

**Lead like a
Superhero:
Leadership
without
Authority**



Isn't the Boss the Leader? Not necessarily...

Goals for today's discussion:

- Management vs. Leadership
- 5 key Characteristics of Great Leaders

Management vs. Leadership

Management involves directing a group of people to accomplish a series of tasks that contribute to organizational success.

Management vs. Leadership

Leadership is the ability to influence, motivate, and enable others to contribute toward organizational strategic goals.

Management is doing things right;
leadership is doing the right thing

- Peter Drucker -



Bad Leadership



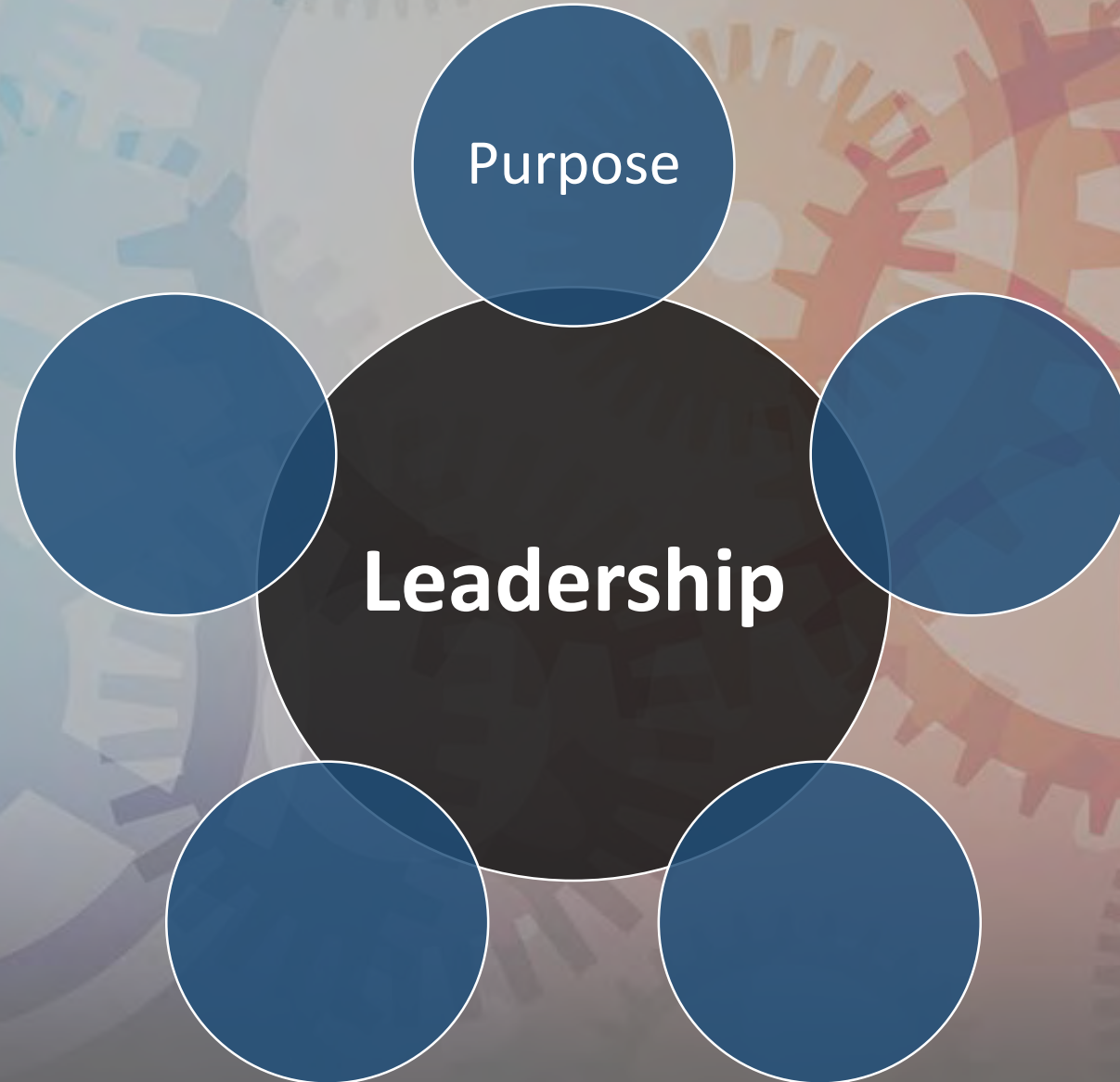
Good Leadership



**"THE KEY TO
SUCCESSFUL
LEADERSHIP
TODAY IS
INFLUENCE,
NOT AUTHORITY."**

- Kenneth Blanchard

5 Characteristics of Successful Leaders



Purpose

- Embrace Change
 - **Never fall in to “we have always done it this way” or “If it ain’t broke....”**
 - Embrace other opinions and be willing to shift direction
- Be definitive and swift to respond
 - Know and share with the team their roles, goals and boundaries
 - Follow through immediately on team needs to accomplish goals
- Develop Passion and Drive
 - Be excited about every opportunity and celebrate success
 - Find energy for what you do every day. This is a decision, not a mood



