

EXPLORING THE LEADERSHIP CHALLENGE

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USING ZOOM

Place Your Interactive Slide Here with
Instructions on How to Use Zoom

Raise Hands

Chat Box

UnMute

Anything Else







THE LEADERSHIP CHALLENGE AND DFPS

Launched in 2016

- Pilot Group Austin Texas
- Astronomical Turn Over Rate

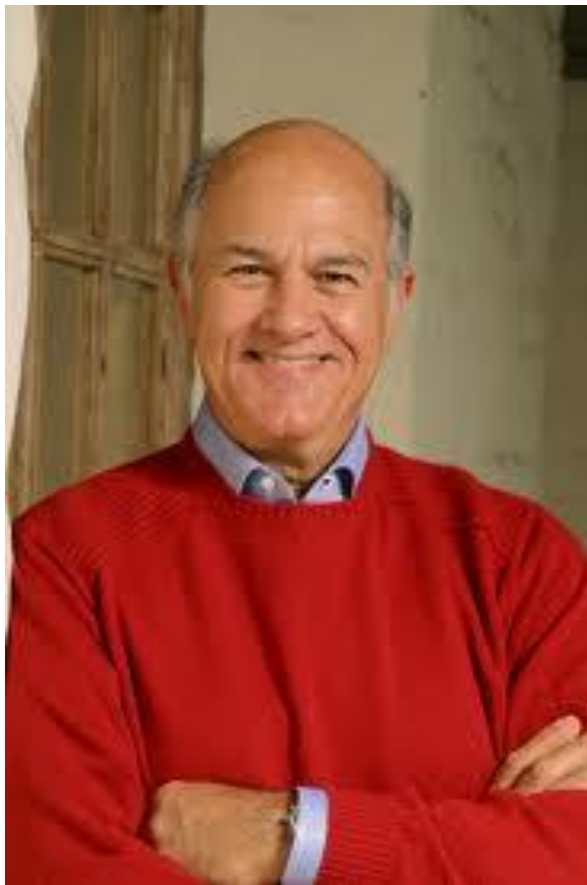
Six Months Later

- Just Under 20 Staff Returned
- 11 Became Supervisors



JIM AND BARRY

Jim Kouzes



Barry Posner





POLL

Who Has Read The Leadership Challenge?





HOW DID IT ALL BEGIN

- Your Leadership Best
 - What was the situation?
 - What did you do?
 - What was the outcome?



“

“Only three things HAPPEN
NATURALLY IN ORGANIZATIONS:
friction, confusion AND
underperformance . . .

”



“ . . . everything else
requires leadership.”

—Peter Drucker





What does a leader look like?







A black and white portrait of Martin Luther King, Jr. is shown on the left side of the image. He is looking upwards and to the right with a thoughtful expression. The background of the entire image has a textured, aged appearance.

**“FAITH
IS TAKING
THE FIRST STEP
EVEN WHEN
YOU DON'T SEE
THE WHOLE
STAIRCASE.”**


- Martin Luther King, Jr.
ELDENCREATIVE





LEADERSHIP FUNDAMENTALS

- Leadership is everyone's business.



“Leadership is Influence,
nothing more, nothing less”

John Maxwell





Tariku from **Ethiopia**







LEADERSHIP FUNDAMENTALS

- Leadership is everyone's business.
- Leadership is a relationship.
- The best leaders are the best learners.
- It takes practice to become a better leader.
- Leadership is an aspiration and a choice.





