



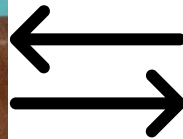
Leadership

Strategies, Part II



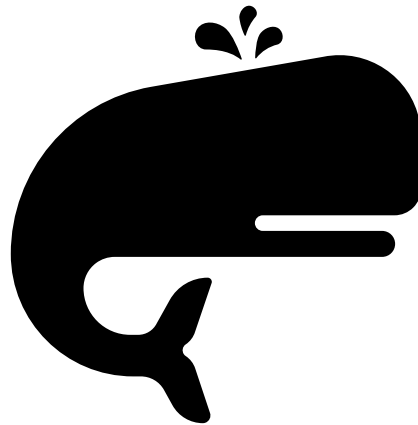
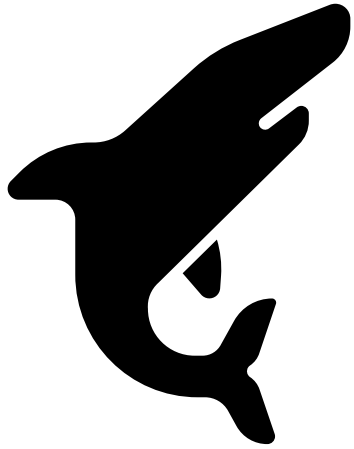
Leadership Strategies

Is it more like.....



Or more like.....





Leadership Strategies are:

- Complex
- No two are alike
- Requires “tune-ups”



Overview

What is a Leader? Defining

Who are you leading? Your team

How to lead them? Using “Story”

