



# *LEADERSHIP*

*Leadership Revolution:  
Inspiring Change and  
Innovation*

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# Definition of Leadership

Leadership is the ability to influence others, with or without authority.

All successful endeavors are the result of human effort; thus, the ability to influence others is a derivation of

- Interpersonal Communications
- Conflict Management
- Problem solving







**PICK A NUMBER**





**“WE ARE EITHER UNAWARE OF, OR  
MISTAKEN ABOUT, THE SOURCE OF OUR  
THOUGHTS OR FEELINGS.”**

**[ ZAJONC, 1980 ]**



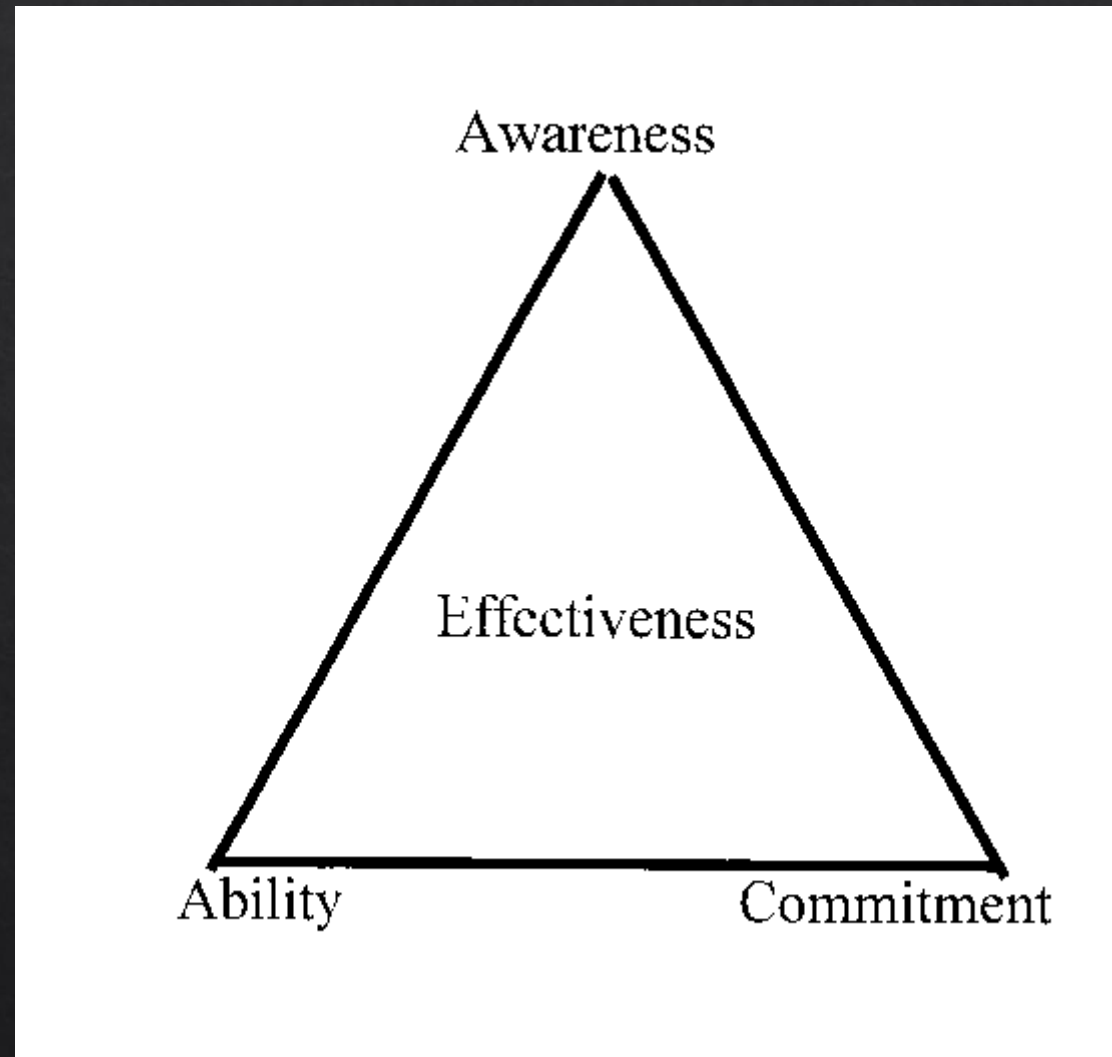
# Interpersonal Effectiveness

Interpersonal effectiveness is the ability of an individual to influence others, competently.

