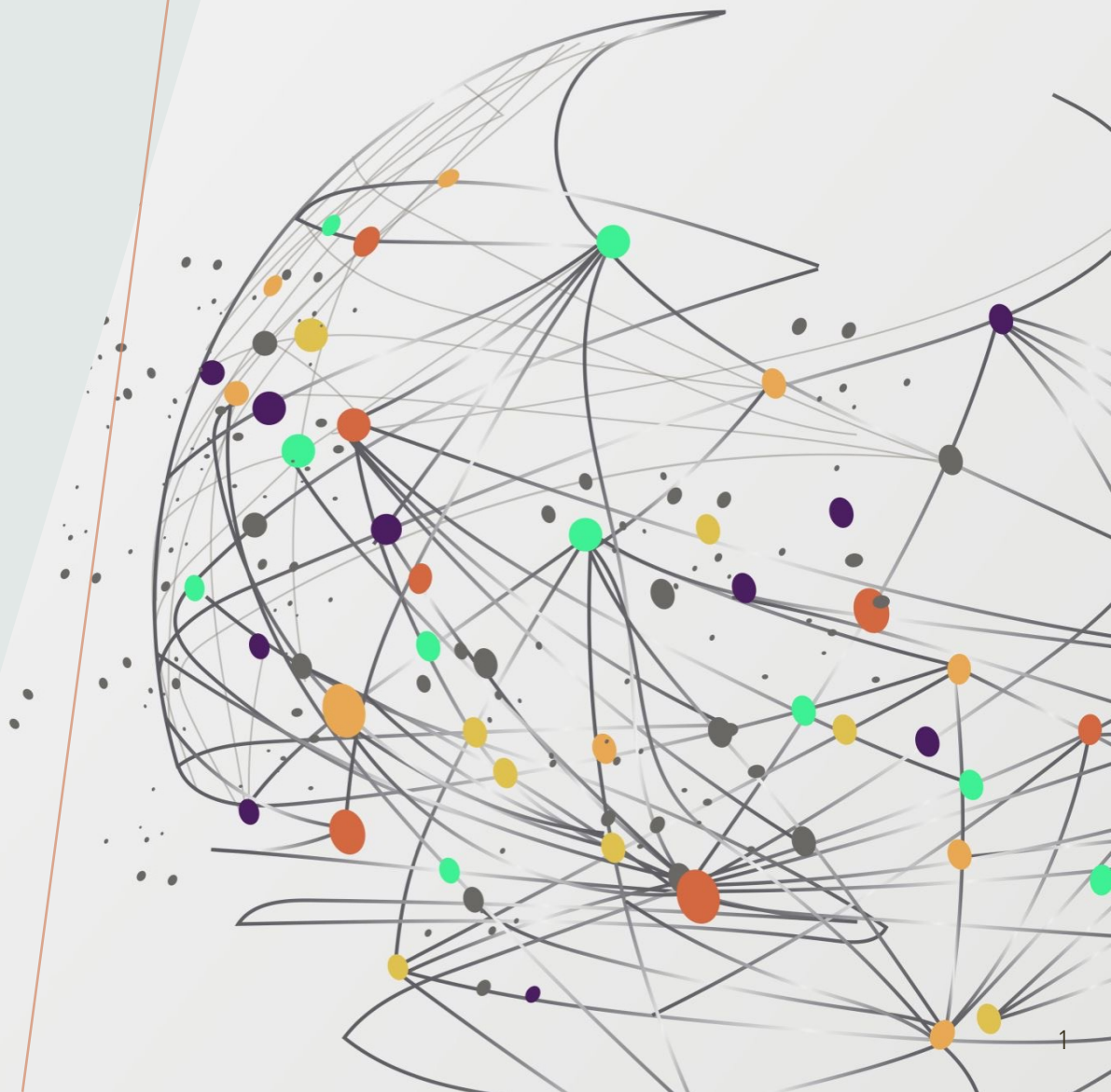
LEADING ON PURPOSE

THROUGH UNDERSTANDING AND PURPOSEFUL DEVELOPMENT



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LEADERS DON'T JUST LEAD...

THEY INSPIRE

THROUGH UNDERSTANDING
AND PURPOSEFUL
DEVELOPMENT

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SOMETIMES IT FEELS LIKE A HIGH WIRE ACT…

WITHOUT A NET

THROUGH UNDERSTANDING AND PURPOSEFUL DEVELOPMENT

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REAL LEADERSHIP

Sometimes requires doing things and making decisions that you really would rather not.....

