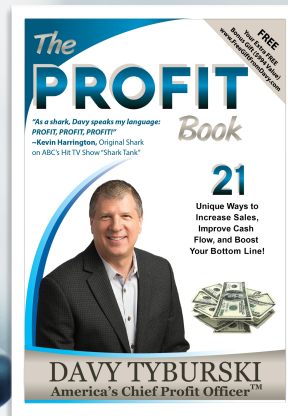


# Leadership From the Inside Out: The Insider Secrets to Fast-Tracking Your Results



# **Congratulations for Being Here!** **You Won't Hear Me Until You Know Me...**



# Write Down Your Top 3 Leadership Challenges

1. I wish I could...
2. If only...
3. If I could change...

# Friendly Reminder



“Minds are like parachutes—  
they only function when open.”

~ Lord Thomas Robert Dewar



# Warren Buffett

***"Invest in Yourself Before Anything Else"***



"Investing in Yourself is ***the best thing You can do-*** anything that improves Your own talents."



# Leadership? Management?

Leadership is the power  
WITH people

Soft skills

Lead people

Change the business

Obtains commitment

Management is the power  
OF people

Hard skills

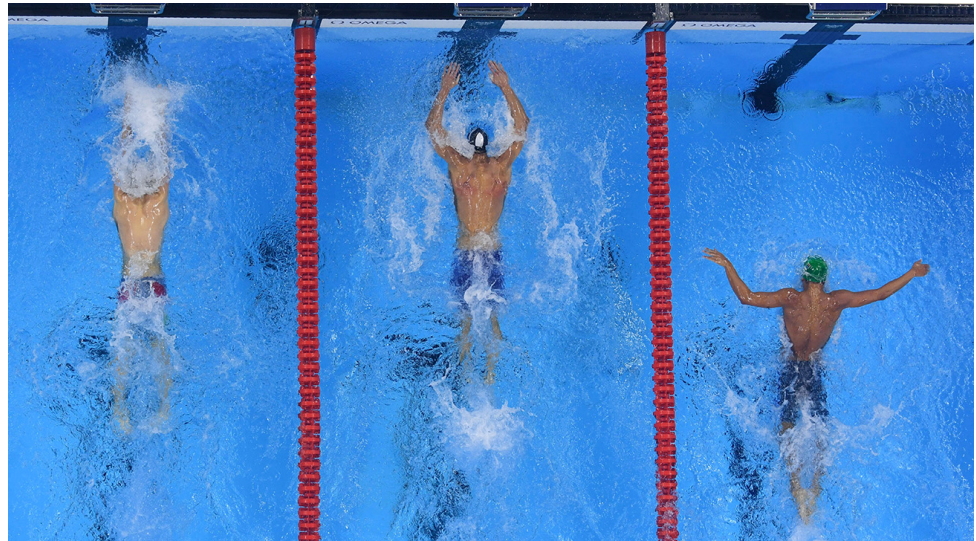
Manage things

Run the business

Gets compliance

# 3 Keys of Leadership

## KEY #1 Establish Clear Swim Lanes



# 3 Keys of Leadership

## KEY #2

### Understand YOUR Role

R<sup>2</sup>





# 3 Keys of Leadership

## KEY #3

### Like and Don't Like



# Beware of These 4 Bones

Knuckle Bones-will knock every idea & never have one of their own

Jaw Bones-do a lot of talking and little of anything else

NATO-No Action Talk Only

Foot Bones-first to step on everybody's ideas (The Whiners!!!)

Back Bones-usually get under the load and do most of the work

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# 9 Ways to be a POOR Leader

1. Order your team around
2. Do not share decision making
3. Make your team feel unimportant
4. Resist input
5. Do not value contributions of others
6. Do not explain the why and how to your team
7. Delay resolving issues or conflicts
8. Do not take an interest in your team
9. Be reluctant to change or to adapt to situations

# Perceptions of Leadership

P-Praise

E-Energize

R-Recognize

C-Communicate

E-Empower

P-Prioritize

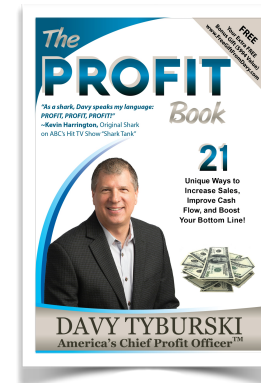
T-Teach

I-Interest

O-Ownership

N-Near-by

S-Strengths





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