Leadership Success Occurs When All Quadrants Align

WHAT LEADERS
Know

WHAT LEADERS
CAN DO



WHAT LEADERS
HAVE DONE

WHAT MAKES THEM
UNIQUE

What Type of Leader Are You?

WHAT TYPE OF ORGANIZATION ARE YOU **LEADING?**



WHAT IS THE DYNAMICS OF YOUR **TEAM?**

Based on *The Move to Greatness* by Ginny Whitehall

What Are Your Leadership Derailers?

ENGAGEMENT
FEEDBACK
EMOTIONAL INTELLIGENCE



What are the weaknesses that you can choose to improve or master?

Based on *The Move to Greatness* by Ginny Whitehall

When We Connect “The Who” Leadership Style, to “What” Organizational Values = Success.

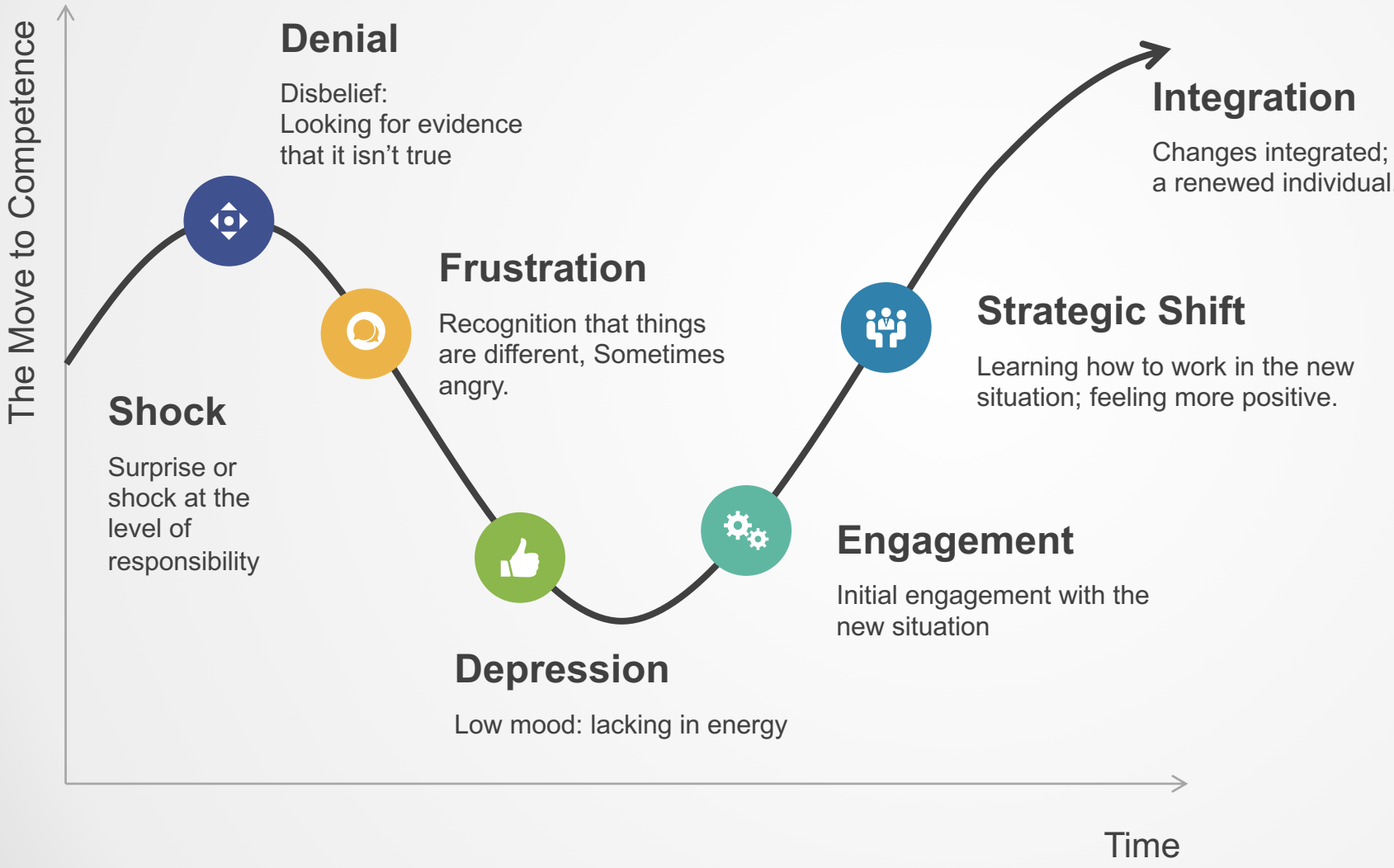
LIKELHOOD OF SUCCESS



LIKELYHOOD OF ASSIMILATION

Retention Through Change

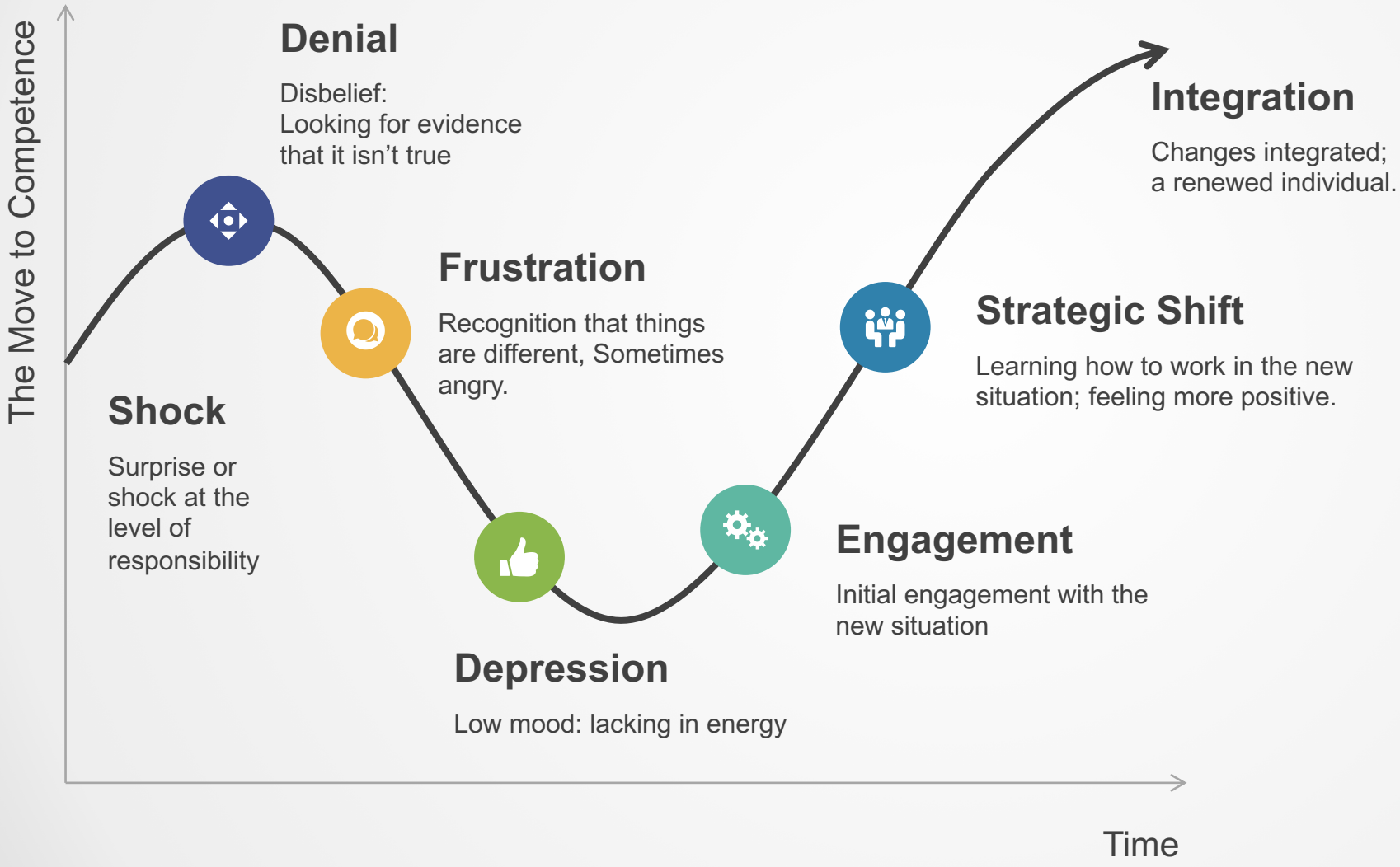
Emotional Response to Change & Disappointmentt



