

THE **FUNDAMENTALS** OF LEADERSHIP

“The entire population of the world, with one minor exception, is made up of others”

People...

- 1- Want to feel like they **belong**
- 2- Want **structure** (plan) and **predictable** actions & behaviors
- 3- Want to **contribute**, learn and grow
- 4- Want **accountability** and fairness
- 5- Want **opportunity**
- 6- Want to **win**



1- People want to belong

WHAT

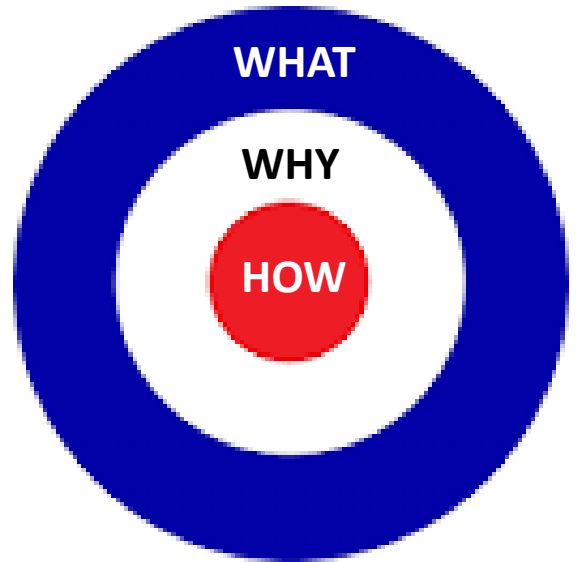
A sense of belonging to a greater community improves one's motivation, health, and happiness.

WHY

Feeling a sense of belonging is important in order to see value in life and cope with difficult situations.

HOW

One way to increase one's sense of belonging is to look for similarities to others rather than focus on differences.



The following are a few ideas to help ensure everyone on the team feels like they belong

- Ask questions and listen very carefully. Try to learn from them and find common ground. A great place to start is to find out about their family, hometown, previous team experiences, etc.
- Make statements like “I look forward to working together” ...
- Do you have any suggestions for us?
- What would you like to see more of ... or ...less of this year?
- What’s your favorite part of summer?
- What goals have you set for yourself, in contribution to the team?
- Words of encouragement.... “You’re doing very well for the first week/month with our team”
- We are going to have a lot of fun together

2- People want structure

WHAT

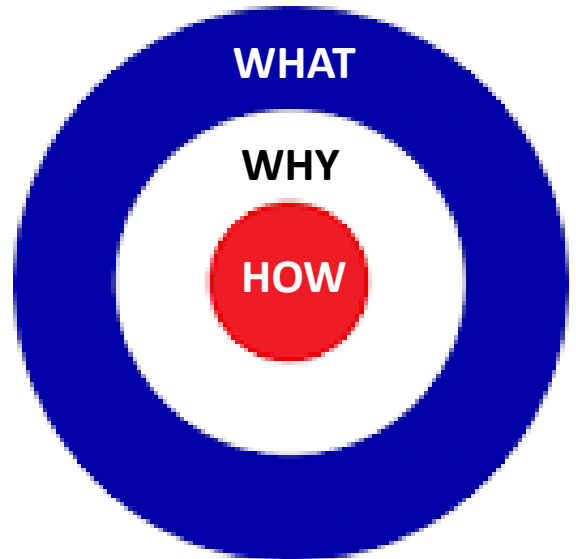
If we want people to fully commit to the team's activities, we must explain what we are doing, why that's important and when it will happen. The more we structure our week/month, the more effort people will give to the team.

WHY

Human beings are creatures of habit. When we know "what" we are doing this week and "why" that's important to our growth and development, people will buy-in with all of their focus and energy.

HOW

Structure is more than just a planning exercise. People need to see consistency in actions and behaviors (within the environment). Good behavior is rewarded, drama is dealt with.



The following are a few ideas to help ensure we are organized and structured

- Schedule for the month – with little change or adjustments
- Clear expectations for each activity (attitude, effort, commitment, competitiveness)
- Meetings start and stop at the established times
- Desired behaviors are clarified and rewarded.
- Poor behaviors are met with "hey Johnny, we don't do that here".
- Team sessions and hang-outs planned for same day/eve every week

3- People want to contribute

WHAT

For anyone to feel like they matter, they're relevant and they make a difference, we must create a pathway for them to see themselves contributing to the team.

