EXPLORING THE LEADERSHIP CHALLENGE

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

—Martin Luther King, Jr.
LEADERSHIP FUNDAMENTALS

- Leadership is everyone’s business.

“Leadership is Influence, nothing more, nothing less”

John Maxwell
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

INSPIRE a Shared Vision

CHALLENGE the Process

ENABLE Others to Act

ENCOURAGE the Heart

THE FIVE PRACTICES

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MODEL THE WAY
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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.
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
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
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
ENABLE OTHERS TO ACT
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
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

- The Leadership Challenge
- Trios & Reinforcers
- One-on-One Coaching
- One Day Leadership Challenge Follow-Up
- LPI Re-Assess & Graduation

- Weekly Newsletter
- Book Clubs
- Informal Recognition
- Formal Awards Programs
- Webinars
Thank You for Your Time

Have a Great Day

Leadership Development that Endures

https://www.ileadusa.com/