

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



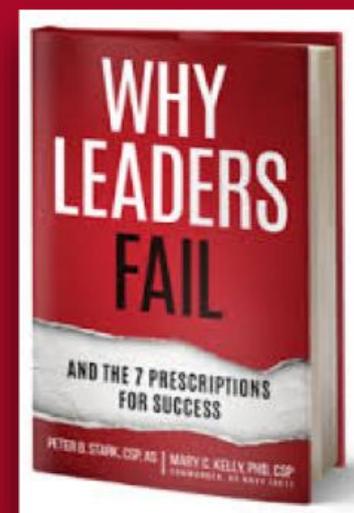
[Mary@productiveleaders.com](mailto:Mary@productiveleaders.com)



[MaryKellySpeaks](https://twitter.com/MaryKellySpeaks)



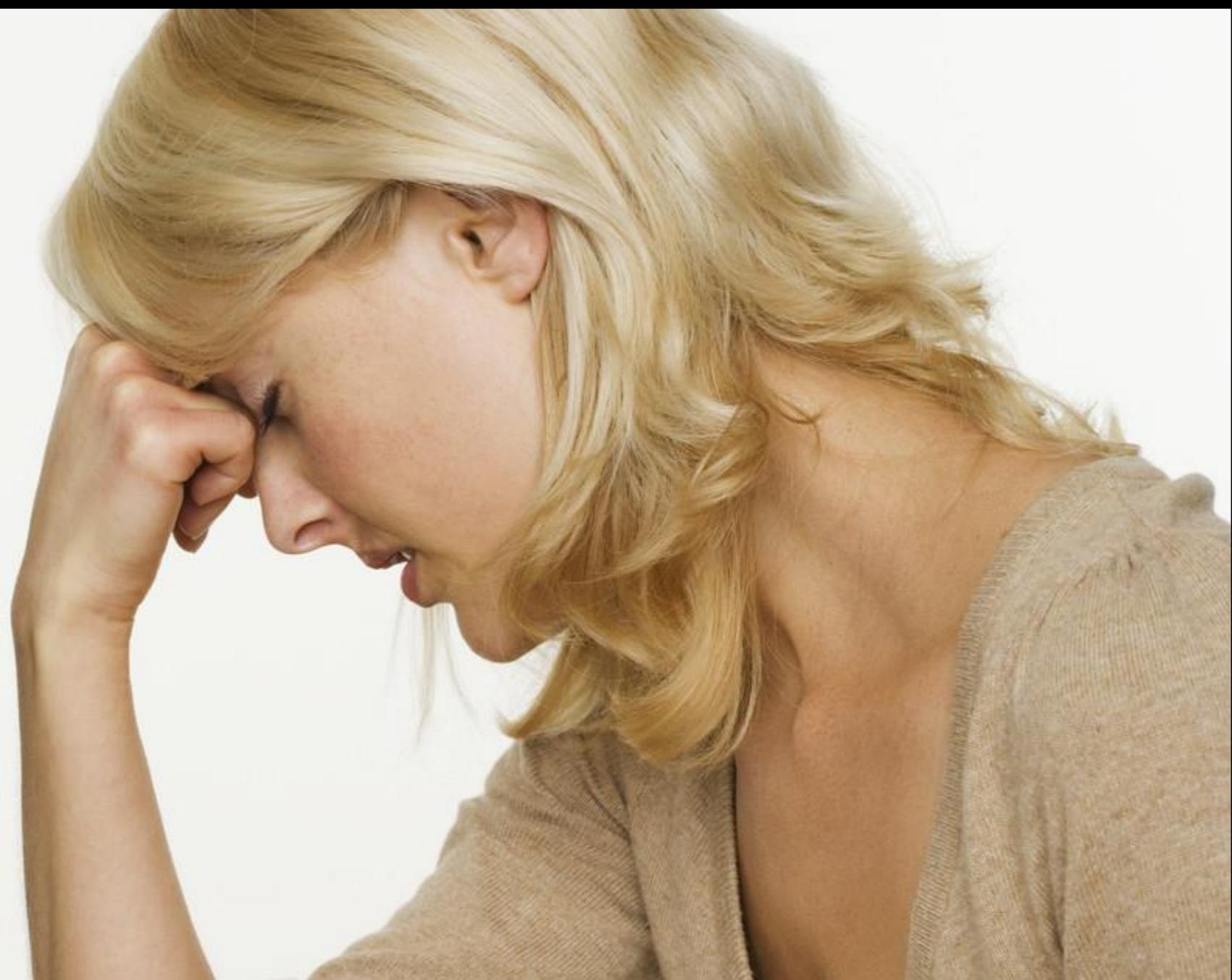
# ***7 Prescriptions for Leadership Success***



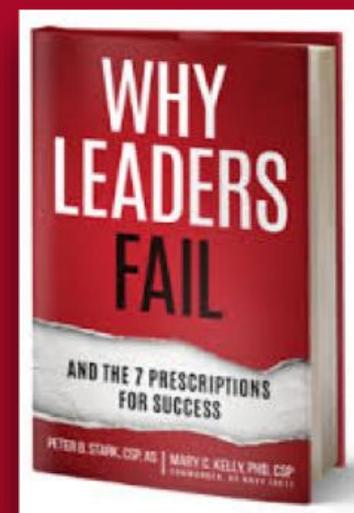


# Why Leaders Fail and the 7 Prescriptions for Success

**Participant Guide**



**Why do good people often  
FAIL in leadership positions?**



CANNOT MANAGE/MOTIVATE THE TEAM

WORRIED ABOUT BEING POPULAR

DON'T CARE

LACK VISION

ARROGANCE

UNFAIR

LOST TRUST

**WHY  
LEADERS  
FAIL**

# Leadership Challenges

People need you more than ever

Get people to do what you know they need to do

In easy times, anyone can lead





**Syria**  
**North Korea**  
**ISIS**  
**Iran**  
**Global refugees**  
**Trade conflicts**  
**Political ugliness**  
**Economic crises**  
**Lack of civility**

**Poor Leadership = Big World Problems**



**What are the biggest  
challenges for you  
right now?**

**What is  
frustrating??**

# 411 on Mary Kelly

- Has landed on an aircraft carrier
- Was in 8th class of women to graduate from Naval Academy
- Currently the 56<sup>th</sup> Most Influential Economist in the world
- Authored the best-sellers ***Money Smart, Master Your World,***  
*and 9 other books*
- Love dogs
- Can usually be found near wine

Master Your World

A close-up photograph of a chipmunk sitting on a bed of dry leaves and twigs. The chipmunk has brown and grey fur with a dark stripe running down its back. It is holding a piece of yellow butter in its mouth and using its paws to peel it. The background is a natural, outdoor setting with dry foliage.