Leadership is a direct function of three elements of interpersonal effectiveness

- Awareness
- Ability
- Commitment

# Interpersonal Effectiveness





# Awareness



Awareness is a state of consciousness.

It is the ability to recognize yourself, others, events and situations in real time.

It is the ability to assess the impact of actions on situations and others and be critically self-reflective.

It is a development process that is a function of experience, communication, self discovery and feedback.





# Ability

- Ability to communicate
- Ability to resolve conflicts
- Ability to solve problems and make decisions

As a member of a team, we influence others in a collaborative effort to find better ideas or solve problems.



# Commitment

Our decisions have IMPACT.  
Positive or negative.

In no-win scenarios, one must still  
make a hard decision.



# Attributes of a Leader

**Visionary Direction:** Skilled leaders comprehend comprehend what they need to do and possess the possess the determination to trail their goals despite opposition and despite setbacks.

*The effective leader establishes achievable goals.  
goals.*

# Attributes of a Leader

***Passion:*** Effective leaders believe passionately in their goals.

*They have a positive outlook on who they are, and they love what they do.*

*Their passion for life is a guiding star for others to follow, because they radiate promise!*



# Attributes of a Leader

**Integrity:** Because they know who they are, effective leaders are also aware of their weaknesses. They only make promises they can follow through on.

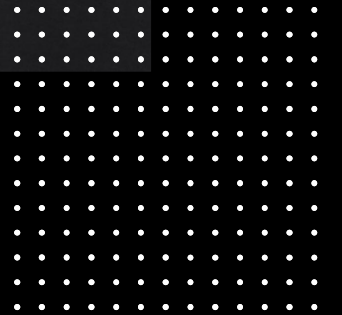
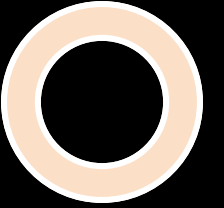
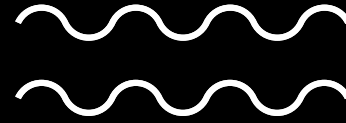
**Honesty:** Leaders convey an aura of honesty in both their professional and their personal lives.

**Trust:** Effective leaders earn the trust of their followers and act on behalf of their followers.



# Attributes of a Leader

- **Curiosity:** Leaders are learners. They wonder about every aspect of their charge. They find out what they need to know in order to pursue their goals.
- **Risk:** Effective leaders take calculated risks when necessary to achieve their objectives. If a mistake is made, the effective leader will learn from the mistake and use it as an opportunity to explore other avenues.





# Attributes of a Leader

An effective leader is devoted to those they serve and serve and puts enormous effort into their mission. mission. When needed, they commit completely to the to the cause.