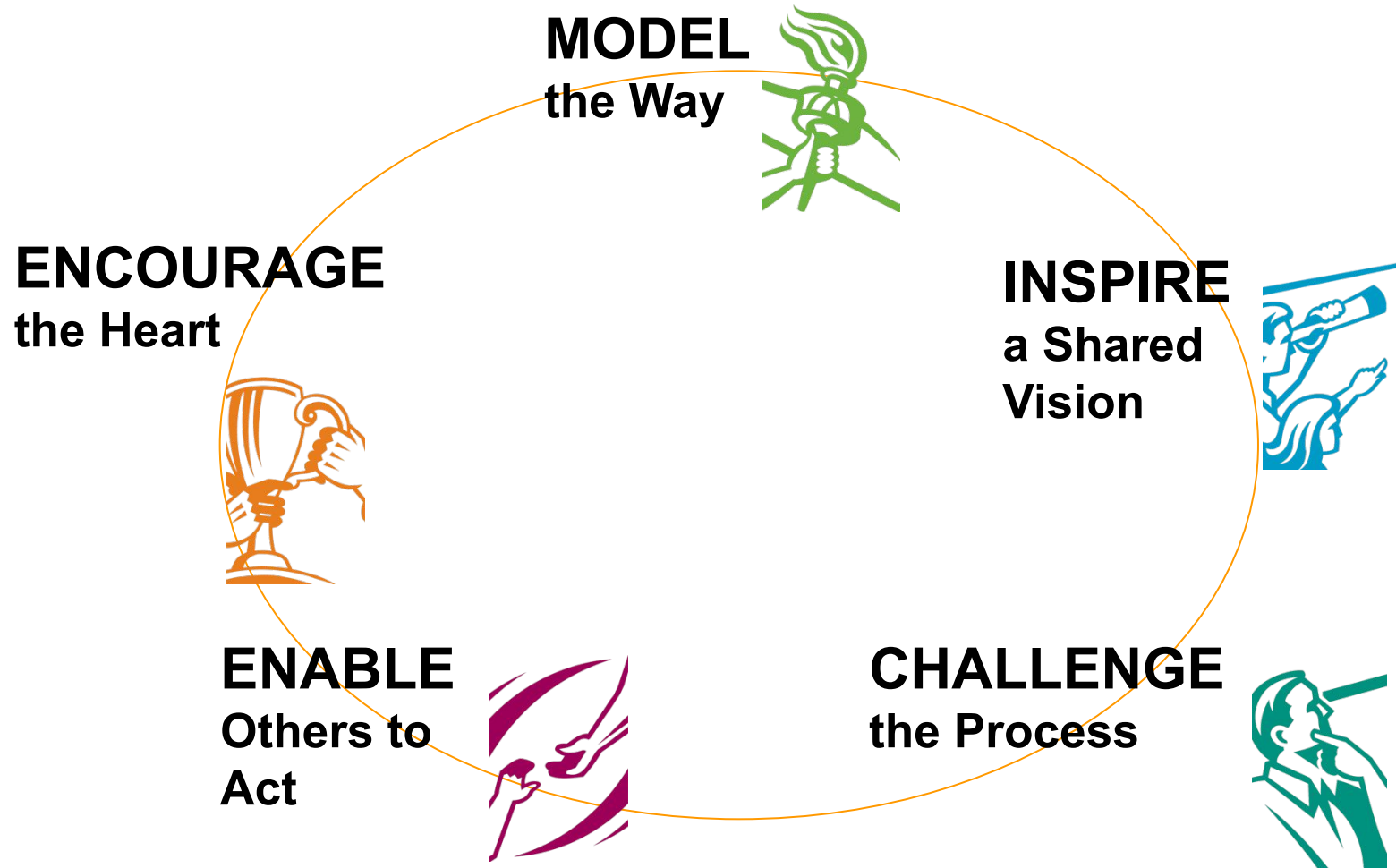
LEADERSHIP

“The art of mobilizing others
to want to struggle for shared
aspirations.”

—Jim Kouzes and Barry Posner



THE FIVE PRACTICES



MODEL THE WAY





MODEL THE WAY

Clarify values by finding your voice
and affirming shared values.

Set the example by aligning actions
with shared values.





If you don't believe the
messenger

You won't believe the
message



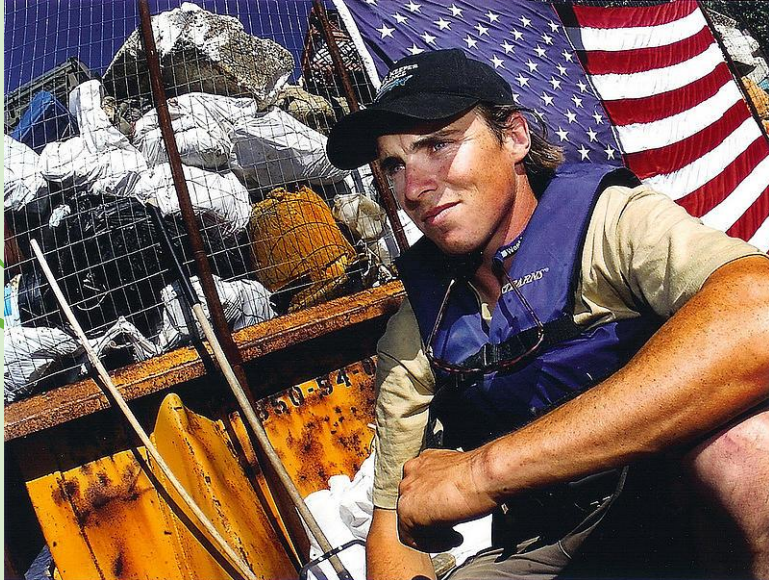


If you don't believe in the messenger,
you won't believe the message.