**In the short run, do we let other people do the wrong thing?**

**Great leaders  
leave a  
great legacy**



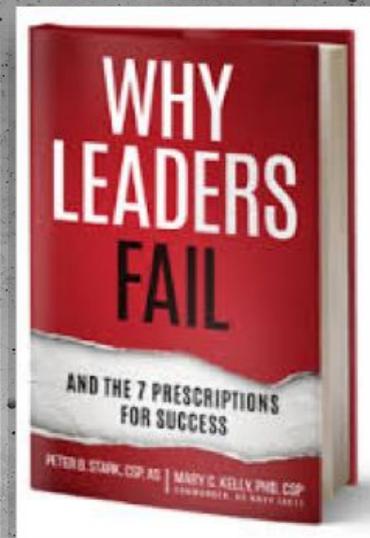
Dear \_\_\_\_\_,

Thank you for \_\_\_\_\_.

You are great at \_\_\_\_\_,

and I really appreciate your efforts.

Very Sincerely,



**Leaders lack a compelling vision and clear goals**



**What is YOUR  
vision?**

**Once the mission is clear, articulate the  
vision**

**“We are going to play in the World Series!”**



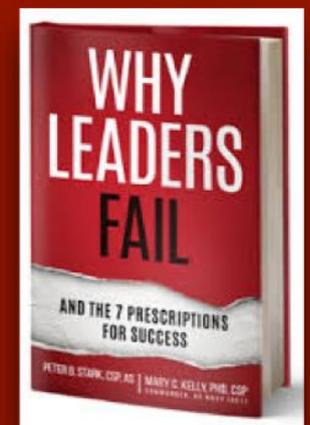
# 3 Types of Visions

Positive



TRU  
UST

They torpedo trust



A woman with dark hair, wearing a black blazer, is smiling and holding a bright green folder. The background is a blurred office setting.

**What do most people want from  
the people they work for?**

**Yes, I did just end that  
sentence with a preposition :)**



E-MAIL

ELECTRONIC

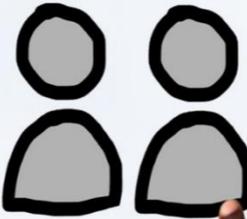
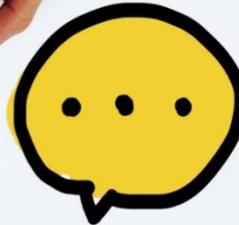
COMMUNICATION

MESSAGE

ONLINE

CONNECTION

CORRESPONDENCE



**It's on you**



**Communicate in a way  
receiver understands**



**How do you like to get info?**



FETCH!

OKAY BOB, BUT THIS IS  
THE LAST TIME...  
HONESTLY, IF THAT  
STICK IS SO IMPORTANT  
TO YOU, YOU'RE GOING TO  
HAVE TO LEARN TO TAKE  
BETTER CARE OF IT.



## Best for

## Worst For

Face to Face meetings

Email

Text

Phone call

Conference call

Trello/Slack



If you are going to be good at  
ONE leadership trait,  
Be good at COMMUNICATION



## Trust

What causes people to lose trust at work?

1	
2	
3	
4	

Go to page 11. Take the assessment listed on pages 11 and 12.

<b>Vision</b>						
1	I articulate a clear and compelling sense of the organization's vision and strategic direction	1	2	3	4	5
2	I make sure that the unit's goals are compatible with goals of the overall organization	1	2	3	4	5
3	I set clear, long-term direction for my work group	1	2	3	4	5
4	I have a positive outlook and vision	1	2	3	4	5
5	I focus on goals and activities that support the larger organizational goals rather than narrow, territorial, or personal concerns	1	2	3	4	5

**Go to page 13. Make quick notes for the first two questions, based on the assessment, of areas that if you improved, would most affect your direct reports.**