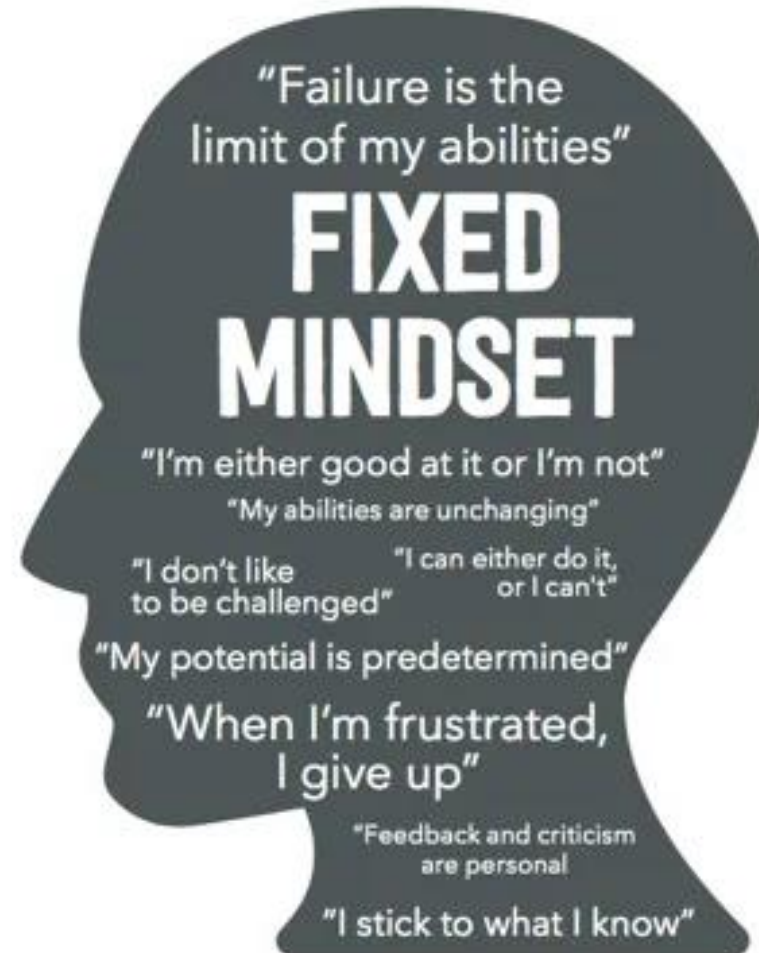


# Attributes of a Leader

***Charisma:*** This may be the one attribute that is the most most difficult to cultivate. It conveys maturity, respect for respect for your followers, compassion, a fine sense of sense of humor, and a love of humanity. The result is that is that leaders have the capability to motivate people to people to excel.

***Listening:*** Leaders Listen! This is the most important important attribute of all, listen to your followers.

# ACCEPTING THE CHALLENGES WITH A GROWTH MINDSET







# Leader vs Manager

**Leader** *n, 1. A person who is followed by others.*

**Manager** *n, 1. A person controlling or administering a business or a part of a business. 2. A person regarded in terms of skill in household or financial or other management.*

Leadership is the ability to develop a vision that motivates others to move with a passion toward a common goal





**1.They care** about the organization and community as a whole. Not chasing money. Profitability doesn't lead at all costs, particularly when it does not align with their purpose and values.

**2.They seek connection.** Purpose-driven leaders make a consistent effort to stay connected with their staff and customers, keeping them at the forefront in terms of all of their decision-making.

**3.They have an ethical compass.** Purpose-driven business leaders look at every decision critically and make ethically responsible choices. There are many things that are legal and profitable, but not ethical.



