

the
leadership
passage



How do **you**
become a
great leader?



what
has
changed?





five
steps
of
leading



five
steps
of
leading

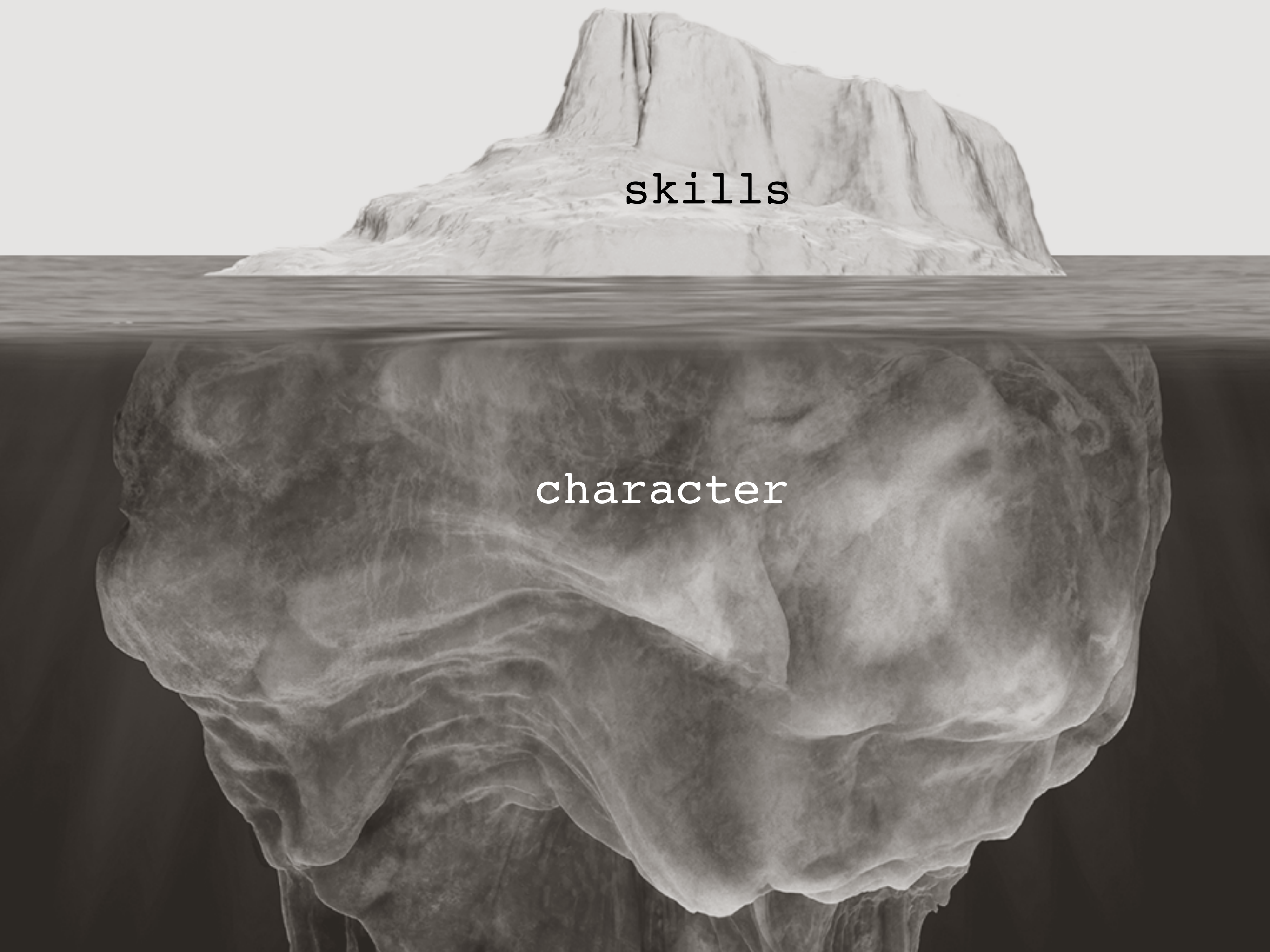
character

talent

trust

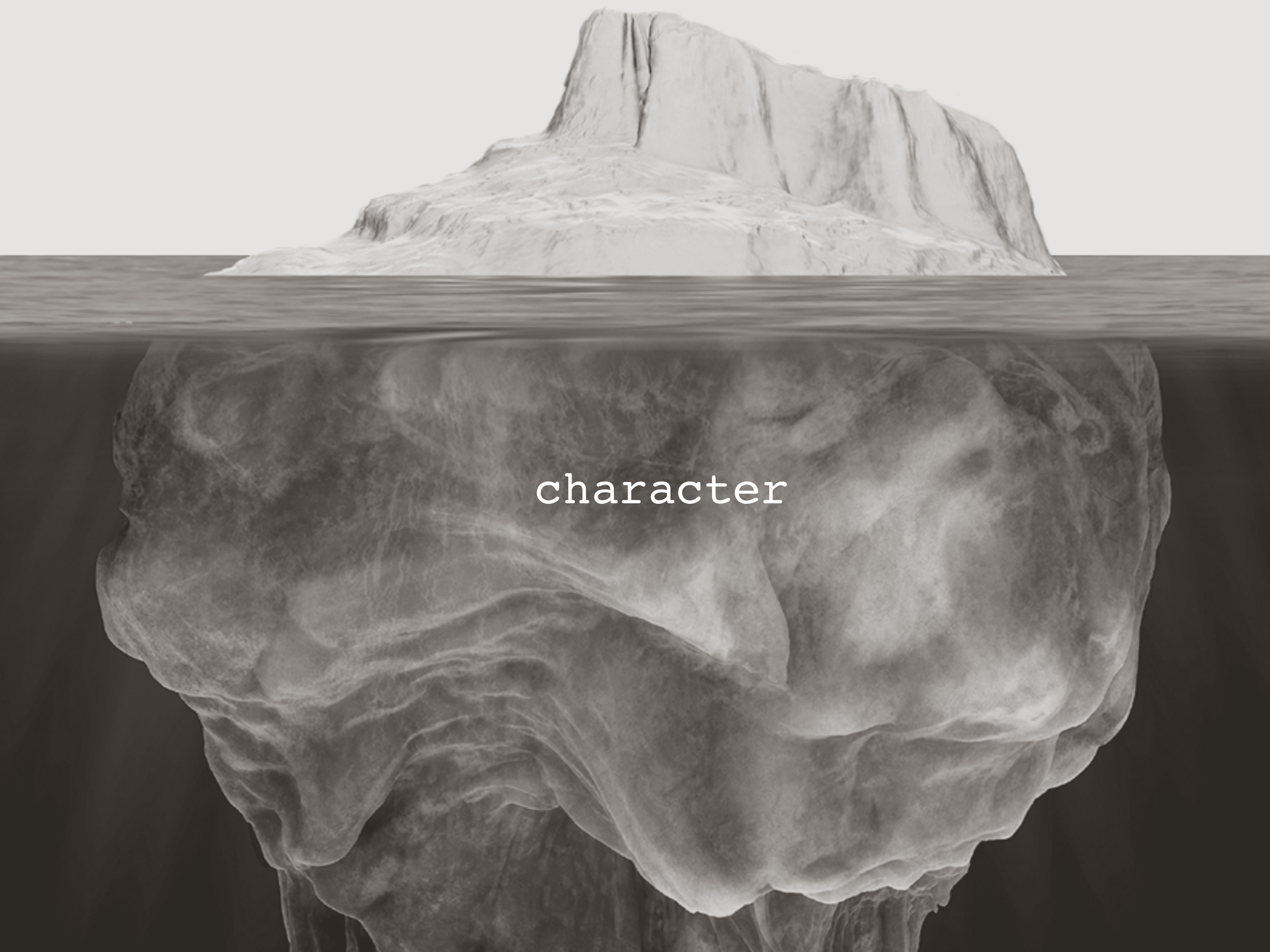
teams

courage

An iceberg floating in the ocean. The tip of the iceberg, which is above the water line, is labeled 'skills'. The much larger part of the iceberg, which is submerged below the water line, is labeled 'character'. The water surface is a horizontal line separating the two parts.

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





100 most significant people in history

- 
- 1 Jesus
 - 2 Napoleon
 - 3 Muhammad
 - 4 William Shakespeare
 - 5 Abraham Lincoln
 - 6 George Washington
 - 7 Adolf Hitler
 - 8 Aristotle