Where do you lead them? Direction

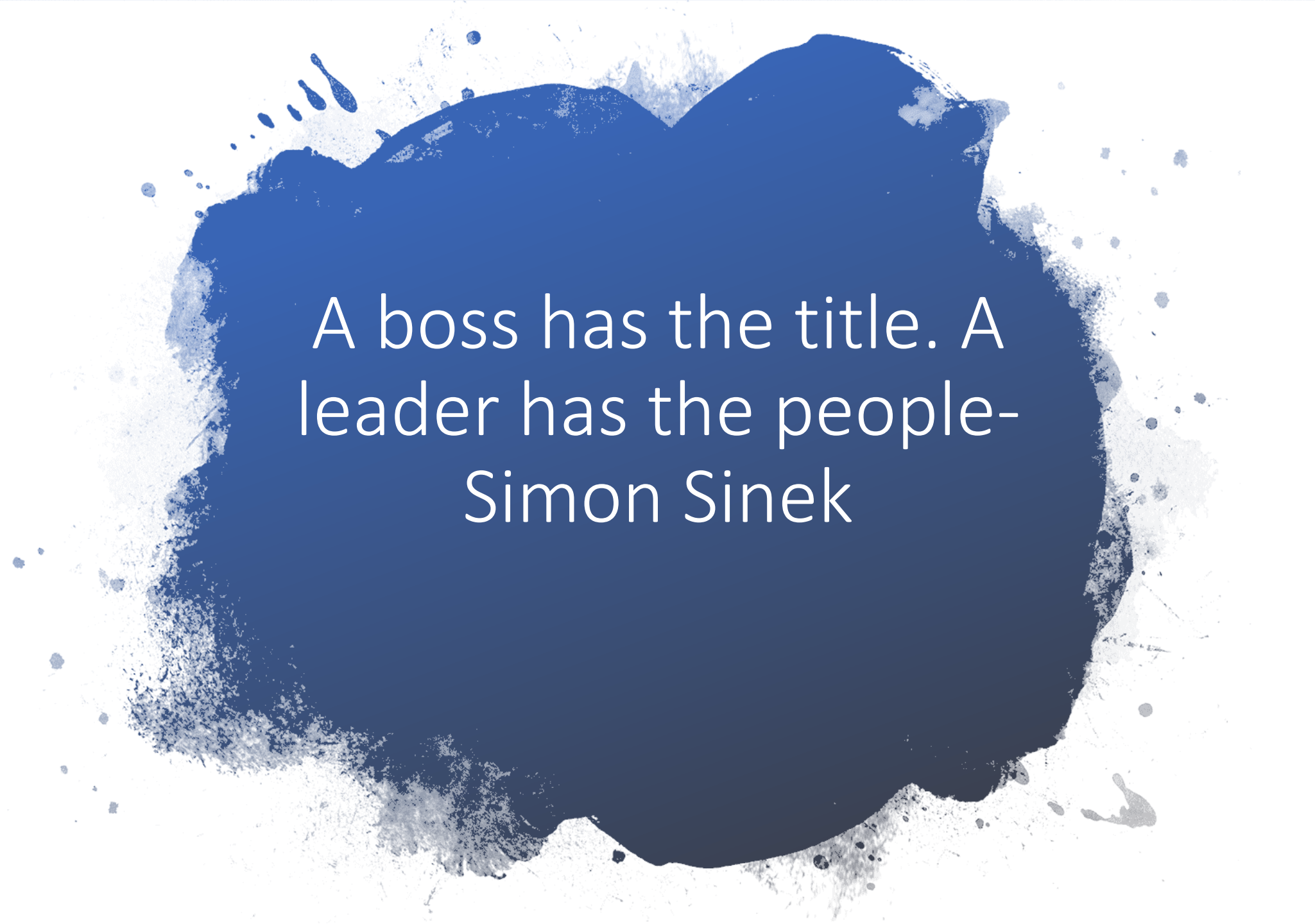
When to move on? Succession

Who am I?

- Why talk about leadership?



What is a Leader?

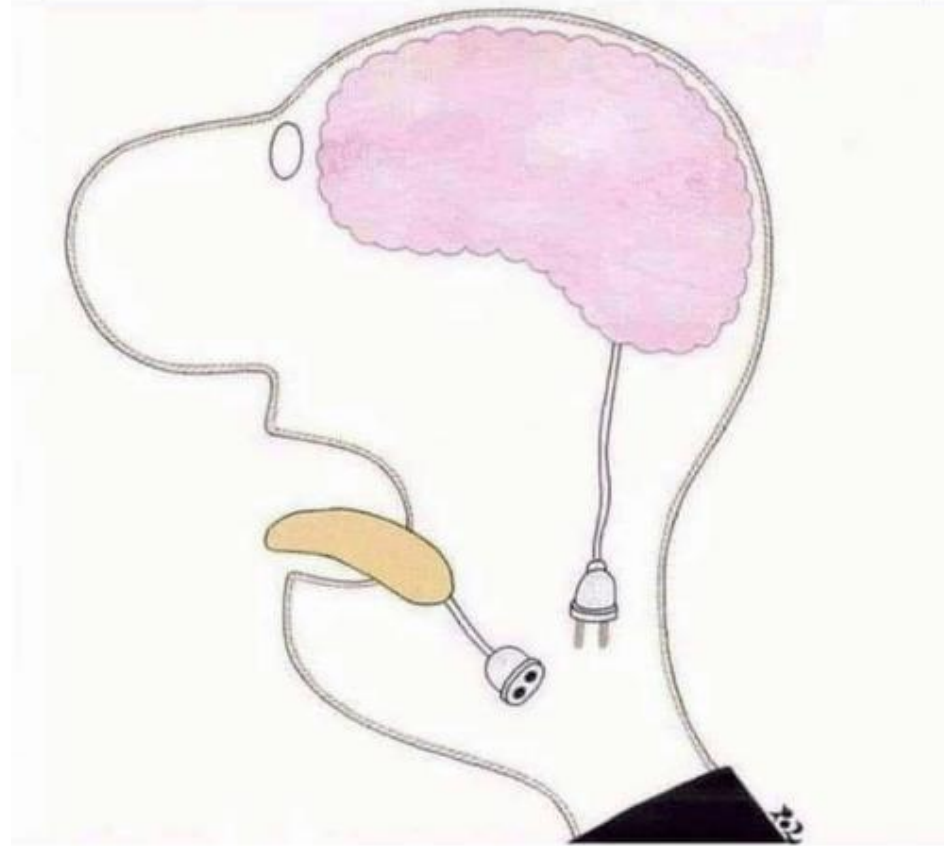


A boss has the title. A
leader has the people-
Simon Sinek

The tiger and
the lion may be
more powerful,
but the wolf
doesn't
perform in the
circus- Author
unknown

- Avoid being the “loudest” person in the room
- Assist individuals with understanding that your intent is not to “minimize” their ideas
- Avoid being the “smartest” person in the room
- Find groups that you feel do important work to lead with your ideas
- Focus on your “WOO” factor

Make sure it's connected
before you start talking.



Is it connected?