## **Questions for Leadership Improvement**

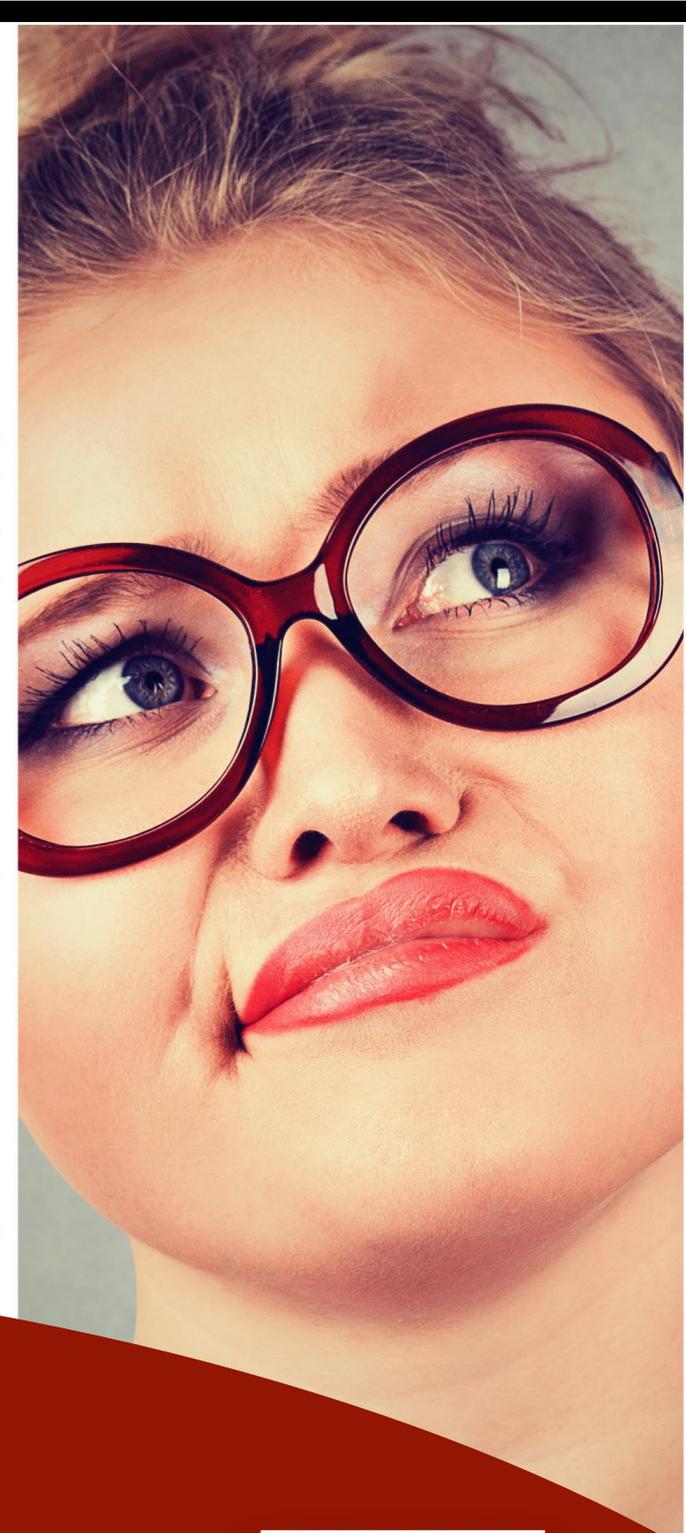
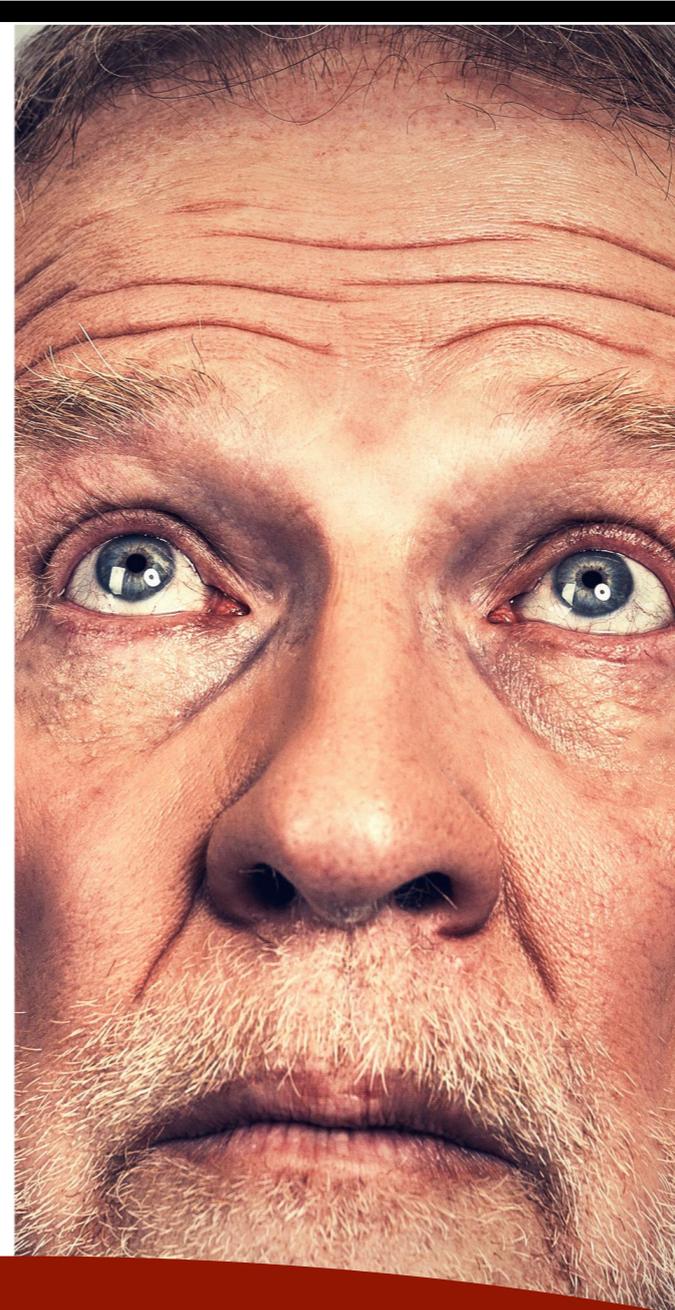
