter
- 1H20XX
- 2H20XX

**QUESTIONS TO ASK YOURSELF ALONG THE WAY:**

1. ARE YOU MEETING THE EXPECTATIONS?
2. AT THE END OF THIS ACCOMPLISHMENT WHO WOULD BENEFIT?

## Lead-er-Ship without Permission

*"Leadership is the capacity to translate vision into reality."*

**-Warren G. Bennis**

*"Management is doing things right. Leadership is doing the right things."*

**-Peter Drucker**

*"One of the true tests of leadership is the ability to recognize a problem before it becomes an emergency."*

**-Arnold H. Glasgow**

*"Not everything that is faced can be changed. But nothing can be changed until it is faced."*

**-James Baldwin**

*"If you want to know why your people are not performing well, step up to the mirror and take a peek."*

**-Ken Blanchard**

*"The greatest management principle in the world is: the things that get rewarded and appreciated get done."*

**-Michael LeBoeuf**

*"The best and most beautiful things in life cannot be seen, not touched, but are felt in the heart"*

**-Helen Keller**

*"You get the best efforts from others not by lighting a fire beneath them, but by building a fire within."*

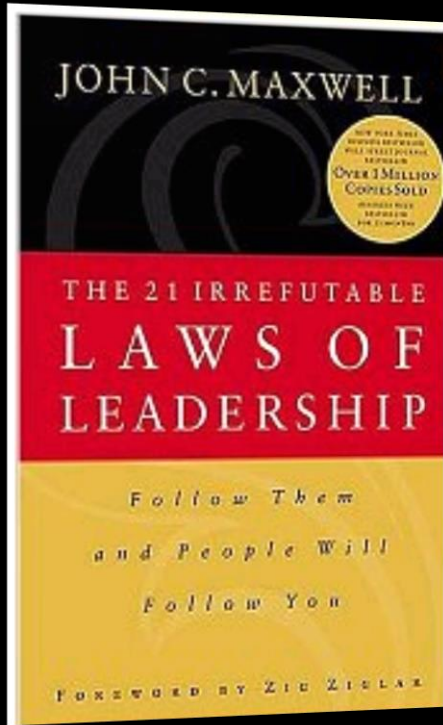
**-Bob Nelson**

*"No One can make you feel inferior without your consent."*

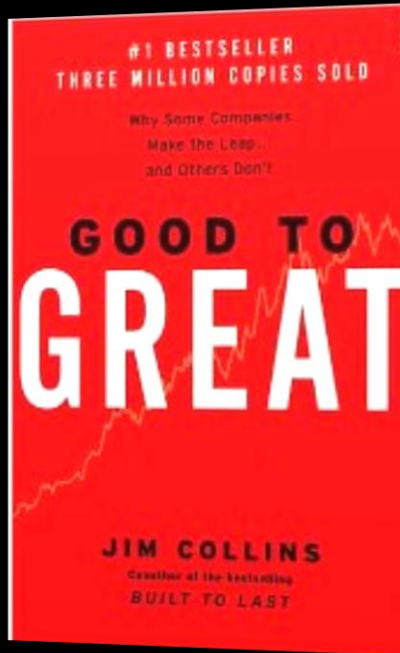
**-Eleanor Roosevelt**

*The first step to  
making yourself a  
Leader  
is to decide  
YOU ARE  
a Leader*

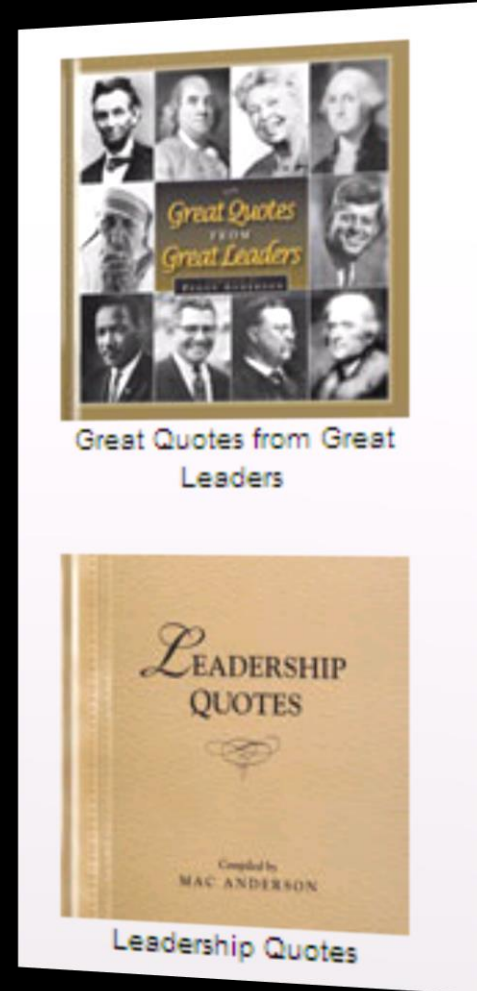
# Lead-er-Ship Resources



[http://www.amazon.com/21-Irrefutable-Laws-Leadership-Follow/dp/0785274316/ref=cm\\_lmf\\_img\\_1](http://www.amazon.com/21-Irrefutable-Laws-Leadership-Follow/dp/0785274316/ref=cm_lmf_img_1)



[http://www.amazon.com/Good-Great-Companies-Leap-Others/dp/0066620996/ref=cm\\_lmf\\_img\\_5](http://www.amazon.com/Good-Great-Companies-Leap-Others/dp/0066620996/ref=cm_lmf_img_5)



<http://store.simpletruths.com/great-quotes-from-great-leaders-with-free-dvd-p1421.aspx>

**Thank you**



***Feedback is Welcomed***

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**...Questions...**

**...Discussions...**