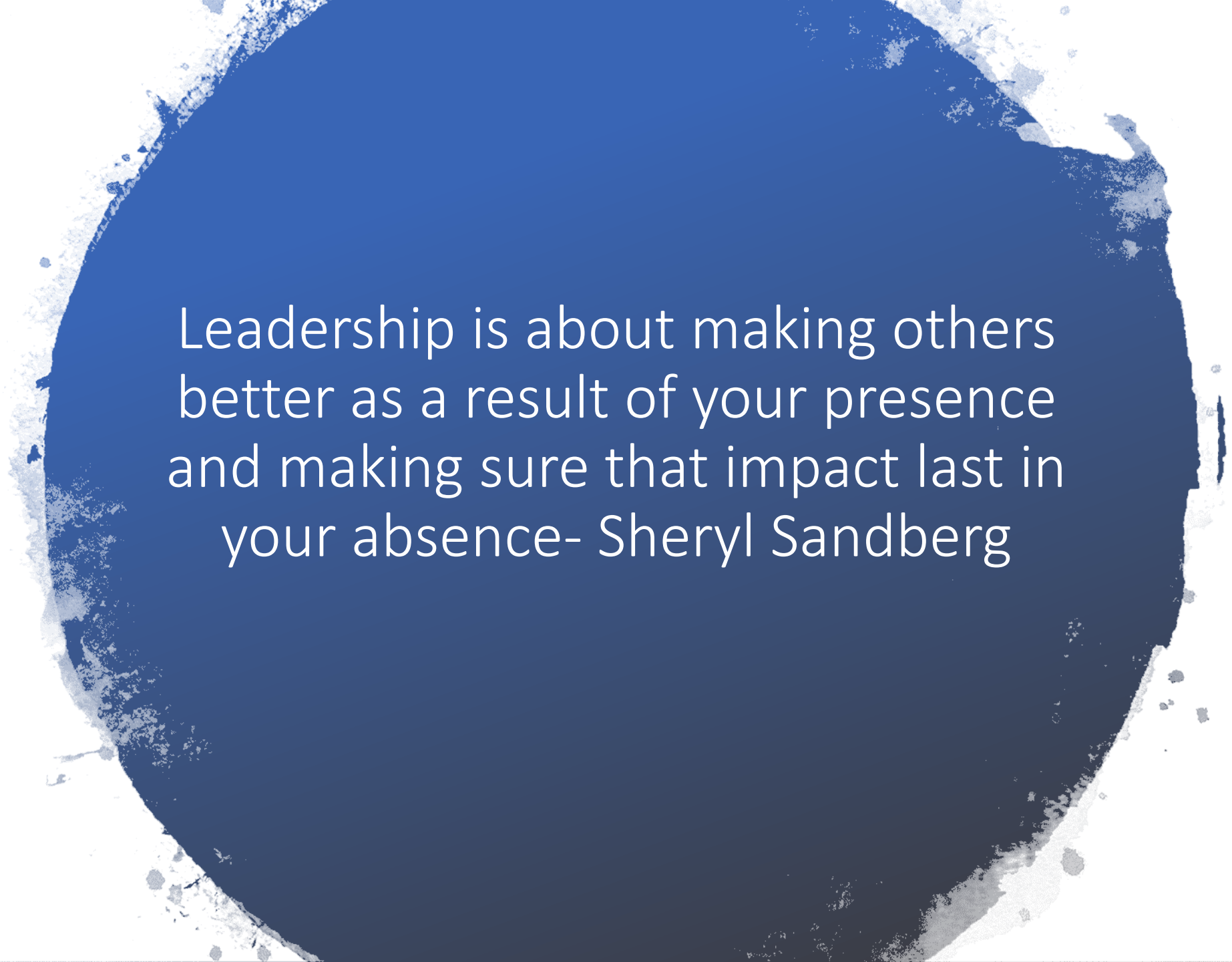
A mistake that
makes you
humble is
better than an
achievement
that makes
you arrogant-
Adina Silvestri

- Learn from your mistakes
 - Take ownership of your mistakes
 - Teach others to avoid the same mistakes
 - Move on from your mistakes
- Recognize contributors in your achievements
 - Don't belittle others in your story
 - Stick to the facts!
 - Say no to the "Humble-Brag"

Who are you
leading?