*“300” courtesy of
Warner Brothers*

**People may hear your words,
but they feel your attitude.**

John C. Maxwell

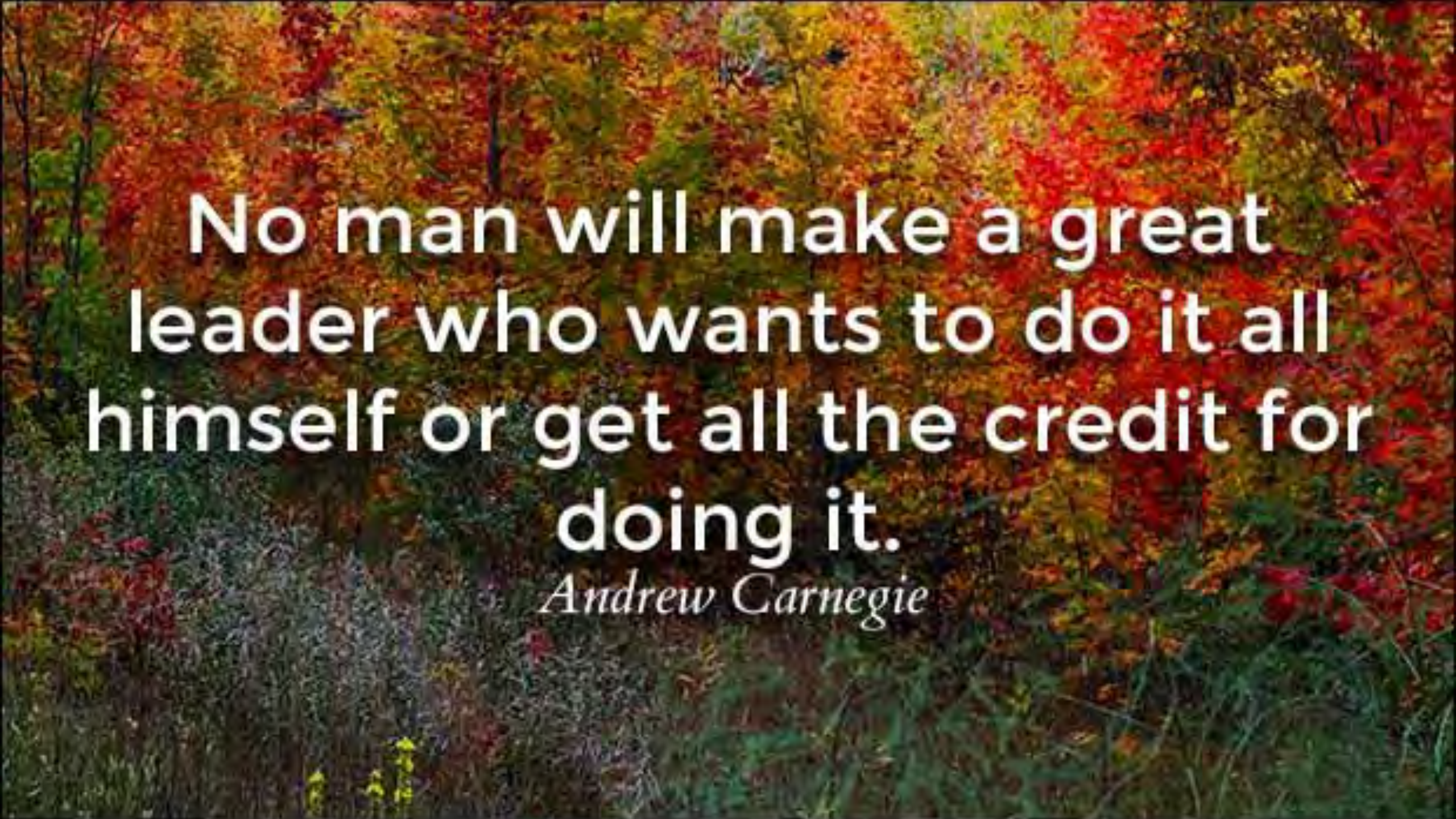


5 Characteristics of Successful Leaders



Humility

- Servant Leadership
 - You work for everyone on the team regardless of role or title
 - Release authority over the goal; it is now owned by the group
- Leave Ego at the door
 - Leaders know they are not the smartest person in the room
 - If you act as if you are right, you will cause conflict and tension
- Vulnerability
 - Asking questions does not show weakness, it creates knowledge
 - Say "I'm Sorry". You know when you are wrong so admit to it



No man will make a great leader who wants to do it all himself or get all the credit for doing it.

Andrew Carnegie



5 Characteristics of Successful Leaders



Respect

- Empathy
 - **Be sensitive to others. You don't know what else they have going on**
 - Be attentive to personal and cultural differences in others
- Active Listening
 - Embrace silence. You will be learn more by letting the other person talk
 - Pause 3 seconds before responding to collect your thoughts
- Conflict Resolution
 - **It's not a conflict, it's a negotiation. "We" and "Us" forms a partnership**
 - Compromise will produce a win/win. Disengaging is the LAST option



Respect for leaders by followers
can't be mandated; it must be
earned. It has to be given to leaders
by their followers.

— *Colin Powell* —

AZ QUOTES

The role of the leader is to foster mutual respect and build a complementary team where each strength is made productive and each weakness irrelevant.

Stephen Covey

5 Characteristics of Successful Leaders



Trust

- Accountability
 - The person who knows that you did your best is the face in the mirror
 - Be the responsible person and funnel information to your team
- Honesty
 - Even when the news is bad, be transparent at all times
 - Be honest with yourself at all times, as this increases credibility
- Confidence
 - "We Will" and "We Can" not "We'll Try" or "Maybe"
 - Stay out of the way and know that this is the right team at the right time to accomplish the goal

