

The Leadership Passage



the marketplace
has changed





what do i need to
understand as
i move into all
levels of
leadership?



five
steps
of
leading



five
steps
of
leading

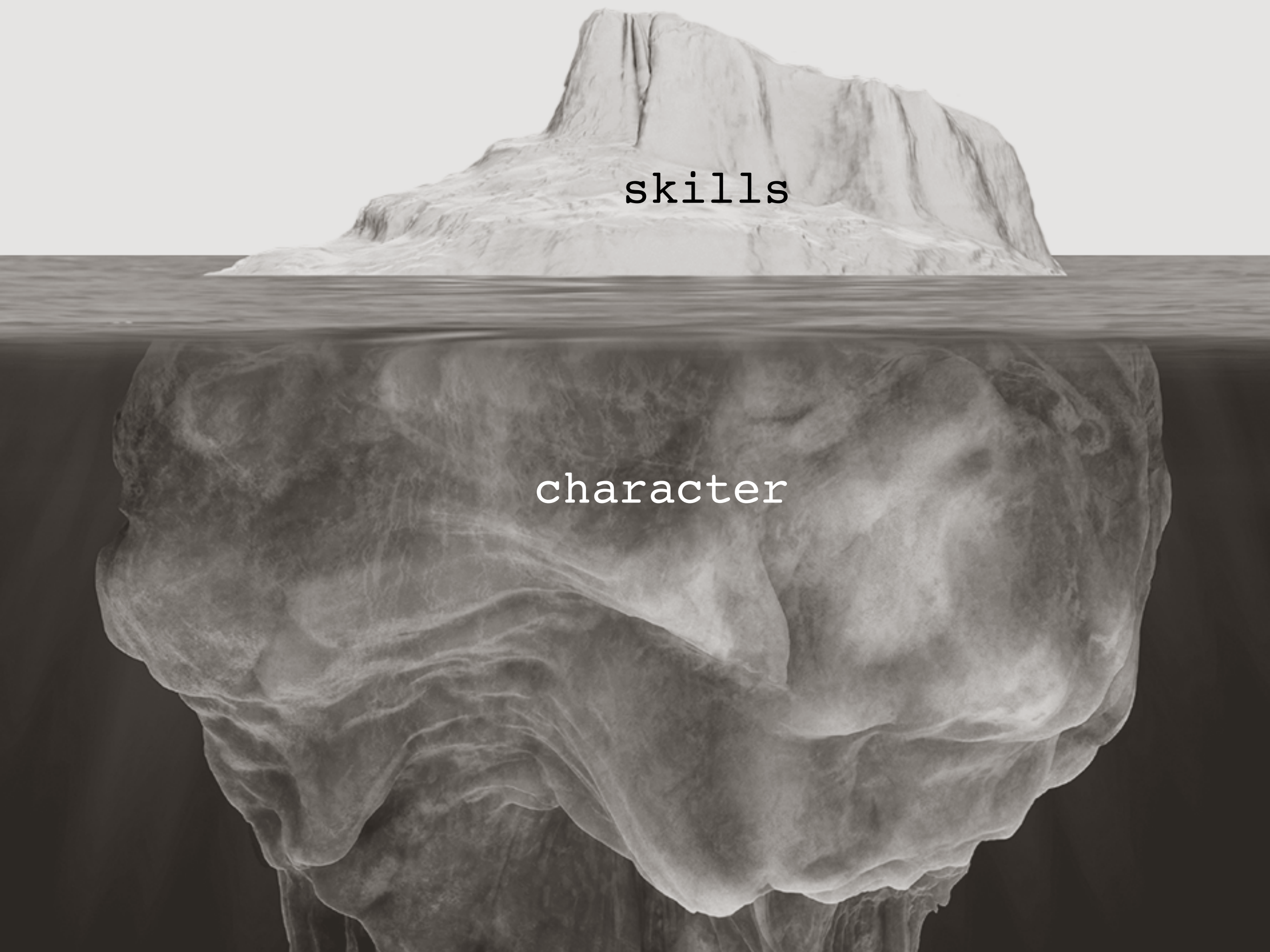
character

talent

trust

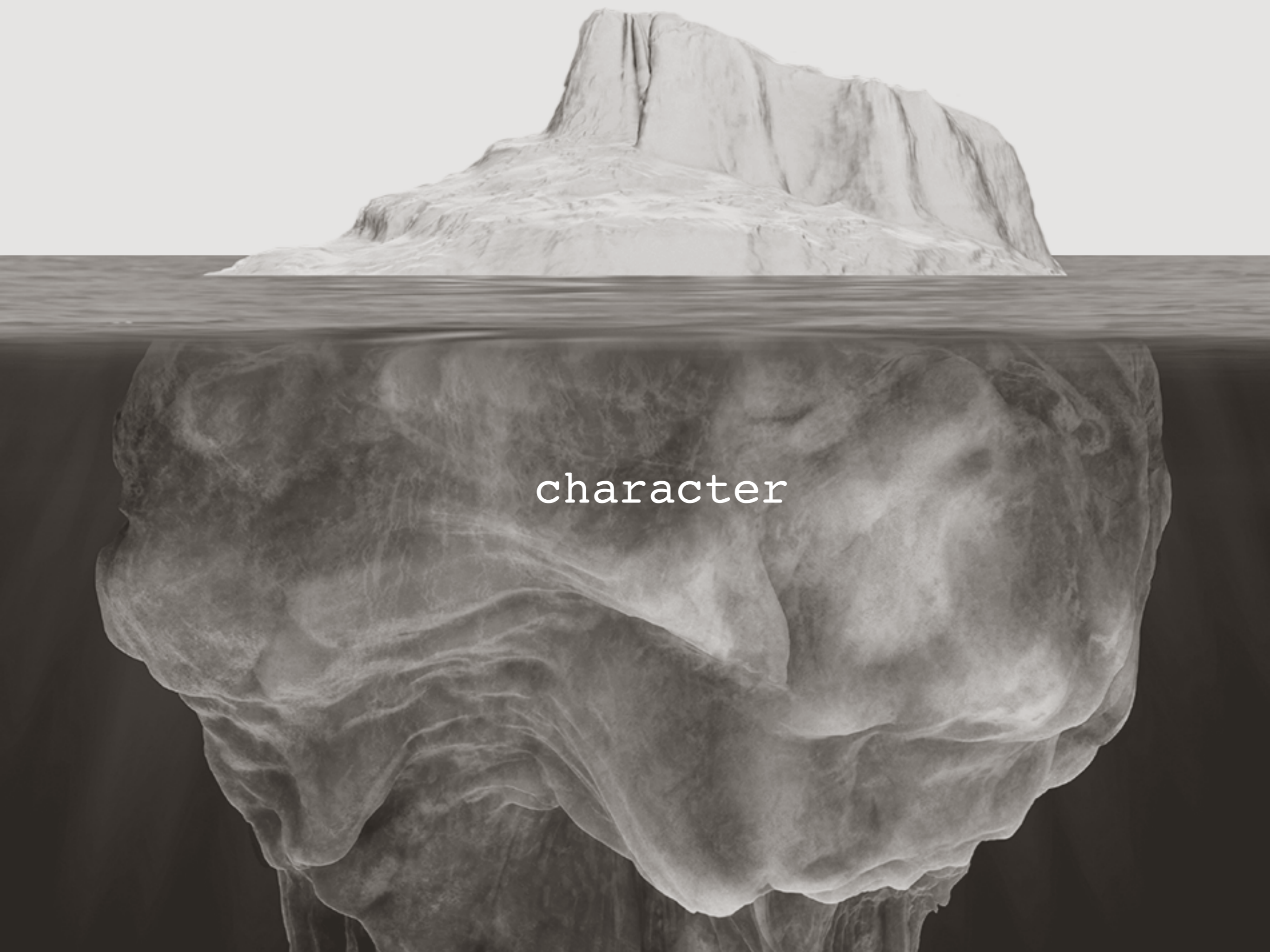
teams

courage

An iceberg floating in the ocean. The tip of the iceberg, which is above the water line, is relatively small and has the word "skills" written on it in a black, monospace font. The much larger part of the iceberg is submerged below the water line and has the word "character" written on it in a white, monospace font. The water surface is a dark grey, and the sky above is a light grey. The iceberg's surface is textured with various ridges and grooves, suggesting a rugged, natural formation.

skills

character



character

- By themselves, character and integrity do not accomplish anything. But their absence faults everything else.
- Quality of character doesn't make a leader, but the lack of it flaws the entire process.

peter drucker







A GOOD NAME...

1921 - 2014





S. TRUETT CATHY
1921 - 2014

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character

talent

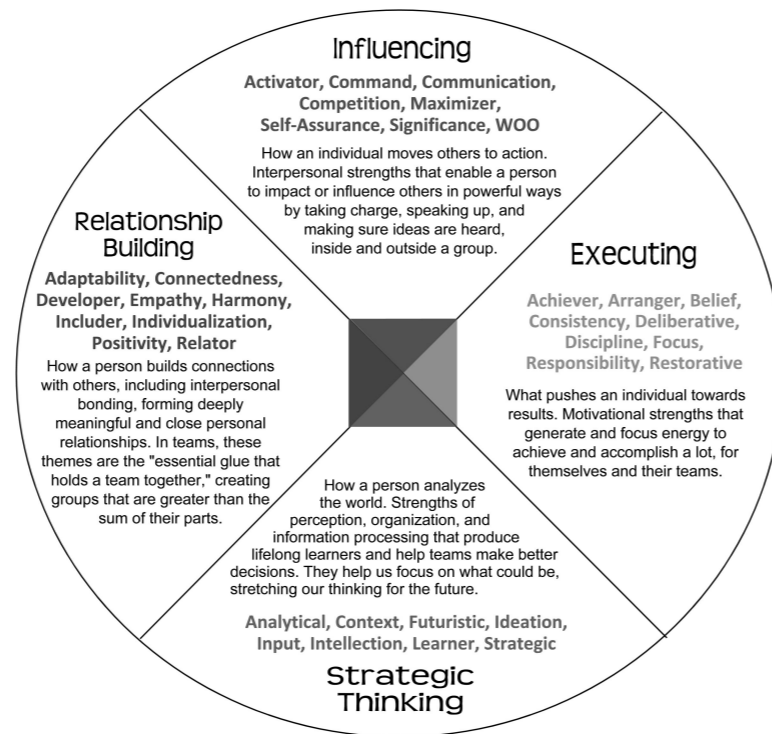
trust

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Strengths Domains

Teams should be well-rounded precisely because we, as individuals, are not.



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continuously

value results
and relationships

embody the
values

five
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of
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character

talent

trust

teams

courage

building
relationships
of trust





trust

your story

your hope

your sorrow

your story



the impact of
your story



your story