 - 9 Alexander the Great
 - 10 Thomas Jefferson
 - 19 Albert Einstein
 - 23 Theodore Roosevelt
 - 28 Ulysses S. Grant
 - 32 **Ronald Reagan**

A GOOD NAME...

1921 - 2014









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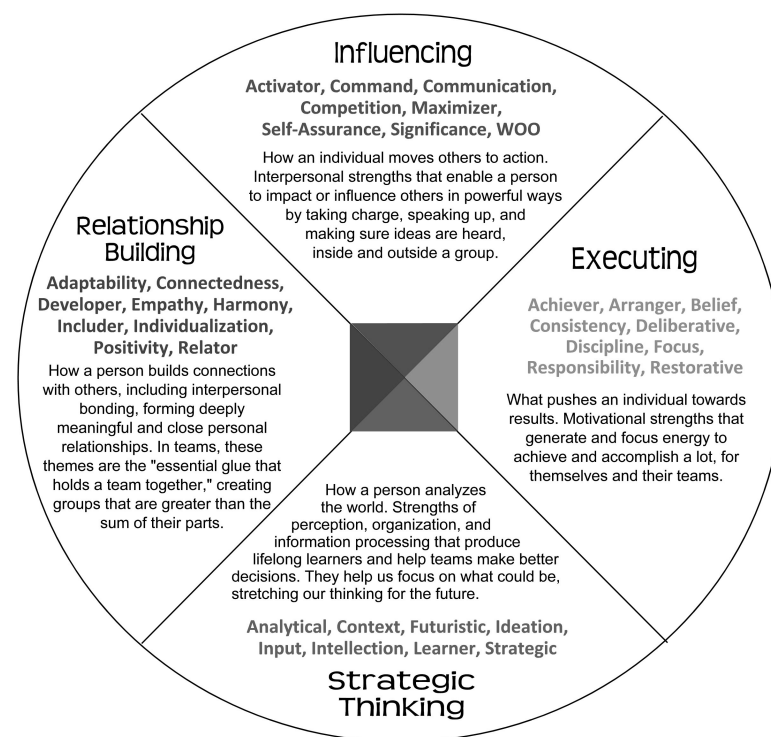
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Strengths Domains

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



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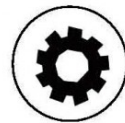
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CONNECTOR



CREATOR



EQUALIZER



INFLUENCER



PIONEER



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embody the
values

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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
on your mind?