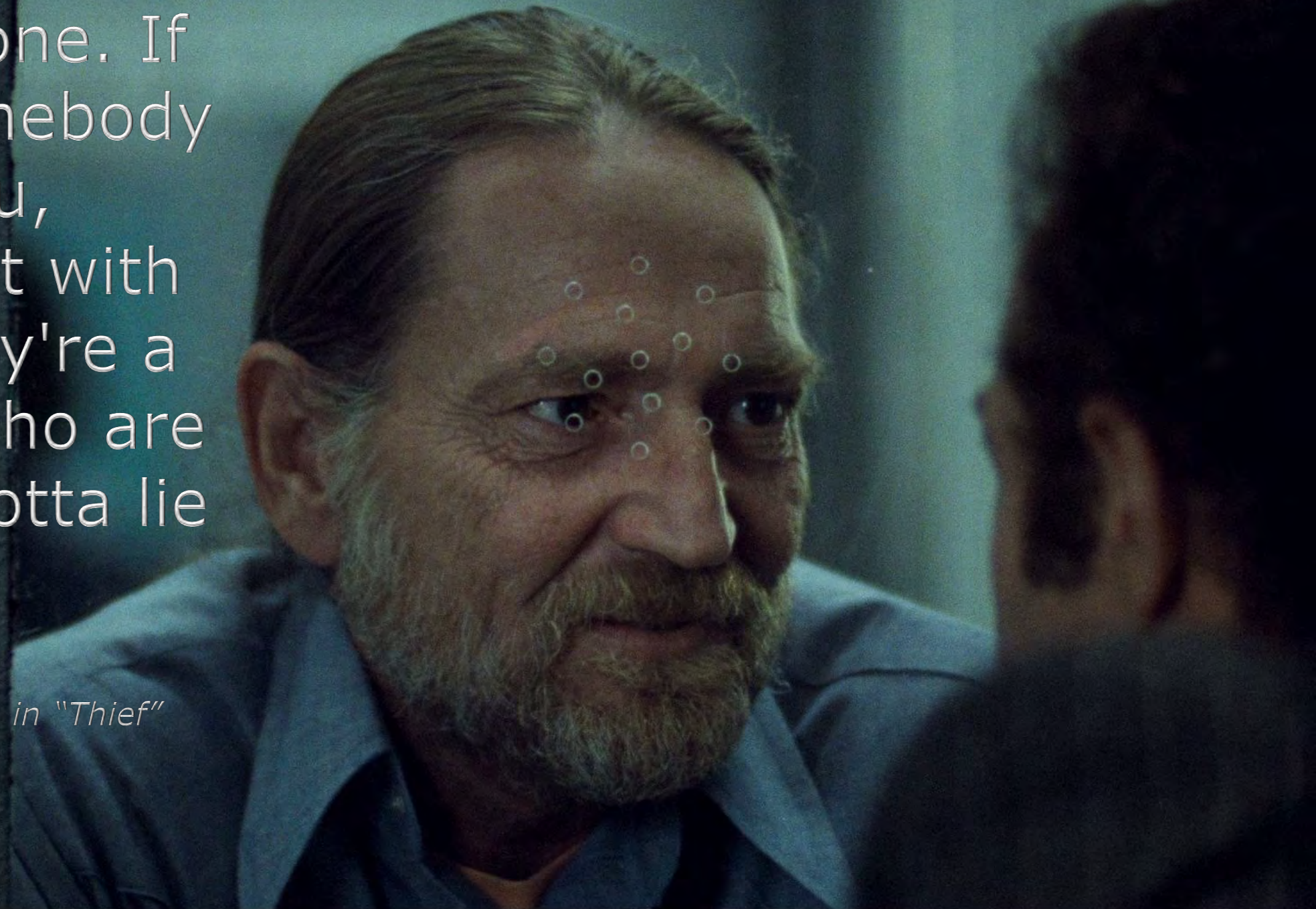


**“Trust is the glue that holds
an organization together
and the lubricant that
keeps it moving forward.”**

—COLIN POWELL

"Lie to no one. If there's somebody close to you, you'll ruin it with a lie. If they're a stranger, who are they you gotta lie to them?"

- Willie Nelson (Okla) in "Thief"




5 Characteristics of Successful Leaders



Emotional Intelligence

- Self Awareness (toughest of all Leadership traits)
 - Continuously Improve. You know your strengths; fix your weaknesses
 - Find an accountability partner you trust and accept their feedback
- Understand needs of others
 - Be aware that everyone's personality and needs are different
 - **Personal conversation helps define the other person's needs**
- Neutral Politics
 - Leave office posturing and gossip out of working relationships
 - Be willing to engage members who could derail the team

A scenic landscape featuring a calm lake in the foreground, a dense forest of evergreen trees in the middle ground, and a range of mountains in the background. The sky is a pale, hazy blue, and the overall atmosphere is peaceful and serene. The text is overlaid on the upper portion of the image.

**Being entirely honest with
oneself is a good exercise.**

Sigmund Freud

Video Clip courtesy of Capilano University

5 Characteristics of Successful Leaders



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
-John Q. Adams

truth
honesty
integrity
education joy
efficiency
vision creativity
charisma
inspire
motivate
listen go
optimistic
commitment character
courage discernment generosity
initiative listening generosity initiative
relationships security responsibility vision
focus creativity
communication dreams
charisma vision initiative communication servant
servanthood dedication joy
attitude joy innovation
teachability actions do dream learn
if your actions inspire others to dream
more learn more and
do more and dream become more
you are a leader if the blind lead the
blind they both will fall in the ditch all
the great learn have had one
characterist in common: it was the
unequivocally the major anxiety of their
people in their time this and not much
else is the essence do of leadership
the task of a leader is to get his
people from where they are to where
they need to be the task of leadership
is not to put
greatness into
humanity but to elicit it for the greatness
is already there the key to successful
leadership in todays world
is not authority its influence
to lead one must follow first
leadership like swimming cannot
be learned by reading be gentle
and you can be bold; be frugal
and you can be liberal; avoid
putting yourself before others
and you can become a
leader among men
a leader is a man who
makes decisions
sometimes they turn
out right and sometimes
they turn out wrong
but either way he makes
them there is no
such thing as a perfect
leader either in the
past or in the present
if there is one he is
only pretending
so are you being
all the leader
that you can
be? be?