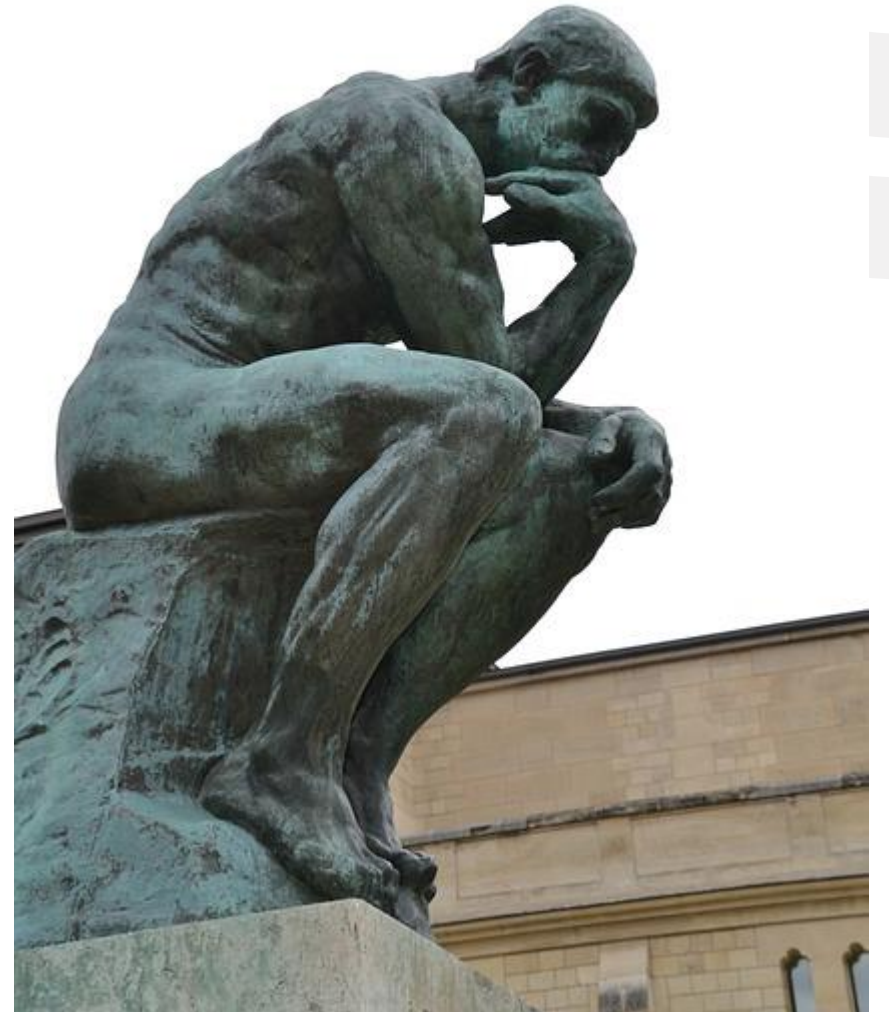
## WHAT GREAT LEADERS DO...

**1.They surround themselves with other ethical leaders** and set a positive example. Purpose-driven leaders set the tone for others and surround themselves with those who share the same values and purpose. This practice enables these leaders to grow an entire purpose-driven organization or team.

**2.They talk about their values and purpose regularly.**

Communication is the surest way that we can bring about change in organizations. Purpose-driven leaders talk about what they value as well as the company's vision and purpose regularly.

**3.They look for opportunities to learn, change and grow.**



Management is the ability to organize resources and coordinate the execution of tasks necessary to reach a goal in a timely and cost-effective manner

