

The Jennings Group LLC

▶ **Growing  
Leadership Culture  
in Your Company**

Day 2



## Leadership Culture Principle #1

**Every person can and should be a leader in something at every point in his/her career.**



## Leadership Culture Principle #2

**Every person should be learning  
at every point in his/her career.**



## Leadership Culture Principle #3

**Leadership culture grows out of a  
culture of mentoring and  
empowerment.**



**Leadership Culture  
as a Strategic Initiative  
or Corporate Policy**





## **The 2 A's:**

- **Acceptance**
- **Accountability**



# Growing Leadership Culture






# **Focusing on Your People Builds Your Company**







**“What gets measured  
gets improved.”**

- Peter Drucker






## **Structuring Mentoring programs**

### **Assigning Mentors to Mentees**

- **Similar Motivations (MVS)**
- **The “Speed-Dating” Model**
- **Speed-Dating for Introverts**



**“You get the best effort from  
others not by lighting a fire  
beneath them, but by building  
a fire within.”**

- Bob Nelson



## **Growing the Next Generation of Leaders**

- **Mentoring**
- **Shadowing**
- **Scheduled Check-ins**
- **Outside Training**
- **Hiring and... “De-hiring”**



# Action Plan





# *Inspiring Leadership*

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