

Becoming an Inspiring Manager and Leader

6 Core Steps to Extraordinary Leadership



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Today's Learning Objectives

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- 1) Inspiring Leadership Defined
- 2) Challenges to Great Leadership
- 3) 6 Key Steps to Building Leadership Skill and Vision
- 4) Assessing Your Leadership Growth Potential and Focus
- 5) Developing a plan for growing your leadership strength

What Makes Bad Managers?

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1. Don't have a handle on their own emotions
2. They've never seen an inspiring manager in action
3. They mistake authoritarianism for leadership
4. Their communication skills are sorely lacking
5. They're too worried about politics
6. They're miserable in their own careers
7. They don't have the commitment to lead well

What is Inspiring Leadership?

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Inspiring leaders...

1. Inspire Trust
2. Foster Vision - Create Direction
3. Drive Organizational Alignment
4. Build Organization Vitality
5. Execute with Excellence
6. Produce Extraordinary Results

Inspiring Leadership Traits

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Other Key Traits of Inspiring Leaders:

- Deep sense of purpose
- True to their values
- Demonstrate highest integrity
- Committed to building enduring, empowering organizations
 - See themselves as stewards of assets they manage
 - Lead with their hearts, not just their heads
- Possess self discipline, self-confidence and courage to produce consistently strong results
 - Web of inclusion

What is It To You?

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What is Inspiring Leadership to you?

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How do you know it when you see it?

What Gets in the Way?

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1. Fear
2. Controlling environment
3. Inability to speak up
4. Overload of stress/emotion
5. Lack of clarity of your purpose
6. Conflicting agendas
7. Inability to deliver to goals
8. Waning commitment to developing others

What gets in the way for you?

6 Core Steps to Becoming an Inspiring Leader

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1. Inspire Trust
2. Foster Vision - Create Direction
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#1: Inspire Trust

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- Earn respect
- Appreciate and develop your people
 - Embrace diversity
 - Meet your commitments
- Take and share responsibility
 - Foster collaboration

#2: *Create Direction*

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- Create clear growth vision
- Develop powerful strategic insights
 - Translate insights/strategy to business plans
 - “Can do” mindset

#3: *Drive Organizational Alignment*

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- Demonstrate enterprise-wide mindset
- Align and adapt structure, processes, systems to strategic direction
- Communicate clearly and compellingly, and listen well

#4: *Build Organizational Vitality*

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- Motivate others
- Create high-performing, empowered teams
 - Attract great talent
- Develop people through stretch jobs and goals, feedback, coaching and mentoring
- Deal well with people & performance issues

Two key facets:

- 1) Demonstrate *functional* excellence
- 2) Demonstrate *managerial* excellence

Know where you need help

#6: *Produce Extraordinary Results*

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- 1) Consistently meet or exceed expectations...
 - MARKETPLACE
 - WORKPLACE
 - COLLEAGUES

Strong positive relationships are vital

Which area(s) represent growth opportunities for you?

1. Inspire Trust
2. Create Direction
3. Drive Organizational Alignment
4. Build Organization Vitality
5. Execute with Excellence
6. Produce Extraordinary Results

Some Initial Steps

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1. Obtain leadership training
2. Find sponsors and mentors to help you
3. Build a powerful support network
4. Read and learn (check out Forbes Leadership channel)
5. Join networking groups and association meetings
6. Join LinkedIn professional and leadership groups
7. Set key leadership goals with your supervisor
8. Ask for more - stretch yourself every day

Create a S.M.A.R.T. Plan

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Create a S.M.A.R.T plan and commit to it

- Specific
- Measurable
- Achievable
- Realistic
- Time-bound

Let's create several goals around increasing your leadership success today!

Where Can I Find Support?

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- Find 3 helpers to learn from:
 - ✓ Role model
 - ✓ Mentor
 - ✓ Sponsor
- Develop a coaching buddy
- Build your support community
- Strengthen your relationships
- Ask for help when you need it

Why More Leadership Success?

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With More Leadership Success Comes...

Greater sense of purpose

Growing others and the enterprise

Using natural gifts and talents to be of service

Achieving great visions

Meaningful work/Making an impact

Empowering others

Let's Create Change!

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STEP BACK – What is your situation telling you?

LET GO – What thinking and actions might be keeping you stuck?

SAY YES! – What are your compelling visions around greater leadership success (what would it look like?)

EXPLORE – Try on new leadership opportunities and experiences

CREATE IT – Develop S.M.A.R.T. short-term and long-term goals

7 Breakthrough Commitments

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1. No more excuses...time to be accountable.
2. Say No! to actions and thinking that holds you back.
3. Honor your talents and passions
4. Be strong - know where you need to grow.
5. Elicit empowering help
6. Commit to achieving stretch leadership goals
7. Say Yes! to your personal development

Breakthrough Takeaways

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- ❖ What is inspiring leadership to you?
- ❖ What is holding you back most from achieving more leadership success?
- ❖ What are you committed to creating in your life and work, starting today?
- ❖ What can you let go of today that will allow you to say "YES" to your leadership growth?
- ❖ What concrete action will you take this month to create your breakthrough?
- ❖ Where will you find empowered support?

Your breakthrough to Inspiring Leadership is here!

For more info, contact:

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Recommended Resources

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Resources

[Kathy's Career Path Self-Assessment](#)

[LinkedIn Primer](#)

[The Amazing Career Project](#)

Forbes posts:

[The Biggest Mistake Career Changers Make](#)

[How to Find Great Supporters Who Will Nurture Your Growth](#)

[Successful People: The 8 Self-Limiting Behaviors They Avoid](#)

[The Most Misunderstood Issues About Building a Successful Career](#)

[The Clearest Sign You Are Not Ready For More Career Happiness](#)

[Why There Are So Many Terrible Managers in Business Today](#)

Books:

***The Four Agreements*, by Don Miguel Ruiz**

***Brag: The Art of Tooting Your Own Horn Without Blowing It*, Peggy Klaus**

***Give and Take*, by Adam Grant**

***Breakdown, Breakthrough*, by Kathy Caprino**

***Tapping Into Wealth*, by Margaret Lynch**

***The Big Leap*, by Gay Hendricks**

***The Energy of Money*, by Maria Nemeth**