You can't believe in the messenger if you
don't know what the messenger believes.

You can't be the messenger until you're clear
about what you believe.





CHAD PREGRACKE





From Robert Herzog CFO - Harrison College



*“You are
your
calendar.”*





ALIGN WITH VALUES

- Calendars
- Checkbook
- Stories
- Language
- Measurements
- Rewards





FROM VALUES TO VISION

**Leadership
Philosophy**

Personal Values



INSPIRE A SHARED VISION



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INSPIRE A SHARED VISION

Envision the future by imagining exciting and ennobling possibilities.

Enlist others in a common vision by appealing to shared aspirations.



It's Kind of

FUN

To do the

IMPOSSIBLE

Walt Disney





***If change is not connected
to a higher purpose,
why should we invest
ourselves?***

***People commit to CAUSES,
not PLANS.***





**“I have a list of
measurable
objectives”**





“I have a dream”



CHALLENGE THE PROCESS



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CHALLENGE THE PROCESS

Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.

Experiment and take risks by constantly generating small wins and learning from experience.





OUTSIGHT

- Being open
- Staying in touch
- Stepping outside boundaries





Don Schoendorfer



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ENABLE OTHERS TO ACT



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ENABLE OTHERS TO ACT

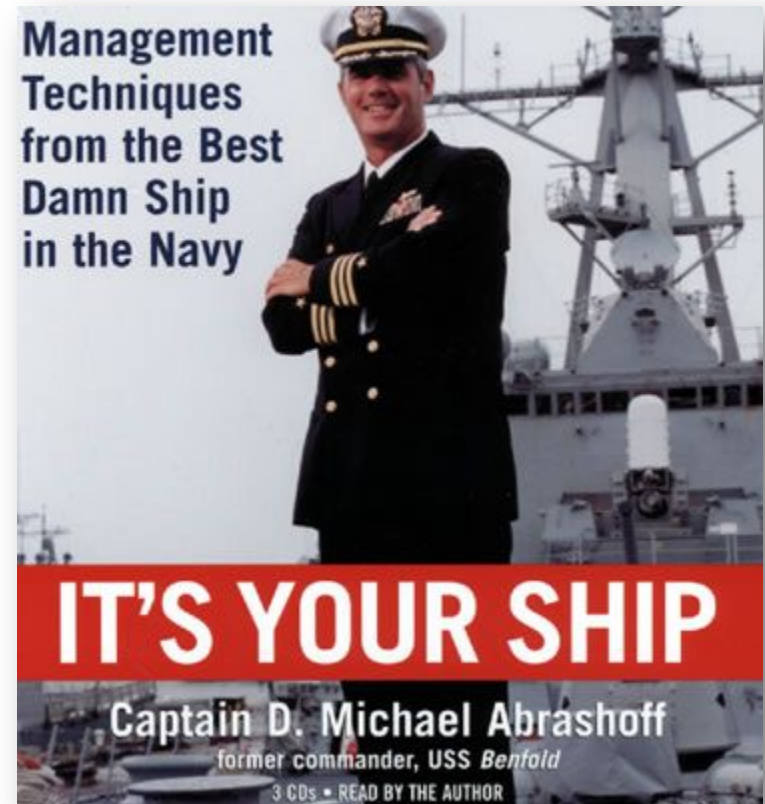
Foster collaboration by building trust and facilitating relationships.

Strengthen others by increasing self-determination and developing competence.



CAPTAIN D. MICHAEL ABRASHOFF

*“If all you do is
give orders,
then all you will
get is order
takers.”*





Part of Enabling others to act...

Is giving Your power away.



ENCOURAGE THE HEART



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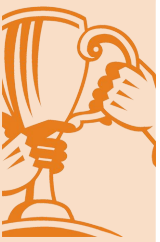


ENCOURAGE THE HEART

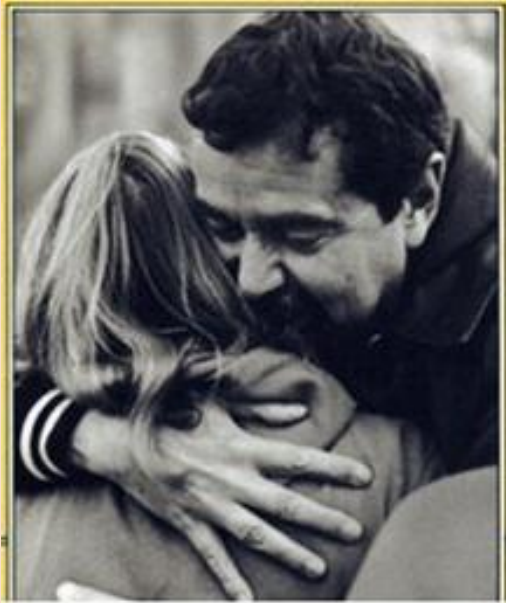
Recognize contributions by showing appreciation for individual excellence.