.....BUT recognizing that they need to be done and doing them

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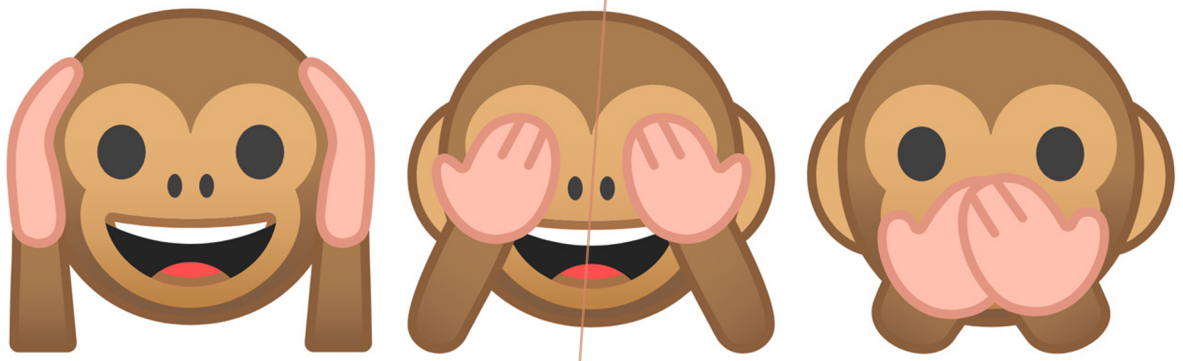
LEADERSHIP IS THE ART OF MOTIVATING A GROUP OF PEOPLE TO ACT TOWARDS ACHIEVING A COMMON GOAL



HOW YOU ACT AND REACT WILL IMPACT ALL RELATIONSHIPS BOTH CURRENT AND FUTURE

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LEADERSHIP CORNERSTONES

- Authentic
- Trustworthy
- Engaging
- Consistent
- Innovative
- Encouraging
- Ability to delegate
- Do what you do best

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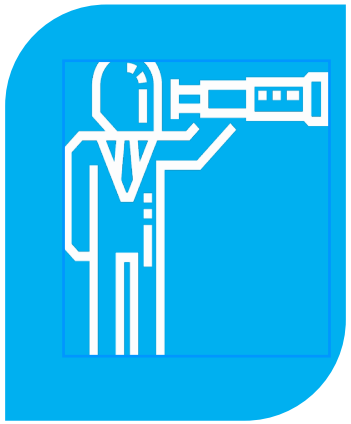
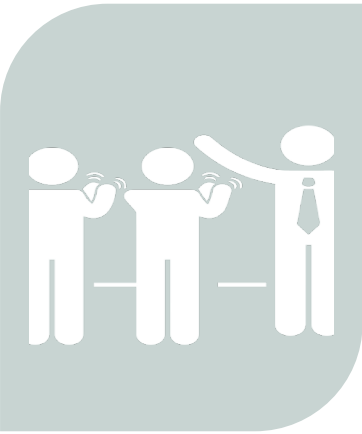
BEING A LEADER

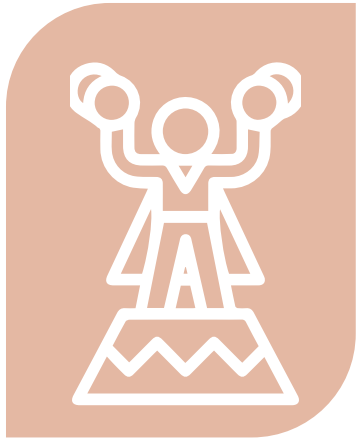
LEADERSHIP STYLES



VISIONARY



TRANSACTOR



SUPER LEADER

STRONGMAN "BOSS REX"

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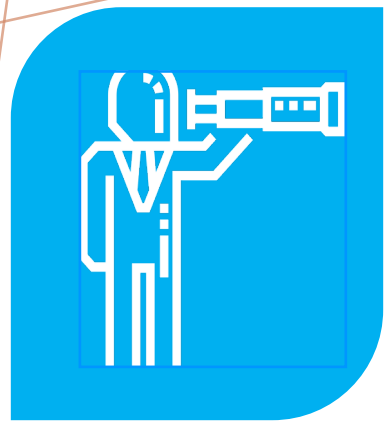
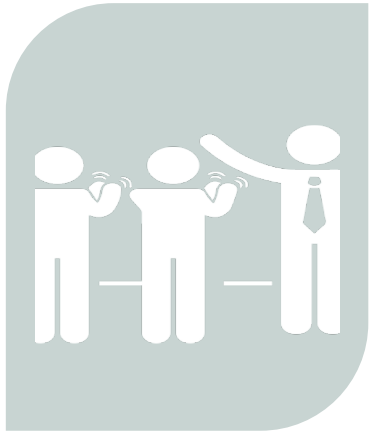


VISIONARY

Visionary Leaders are idea-people who inspire commitment through the power of their purposeful vision.

People support this leader because they believe in the strong and meaningful vision that has been put forth.

Progress – focused & inspirational



TRANSACTOR

The *Transactor* believes in the exchange of rewards for work performed well and inspire productivity through positive reinforcement and consistency.

They are democratic, supportive & innovative

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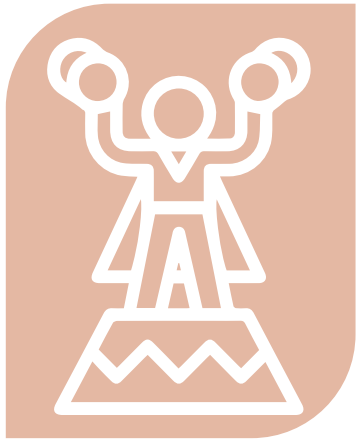

SUPER LEADER

Super Leaders, who are not larger-than-life figures as the term would suggest, are the embodiment of all the strengths and wisdom of their followers.