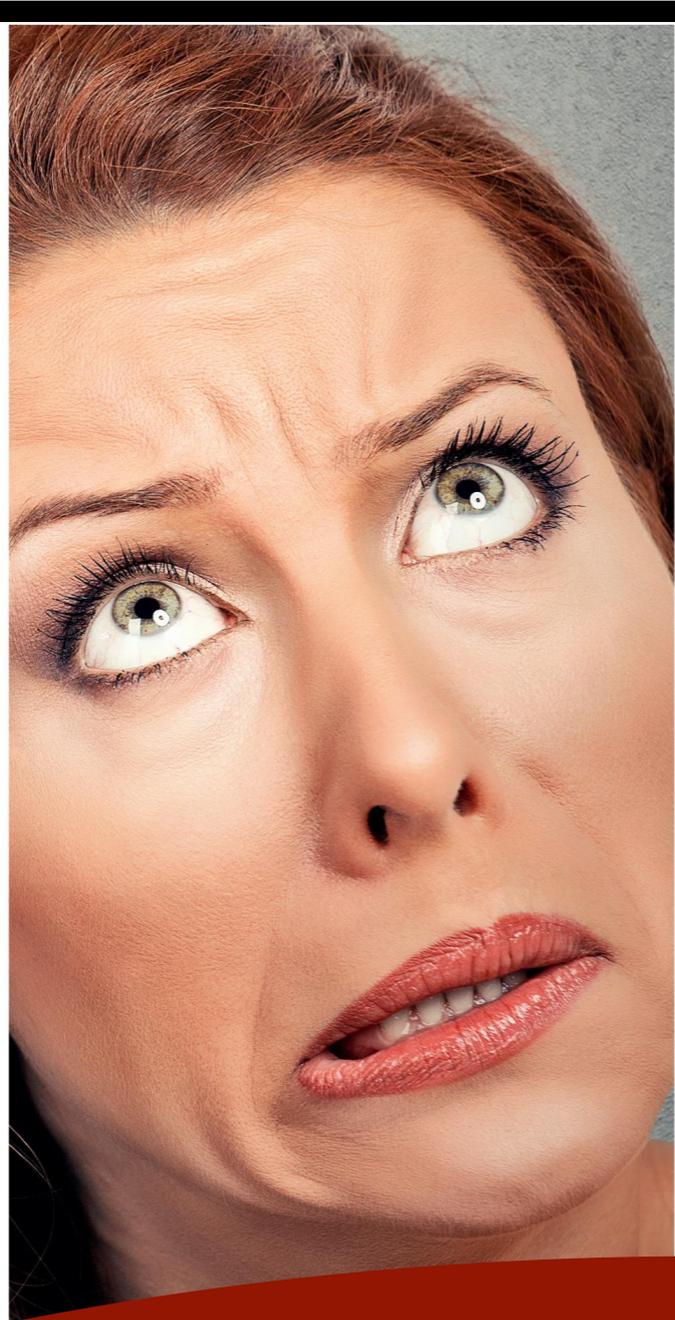
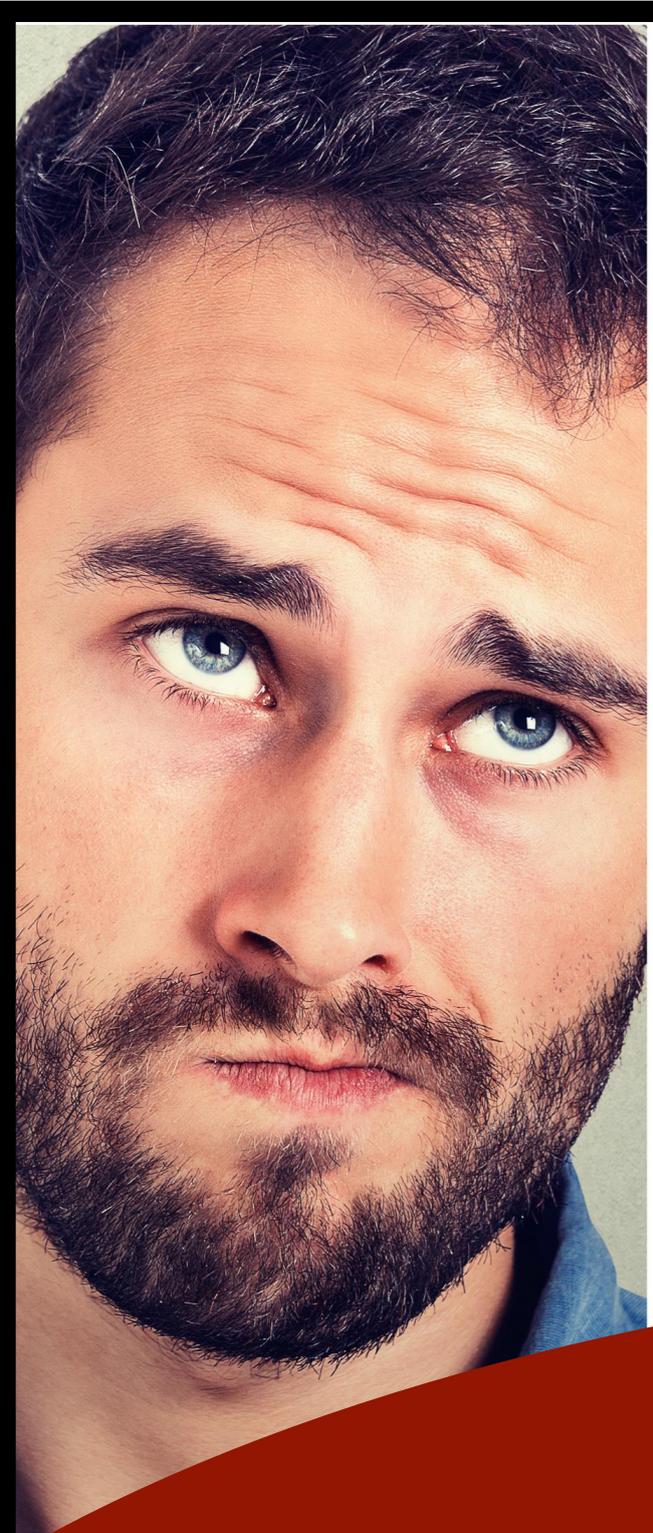
What can I improve that would make me a better leader for my direct reports/teams?