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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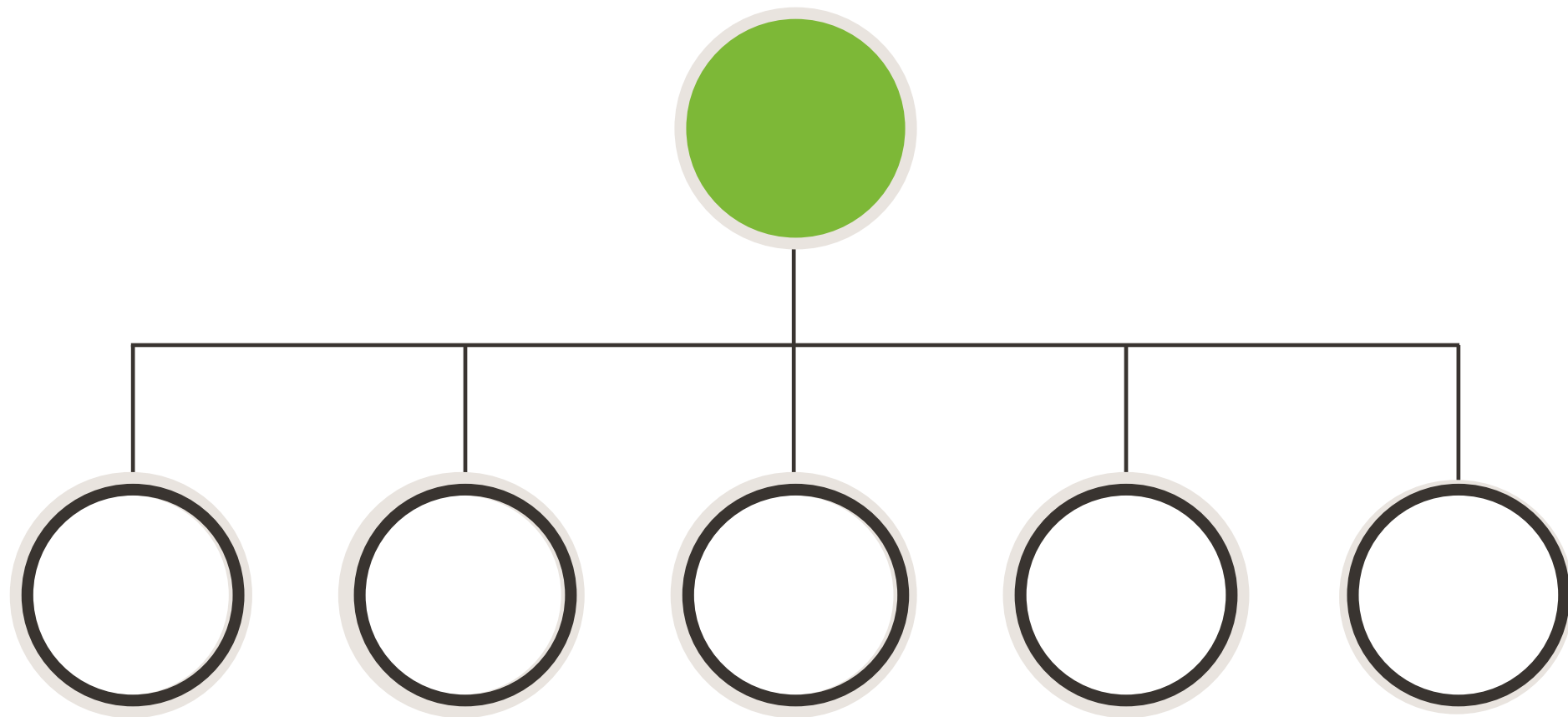
courage

We define a
team as a group
of people working
together towards
a **common goal**.

