



Leadership: What does it mean?

NWCCC Annual Conference
November 6, 2019

3

Dynamic Components To Leadership

1
**Global
Competencies**
The Art of Leadership

2
**Implementation
Skills**
The Brushstrokes

3
**Personality
Traits**
The Palette of Colors

1

Global Competencies

The Art of Leadership

- Purpose
- Vision
- Alignment
- Execution

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Leadership for Successful Organizations

1

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Implementation Skills

The Brushstrokes

- Setting Direction
- Business Perspective
- Change Facilitation
- Feedback
- Drive
- Acknowledging Contributions

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Personality Traits

Your Palette of Colors

- Behavioral Strengths
- Values & Motives
- Personal Derailers

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Purpose

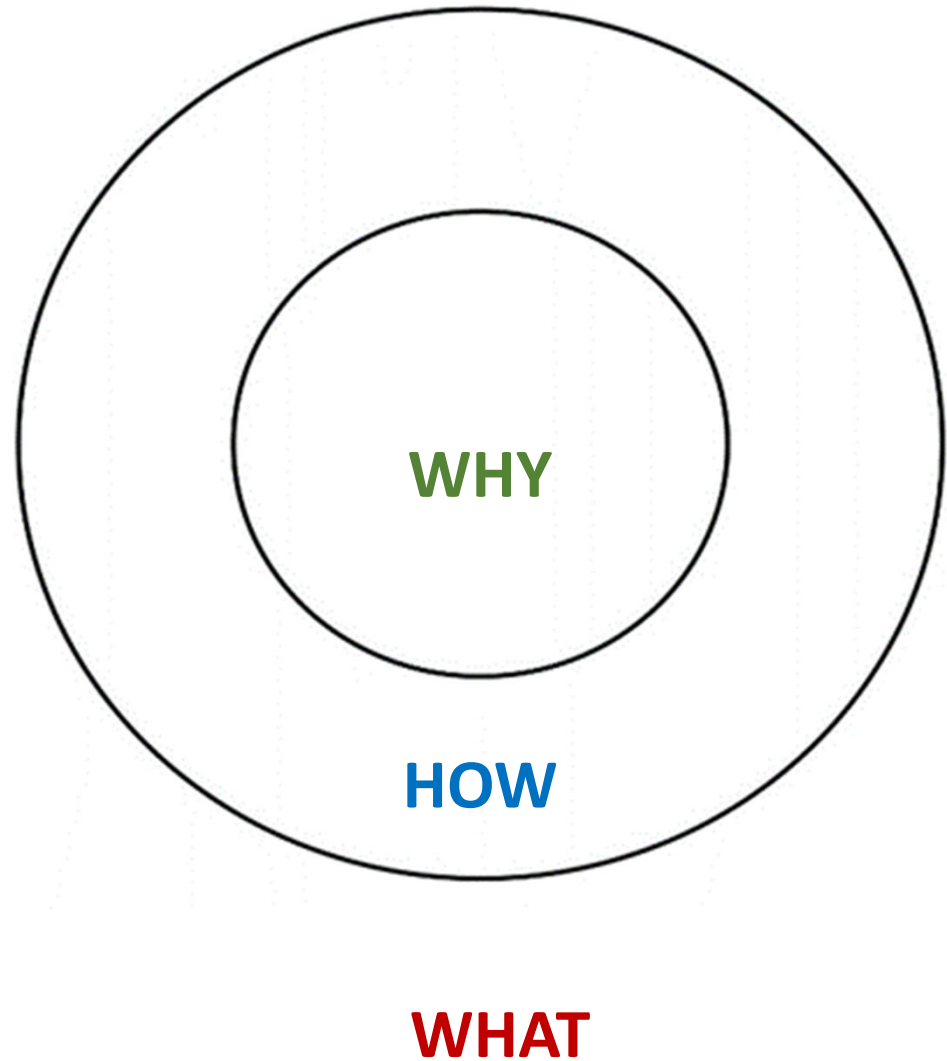
The Underlying
Belief / Cause / Values

People follow those who believe
what they believe

Key

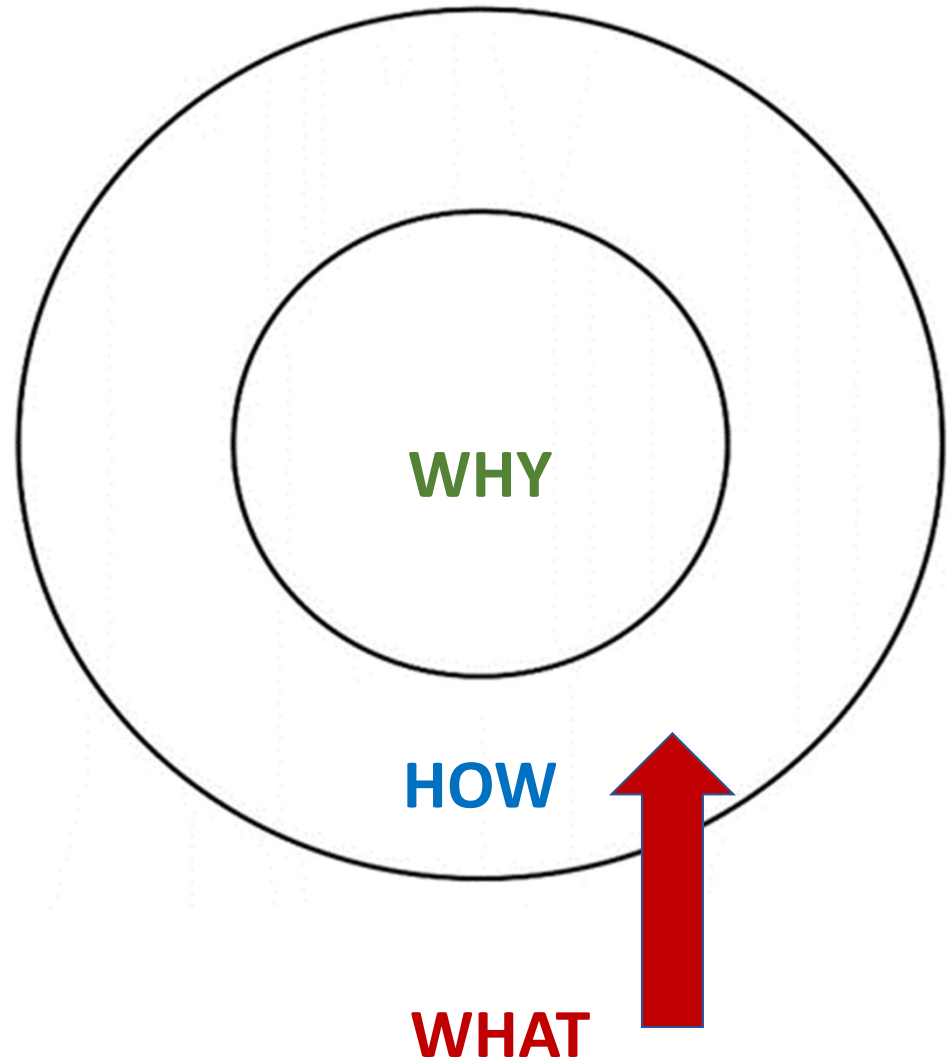
- Communicate The “Why”

The Golden Circle



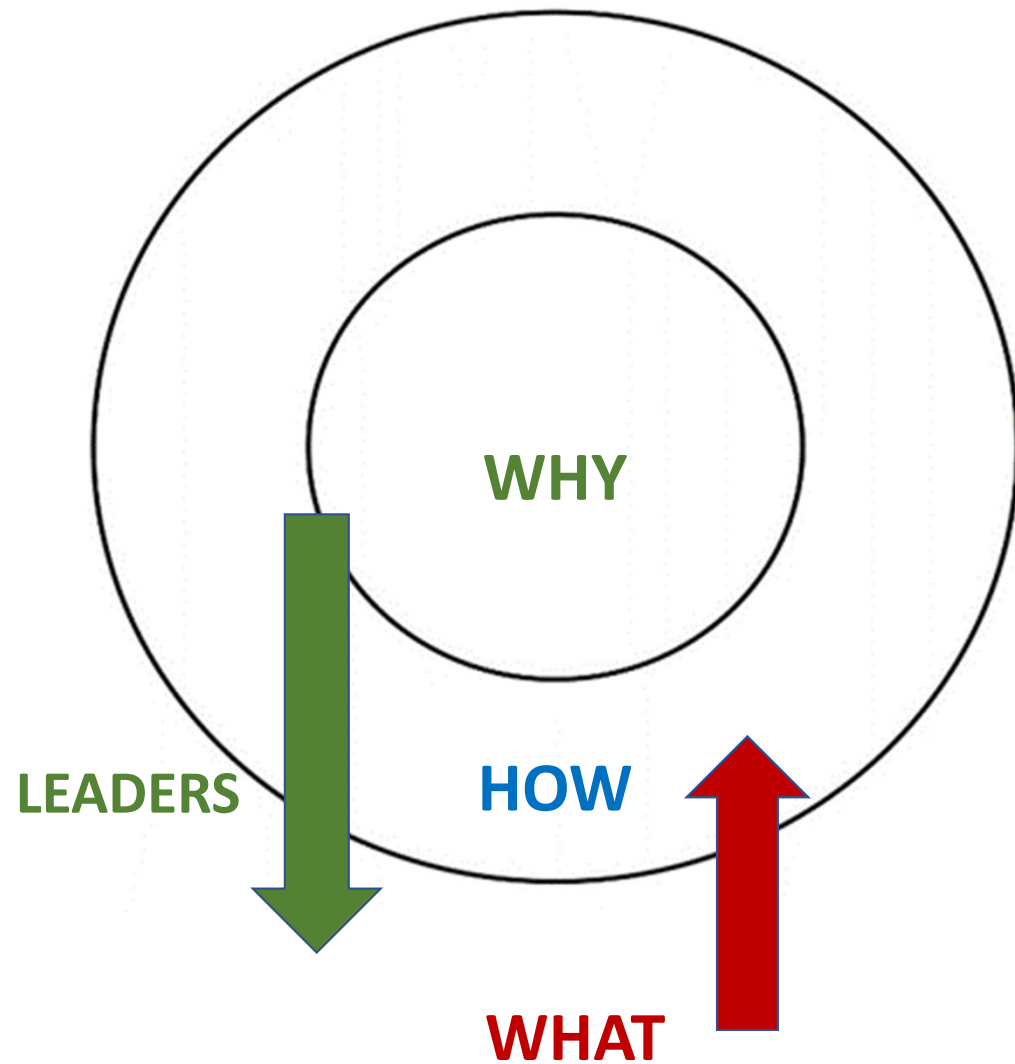
Simon Sinek

The Golden Circle



Simon Sinek

The Golden Circle



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!

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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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