

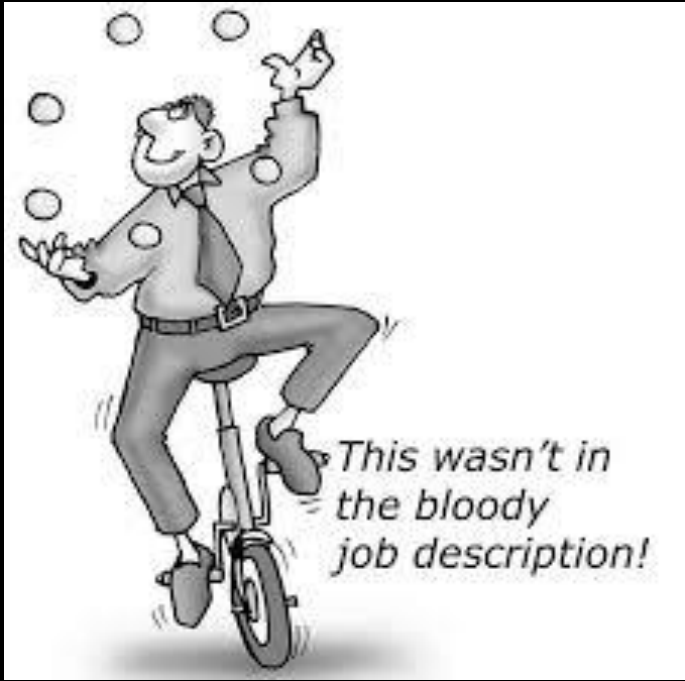
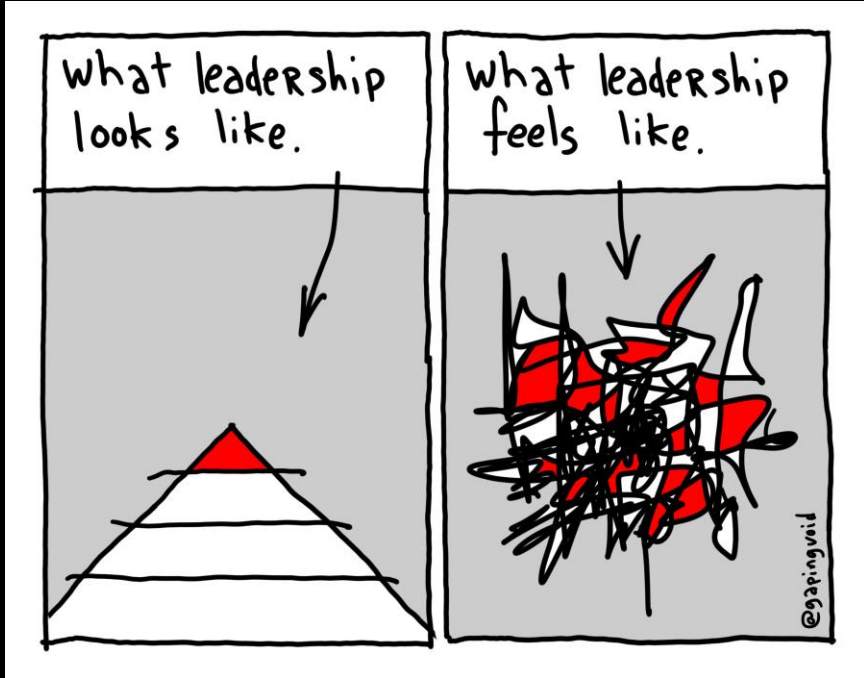


Leadership

but for ever growing challenges, leaders would have been extinct long back!



WE ARE IN THE BUSINESS OF GROOMING LEADERS.



Essentials

- Ability to look beyond
- Belief to achieve more
- Curiosity to find purpose
- Determination to persist & persevere

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

John Quincy Adams

Traits

- Authentic
- Bold
- Competent
- Decisive

"TIMING, PERSEVERANCE AND
TEN YEARS OF TRYING WILL
IS ALL IT TAKES TO MAKE YOU
LOOK LIKE AN OVERNIGHT
SUCCESS."

Dick Costolo
CEO, Twitter



Leadership is a verb, NOT a noun!

Traps

- Eye for the detail
- My way is right way
- Death of learner
- Culture

Leaders don't believe they are leaders, people do!

Actions

- Communicate
- Connect
- Challenge
- Courage
- Culture

What you say or do matter less than what it is perceived as!

Actions

- Engage
- Encourage
- Empower
- Enable
- Enforce

Leadership is simple but who said simple is easy!

Actions

- Inspire
- Improve
- Innovate
- Imagine
- Introspect

Become the person you would want to work with!

Levels

- Positional – Rights
- Permission – Relationship *(listen, observe, learn)*
– *attitude to serve*
- Production – Results *(lead by example) travel agent versus tour guide you attract who you are not who you want get momentum problem solving*
- People Development – Recruit Purpose
- Pinnacle - Respect

Successful people discover what they are good at, Successful leaders; what others are good at!