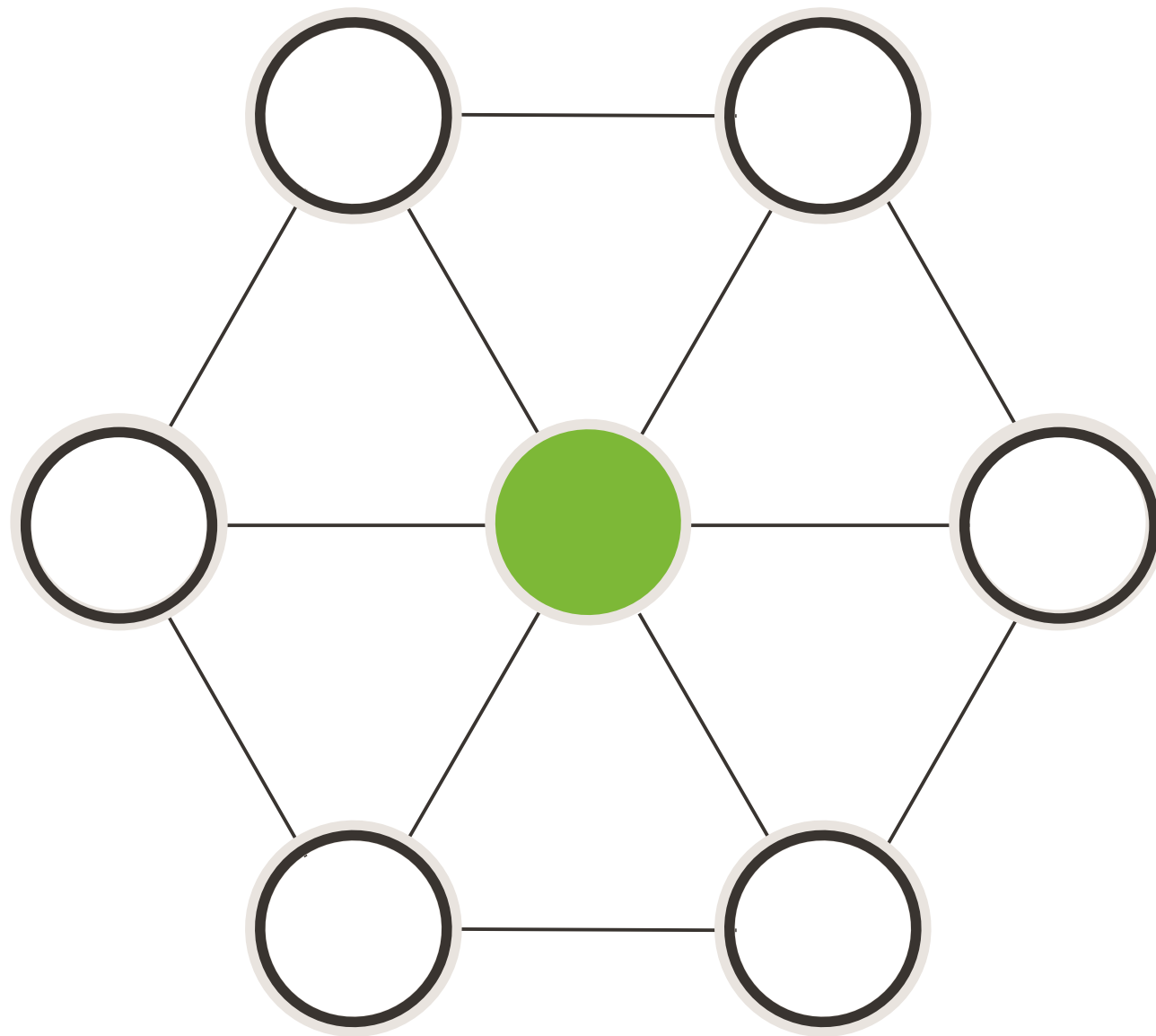




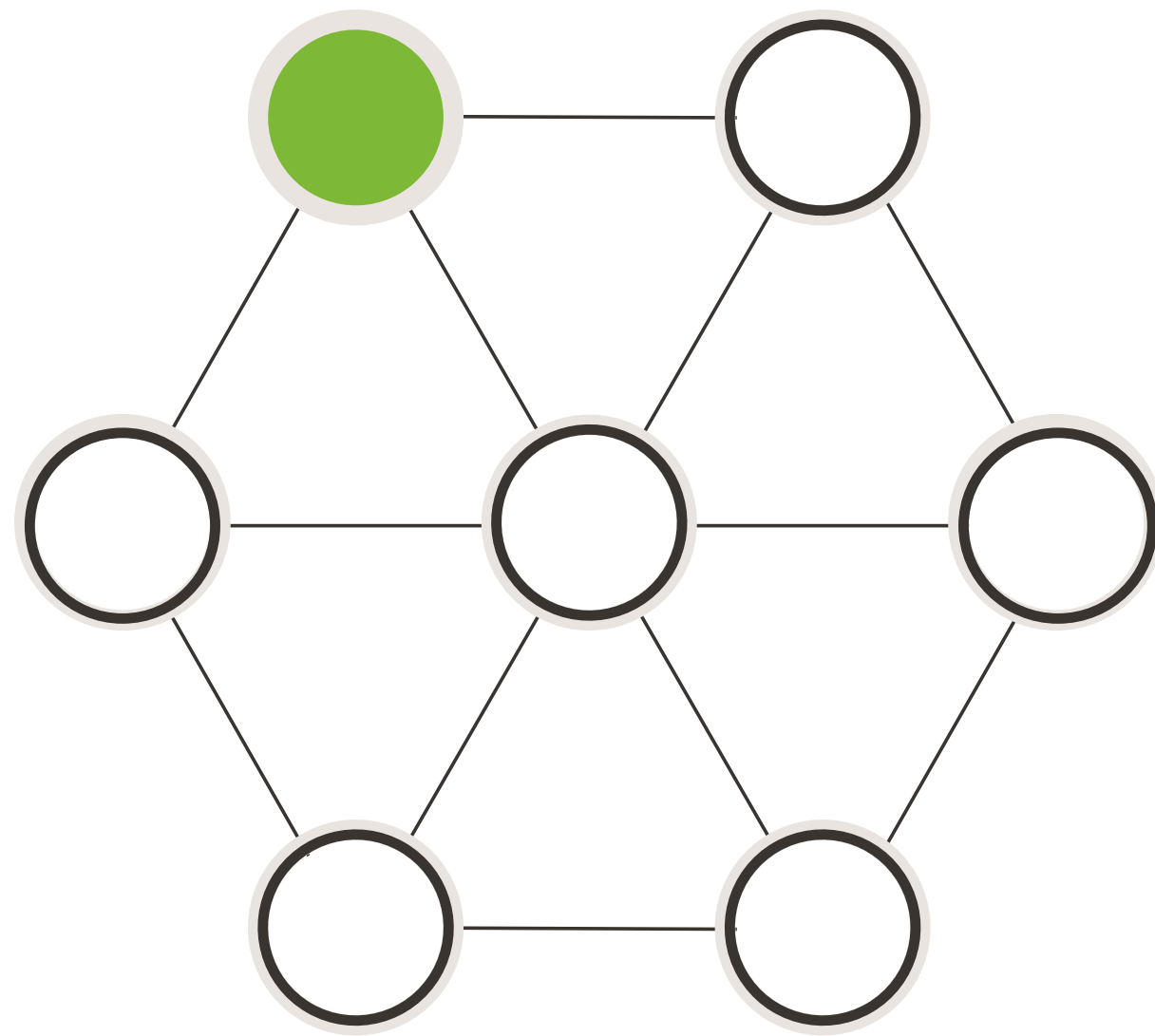
command and control