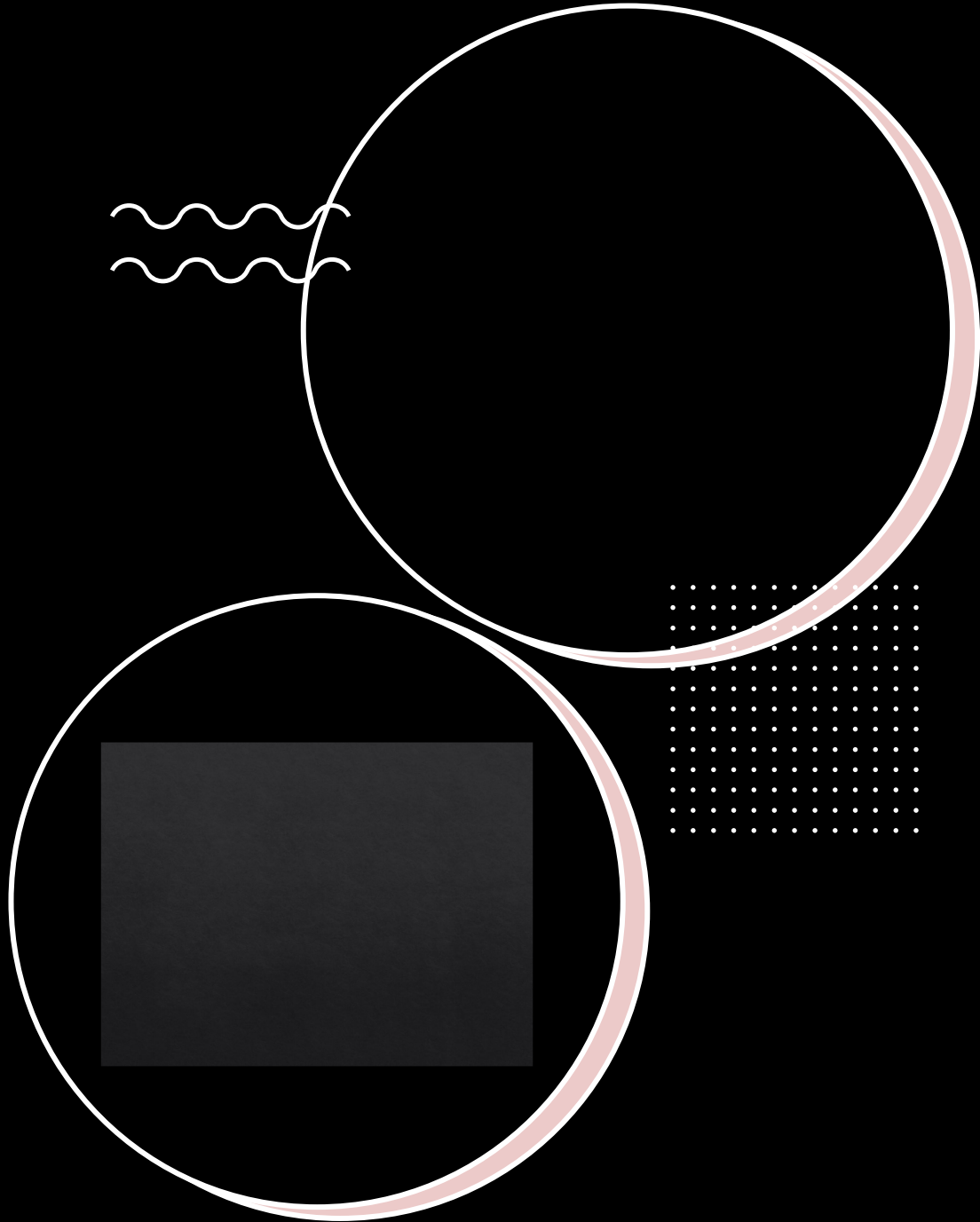




Leaders:  
Do the right thing

Manager:  
Do things right





# Recipe for being a Leader

- Take control of your life
- Assume responsibility for who you are
- Convey a positive and dynamic attitude in everything you do
- Accept blame: learn from your own mistakes as well as those of others. Take blame for everything that happens in your unit
- Give credit wherever it is due
- Be compassionate when you review your team members' progress or lack thereof

- Think great thoughts. Small thinking is why companies go companies go broke
- Turn disasters into opportunities. Turn every obstacle into a into a personal triumph
- Determine your "real" goals then strive to achieve them them
- When you want to tell someone something important, do it important, do it personally
- Don't be afraid to get your hands dirty doing what you ask you ask others to do. Make coffee



- Listen effectively
- Encourage teamwork and participation
- Empower team members
- Communicate effectively
- Emphasize long-term productivity
- Make sound and timely decisions
- Treat each person as an individual
- Know yourself and your team
- Protect your team
- Have vision, courage and commitment

A dark, blurry photograph of a building at night. A single window is illuminated from within, casting a warm glow. The building's roofline and some architectural details are faintly visible in the low light. The overall mood is mysterious and intimate.

*#Herzensangelegenheit*



PEOPLE WILL FORGET  
WHAT YOU SAID.  
PEOPLE WILL FORGET  
WHAT YOU DID.  
BUT PEOPLE WILL  
NEVER FORGET HOW  
YOU MADE THEM FEEL.

*Maya Angelou*





# THANKYOU!

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