where did you
grow up?

brothers and
sisters?

mom and dad?

what was one of
the most difficult
things you had
to overcome
growing up?

hope



steady hope,
a hope that will
never disappoint
you

finding
that hope

hope in the
right place will
produce
contentment
in your heart

hope deferred
will produce
a sick heart



sorrow



what sorrow
did you wake up
with this morning?



trust

your story

your hope

your sorrow

trust

you will not
trust someone you
do not know

you will not work
with someone you
do not trust

you should not
work with someone
you do not trust

The
THREE SIGNS
of a
Miserable Job

A FABLE FOR MANAGERS
(and their employees)



PATRICK LENCIONI
AUTHOR OF THE NEW YORK TIMES BEST-SELLER THE FIVE DYSFUNCTIONS OF A TEAM

NEW YORK TIMES BEST-SELLER

THE
TRUTH ABOUT
EMPLOYEE
ENGAGEMENT

PREVIOUSLY PUBLISHED AS THE THREE SIGNS OF A MISERABLE JOB

A FABLE ABOUT ADDRESSING THE
THREE ROOT CAUSES OF JOB MISERY



PATRICK LENCIONI
AUTHOR OF THE NATIONAL BEST-SELLER THE FIVE DYSFUNCTIONS OF A TEAM



Anonymity

Irrelevance

Immeasurability



Anonymity

"no one knows me"

People cannot be fulfilled in their work if they are not known. All human beings need to be understood and appreciated for their unique qualities by someone in a position of authority.



Irrelevance

“my job matters”

Everyone needs to know that their job matters, to someone. Anyone.

Without seeing a connection between the work and the satisfaction of another person or group of people, an employee simply will not find lasting fulfillment.



Immeasurement

“how do i know if did i did a good job today”

Employees need to be able to gauge their progress and level of contribution for themselves. They cannot be fulfilled in their work if their success depends on the opinions or whims of another person.