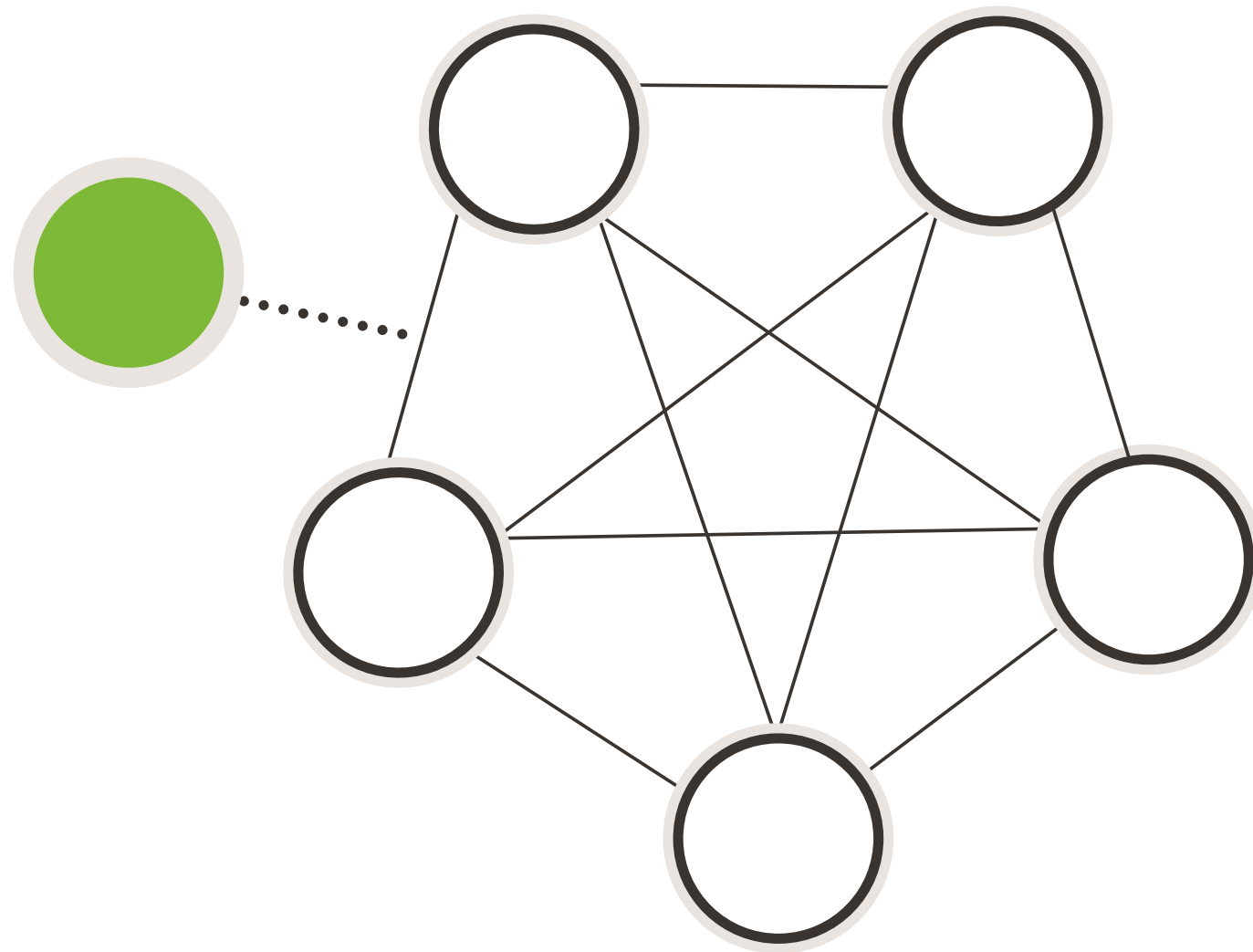
quarterback



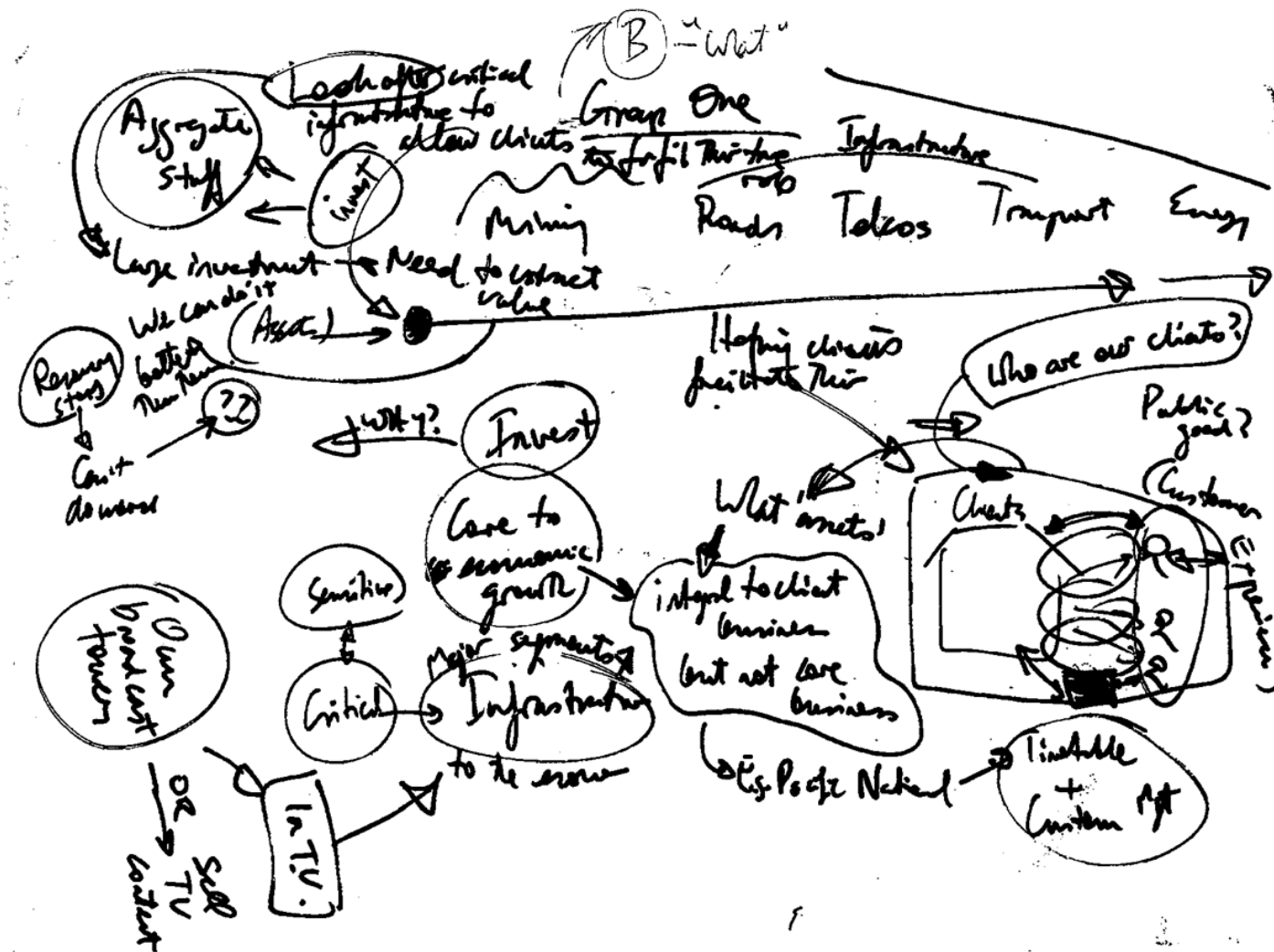