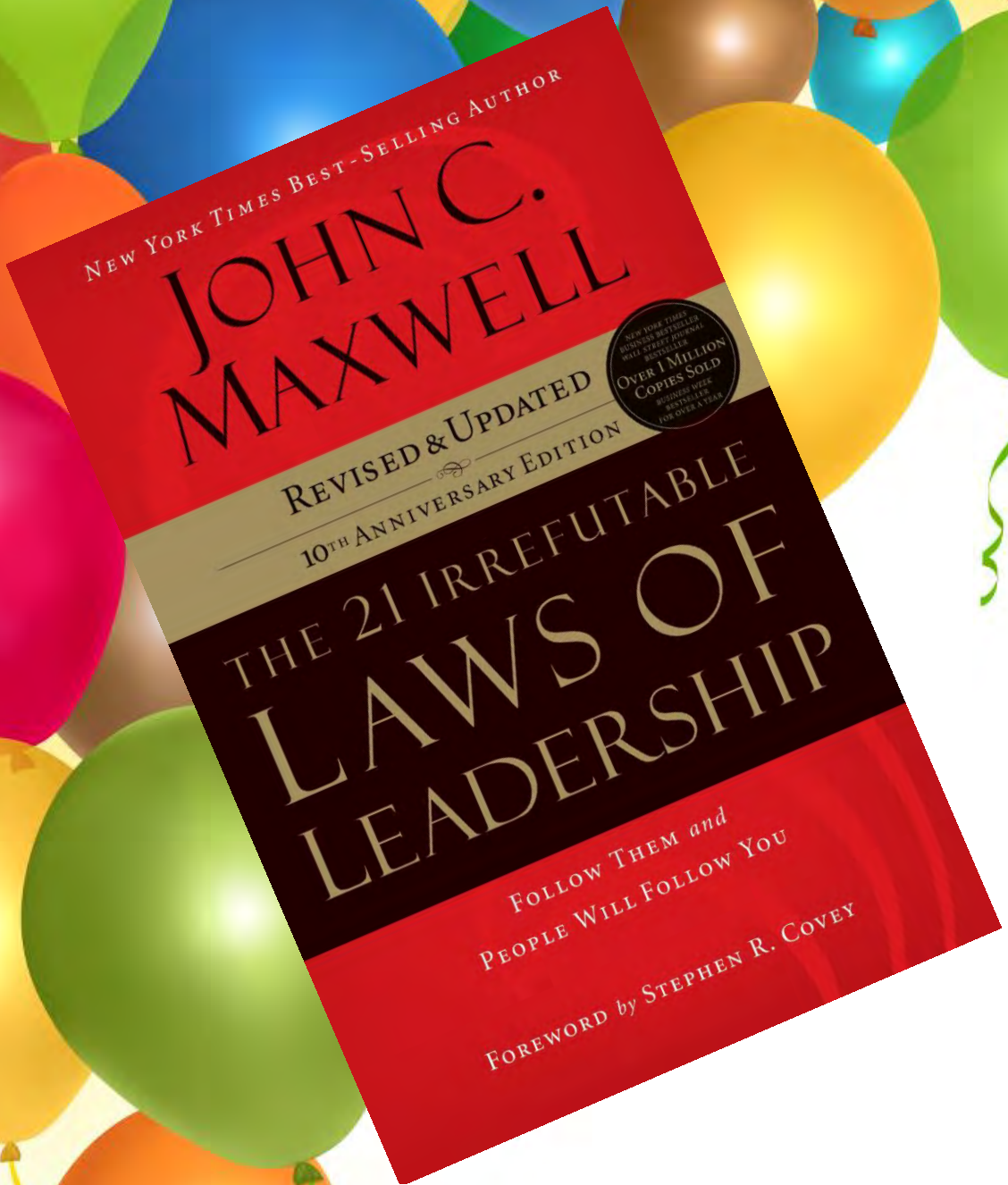
<http://bgavideo.wordpress.com>

Trivia Time

What year was
the first iPod
released for
sale?

2001





Trivia Time

What city was
home to the
headquarters of
Carnegie Steel?

Pittsburgh, Pennsylvania
(Home of the greatest NFL franchise ever!)



"Succinctly explains how to deal with emotions
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- THE DALAI LAMA

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FOREWORD BY
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Questions or Comments

Thank you for attending