Celebrate the values and victories by creating a spirit of community.





THE POWER OF ENCOURAGE



Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.

- Leo Buscaglia





ENCOURAGE ONE ANOTHER

- What did/do you do for me?
- Why is it important?
- Thank them in a creative way!



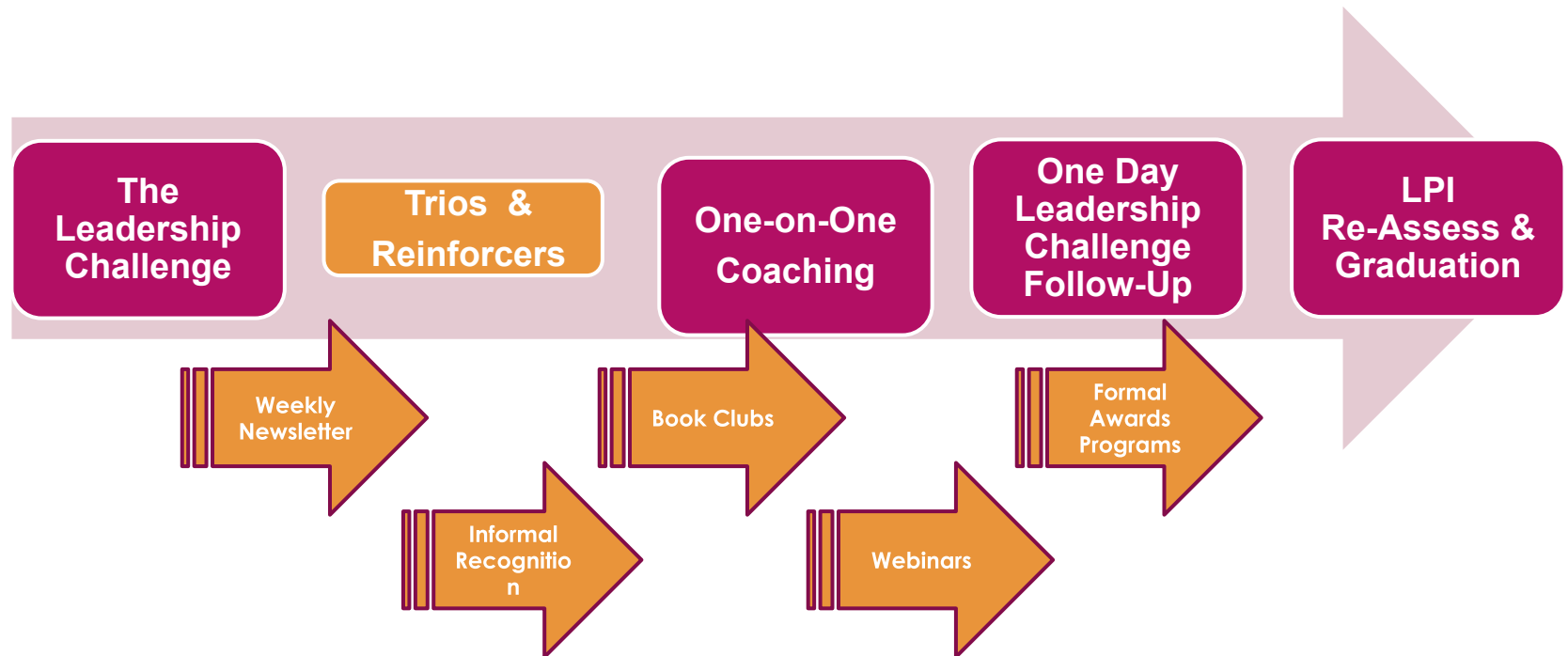


ENCOURAGE ONE ANOTHER NOW

- Take Out Your Encouragement Engagement Device (EED) (Cell Phone)
- Text someone right now that you would like to encourage
 - Thank You
 - Hang In There
 - ???



The Leadership Challenge: Refining & Shaping Culture





Thank You for Your Time

Have a Great Day



Leadership Development that Endures

<https://www.ileadusa.com/>