My direct reports say I'd be an even better supervisor if I:

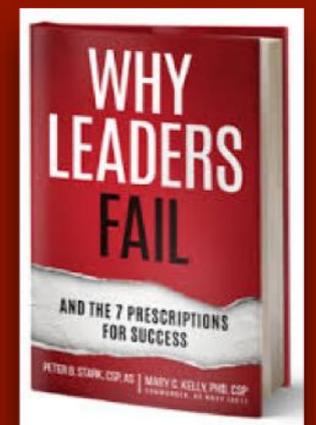
**Also on page 13, brainstorm with your table on ways we can be a better peer and help others**

What can I improve that would make me a better peer?

How can I support my coworkers to help them be more successful at their jobs?



**They just don't care**













LESLIE, MI

DO NOT  
PAINT

FPU-12

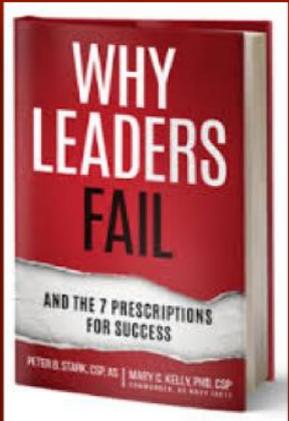


**Not our  
instinct**



4

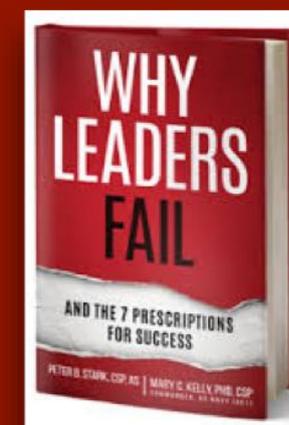
**They are unfair**





5

**They don't understand  
we are one team**



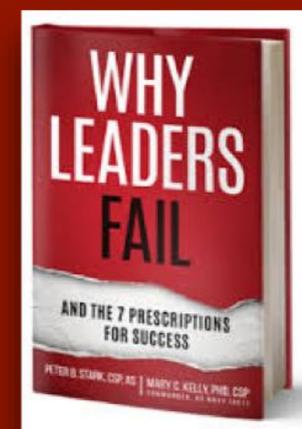


**Use everyone's strengths**



6

# They want to be Miss Congeniality



Many leaders practice A.A.A.

Ⓐ **Arbitrarily**

Ⓐ **Applied**

Ⓐ **Accountability**

# Leaders Uphold Standards

- What are the advantages to the employee when leaders uphold standards?
- Where are the advantages to other employees when leaders uphold standards?
- Where are the benefits to customers/clients/other parts of the organization when leaders uphold standards?



Please look at the questions on page 17. Please answer all 3 questions in groups at your table and be prepared to share results.

**Leaders Uphold Standards**

What are the advantages to the employee when leaders uphold standards?

---

---

---

Where are the advantages to other employees when leaders uphold standards?

---

---

---

**Please brainstorm what happens when leaders don't hold people accountable at your tables. Write down and share results.**

When leaders do not hold everyone to a standard, what are the negative outcomes?

①

---

②

---

③

---



# Productivity



Date: \_\_\_\_\_

Calls to Make	
Phone # or Person:	Regarding:

Follow Up	

Appointments/Meetings	
Time:	Person/Place:

To Do	

Short-Term Goals


Today's Accomplishments

Productive Leaders 2011©



# Show enthusiasm for the ideas of others



Consider the  
ideas of others

Support others

**Please turn to page 20. Define your one big goal for 2019. What are the potential obstacles?  
Be ready for them with the solutions.  
Then fill in the action steps and date the milestones.**

Many people don't achieve their full potential because they do not define and work toward goals. When writing a goal, start with "I will" and assign a date for completion.

My goal: \_\_\_\_\_  
\_\_\_\_\_

Goals are challenging because everyone has obstacles. Where are some obstacles you might encounter? What are solutions?

**Obstacles****Solutions**

1		
2		
3		
4		
5		

What are five action steps to take to make the goal a reality?

**Action****Due Date**

1			
2			
3			
4			
5			

*“Shipmates,  
We’re in the home stretch  
of a long period at sea...”*

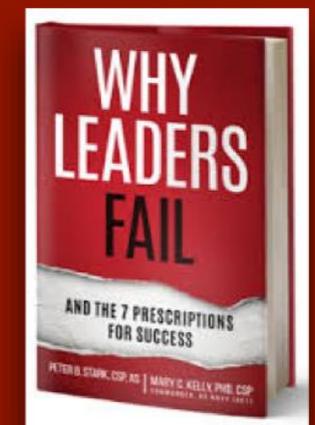
**Captain Karl Thomas  
Commanding Officer  
USS CARL VINSON (CVN 70)**





