Leadership Starts with You: Success Strategies That Get Results!
In life you need either inspiration or desperation.

Anthony Robbins
### Management & Leadership

<table>
<thead>
<tr>
<th>Management</th>
<th>Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="Management" /></td>
<td><img src="image2" alt="Leadership" /></td>
</tr>
</tbody>
</table>
Leadership

- The ability to obtain followers.

- The effectiveness of the leader will never rise above his/her ability to influence others.

“He who thinketh he leadeth and hath no one following him is only taking a walk.”
Effective Leadership

• Lead yourself exceptionally well
• Invest in building relationships
• See everyone as a “10”
• Develop each team member to their potential
• Put people in positions to win
• Reward for results
• Maintain a system of accountability
• Understand the difference between power and authority
• Maximize individual and team strengths
Leveraging Your Strengths

• What parts of your job energize you? What parts drain you?

• What tasks and responsibilities in your job are easy for you? Which ones are difficult for you?

• What interests or abilities would you like to develop?

• Where do you believe you can provide the most value for your team?

• What are your top 3 professional goals for the next year?
“If you don’t know where you’re going, any road will take you there”

- George Harrison
The Definition of Success

Progressive achievement of predetermined personal meaningful goals
Goal Setting

- **SMART** Goal
- Benefits to be gained
- Potential obstacles
- Possible solutions
- Action steps
- Plan and prioritize daily
- Track and measure consistently
- Celebrate success
Goal Setting

1 = Poor
10 = Perfect
What Are Your HPAs?

• Identify your top 6 high payoff activities:
  1. 
  2. 
  3. 
  4. 
  5. 
  6. 

• Are you and the people on your team on the same page with your HPA’s?
Eat That Frog!

*Brian Tracey, “Eat That Frog”*
The Four Communication Styles

1. Driver (D-Dominance)
2. Expressive (I-Influencing)
3. Amiable (S-Steadiness)
4. Analytical (C-Conscientious)
Style Summary

FACTS & RESULTS

Analytical
System and Process
Logic Driven
Non-emotional Analysis

Driver
Control
Impatience
Results Driven
Decisive

Amiable
No Conflict
Relationship Driven
Consistency Loyalty

Expressive
Recognition
Communication
Non-detailed
Emotion Driven

SLOW / PATIENT

FAST / IMPATIENT

PEOPLE & EMOTIONS
MOTIVATION
It's not that I'm lazy, it's that I just don't care.
**A Players** – Lead by example and do things without expectation of reward, enticement or punishment.

**B Players** – They are "status quo" oriented, rarely push out of their comfort zone, and require others around them to inspire them.

**C Players** – They have excuses or reasons why they are not promoted or move up in an organization and typically have an entitlement mentality. They bring others around them down and cause stress.
We Find What We’re Looking For
What Nail Am I Sitting On?

Current Reality

Obstacles & Roadblocks

Desired Future

SUCCESS!
SUCCESS!
SUCCESS!
SUCCESS!
SUCCESS!
<table>
<thead>
<tr>
<th>Start</th>
<th>Stop</th>
<th>Continue</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
“Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day saying, "I will try again tomorrow."

-Mary Anne Radmacher