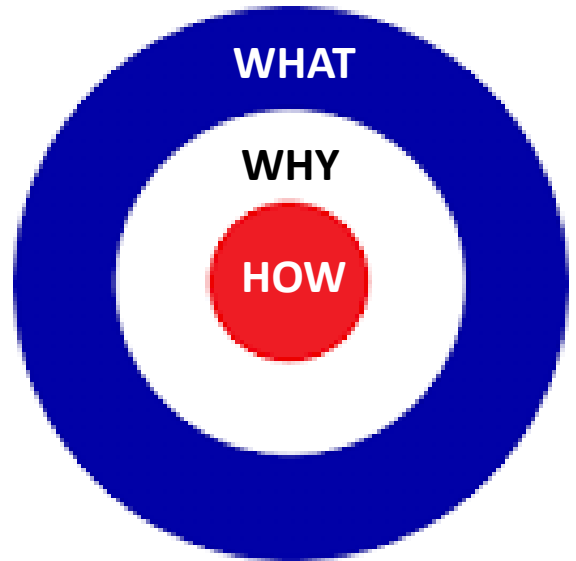
WHY

People's mental health is linked to feeling relevant. There are many ways to be someone who adds value to a team.

HOW

There are 3 skills sets (of equal importance) one can demonstrate to feel like a contributor.

- 1- Skill/talent in their job
- 2- Skill/talent in character
- 3- Skill/talent in building relationships



The following are a few examples of how people add value. Be sure to recognize team members who demonstrate these competencies

Job Skills

- ✓ Speed
- ✓ Stamina
- ✓ Skill/ quality
- ✓ Knowledge
- ✓ Experience
- ✓ Creating solutions
- ✓ Work under pressure
- ✓ Client awareness
- ✓ Drive productivity

Character Skills

- ✓ Accountable
- ✓ Competitive
- ✓ Confident
- ✓ Disciplined
- ✓ Energetic
- ✓ Focused
- ✓ Hard Working
- ✓ Motivated
- ✓ Positive
- ✓ Resilient

Relationship Skills

- ✓ Appreciative
- ✓ Caring
- ✓ Encouraging
- ✓ Honest
- ✓ Humble
- ✓ Loyal
- ✓ Respectful
- ✓ Socially Aware
- ✓ Trustworthy
- ✓ Unselfish

4- People want accountability

WHAT

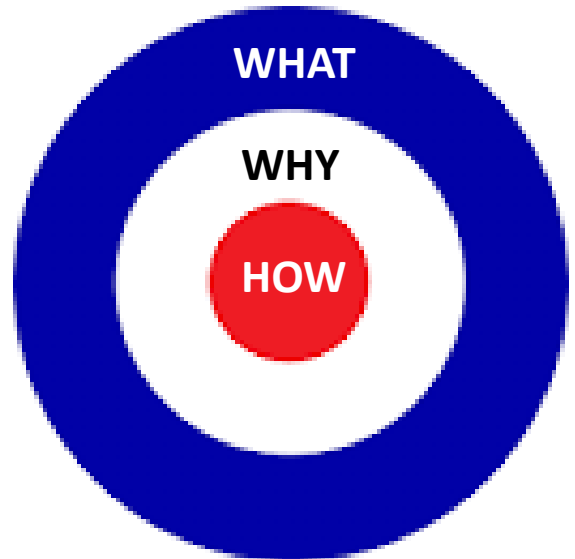
Leaders influence culture and culture is what drives the daily focused efforts required to reach our goals. Anything less than the desired actions, behaviors and efforts must be observed, discussed and corrected.

WHY

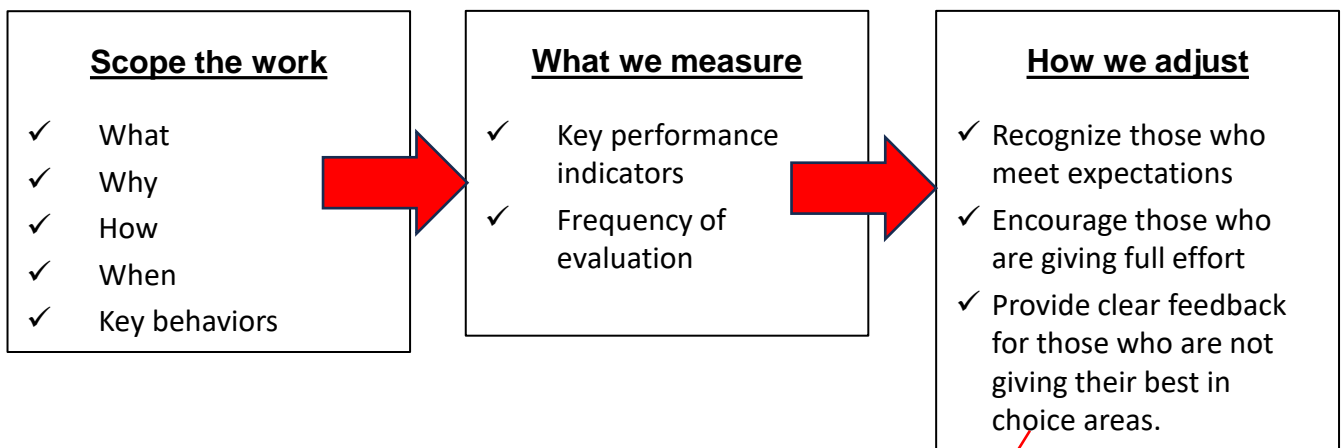
You don't get the culture you want;
You get the culture you accept.