7

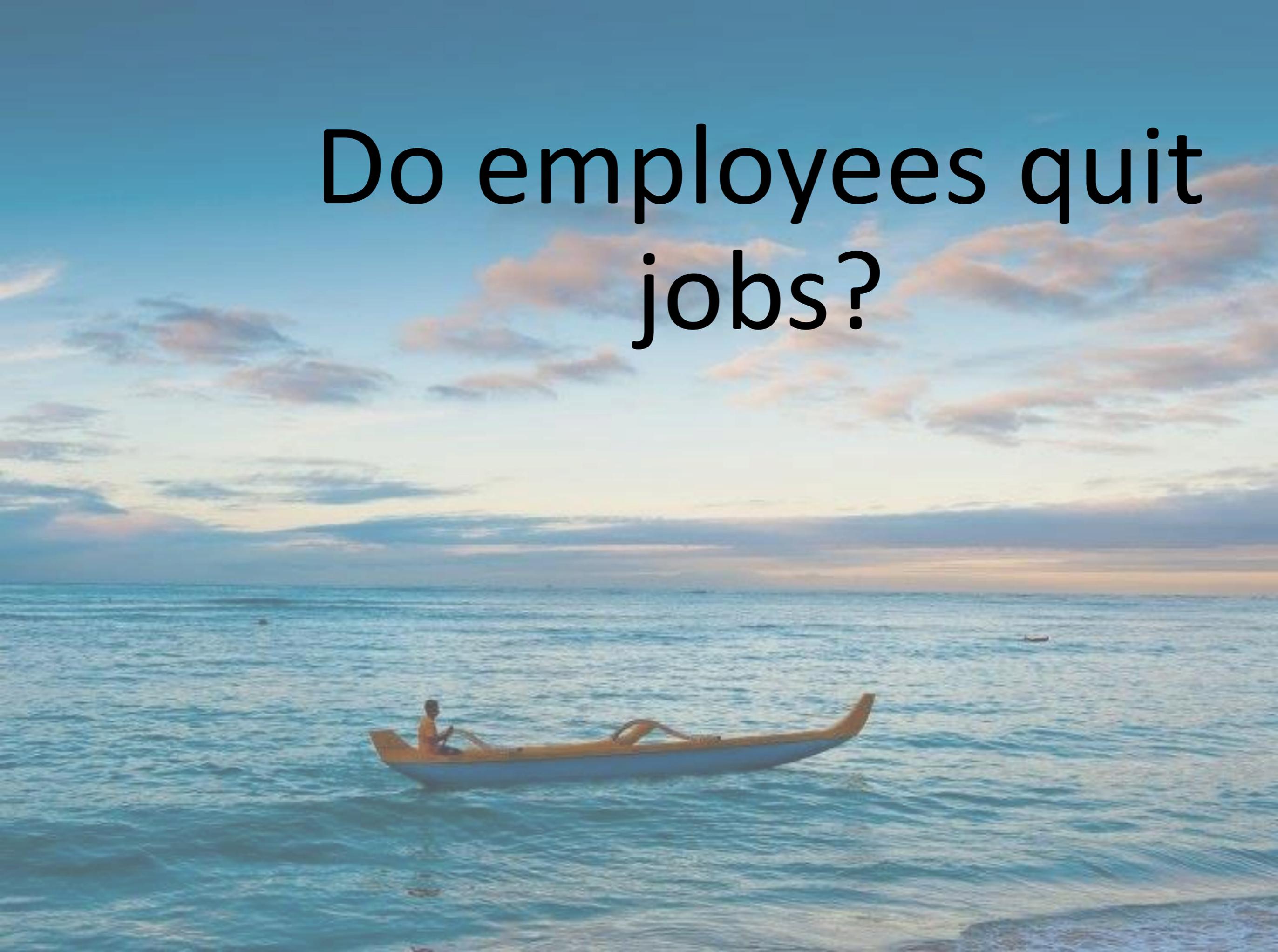
**Confidence  
becomes arrogance**



**We can do a lot by  
showing up and being  
supportive**



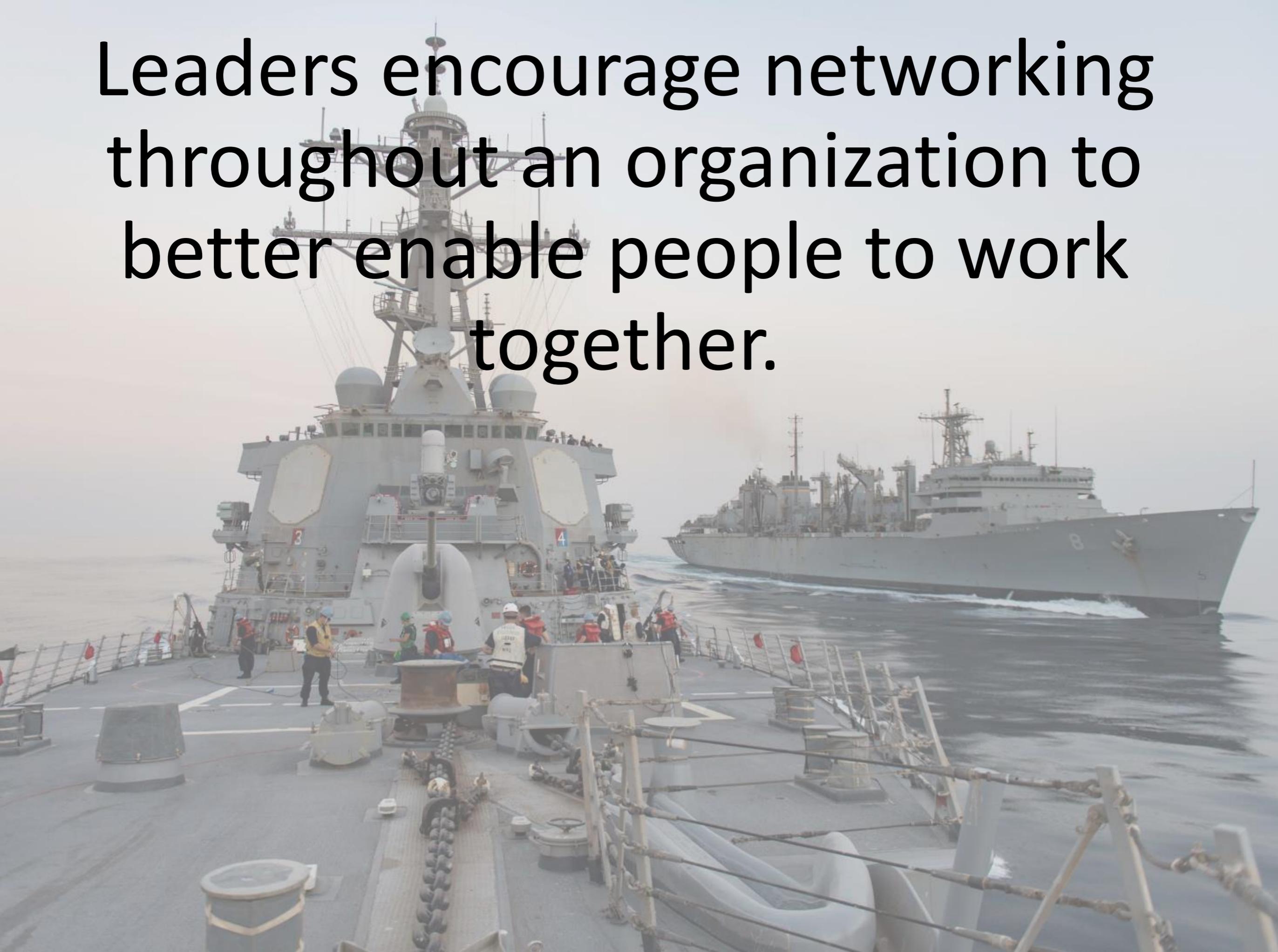
Do employees quit  
jobs?