Levels

The Five Levels of Leadership		
5	Personhood	Most people never arrive at this level. This is attained through a lifetime of proven leadership. People follow you because of who you are and what you represent.
4	People Development	The leader empowers others. Successors are identified. Followers personally grow through mentorship of the leader. People follow you because of what you have done for them.
3	Production	Results matter here. People come together to accomplish a purpose. People follow you because of what you have done for the organization
2	Permission	Leading with the heart and not the head. This requires meaningful relationships. People follow you because they want to.
1	Position	Basic entry level leadership. People follow you because they have to

Conflicts

- Anxiety or Calmness
- Worry or Hope
- Time or Energy Management
- Excellence or Perfection
- Results or Values
- Presence of Strengths or Absence of Weaknesses
- Self aware or self confident



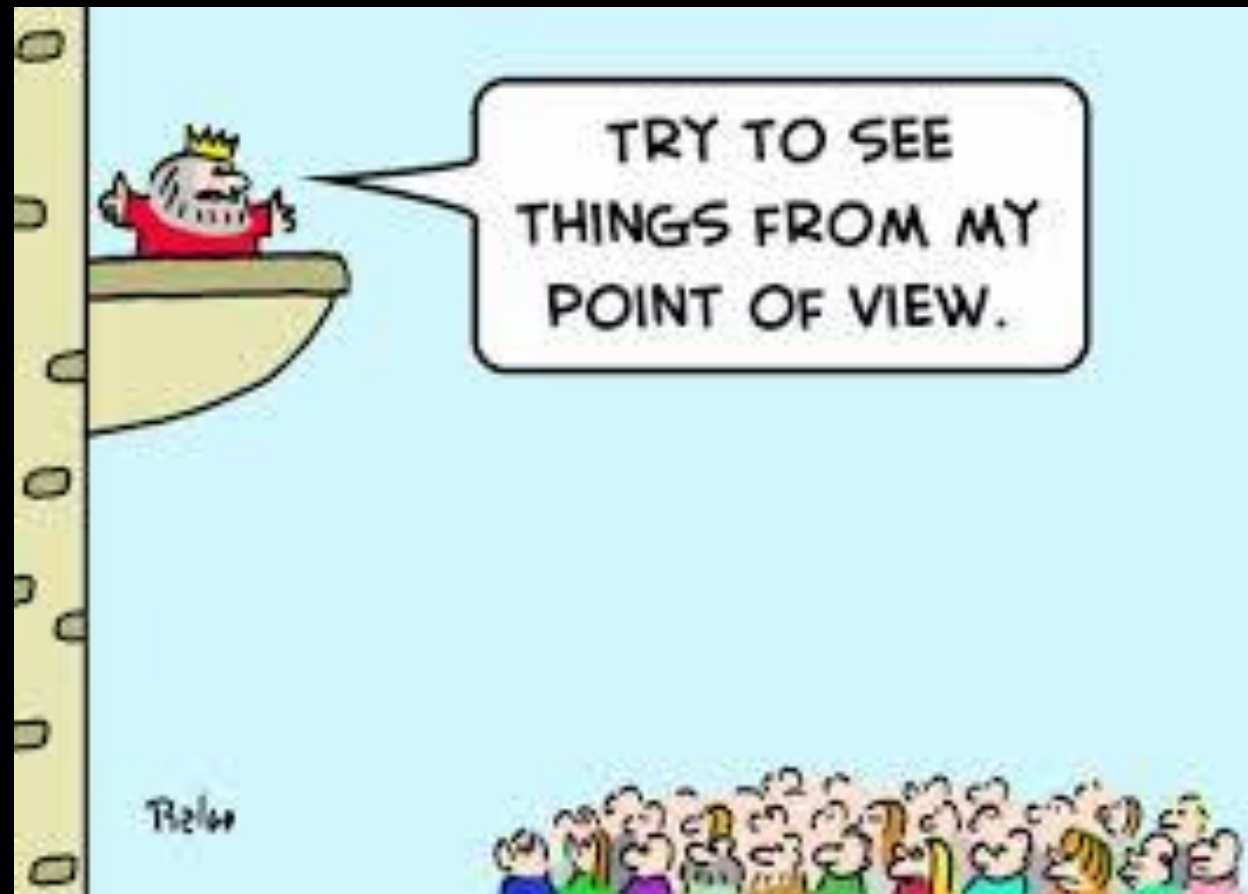
Script

- Speed, Scale & Skill
- Compete, Collaborate & Concur
- Resolve, Raise & Rule
- Integrity, Intensity & Inclusivity
- Passion, Purpose & Process
- Talent, Technology & Timing

Communicate



Look Beyond



Speed



**"MOVE FAST AND
BREAK THINGS.
UNLESS YOU ARE
BREAKING STUFF,
YOU ARE NOT MOVING
FAST ENOUGH."**

Mark Zuckerberg
CEO, Facebook