

Con la colaboración de:



EOI Escuela de
organización
industrial

Leadership and team building

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Discover the....

What, How, Where, Why and When

of

Leadership

Goals

Reflect upon what leadership is really all about.

Analyze different leadership styles.

Create awareness of the qualities of a great leader.

Discover individual leadership styles.

Re-examine personally held beliefs regarding leadership and your role.

Understand that leadership starts from within and it is a choice.

Leadership

1. **What** is Leadership?
2. **How** is it done?
3. **Where** is it found?
4. **Why** does or doesn't it work?
5. **When** are you going to start?

1. What is Leadership?

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“Leadership is the capacity and will to rally men and women to a
common purpose and the character which
inspires confidence.”

- Bernard Montgomery
British Field Marshal

“The only definition of a leader
is someone who has
followers.”

-Peter Drucker

Qualities of a Leader

Character

Charisma

Commitment

Communication

Courage

Focus

Generosity

Initiative

Listening

Passion

Positive Attitude

Problem Solving

Relationships

Self-discipline

Teach-ability

Vision

Where

DOES

Leadership come from....?

1

Dealing with **adversity, competition,**

and crisis. It comes from facing your fear, staring down the barrel of defeat, and surviving. An untested leader is no leader. An untested leader is a novice who has nothing to teach anyone.

2

Making **decisions** that affect lots of people's lives and livelihoods and **sometimes making the wrong one.** It comes from admitting to yourself, and everyone else, that you failed - and, in all likelihood, will fail again - but each time you'll learn from it and hopefully not make the same mistake twice. Failure breeds humility and confidence. Failure builds leaders.

3

A **fire in your belly** that makes it

impossible to forsake your dream or vision, especially when everyone says you're crazy or it can't be done. It comes from a willingness to work 24×7 to understand and solve some big, hairy problem for no other reason than that it's there and, if you succeed, you'll bring something unique and useful to the world.

4

Within. While leadership comes from experience - from immersion in the real business world - it also comes from within. It comes from self-knowledge, self-reflection, and self-confidence. It comes from the deep-seated belief that you've got something to prove, that you're special or destined for great things, a belief that, for whatever reason, is often self-fulfilling.

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Resiliency

2. How is it done?

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Movie Analysis –

Glengarry Glen Ross

Positive

- Captures interest
- Captures attention
- Clear goal
- Good time mgmt
- Gives reasons
- Clear message
- Adapts message to audience
- Non-verbal communication

Negative

- Style – End justifies the means
- No feedback – unidirectional
- Doesn't identify himself
- Only results oriented

What are the consequences?

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Situational Leadership Model

Developed by Hersey and Blanchard

A model, not a theory

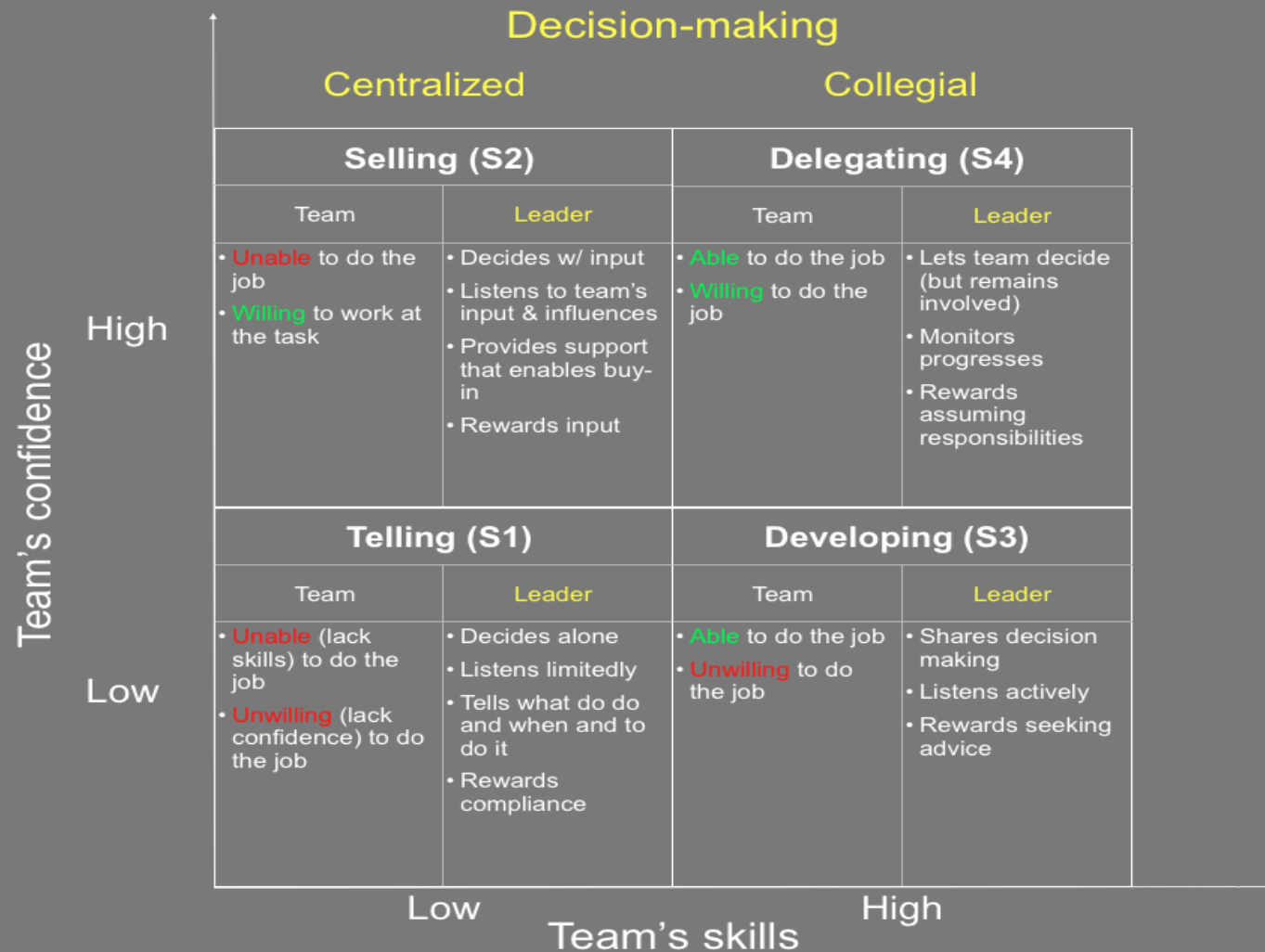
Different situations and followers, require different leadership styles