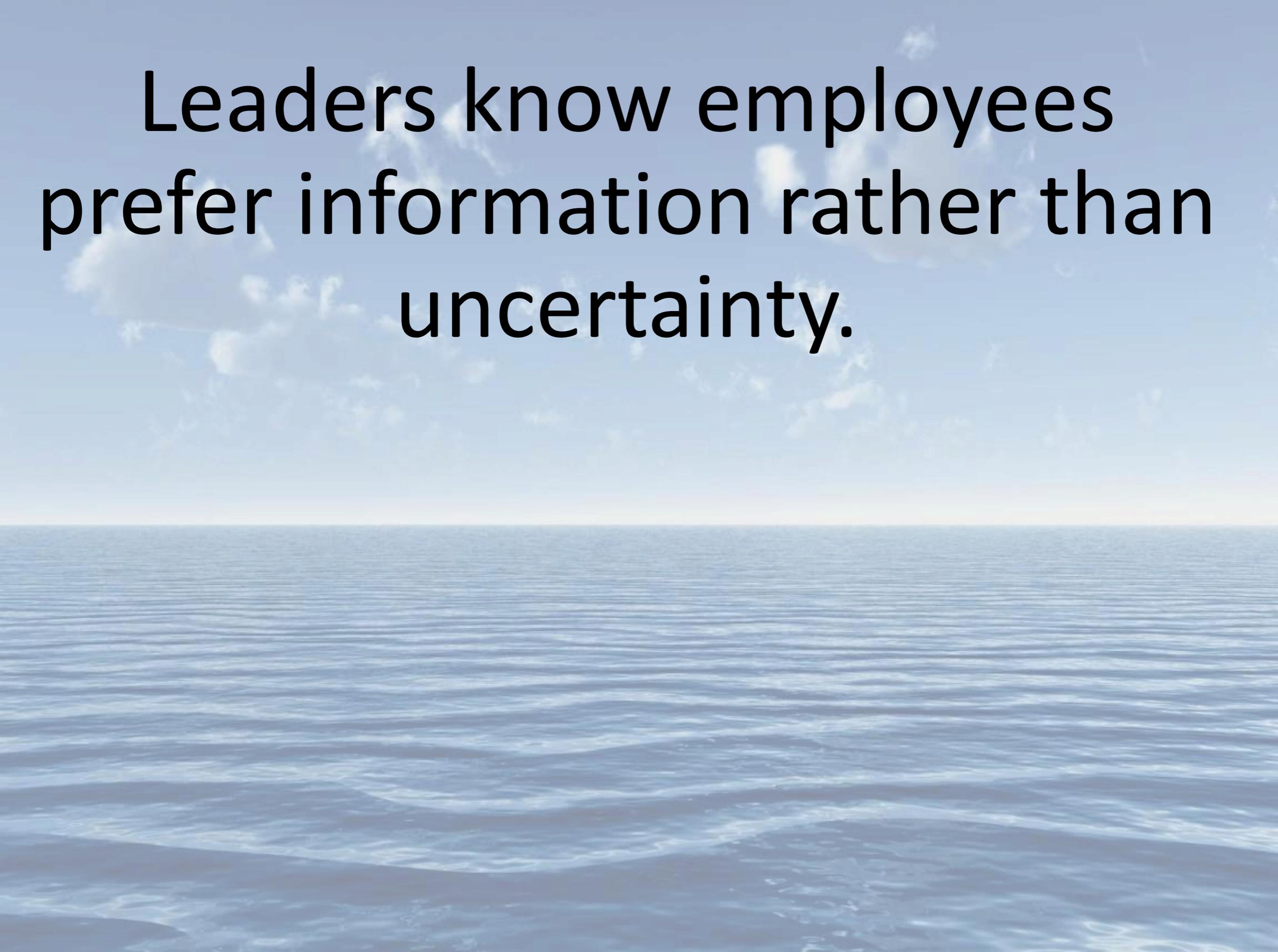
Leaders understand that they need to actively seek out and listen to the concerns and issues of their subordinates.



Leaders encourage networking throughout an organization to better enable people to work together.

