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Michael V. Newman – Podcast – Episode 003

**Eight Strategies to Be an Authentic Leader**

People need leaders who are authentic. An authentic leader can meet people where they are and take them and the organization to where they need to go. In this time of crisis, leaders need to communicate by listening to their people and creating an atmosphere of hope.

“The first responsibility of a leader is to define reality.” – Max DePree

Leadership expert, John Maxwell defines a crisis as: An intense time of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ requiring a decision that will be a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ point.

As leaders we should always give the right \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and we must give hope and security.

**Eight Strategies to Be an Authentic Leader** (Rate yourself on a scale of 1 to 5)

1. Always tell the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
   1. Our people gain \_\_\_\_\_\_\_\_\_\_\_\_\_\_ when we tell the truth.
2. Put people \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
   1. When you put people first, you will always make the right decision because you are doing it with the right motives.
3. Be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to your people.
   1. Your people need to know you care about them.
4. Uncertainty is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   1. It is OK to let your team know; you don’t know.
5. Do the \_\_\_\_\_\_\_\_\_\_\_\_\_\_ thing.
   1. What is best for the people?
   2. How does this align to my values?
6. Keep your head above the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
   1. Don’t get caught up in the drama.
   2. Not everyone sees the world the way you do.
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ others by your example.
   1. Be a bright light in tough times.
8. Manage \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
   1. Fill up your own cup so that you can serve others.

“You can’t give what you don’t have.” – John Maxwell

**Application:**

1. In a crisis that you are facing:
   1. What is the difficulty you are facing?
   2. What are the impacts of the decision(s)?
   3. How will the decision cause a turning point?

1. As you look at that decision run it through the filters:
   1. What is best for the people?
   2. Does this decision align with my values?
2. Looking at your rating of the eight strategies to be an authentic leader, which two do you do well?
3. Which two do you need to work on the most?
4. What can you do specifically this week to encourage members of your team?
5. How will you mange yourself this week?

**Resources:**

* DISC Assessment – To access personality assessment through [Personality Insights](https://www.personalityservice.com/portal/MNGR/store) click [here](https://www.personalityservice.com/portal/MNGR/store).
* [Leading Through Crisis](https://www.johnmaxwellacademy.com/virtual-summit-march?__hstc=144900139.bbc6e9d32acc1120d4982636872757b5.1578946803872.1578946803872.1590598180851.2&__hssc=144900139.2.1590598180851&__hsfp=3901330155) – by John Maxwell

Answers: difficulty, turning, perspective, truth, confidence, first, close, OK, right, noise, Encourage, yourself