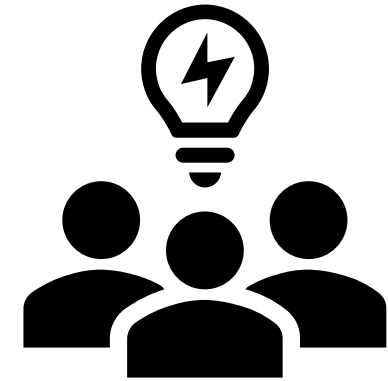
HikingArtist.com



Leadership is about making others
better as a result of your presence
and making sure that impact last in
your absence- Sheryl Sandberg

Team “building”

- Surround yourself with goal-oriented individuals
 - Ask about their 1-3/ 3-5
 - Discuss examples of demonstrating his/her competency levels based on team position
- Beware of non-contributors!!!
 - Minimizers of the team’s knowledge base
- Make a big deal to others about your team
 - Create an onboarding buzz about your team



It's a very important thing to learn to talk to people you disagree with- Pete Seeger

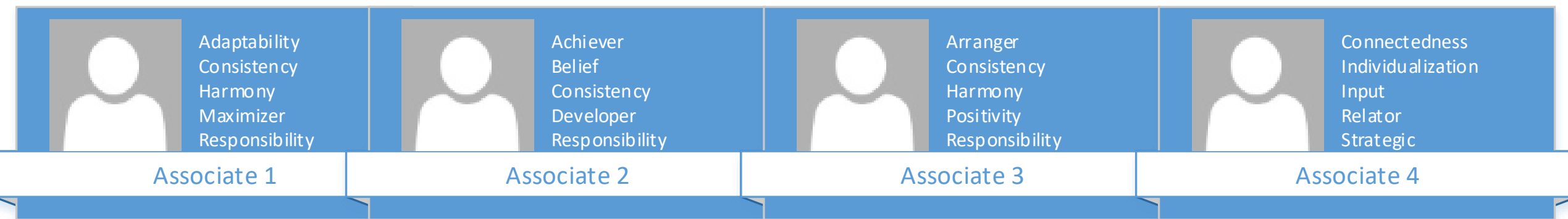
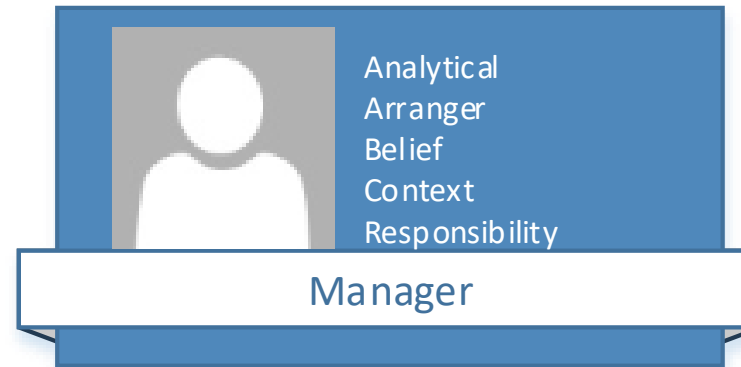


- Key contributors into developing initiatives
- Performance indicators when progress is being made
- Insurance policy against tunnel vision due to like minds or single direction thoughts

To build a strong team you must see someone else's strengths as a complement, not a threat to your position or authority- Christine Caine



Understanding your Team's Strengths



Using the
power of
“Story” to
lead

***GREAT LEADERS START
OFF AS GREAT FOLLOWERS***





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The Leader's Communication Power



Be that Master Storyteller

1. Relatability
2. Novelty
3. Tension
4. Fluency

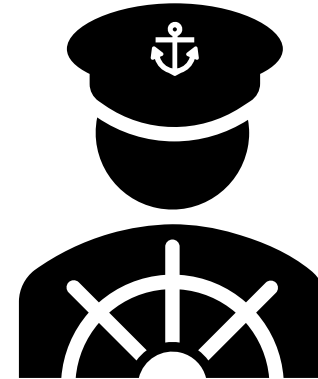
Where do
you lead
them?

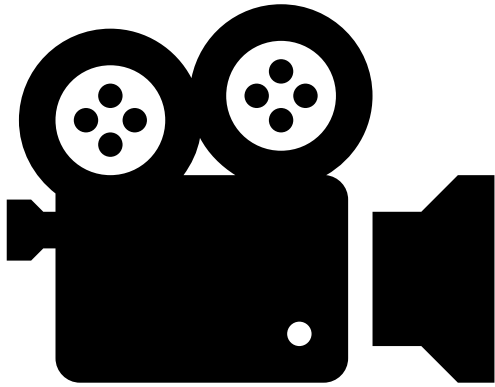


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Smooth waters have never made a good sailor-
Franklin D. Roosevelt