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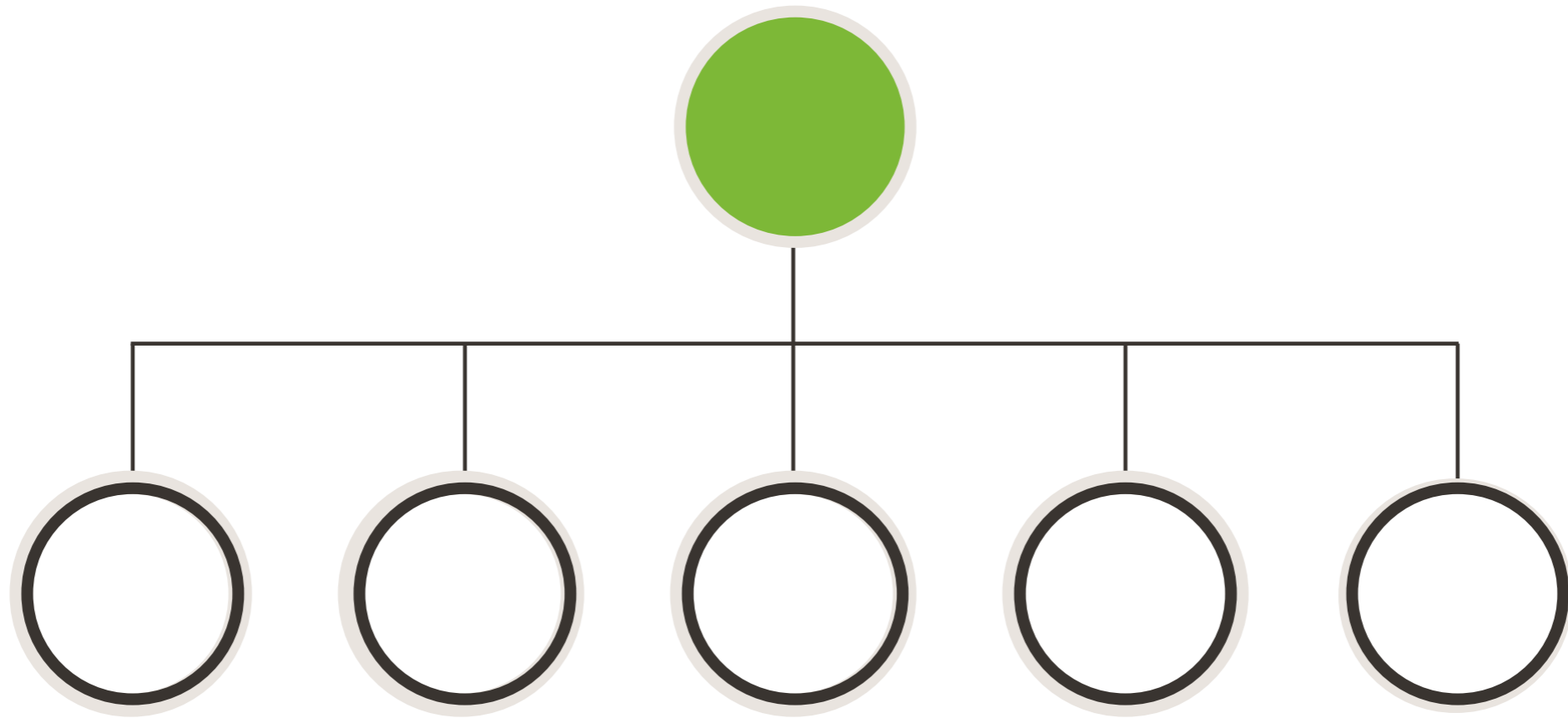
courage

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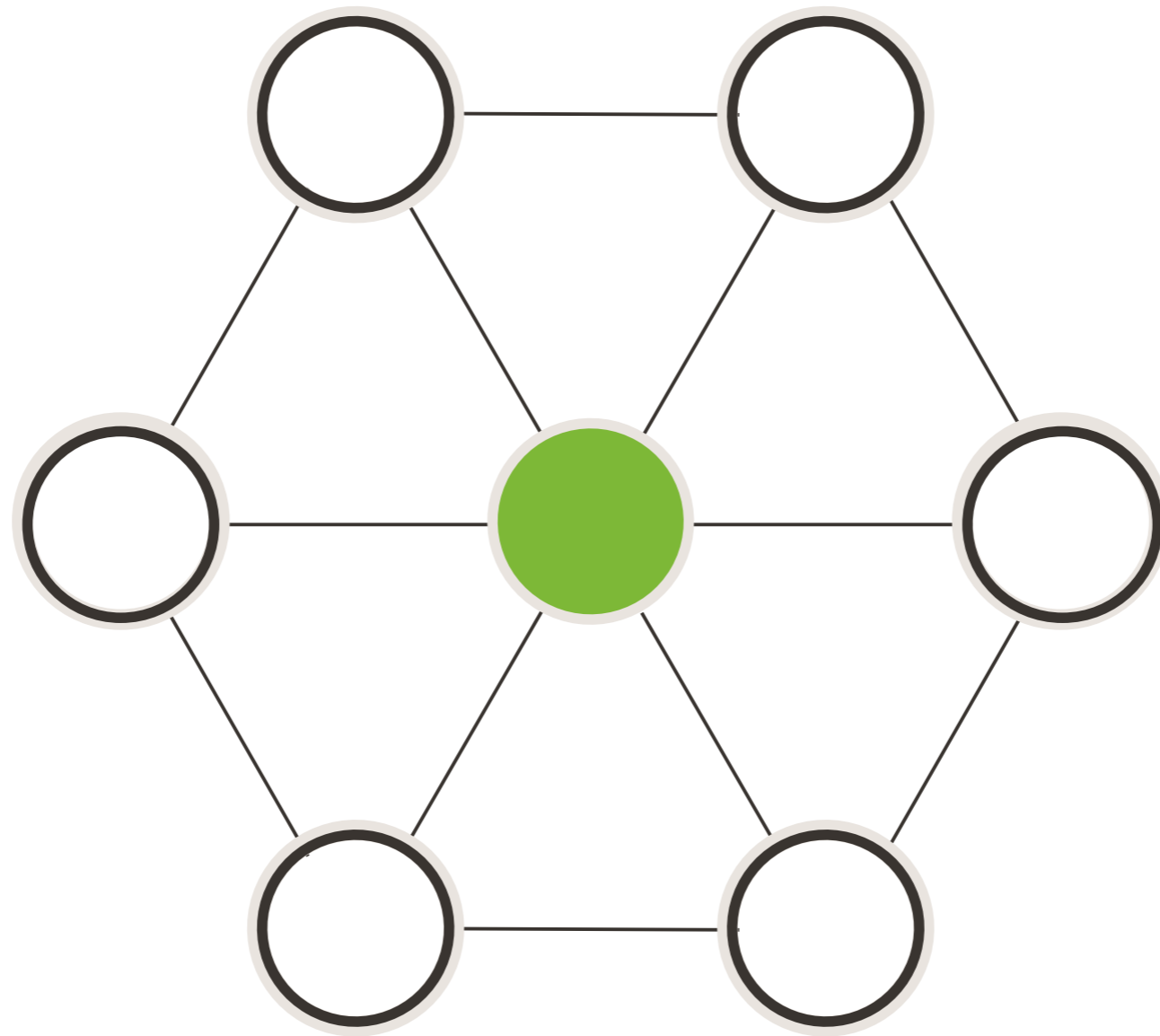