- Alignment
- Maximize Communication
- Continuous Motivation
- Develop Capability
- Knowledge Integration

Personal Mission Statement: Asking For What You Want

Beyond The Emotional Response to Change & Disappointment



- Vision
- Clarity
- Courage
- Capability Action Plan
- Resilience

PUSH AND PULL

PUSH
Solving someone's problem for them

NON-DIRECTIVE

Listening to understand

Reflecting

Paraphrasing

Summarizing

Asking questions that raise awareness

Making suggestions

Giving feedback

Offering guidance

Giving advice

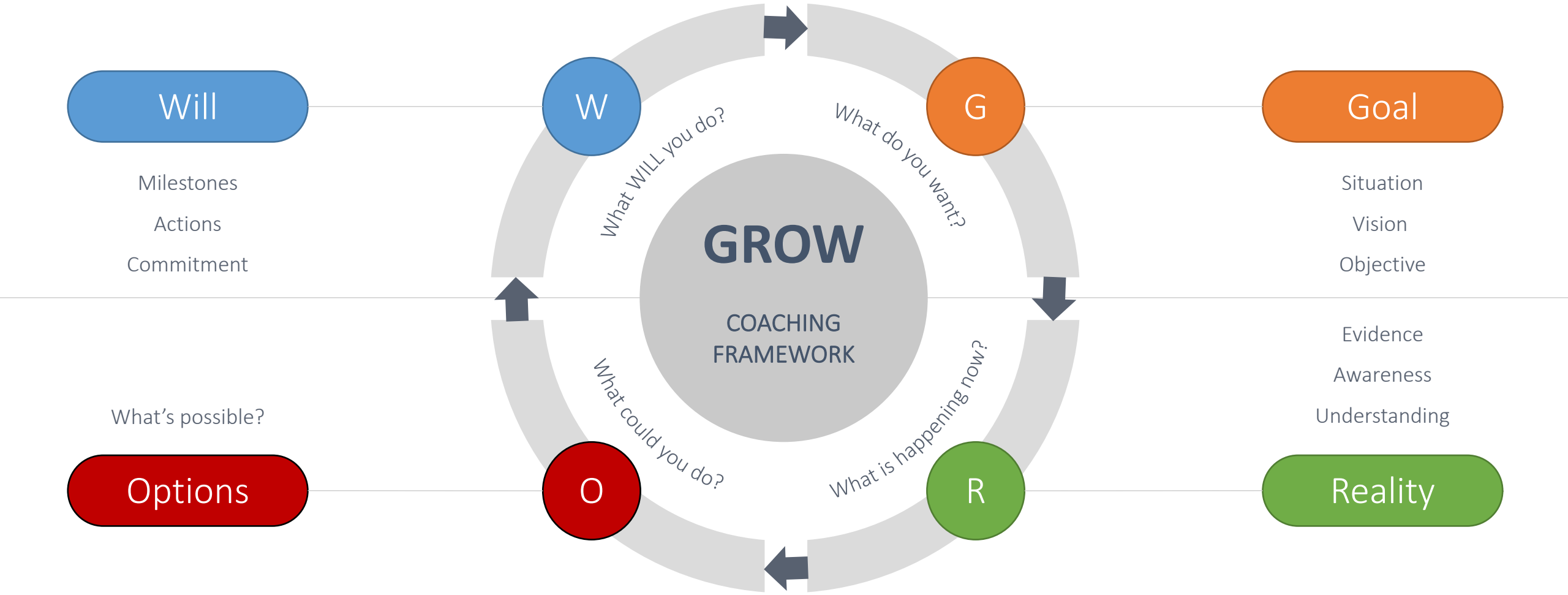
Instructing

PULL
Helping someone solve their own problem

DIRECTIVE

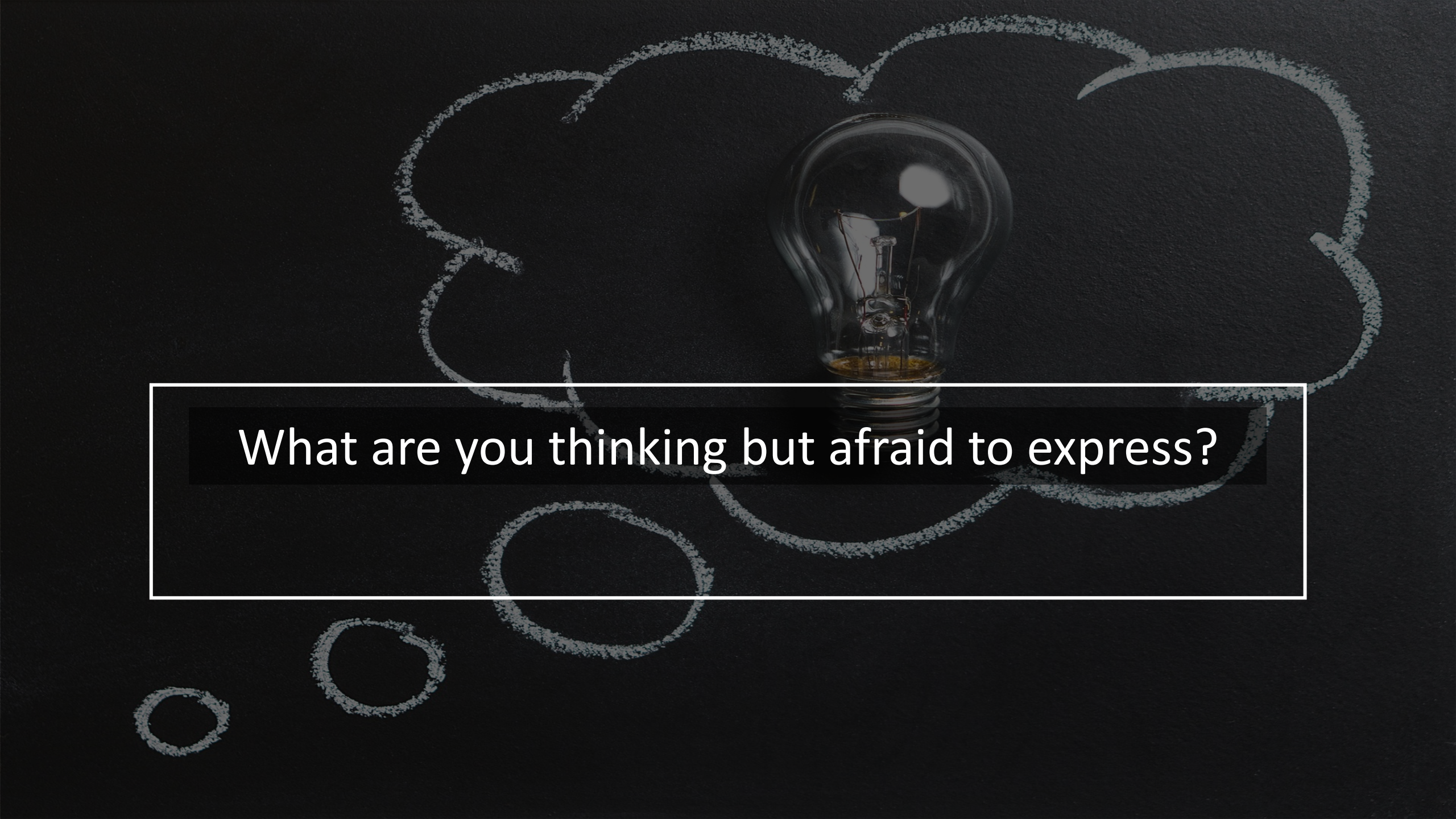
(Myles Downey – "Effective Coaching – 2003 – Thomson Texere, New York)

