Leadership: What does it mean?

NWCCC Annual Conference
November 6, 2019
3

Dynamic Components To Leadership

G TOY Consulting
Leadership for Successful Organizations
1

Global Competencies

The Art of Leadership

• Purpose
• Vision
• Alignment
• Execution
1. **Global Competencies**
   * The Art of Leadership
   - Purpose
   - Vision
   - Alignment
   - Execution

2. **Implementation Skills**
   * The Brushstrokes
   - Setting Direction
   - Business Perspective
   - Change Facilitation
   - Feedback
   - Drive
   - Acknowledging Contributions
| 1 | Global Competencies  
*The Art of Leadership* |
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| 3 | Personality Traits  
*Your Palette of Colors* |
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<td>• Behavioral Strengths</td>
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<td>• Personal Derailers</td>
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*GTOY Consulting  
Leadership for Successful Organizations*
Purpose

The Underlying Belief / Cause / Values

People follow those who believe what they believe

Key

• Communicate The “Why”
The Golden Circle

WHY

HOW

WHAT

Simon Sinek
The Golden Circle

WHY

HOW

WHAT

LEADERS

Simon Sinek
Vision

The Shape of things to come

Keys

• Look at the Big Picture
• Focus on Leading Indicators
• Embrace Lateral thinking
• Innovation and Risk
Alignment

Engaging & Motivating Others

Keys

• Common Purpose
• High Definition Goal Clarity
• Balance Drive, Task & Relationship Skills
Execution

The Drive to Lead and Follow through

Keys

• Initiate Change
• Clear Strategy
• Resilience
Implementation Skills

Crossing the bridge

Keys

• Setting Direction
• Business Acumen
• Decisiveness
• Coaching
Personality Traits

Your DNA

Keys

- Self-Awareness
- Play to your Strengths
- Character Counts the most
Leaders
Focus on the “Why”
Create a Vision
Change Agents
Take Risk
Long Term View
Break Habits
Build Relationships
Coach and Inspire
Have Fans and Followers

Managers
Focus on the “What”
Create Goals
Maintain Status Quo
Shy Away from Risk
Short Term View
Rely on Old Habits
Build Systems and Processes
Direct
Have Employees and Subordinates
Outcomes

- Team Cohesion
- Success
- Fulfillment
Some Conclusions!

1. You can learn to be a more effective leader.

2. Your personal Leadership effectiveness is comprised of three components: Global Leadership Competencies, Implementation Skills, and Personality Traits, all of which can be measured.

3. People are inspired by and follow those who believe what they believe. Leaders start with Purpose and Communicate the “Why” first.

4. Leaders spend more of their time applying energy to pursue opportunities, not just problem solving.

5. Leaders find fulfillment by initiating meaningful change and doing something meaningful for others.

6. A leader’s effectiveness comes through optimizing strengths, not through minimizing weaknesses.
Thank You!

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