a group of
people working
together
towards a
common goal

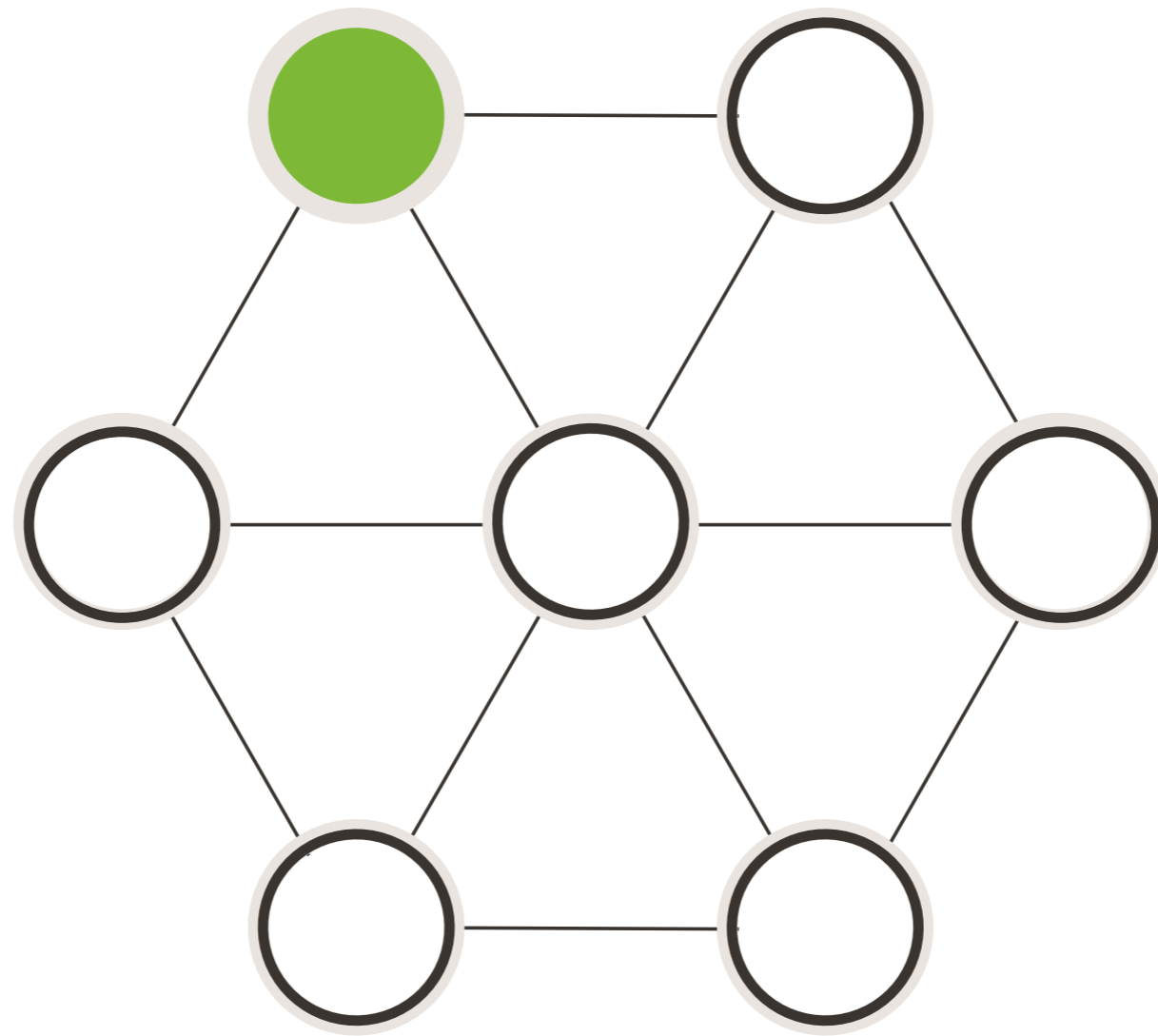
command and control



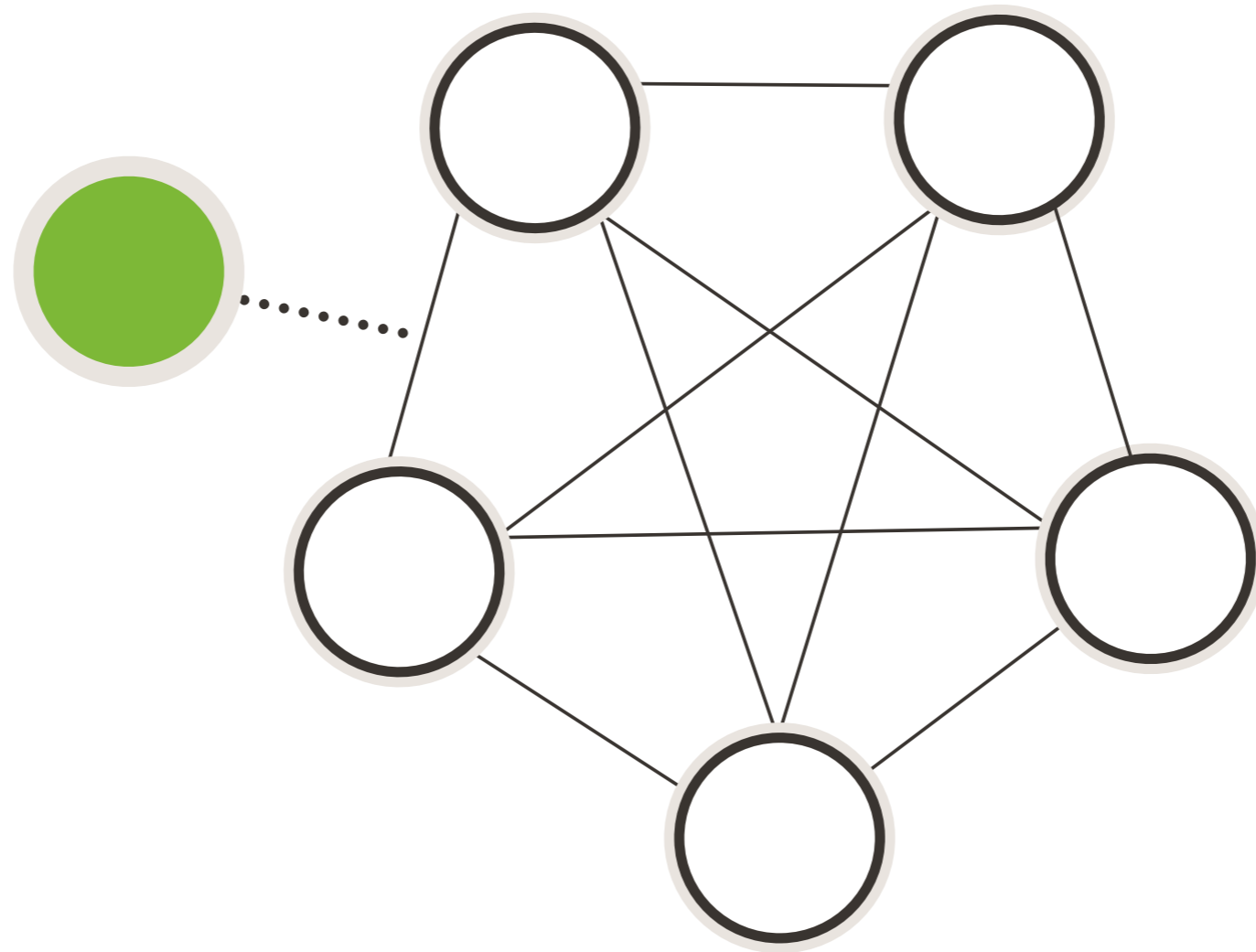