player coach



hlpt

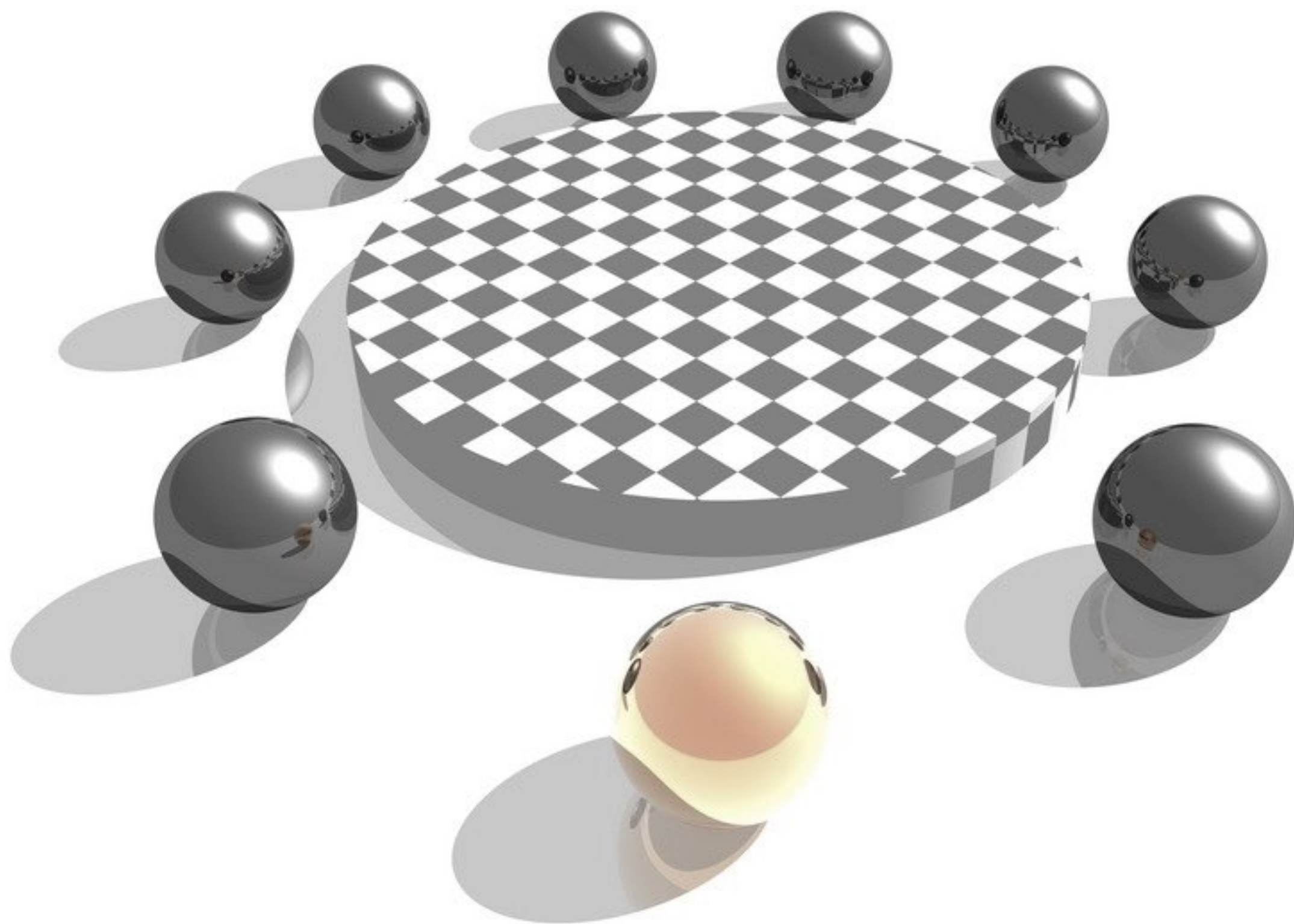


could this be you?