No one leadership style is appropriate for all situations

Effective leaders adjust their style to match the situation

Use the model to determine the situation and then choose the corresponding leadership style

Adapt your leadership style to the confidence and skills of your team



Brainstorming Exercise

Could this be used in my company?

Think of the many different situations there are in your job and your company.

List the different classifications of employees.

What different styles of leadership do they require?

Do you adjust your style to the employees?

60 Second Master in Leadership

Dee Hock, founder of Visa

Great Leaders tell

3

Stories

-Phil Dourado

1

Tell a compelling story about themselves:
who they are, where they come from,
what they stand for and what they
expect.

2

Tell a compelling story
about the organization:
its mission,
its purpose,
its vision.

3

Make people feel an essential part of the story through the work they do everyday. Knowing their part in your organizations story engages people and gives them a sharp sense of purpose.

“ What **you do** speaks so
loudly, I **can't hear** what you are
saying.”

- Ralph Waldo Emerson

Lead by Example

How are you leading by example?

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Where could you improve?

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The Glue of Leadership.....

TRUST

How do we create trust?

Character + Competence + Consistency

=

Trust

"Your job is to touch everyone and get into their soul. Every moment you are in your office, you are useless."

- Jack Welch

Communication is about connection.

Without connection there is no

ENGAGEMENT.

3. Where is it found?

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Within YOU!

How can I lead others if I can't lead myself?

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Self-Leadership

Who am I?

What do I want?

What is my current situation?

Where do I want to go?

How am I going to get there?

Who am I?

What are my strengths?

How am I applying them?

How do my emotions affect me?

What qualities do I already have?

Which ones do I need to acquire?

Where are my areas of improvement?

Which ones do I choose to work on?

How am I going to do it?

Action plan

What do **you** want as a leader?

How are **you** going to achieve it?

What are your **team's STENGTHS?**

What is your strategy?

Is it working?

4. Why does or doesn't it work?

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“I have yet to find the man, however exalted his station, who did not do better work and put forth greater effort under a spirit of approval than under a spirit of criticism.”

- Charles Schwab

Perception

It's not how people see themselves that matters, but how they come across to others they're attempting to influence.

What is the alternative?

New Leadership Qualities

Courage

Compassion

Vulnerability

Transparency

Passion

Inspiration

Initiative

Commitment

Responsibility

Purpose

Enthusiasm

Hope

Action

“L´eggo my eggo!”

Or should we say...

Let go of my **EGO**!!!

Obstacles

Habits

Beliefs

Feedback

“How can you have charisma? Be more concerned about making others feel good about themselves than you are making them feel good about you.”

- Dan Reiland

When two people in a business always agree, one of them is unnecessary.”

- William Wrigley Jr.

Groupthink

5. When are you going to start?

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Leadership is a
choice,
not a title.

“Leadership, like swimming, cannot be learnt by reading about it.”

- Henry Mintzberg

ActiOn

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Summary

Leadership is a
CHOICE!

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