quarterback



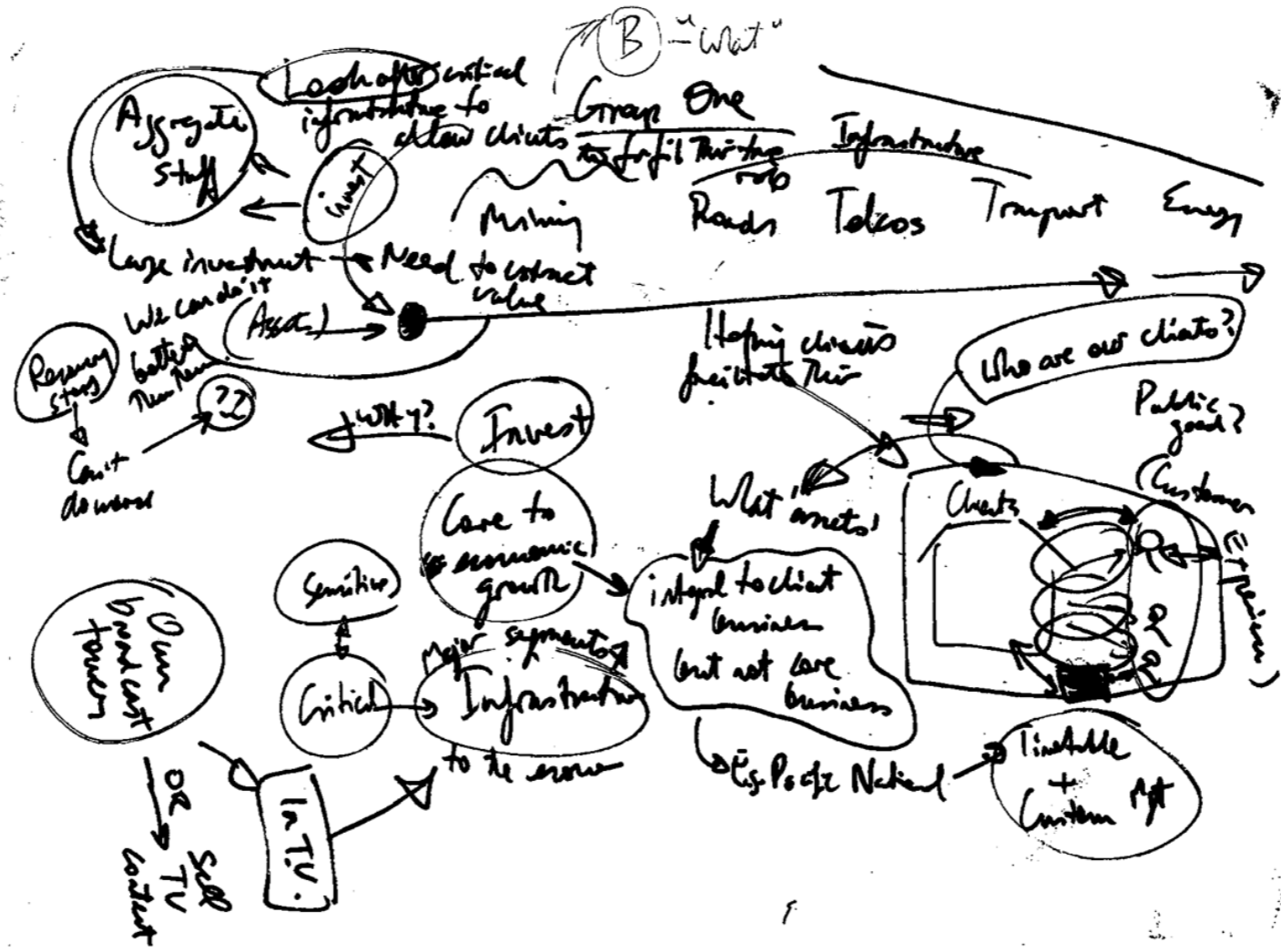
player coach



hlpt

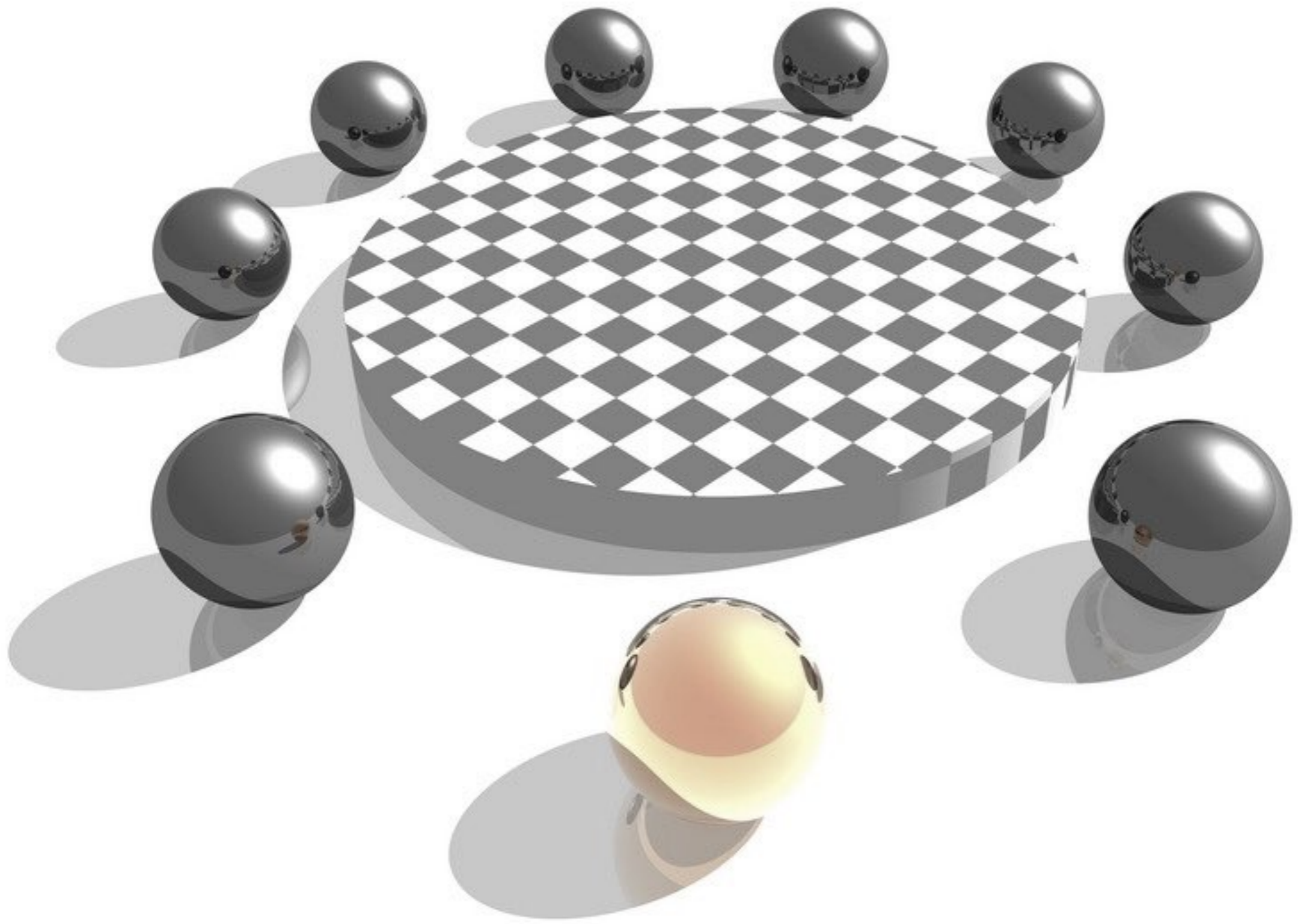


could this be you?