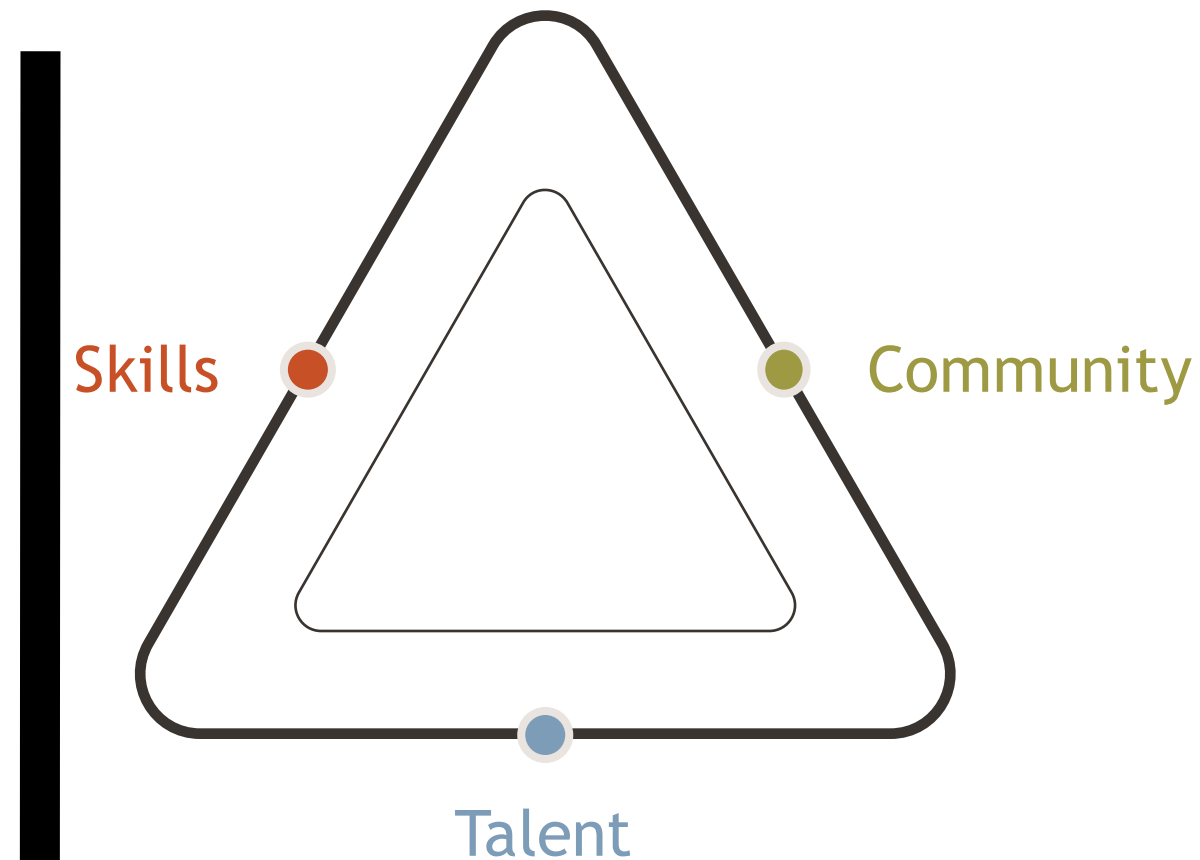
teams

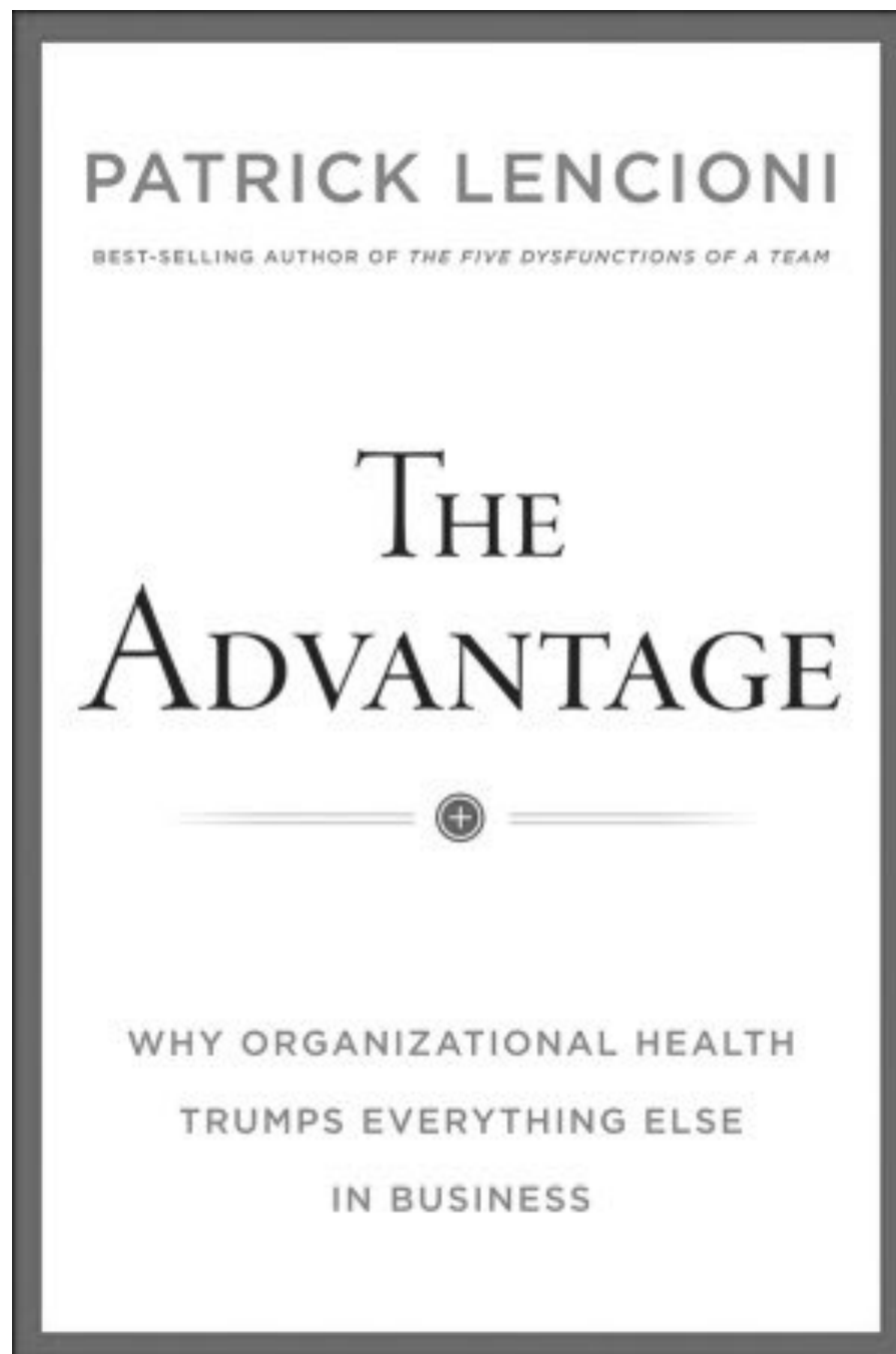






the essentials
of high
performance teams





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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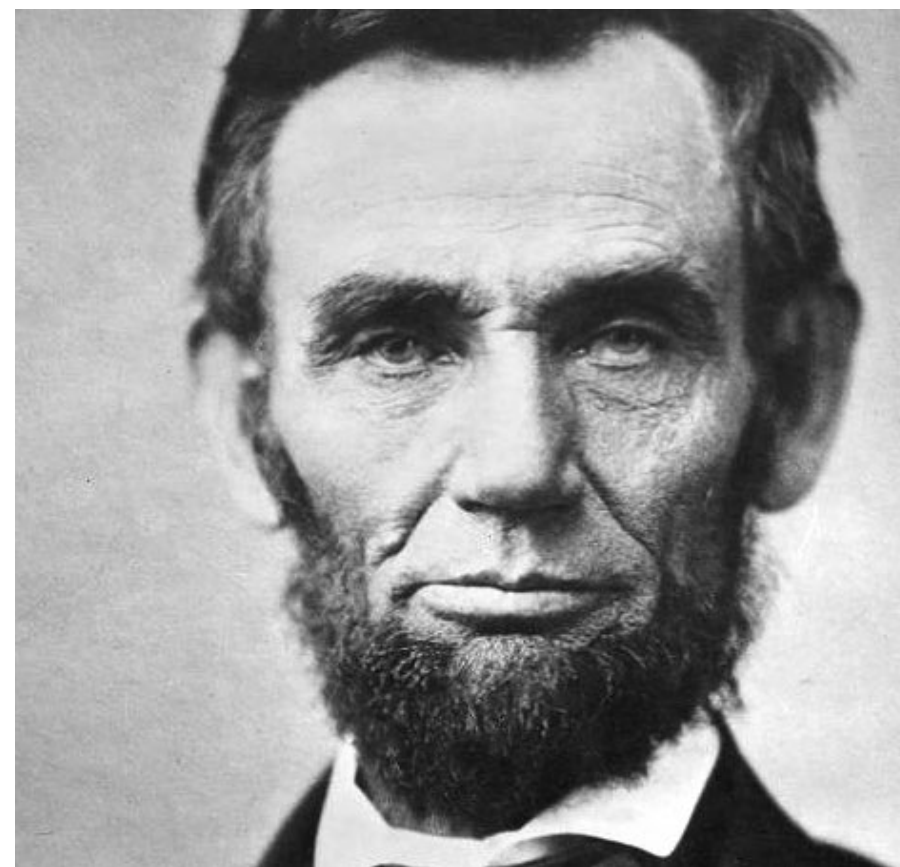
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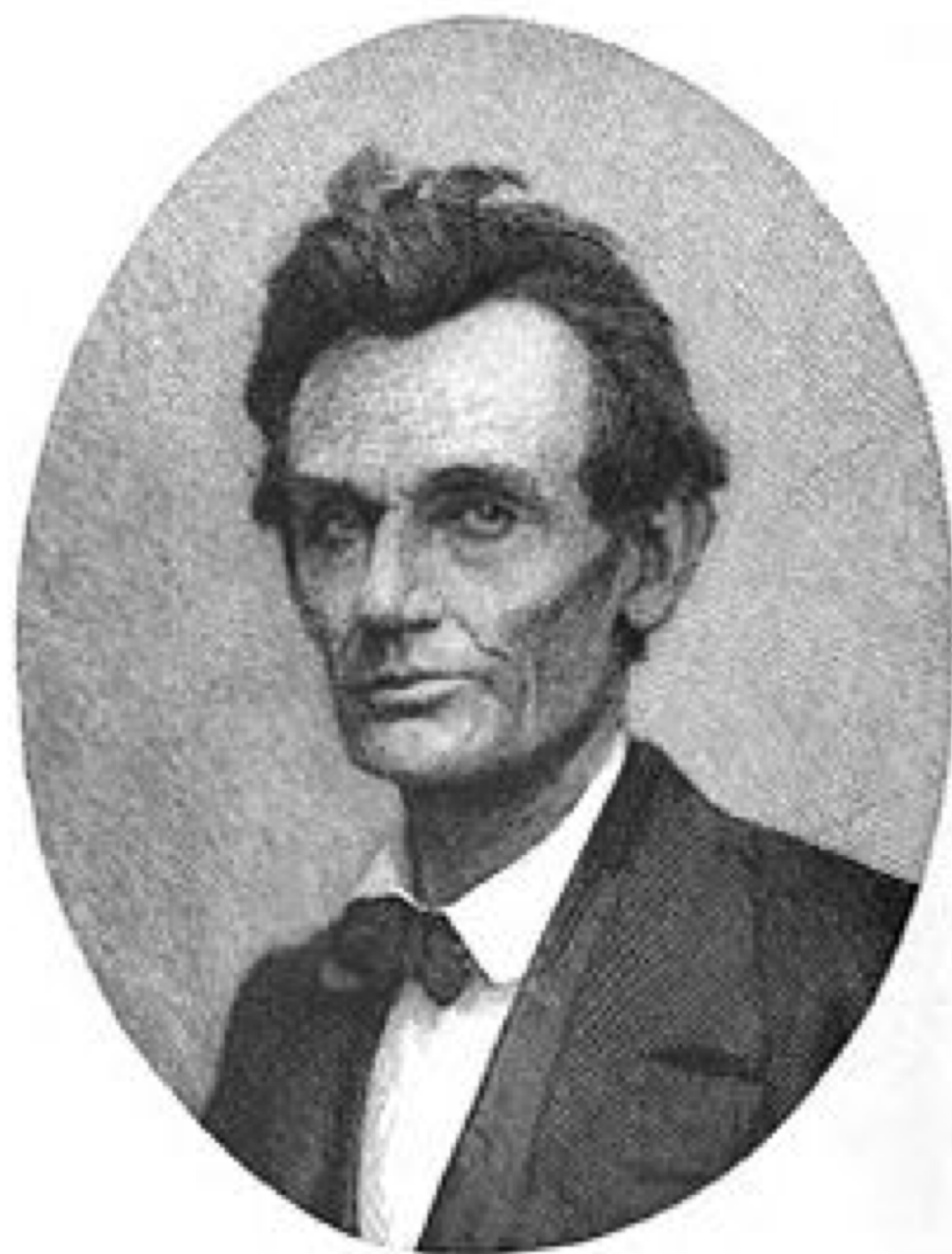
trust


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courage in 2017?





courage in 2017?

thinking forward with
technology and people

leader engagement (development)

inappropriate behavior

inconstant behavior

walking the talk



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