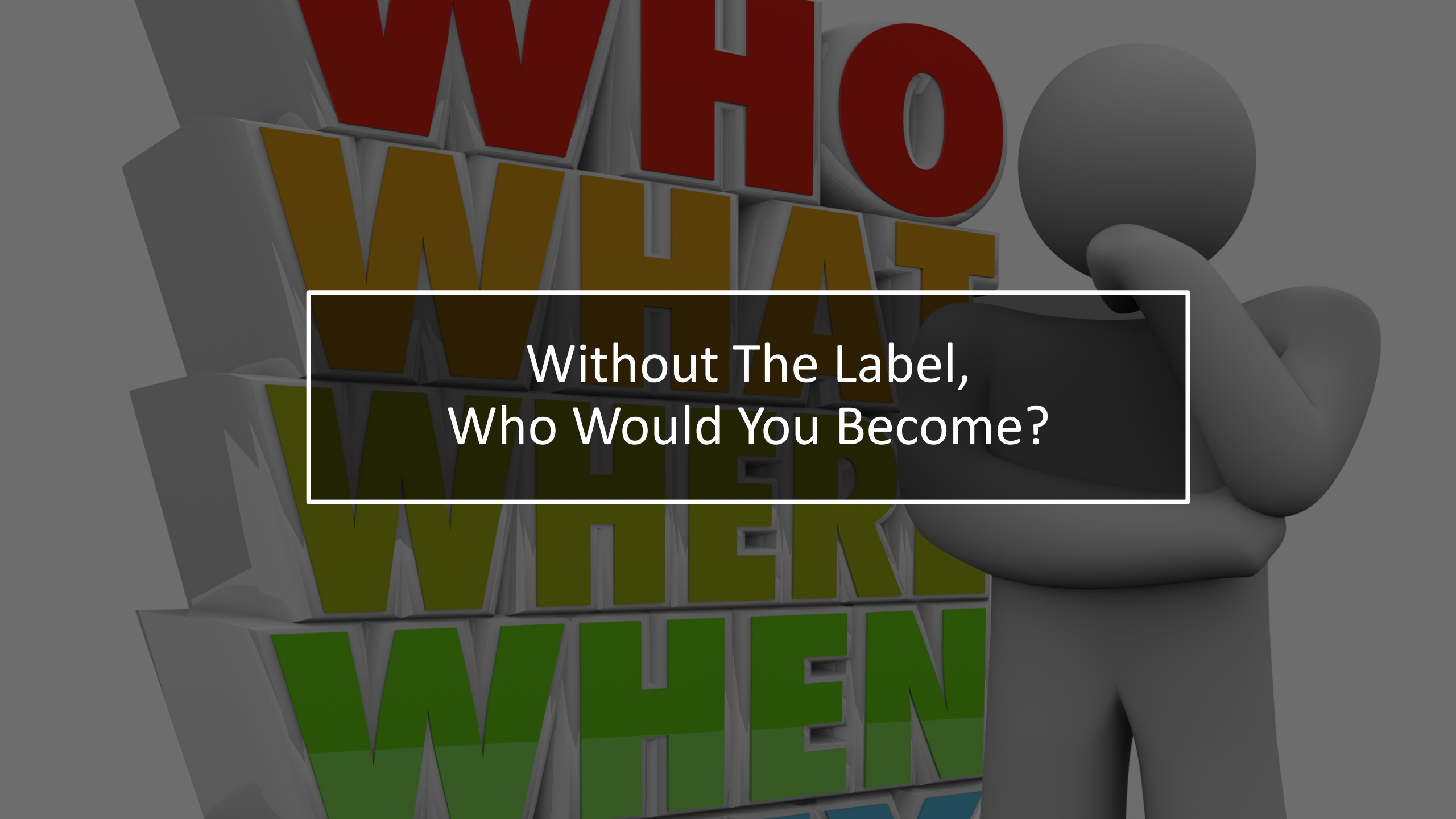
What we're really saying, **"How soon will they stop hating the job?"**
and **"How soon will they do what we hired them to do?"**



Coaching as a Key Component of Assimilation


Is Your Circle of Influence Big Enough?
What Can You Do To Expand Your Circle?


What are you thinking but afraid to express?