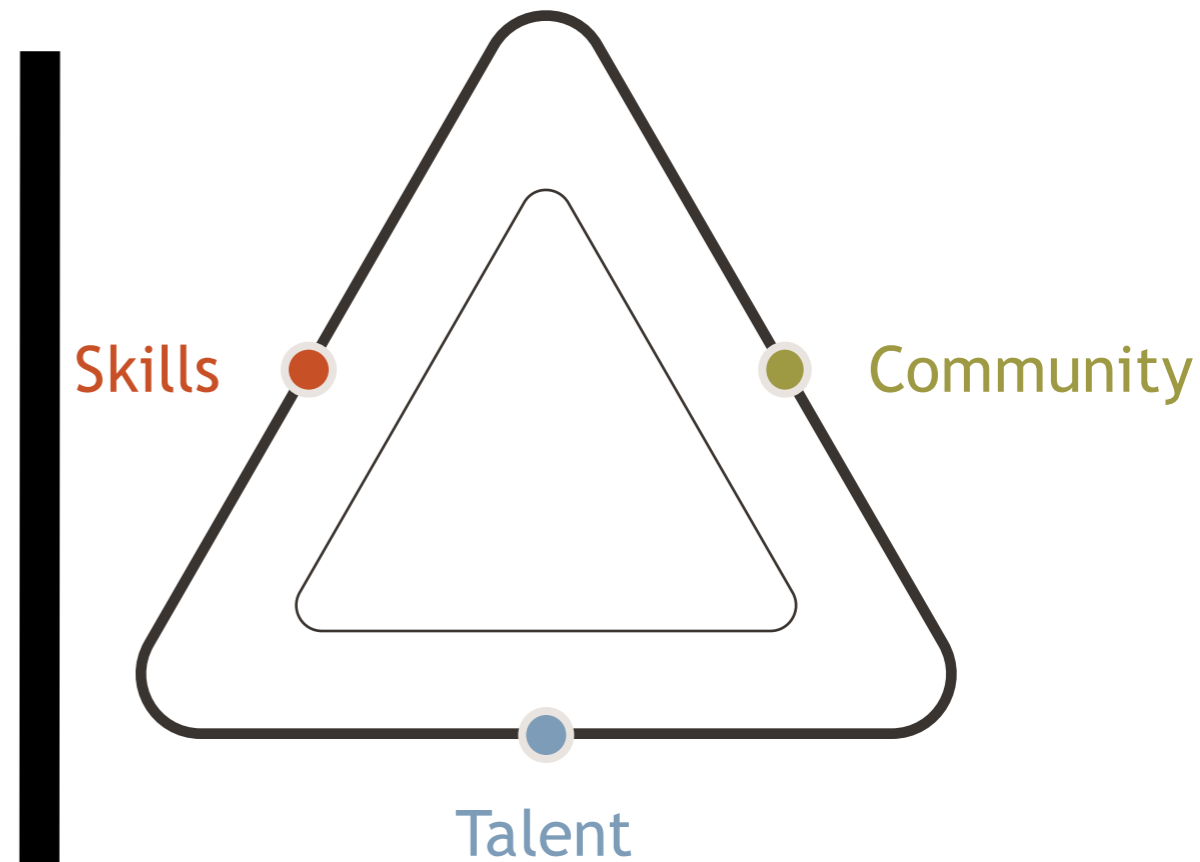
teams

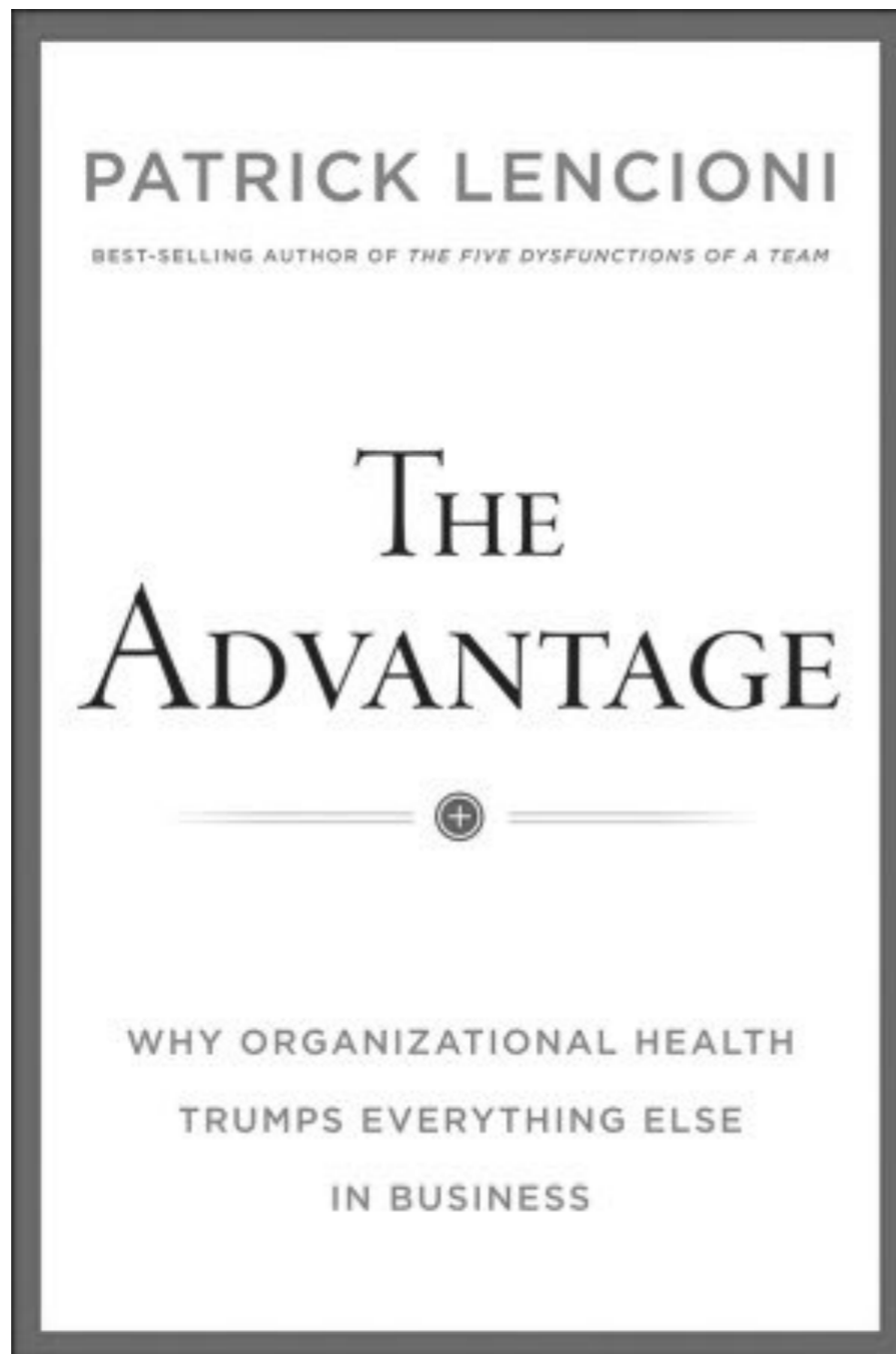
a team will
out perform
a individual
every time





the essentials
of a high
performance team





six critical
questions

build a cohesive
leadership team

clarity

why do we exist?

how do we behave?

what do we do?

how will we succeed?

what is most important, right now?

who must do what?

cohesive teams build trust, eliminate politics, and increase efficiency by..