- Challenges proved to be the most educational
- Make your teams aware of such “storms”
- Leaders teach others how to navigate through “storms”





Video killed the radio star- Buggles

- Avoid being seen as unadaptable
- Find innovation strategy opportunities
- Stay relevant
- Create a rebrand marketing strategy

Good deeds
should be
done with
intention, not
for attention-
*Sayed Hadi al-
Qazwini*

- Being sincere
- Being absolutely transparent
- Showing team appreciation
 - Tokens of appreciation
 - Email recognition
- Lead by example

Succession Planning



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- Trust your teams be the “go to” of the dept
 - Projects, leading team meetings, etc.
- Ensure that you are providing your team with the necessary tools to be successful
 - Training, mentorship, constructive feedback
- Succession is invisible if you are promotable and your team is not
 - “Where did I go wrong?”

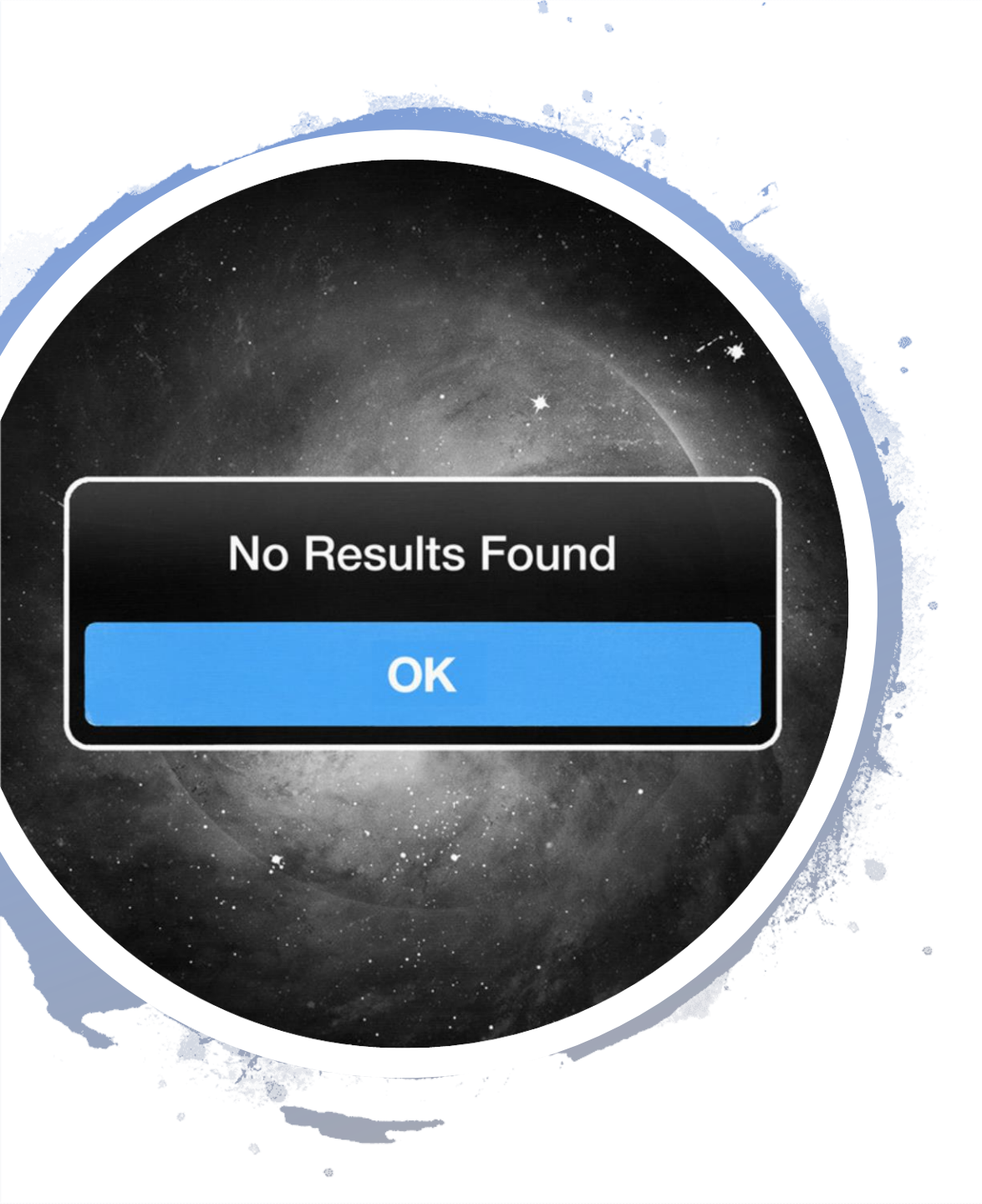
Someone's sitting in the shade today because someone planted a tree a long time ago."- Warren Buffet



