

LEADERSHIP 201:

CHALLENGES, CHANGES, CHOICES, AND TRIUMPHS!

PADONA CONFERENCE 4/5/18



SUPER - VISION BOARD

A vision board is a tool used to document your goals and dreams. This visual representation of your goals provides you the opportunity to keep them top of mind and within your immediate view. View it daily as you would your car's dashboard or GPS App to keep you on track and headed in the right direction.

"I have come to a frightening conclusion. I am the decisive element in my workplace. I fully recognize that my attitude creates the climate and my daily mood makes the weather. As a role model, I possess the power to make a colleague's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated, and a colleague humanized or de-humanized. If I treat people as they are, I make them worse. If I treat people as they ought to be, I help them become what they are capable of becoming."

ADAPTED FROM GOETHE

WHY do you lead?

In answering this question, feel free to draw it, sketch it, or create a strong statement that might just as easily serve as your MISSION STATEMENT.

WHO do you want to be at work? How would you like to be seen? Personally? Professionally?

WHAT are the powers, gifts, talents, abilities, motivations you've used to create your success?

I am

I am

I am

I am

I am

Come up with the 5 "MUST-HAVE'S" that associate staff and direct reports need from you, as a role model of the Mission, Vision, Values.

WHERE TO START

1. Start each day by setting the intention. See yourself serving others in a way that honors the mission, vision, values!
2. Don't finish your day without creating a way to solicit feedback on your leadership, attitude, effectiveness, etc. Find someone to ask. Email someone. Identify an "honest" colleague who isn't afraid of your title.
3. Make a "You-make-the-difference-around-here!" phone call or email. Be specific about why they mean the world to you or the building or department. And remember, everyone needs to feel like a favorite! EVERYONE!
4. Exercise your "open-door" policy by leaving your office and 1) make new friends, 2) help out in unexpected places, inside & outside of your department, 3) create "winners" by catching folks doing great things at least 3 times/week!
5. In the beginning of your day plan when you'll take 5 minutes to make someone's day better, personally and/or professionally. Feel free to make it a "listening" tour.
6. Monday: identify 1 uncomfortable thing to accomplish that week. Imagine how flexible and powerful you'll be in a year!