knowing one another's unique strengths and weaknesses

openly engaging in constructive ideological conflict

holding one another accountable for behaviors and actions

committing to group decisions



clarity

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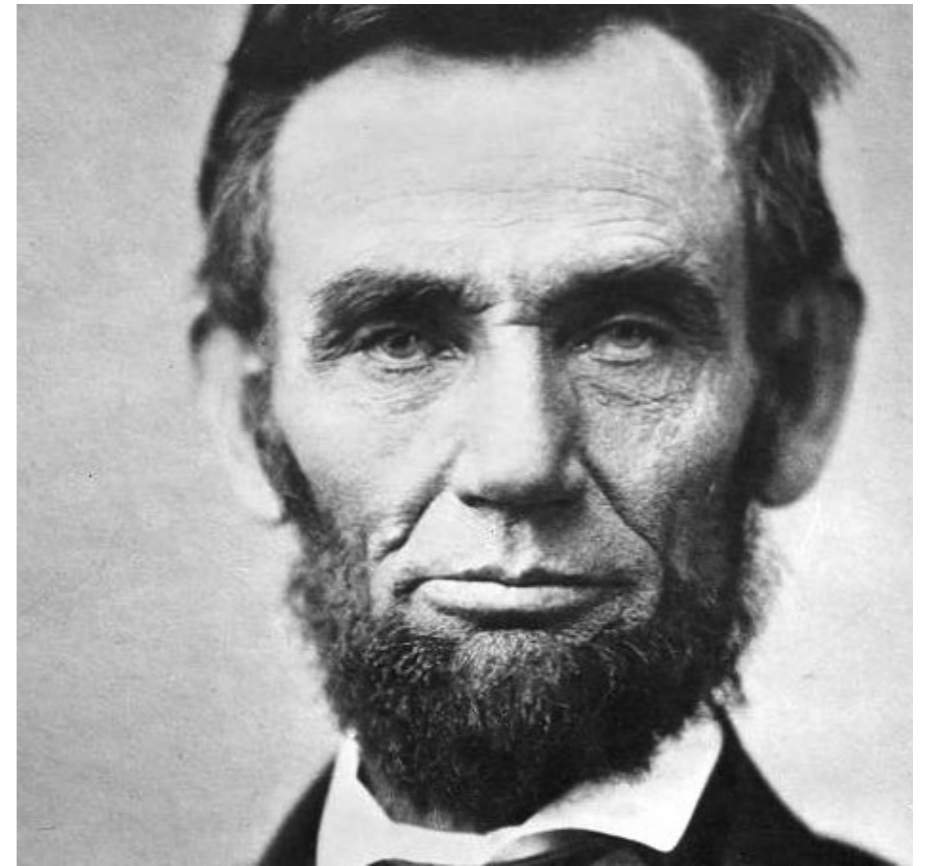
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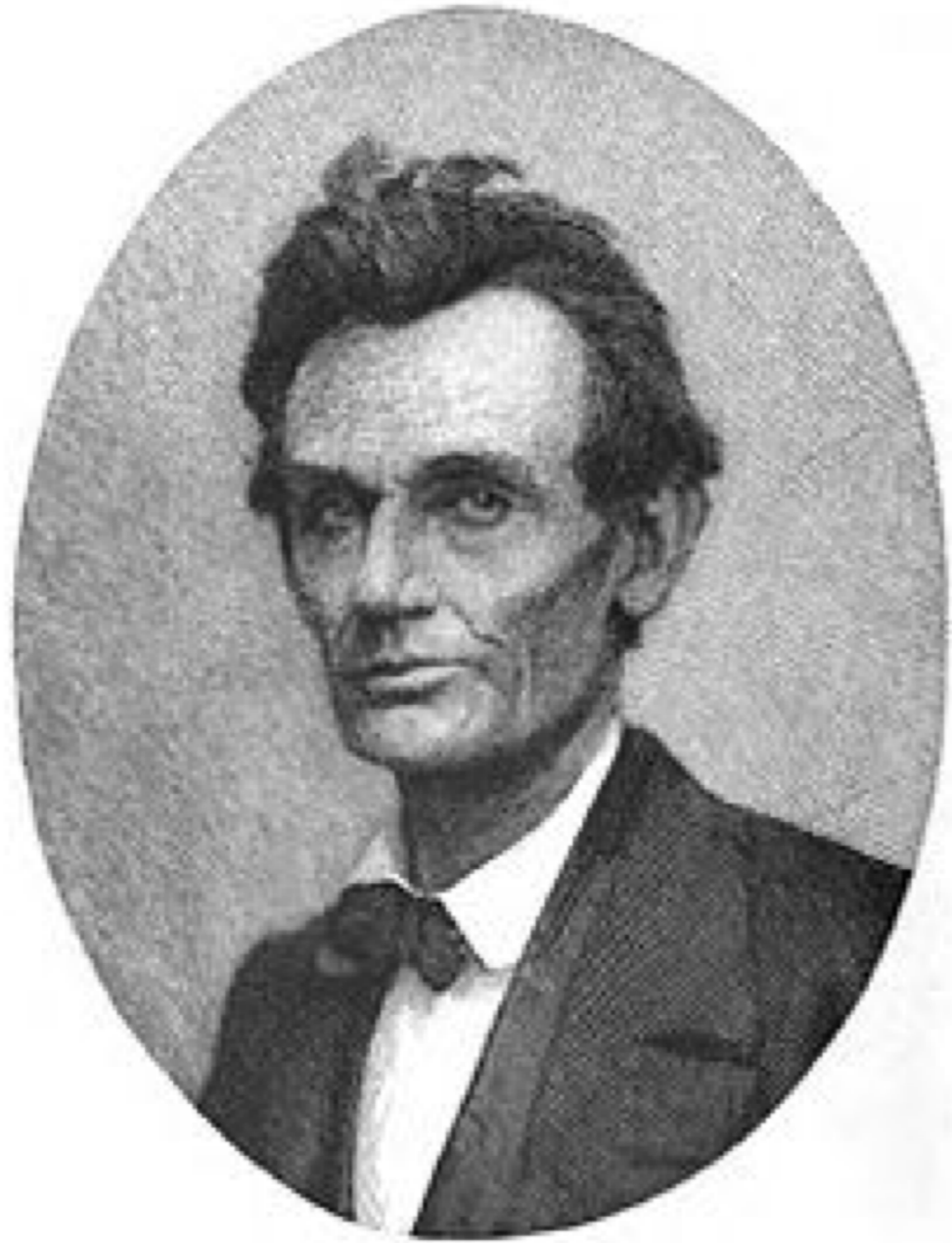
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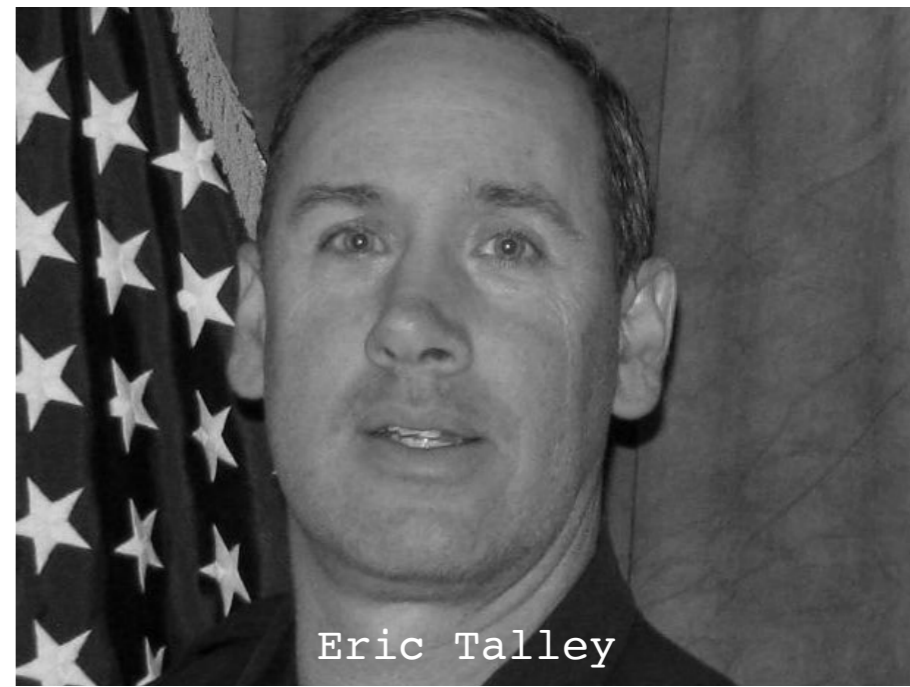






courage in 2021?





Eric Talley



courage in the marketplace

think different

think forward

think cool

leader engagement (development)

inappropriate behavior

inconstant behavior

walking the talk



five
steps
of
leading



character

talent

trust

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courage

wild card of
leadership



< 50
 > 50

for God so loved the world
yes, i will marry you
it's a boy, it's a girl, girl, girl
your dad has taken a turn for the worse
the cancer has returned
i'm leaving
can i marry your daughter?
do not postpone adventure

wild card of
leadership




fit
to
lead

fit
to
lead



mentally
spiritually
physically
relationally

loosing ground



risk factors
solitude
relationships
influence

what changed?



fit
to
lead

influence

your leadership
is necessary,
your presence
is not always
necessary







QUARTZ

the
leadership
passage