A car's weakest point is the nut holding the wheel-
Anonymous

- Create development strategies for your teams
- Be the mentor that you wish you had





Don't be upset about the results you didn't get from the work you didn't do- unknown

- Don't envy your peers; learn how they did it
- Understand the level of sweat equity involved to obtain results
- Avoid cutting corners for completion



Once you carry your own water, you will learn the value of every drop- Unknown

If it doesn't challenge you, then it won't change you- Fred DeVito

01

Find “stretch role” opportunities for yourself and others

02

Master customer-centricity within you team and organization

03

Remember to ask yourself “What If” instead of “Why Not”



- Take time to reset when feeling overwhelmed aka Burnout
- Turnover is unpredictable
- You can't pour from an empty cup
 - Protect your work-life balance
- Seek out good mentors that are good leaders
 - Possible solution providers

If you feel like you're losing everything, remember, that trees lose their leaves every year and they still stand tall and wait for better days to come.

Understand
what FEAR
means to you

- Forget
- Everything
- And
- Run

- Face
- Everything
- And
- Rise



Take your
Chance

Life is too short for shoes that hurt your feet, friends that make you feel bad about yourself, and jobs that crush your soul. Take a chance. Make a change. The time is now. — Lisa Lewtan

Book suggestions

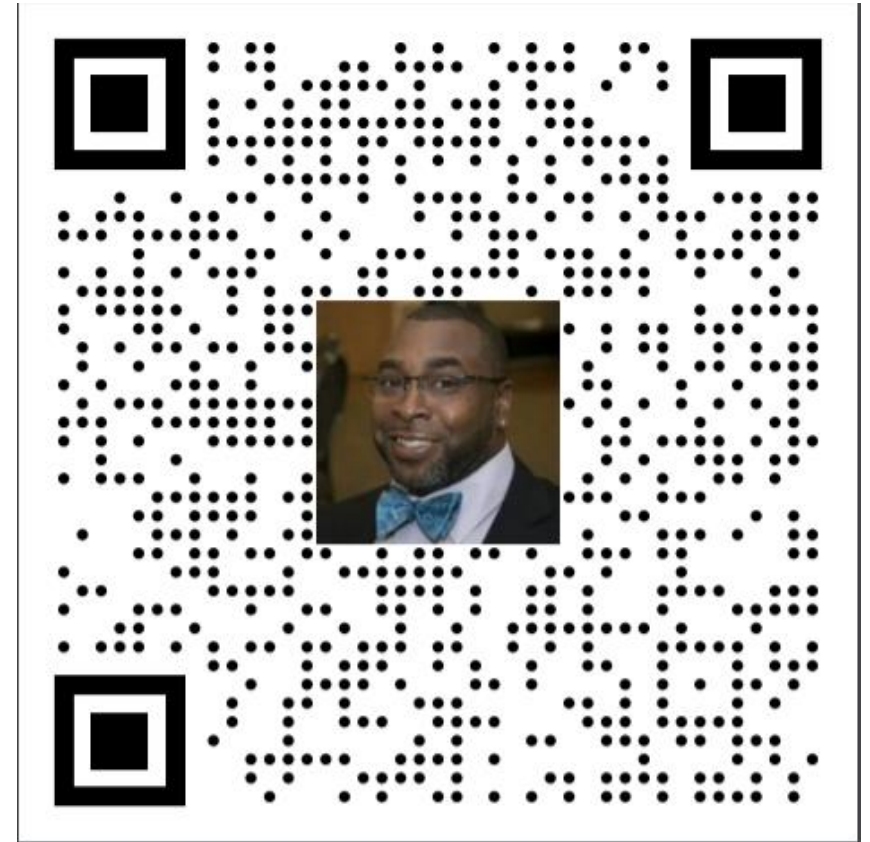
StrengthsFinder 2.0- Tom Rath

Change your questions, change your life-
Marilee Adams, PhD

Leadership and the One Minute Manager-
Ken Blanchard

The Storytelling Edge- Joe Lazauskas/
Shane Snow

Strengths Based Leadership- Tom Rath/
Barry Conchie



Let's connect on LinkedIn!!!!

Thank you for your time!!