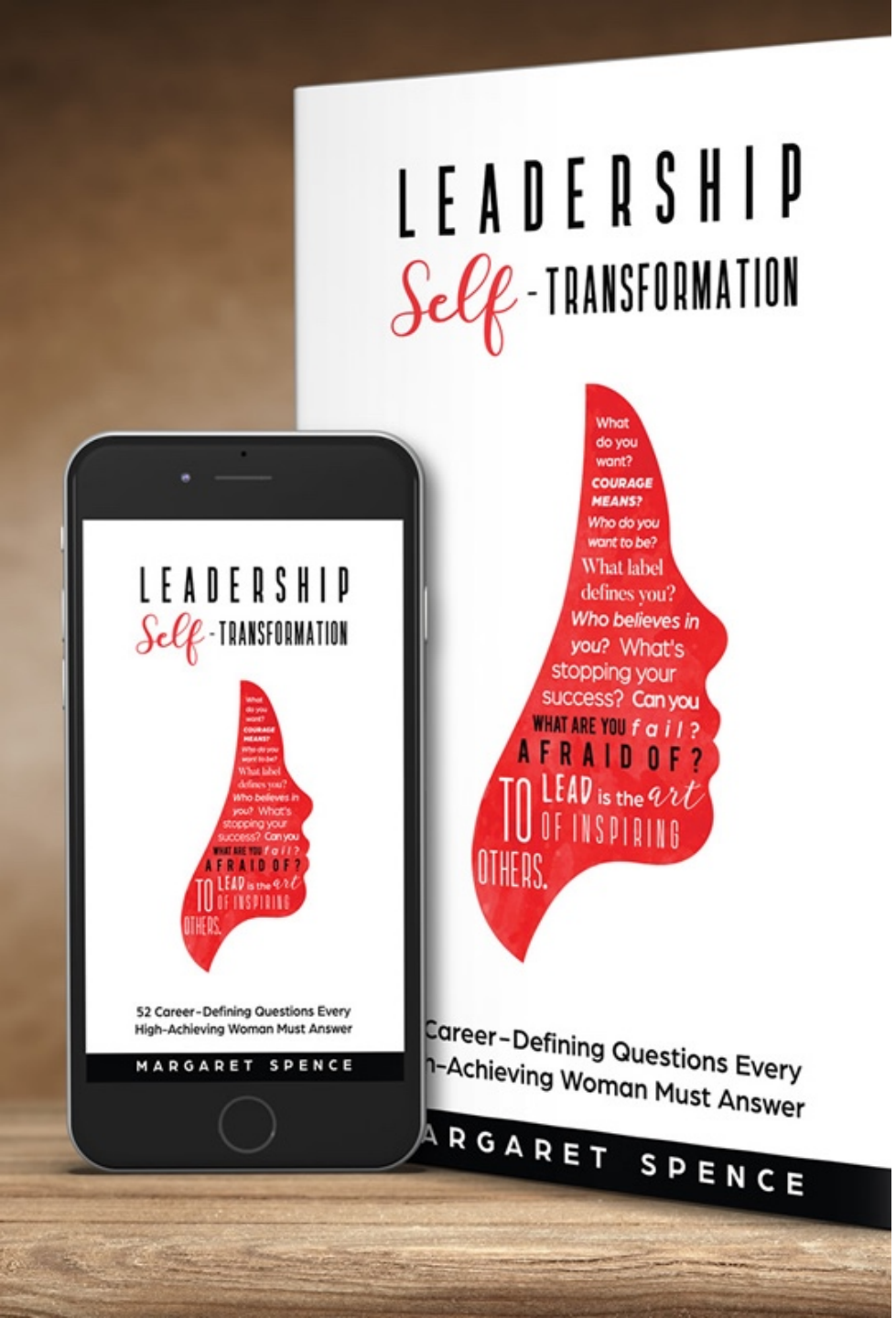
Without The Label,
Who Would You Become?



Q & A

Resilience & Reassurance

- I am empowered to
- I am stretching my goals by
- I am thinking bigger when
- What else do I need to do?



Contact Margaret

Websites:

- Risk and Workers' Comp Consulting
  www.MargaretSpence.com - www.WorkCompSeminars.com
  LinkedIn: /in/Margaret Spence
  Twitter @MargaretSpence

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- Employee to CEO Project
  Leadership Development Training & Coaching
- **www.EmployeetoCEOProject.com**

- Email:
  - Margaret@margaretspence.com

- Book: Leadership Self-Transformation
  - Online at Amazon.com