

how i made your leader



from self reflection to support systems

building ***legendary*** leaders



how i made your leader – back story

how i made your leader



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leader qualities (role play)

- me: what makes leaders successful?
- you:

(raise your hand, stand up, shout...)





3 keys we'll discuss

1. what self-awareness & reflection can do
2. collaborative energy
3. perserverance





now i made your leader

first step:
self awareness &
reflection



current vs. future state

- measure where you are
 - assessments (health, personality, etc.)
 - deep dive into honesty
 - where are your gaps
 - avoidance
- where are you going?
 - typical performance reviews
 - company needs
 - personal fulfillment



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what are you afraid to put out there?



worksheet – section a

- list one goal & where you're at
- % completed (today) vs. where you know you'll end up
- what's holding you back?

dear future
self



first goal recap

- know where you are now
- own where you are and are not
- visualize the end result (feels/looks/smells)
- acknowledge your obstacles and avoidance pitfalls
- **bonus tip:** build a rubric to measure progress and success

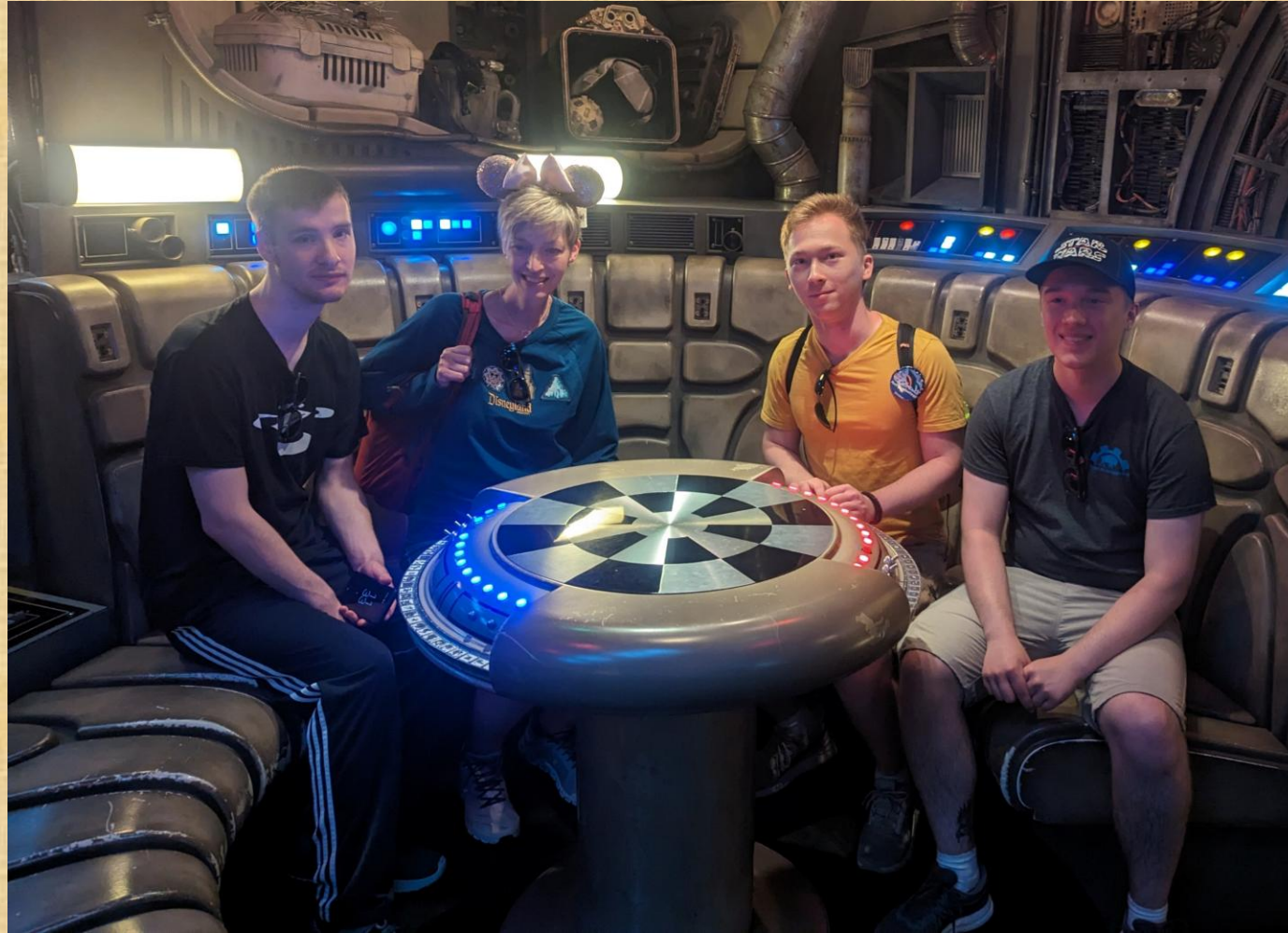


goal #2 – collaboration – the gang's all here



who's going?

every journey
needs a flight crew



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key roles

- co-pilot
- navigator
- gunner
- engineer
- devil(s)



definitions

- **co-pilot** – on the same page of the journey.
- **navigator** – keeps you on course
- **gunner** – helps with the obstacles and roadblocks (pointing them out ahead, in motion, etc.)
- **engineer** – helps you maintain and fix things on the journey when they don't go as planned. i.e. always has an opinion
- **devil(s)** – the advocate who's going to tell you all the reasons your idea is going to fail (and they're right)
- **ground control** – i.e. a mentor, someone to help guide from afar



worksheet – section c

- fill in the roles:
 - who are your biggest supporters?
 - who's going to burst your bubble?
 - who's going to help connect you to the knowledge?
 - who's going to get in your way (and why)?

any surprises?

goal #3 - perserverance

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obstacles

- what gets in the way of your leaders participating or your organization offering leadership programs?

(audience)



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think
inside
the box



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worksheet – section d

- what are your main obstacles?
- what can you do about them?
- who can help you?
- what's the root of the objection/conflict?

objection handlers

- what would it need to look like if _____?
- i understand your hesitancy to do xyz... what if i ?
- pilot/experiment
- share case examples of success (close to parameters)





stay on target

don't waver

own it



don't forget




end game

- persistence pays off
- fight the fights that need to be won
- practice creativity/innovation in the face of obstacles



building legendary leaders

1. **reflect** to build awareness – where are you now and where do you want to be in a year
2. **collaboration** – who are you gathering to push, pull and fight you on your trek
3. **perseverance** – expect the unexpected. plan and execute around detours. stay the course.



LEGENDARY
BARNEY STINSON

TO SUCCEED YOU HAVE TO STOP BEING ORDINARY
AND BE LEGEND - WAIT FOR IT - DARY

thank you!

- follow the link
- complete the form by friday, 5pm.
- winner receives a copy of hr on purpose!



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build a culture that's legen...

(wait for it) ...dary

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