

# Growing Leaders

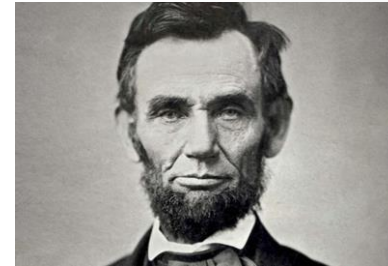
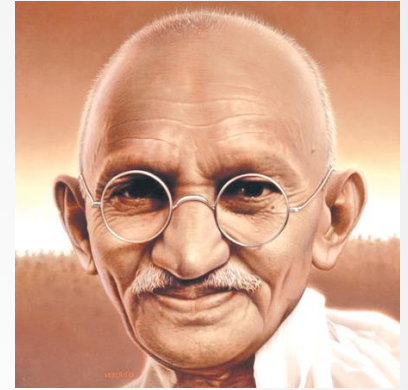
# What is Leadership?

Traits?

Examples?

# Leadership as Service

- Character
  - Integrity
  - Trust
  - Respect
  - Dedication
  - Competence
  - Empathy
- 
- Listens
  - Inspires
  - Encourages
  - Grows
  - Leads



# Leaders vs. Managers

- Moral authority
- People
- Synergize
- Vision
- Empower
- Do the right things
- Creativity
- Let's Go!

- Positional authority
- Tasks
- Supervise
- Instruction
- Power
- Do things right
- Structure
- Go!

# Your Team Experiences

Successful Leaders

Challenges

Goals

# Training

- Leadership **CAN** be learned
- Frameworks
  - Concepts
  - Language
- Tools
- Techniques
- Practice
- Discussion

# 7-Habits

- 1) Be Proactive!**
- 2) Begin with the End in Mind**
- 3) Put First Things First**
- 4) Think Win-Win (or No Deal)**
- 5) Seek First to Understand  
Then Be Understood**
- 6) Synergize**
- 7) Sharpen the Saw**

# Values

Leadership stems from character  
Who you are vs. how you appear





# Tools and Concepts

Paradigms

Circle of Influence/ Concern

Eulogy Exercise

Eisenhower Matrix

Zero-Sum Thinking

Emotional Bank Acct



THE URGENT VS. IMPORTANT MATRIX



# Relationships

## Important but not Urgent

### Building Trust

- Active-listening
- Goal Buy-in
- Defending the absent
- Empathy and Communication
- Making Deposits  
in the Emotional Bank Account
- Hidden Agendas



**I have a best friend on the team**

# Getting To Know You

Leaders should know **everyone** on their team:

- Names
- Grades
- Backgrounds
- Likes/Dislikes
- Goals
- Strengths



# Giving Praise

## RIGHT

- FBATR: "I have received praise in the last week for something I've done well".
- Wrong: sarcastic, trivial, mixed,...

### Praise Model

**P** Public

**R** Recognition

**A** Authentic

**I** Immediate

**S** Specific

**E** Enthusiastic

[www.gordontredgold.com](http://www.gordontredgold.com)

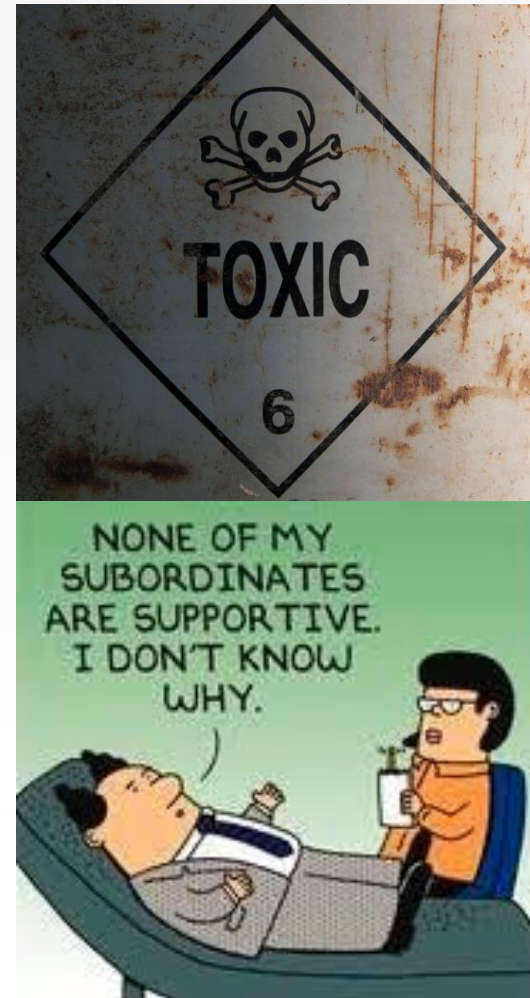
# Paradigm

- Everyone has struggles:
  - Family crisis
  - Loss of a loved one
  - Breakup
  - Rejection
  - Feeling excluded
  - etc.

**EVERYONE YOU MEET  
IS FIGHTING A BATTLE  
U KNOW NOTHING ABOUT  
BE KIND. ALWAYS.**

# Bad Words

- Mean, Angry
- Bigoted
- Dominant
  - Subordinate
  - Above
  - Key
- Passive aggression
- Un-constructive Criticism
- Ridicule



# Decision Styles

- Command
- Consultative
- Consensus
- Delegated
  
- Pairing Authority and Responsibility



# Summary

- Leadership as Service
- Leading not Managing
- Focus on Character
- Build Trust



"It's better to be kind than to be right"