HOW

- 1- Set and communicate clear expectations.
- 2- Explain what success looks like and how you will measure progress.
- 3- Provide constant feedback and encouragement



The following are a few examples of how people add value. Be sure to recognize team members who demonstrate these competencies



CHOICE AREAS

Attitude - Effort - Commitment - Competitiveness

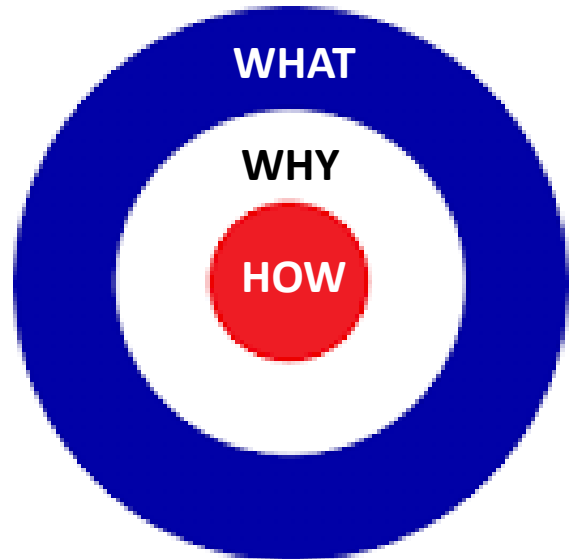
5- People want opportunity

WHAT

People want to be great and great leaders know how to let them be great. That's probably some of the simplest and most effective leadership advice you'll ever hear.

WHY

It's critical to understand that beyond making the team, players are working, showing up every day and hoping they get the opportunity to be awesome. They want to do great, inspiring, and fulfilling work. They want to work on cool assignments. They want to create a difference and they want to be recognized when they do.



HOW

1. Empower people in their strengths (assign tasks and responsibilities that match their strengths)
2. Assign a character role - linked to their DISC strength, in service to the team's culture
3. Share leadership responsibilities - you don't have to do it all yourself

Strengths In Job

Strengths In DISC

Shared Leadership

Driver	Influencer	Supportive	Cautious
People with a driver style primary know how to make things happen. They help us decide quickly and take immediate action.	People with an influencer style primary know how to create energy and speak up, so that everyone is included and heard.	People with a supportive style primary have the ability to hold a team together and make us better than the sum of our individual parts.	People with a cautious primary style help us analyze information to inform better decisions. They help us evaluate our process.
Get us started!	Get us motivated	Keep us together	Make us better
<ul style="list-style-type: none"> • Action • Focused • Decisive • Responsive • Intentional • Competitive • Goal driven 	<ul style="list-style-type: none"> • Communicator • Energize • Fun maker • Motivate • Activate • Engage • Positive 	<ul style="list-style-type: none"> • Empathetic • Listener • Care • Harmony • Connector • Adaptable • Understanding 	<ul style="list-style-type: none"> • Strategic • Process driver • Continuous improvement • Integrity • Consistent • Quality driven

6- People want to win

WHAT

Our desire to win could be related to a chemical in our brain called dopamine, which is linked to pleasure. Winning triggers a good feeling in the reward area of our brain

WHY

Besides pleasant feelings, winning also gives us good info for the next challenge. It's my belief that building small wins into every day leads to significant momentum and commitment from all team members towards our larger seasonal goals.

HOW

1. Start by **winning the day**. What did we set out to do (what target were we aiming for) and how well did we perform?
2. Mix a healthy dose of **intrinsic goals** and objectives into the curriculum. Intrinsic goals focus on self-improvement and happens from within you. These goals include personal growth, developing meaningful relationships, and improving your health. Extrinsic goals are motivated by external influences, while intrinsic goals stem from your passion and core values.
3. **AAR: After Action Review** of how well we executed on our team's DNA at practice
4. **ARE: Appreciate, Recognize and Encourage** the efforts of others.

