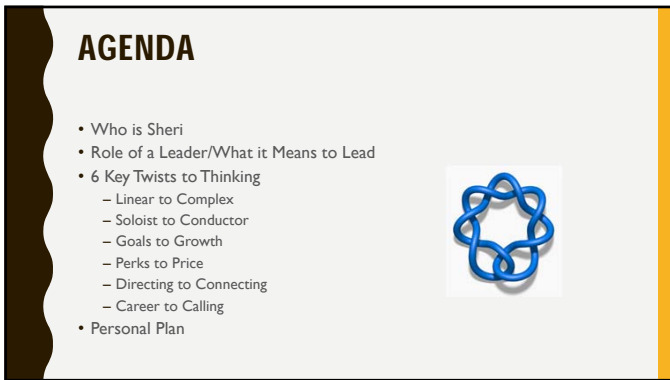
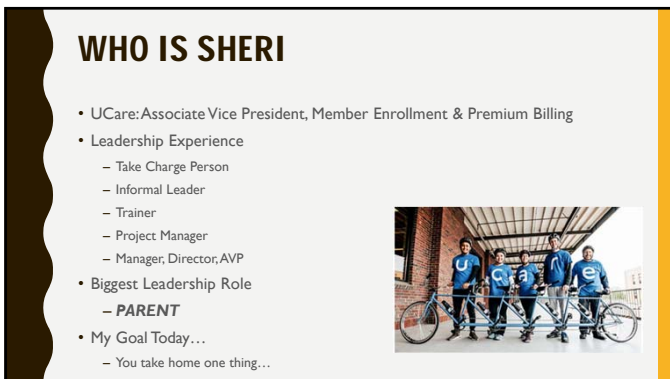




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3

WHAT IS LEADERSHIP

- **Leadership** is the action of leading people in an organization towards achieving goals.
- **Leaders** do this by influencing employee behaviors in several ways.
- A **leader** sets a clear vision for the organization, motivates employees, guides employees through the work process and builds morale.



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LEADERSHIFT - TENSION

You'll have to deal with the tension between the stability that gives security and the adaptability that opens up opportunity ~ John Maxwell



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KEYS TO LEADER-SHIFTING

1. Continually learn, unlearn and re-learn
2. Value yesterday but live in today
3. Rely on speed but thrive on timing
4. See the big picture that keeps getting bigger
5. Live in today but think about tomorrow
6. Move forward courageously in midst of uncertainty
7. Realize today's best won't meet tomorrow's challenges



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1. LINEAR TO COMPLEX

- Why the complexity?
 - People are involved
- One process versus integration of all processes
- Black & White no more – lot's of gray
- Two "rights"
- Example: Potluck versus Dinner Party
- Skill: keeping track of all the pieces



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2. SOLOIST TO CONDUCTOR

- "You can be a successful person on your own, but not a successful leader"
- Potential of a group is always greater than an individual
- Keys:
 - Going slower to go faster
 - Recognizing you need others
 - Making an effort to understand others
 - Wanting others to shine more than you do
 - Helping others to become better every day



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CHANGING FOCUS

- From receiving to giving...
 - Adding value daily
 - Adding as much value as possible as often as possible
 - Never wait to add value
 - Give without keeping score
 - Welcome any return; unexpected blessing



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FROM ME TO WE

- Responsibility for others
- Things not accomplished by one
- My needs versus our needs
- Skill:
 - Putting the team's needs ahead of your own
 - Sharing the credit/blame

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FROM ME TO WE

- Example: Parent & Child getting ready for vacation
 - What are the tasks/preparations
 - Child
 - Parent

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FORM THEY TO ME

- Taking responsibility when not at fault
- No blame
- Looking in the mirror
 - What did I do
 - What could I have done
 - How was I perceived



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3. GOALS TO GROWTH

- Filling your toolkit; raising your hand
- Long-range thinking
- Cultural Differences

Goal-Oriented Culture	Growth-Oriented Culture
Values Achievement	Values Development
Focuses on Status	Focuses on Stretching
Honors Privilege	Honors Serving
Emphasizes the Teacher	Emphasizes the Student
Target is Arrival	Target is Growth

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GROWTH-ORIENTED PERSON

- Embrace change
- Adopt a teachable spirit*
- Love of Learning > fear of failure
- Relationships with other growing people
- Develop greater humility
- Believe in yourself
- Embrace layered learning

* See next slide

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A TEACHABLE SPIRIT

- Make growth a #1 priority
- Look for growth possibility in every situation
- Asking questions that help growth
- Filing learnings
- Passing learning to others

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MINDSETS

- Fixed Mindset
 - Believes intelligence is static
 - Avoids challenges
 - Gives up too easily
- Growth Mindset
 - Believes intelligence can be developed
 - Embraces challenges
 - Persists when setbacks

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4. PERKS TO PRICE

Focus on Perks	Focus on Price
What will I receive	What can I give
How will this affect me	How will this decision affect others
How long will this take me	How far can we go
What will you give me	What must I give to stay in the game

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PRICE POINTS – SPECIFICS

- Reality – Everything worthwhile is uphill
- Example – Acknowledge must climb first
- Consistency- Never stop climbing

What sets great leaders apart from all other leaders is this: they act before others and they do more than others. ~ John Maxwell

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UNAMAZING THINGS

- Practicing
- Studying
- Showing up
- Working hard
- Asking questions
- Changing
- Trying
- Failing
- Trying again

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5. DIRECTING TO CONNECTING

Directing	Connecting
Authoritative	Collaborative
Talking	Listening
Top Down	Side by Side
Enlisting	Empowering
Assuming	Understanding
Gives Answers	Asks Questions
My Agenda	Your Agenda

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GOAL OF CONNECTING

- A place where:
 - Both people meet
 - Both people are valued
 - Both people share
 - Both people listen and learn
 - Both people adjust
 - Both people settle on a game plan
 - Both people take ownership of the plan
 - Move people move together to higher ground



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6. CAREER TO CALLING

- Three categories of people
 - Do a job
 - Build a career
 - Fulfill a calling



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WHAT'S THE DIFFERENCE

Career	Calling
Mainly about you	Mainly about others
Something you choose	Something chosen for you
Separated from your best life	Integrated into entire life
Take it or leave it	Never leaves you
Something you can do	Something you must do
Measured by success	Measured by significance

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CHARACTERISTICS OF CALLING

- Matches who you are
- Taps into your passion
- Is important to you but not *about* you
- Bigger than you
- Changes your perspective
- Gives you purpose
- Helps overcome obstacles
- Brings fulfillment

Your time is limited, so don't waste it living someone else's life. ~Steve Jobs

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REFLECTION

- Any ah-ha's?
- What did you learn?
- How did you feel?
- What will you do?

Talk doesn't cook rice. ~Chinese Proverb

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QUESTIONS/CONTACT INFO



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