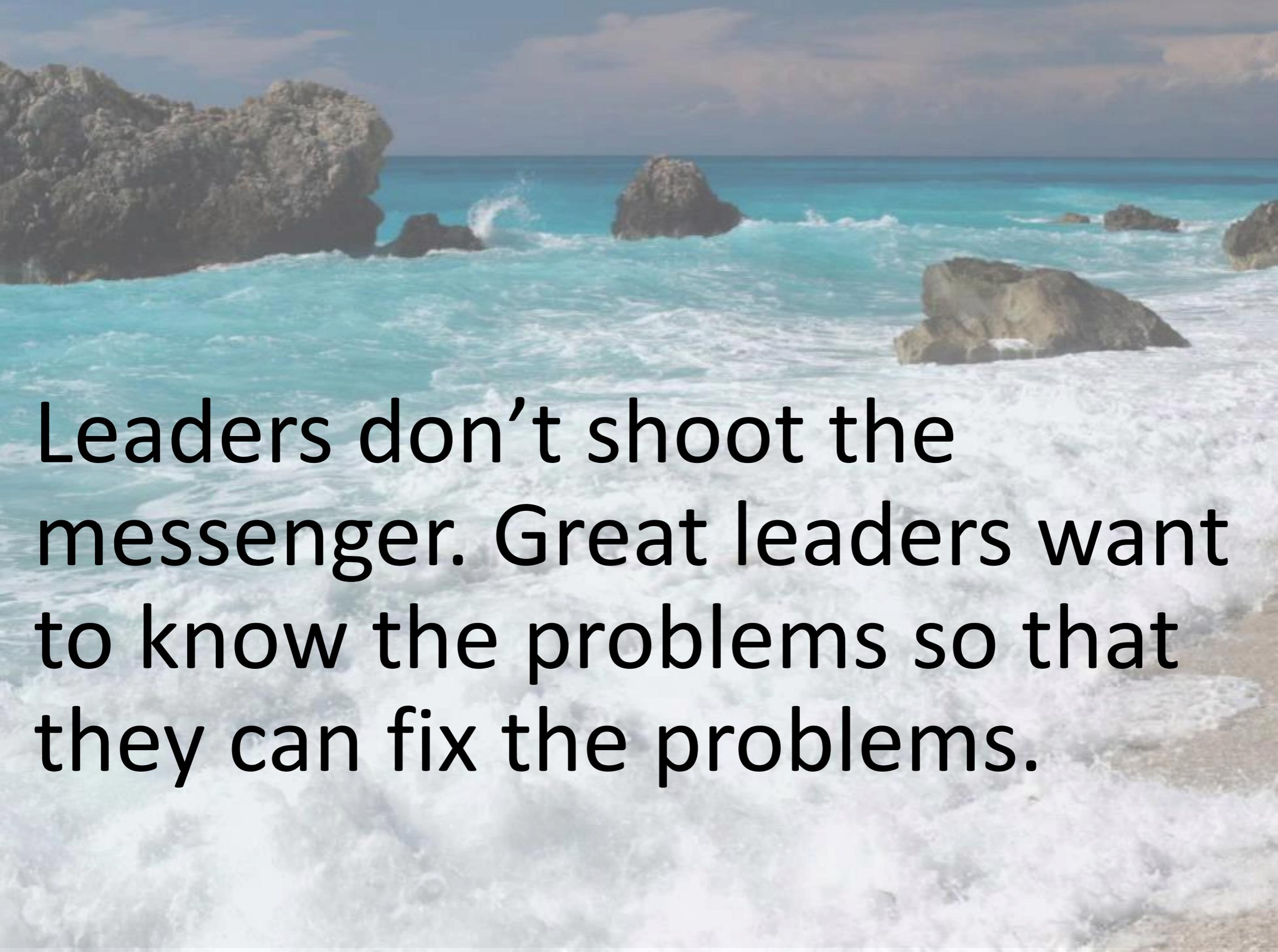


Leaders know employees  
prefer information rather than  
uncertainty.

The background of the slide is a serene landscape featuring a calm, deep blue ocean that stretches to a clear horizon. The sky above is a lighter, pale blue, dotted with soft, wispy white clouds. The overall atmosphere is peaceful and open, providing a clean backdrop for the text.

Leaders need to occasionally ask, “Am I motivating or micromanaging?”



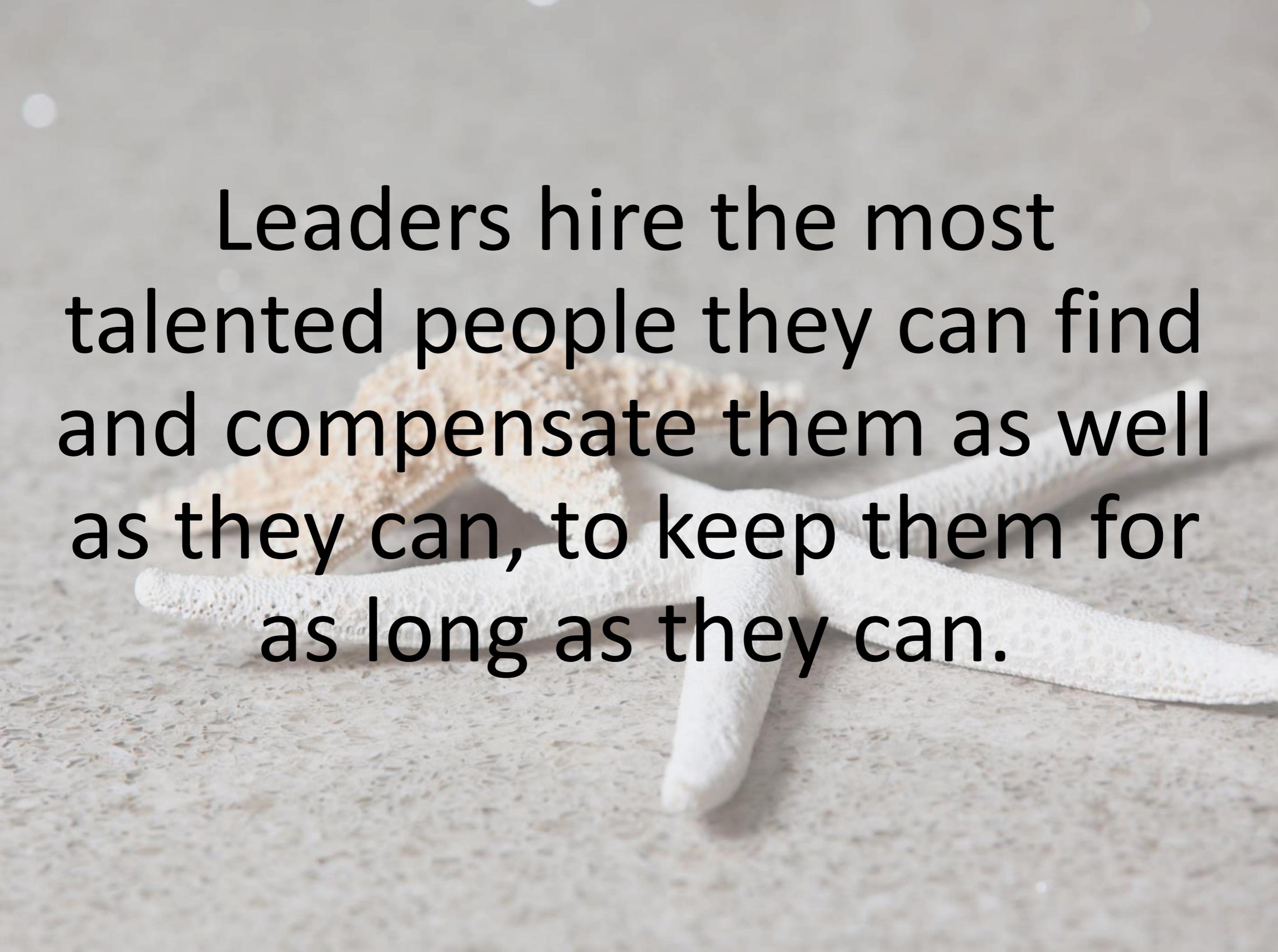


Leaders don't shoot the messenger. Great leaders want to know the problems so that they can fix the problems.

Leaders need to stay out of the way and let their people do their jobs well.

This communicates trust and confidence.



A close-up photograph of two starfish on a sandy beach. One starfish is white and the other is light orange. The text is overlaid on the image in a large, black, sans-serif font.

Leaders hire the most talented people they can find and compensate them as well as they can, to keep them for as long as they can.

Leaders communicate to their  
teams enough when employees feel  
they know what management  
knows

