The Art of Leadership
Taking your personal leadership skills to the next level
## Management & Leadership

<table>
<thead>
<tr>
<th>Management</th>
<th>Leadership</th>
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<tr>
<td><img src="image" alt="Management" /></td>
<td><img src="image" alt="Leadership" /></td>
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“Management is doing things right; leadership is doing the right things”

- Peter F. Drucker
Reaction vs. Strategy
Leadership Responsibilities

- Develop skills
- Direct behaviors
- Influence attitudes
Leadership

- The ability to obtain followers.
- The effectiveness of the leader will never rise above his/her ability to influence others.

“He who thinketh he leadeth and hath no one following him is only taking a walk.”
Effective Leadership

• Lead yourself exceptionally well
• Invest in building relationships
• See everyone as a “10”
• Develop each team member to their potential
• Put people in positions to win
• Reward for results
• Maintain a system of accountability
• Understand the difference between power and authority
• Maximize individual and team strengths
Power Points of Behavior

• If I understand me better than you understand you, then I can guide the communications between us.

• If I understand me and you better than you understand yourself, then I can predict and guide how you will respond.
The Four Communication Styles

Driver (D-Dominance)

Expressive (I-Influencing)

Amiable (S-Steadiness)

Analytical (C-Contentiousness)
Style Summary

FACTS & RESULTS

Analytical
- System and Process
- Logic Driven
- Non-emotional Analysis

Driver
- Control
- Impatience
- Results Driven
- Decisive

Amiable
- No Conflict
- Relationship Driven
- Consistency
- Loyalty

Expressive
- Recognition
- Communication
- Non-detailed
- Emotion Driven

SLOW / PATIENT

FAST / IMPATIENT

PEOPLE & EMOTIONS
Communication Strategies

• The best way to communicate with me is to.....

• I’m most productive when.....

• The work tasks I like to do most are....

• The work tasks I like to do least are.....

• The best way to give me feedback is to....
“A Player”

**A Players** – Lead by example and do things without expectation of reward, enticement or punishment.

**B Players** – They are "status quo" oriented, rarely push out of their comfort zone, and require others around them to inspire them.

**C Players** – They have excuses or reasons why they are not promoted or move up in an organization and typically have an entitlement mentality. They bring others around them down and cause stress.
Are You An “A Player”?  

The key, is to understand that it is my responsibility to make a conscious effort to implement as many of the traits identified as possible as often and as consistently as possible.

“Strive for progress, not perfection”
Performance vs. Fulfillment

- HIGH PERFORMANCE
- LOW PERFORMANCE
- HIGH FULFILLMENT
- LOW FULFILLMENT

- Burnout
- Maintenance
- Removal
- Development
What’s Your W.I.I.F.M.?
## Motivators and Fears

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<thead>
<tr>
<th>Driver</th>
<th>Motivators</th>
<th>Fears</th>
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<tbody>
<tr>
<td></td>
<td>Power</td>
<td>Being taken advantage of</td>
</tr>
<tr>
<td></td>
<td>Control</td>
<td>Losing control</td>
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<tr>
<td></td>
<td>Achievement and results</td>
<td>Failure</td>
</tr>
<tr>
<td>Expressive</td>
<td>Recognition/approval</td>
<td>Disapproval</td>
</tr>
<tr>
<td></td>
<td>To be liked/loved</td>
<td>Rejection</td>
</tr>
<tr>
<td></td>
<td>Freedom</td>
<td>Loss of freedom</td>
</tr>
<tr>
<td>Amiable</td>
<td>Acceptance</td>
<td>Rejection</td>
</tr>
<tr>
<td></td>
<td>Security</td>
<td>Risky changes</td>
</tr>
<tr>
<td></td>
<td>Stability and order</td>
<td>Conflict and disorder</td>
</tr>
<tr>
<td>Analytical</td>
<td>Being right</td>
<td>Being wrong</td>
</tr>
<tr>
<td></td>
<td>Accuracy</td>
<td>Criticism of their work</td>
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<tr>
<td></td>
<td>Predictability</td>
<td>Uncontrolled emotions</td>
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Finish This Sentence...

• You hit the nail on the _______.

• You can lead a horse to water, but you can’t make him ______.

• To be or not to be. That is the ________.

• It’s raining cats and ________.
You can either change the way you think and behave to get a different result, or you must settle for the results you are getting, based on the way you think and behaving.
The Slight Edge
<table>
<thead>
<tr>
<th>Start</th>
<th>Stop</th>
<th>Continue</th>
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What Nail Am I Sitting On?

Current Reality

Obstacles & Roadblocks

Desired Future

SUCCESS!

SUCCESS!

SUCCESS!