Goals

- Sharing tools for your success
- Give you something to think about

Your Toolbox and Success?

- Dusty?
- Up-to-date?
- What's in it?

Values-Based Leadership

- Respect
- Teamwork!
- Integrity
- Excellence

People-to-People Connection

- How is yours?
- Cultivating?
- Responding?
- Recognizing?
- Reacting?
- Your staff / peers?
- Your Customers?
- Your Stakeholders?
- Peopleism?
Understanding Personality Types

Let's try it!

NORTH
- Warriors
- Impatient
- Yesterday... Today... All risk

West
- Processors
- Need 150% info
- Dry run
- Low risk taking

East
- Visionaries
- See what others can't

South
- Caring
- Nurturers
- Take care of people

"Please don't make me wrong even if you disagree"

Peopleism 101
- People resent this
- Promotes get mad or even response
- Nobody likes his/her worth questioned

"Hear and understand me"

Peopleism 101
- People need to feel fully listened to at work and at home

"Remember to look for my loving intentions"

- Acknowledge the positive intention that people have when presenting idea, plans, etc.
- Don't belittle or kill ideas

"Tell me the truth with compassion"

- Talk to people instead of talking about them
- Respect and caring rather than disdainful or condescending
"Acknowledge the greatness within me"

- Everyone has the potential to grow
- People will respond positively if you acknowledge their potential greatness

Self-Assessment Inventory

- Your personality type
- Effectiveness level
- Self-perception vs others
- Personal skills assessment
- Place in the culture
- Personal toolbox inventory
- 360° Feedback Tool

It's All About You!

- Commitment
- Your reputation
- Unreasonable vs. Reasonable
- Understanding people needs
- Building bonds and teams
- Advocating for:
  - Your staff & resources
  - Fairness
  - A culture change
- Use Your Power!

Never Ending Challenges...

- More with Less
- Change & Leadership
- Productivity
- Metrics
- Recognition

My 2 Cents Worth of... Change

- Adaptability + Leadership = Change
- A struggle when leaders are not rewarded or trained for change

A DILEMMA

- Stale Managers (SM) in The Organization
- The issue:
  - SM are in leadership roles without the skills or Vision to lead
  - Unhealthy Work Culture (Toxic!)
- Solutions?
  - Your Role
  - Your Power
  - Involvement & Risk Taking
The Toxic Work Culture

- Managers not leaders are promoted/rewarded
- Managers not leaders become executives
- "Don't rock the boat" = politics of survival
- Bureaucracy flourishes, rules, and controls
- Managers "know it all" – Think they are best
- Managers protect the past
- Low risk-taking
- Accountability? Values? Where did they go?

From Bad, to Better, to Best

- Healthy Culture
- You help create it
- Trust Cooperation is high!
- Proactive
- Open to innovation and change
- Enthusiastic – people believe in selves
- Meets the needs of the community
- Recognition and celebration of successes

What You Can Do About Change?

- Open to restructure and new ways
- Model behaviors, norms, communicate
- Actions reinforce vision and change
- Change for those not with the program
- Endorse reasonable innovations of others
- Start with the low hanging fruit
- Start small for essential early success

Formula for Success

Competence + Confidence = Bull in a china shop?

Competence + Confidence + Caring = Self Esteem

C + C + C + Tools For Success = A Better You

It's A Partnership...

Thank You!