Super Leaders connect with people, know how to help others unleash their true potential and how to leverage capabilities, and place the spotlight on others rather than on themselves.

Pacesetters, helpful and motivational

STRONGMAN "BOSS REX"

The *Strongman, or "Boss-Rex"*, believes that they needs to lead with an iron fist, inspiring fear among "subjects" and encouraging compliance through the threat of consequences.

Autocratic, authoritarian & results focused

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BEING A LEADER

BUILD TRUST

BE POSITIVE

ASSERT YOURSELF

EXAMINE YOUR PERSONAL VALUES

TAKE ACTION

CONDUCT AN HONEST SELF-ASSESSMENT

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BUILD TRUST

If you are perceived as someone who is trustworthy you can be a leader

When confronted with anger or conflict do you trust yourself to remain composed then you are a leader

Those who trust themselves are on the path to positive influence, because trust leads to accountability and credibility.

If you follow through on promises naturally and consistently, then others will trust you

BE POSITIVE

The ability to display a positive attitude and take action towards solutions and success is what defines real leaders

Help others shake off inertia, cynicism, negativity that comes from waiting for someone else to do something

Don’t wait or rely on others to get something done if it needs doing

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ASSERT YOURSELF

Think outside the cube

Leadership is a willingness to take ownership of something greater than oneself (clinics) for an idea for your department (team) and for the organization as a whole

Many decisions are made at multiple levels, so it is critical for more people to take responsibility for organizational results

EXAMINE YOUR PERSONAL VALUES

Understanding your personal values is the first step towards creating positive personal influence, which is something that holds real power

Knowing your personal values helps you be consistent in your decision-making process

Focus on the bigger picture and at accomplishing goals as an organization, not just as an individual

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TAKE ACTION

If you're a manager and your company conducts annual employee performance reviews, take the results seriously.

Develop a concrete action plan to address deficiencies or areas of concern. Or, if you think a task in your department could be accomplished more efficiently or with better results, propose the plan and offer to take the lead

Demonstrating your commitment to positive change is an excellent way to build your reputation as a team player and competent leader

CONDUCT AN HONEST SELF-ASSESSMENT

Know and understand your drivers:

- Do you micromanage?
- Do you overreact or take credit for others' work?
- Do you undermine others' efforts or new ideas?
- Do you expect everyone to act just like you?
- Do you play the blame game?

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SUCCESSFUL LEADERS

Distinguish corporate core values (Your WHY)

Purpose →	Vision Integrity & Inspiration
People →	Productivity & Well being Encouragement & Accountability
Pace →	To achieve sustainability Time & Energy
Perception →	Choosing a plan for growth Insight & Innovation
Profit →	Money Effective management &utilization of company's resources

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BOSS VS. LEADER

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Drives employees
Depends on authority
Inspires fear
Says "I"

Places blame for breakdowns
Knows how it's done

Uses people
Takes credit

Commands
Says "Go!"

Coaches employees
Depends on goodwill

Generates enthusiasm
Says "We"

Fixes the breakdowns
Shows how it's done

Develops people
Gives credit

Asks
Says "Let's go!"

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TODAY'S SUCCESSFUL LEADERS NEED TO DEAL WITH .....

Stress and anxiety in the workplace (mental well being)

- Ask questions and listen to the answers
- Be empathetic
- Not everyone shares what they are feeling

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TODAY'S SUCCESSFUL LEADERS NEED TO DEAL WITH .....

Remote employees and relationships

- Relationships matter (stakeholders)
- Be genuine
- Suspend judgement
- Assume best intent
- Give trust to get trust

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TODAY'S SUCCESSFUL LEADERS NEED TO DEAL WITH .....

Staying connected and being relevant

- Virtual platforms
- Check in not just about work
- Be engaged and respectful
- Be available and supportive
- Be positive

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TAKEAWAYS

Command and Control vs Trust and Inspire

Be true to yourself (what do you like to do)

Owner vs leader

Ask don't tell (invite input)

Engage rather than alienate

Be open to positive change

Don't take things or people for granted

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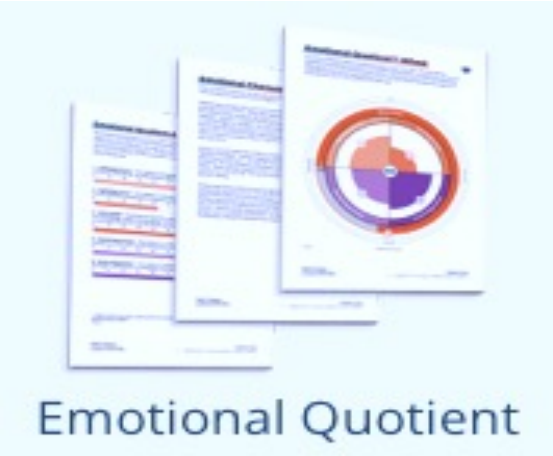
Behavioral Tools to better understand yourself and to have a healthier understanding of others

Motivational® Maps

DISC

12 DRIVING FORCES™



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