

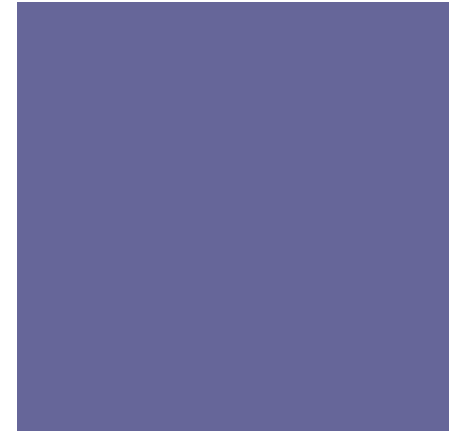
**TAKE THE LEAD!**

**Lead From Every Seat**

**2015 PADONA Annual Convention**



“Something’s  
happenin’ here.  
What it is ain’t  
exactly clear”.



The ‘old school’ way of  
leading & managing is over



# Breakthrough And Break With...



We can't play the same old game the same old way and expect to have a strong future!

- Bill Ford



# Success Equation

BE THE  
BEST  
VERSION  
OF *you*

DO THE BEST YOU CAN



BE

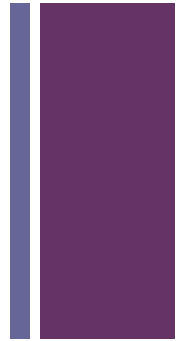


DO



HAVE

+



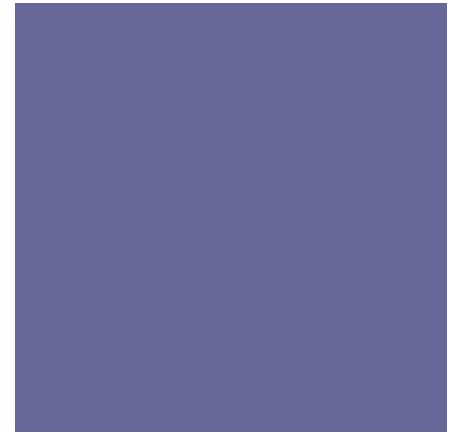
- BE a leader from your seat
- DO coach with everyone around you
- HAVE full throttle engagement



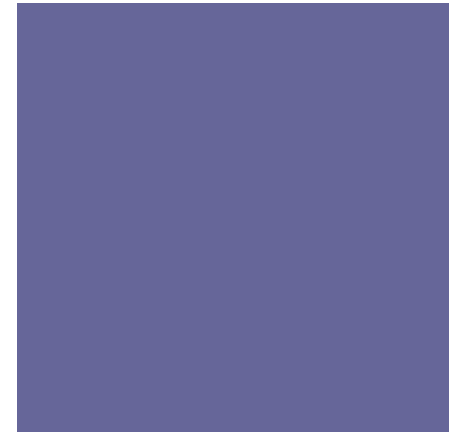


EVERYONE  
IS A  
LEADER!

Every seat is a power seat!  
Every person is a leader!



**A person's seat is her/his  
signature!**



**Dare to be Great**

Being the best version of ourselves each day.

It is a 'personal commitment'; a promise that we make & keep to ourselves and our colleagues



# “Cup & Ice It”



**Learning Moment!**

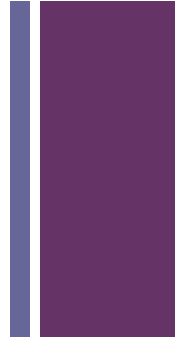


Practicing both  
leadership &  
followership  
each day



...Requires bravery!

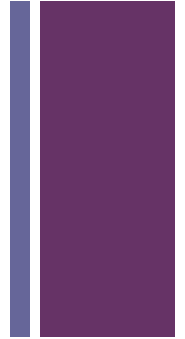
# + Every person leads!



- Know their work inside & out
- See self as an 'owner'
- Directly connect everyday work to the organization's success
- Look for ways to be different & better (because stakes are high)
- Know what others do & how it fits with your 'stuff'



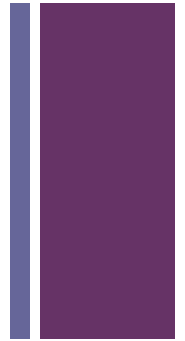
# + Every person leads!



- No excuses. Work with creativity, grit & gusto
- Assume you have only part of the picture; value other ideas
- Avoid constant comparisons
- Actively help others to be at their best
- Applaud & celebrate
- Listen with a cooperative ear
- Tune in to self-talk and CHOOSE



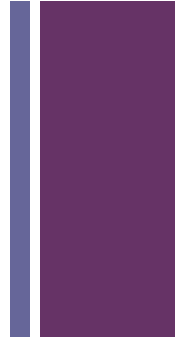
# + What it doesn't mean...



- Going 'rogue'
- Doing someone else's job
- No hierarchy at all

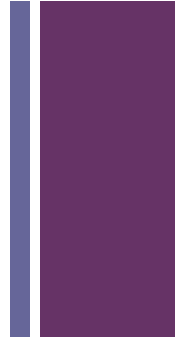


# + Today... Stuck in Same Ole Same Old Thinkin'



- Feeling the need to parent and/or acting like a child
- Wondering if what you do makes a difference
- Blinded to the leadership potential in each job/position/task
- Dealing with bloat of policies, procedures, habits, rituals
- Being micro-managed and/or doing fake work
- Being handed goals instead of co-creating them
- Caught up in turf issues
- Consumed with a check-off mentality that is disconnected from vision, mission, values

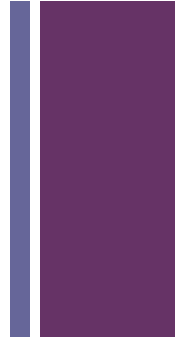
# + Implications for “Managers”: Let Go of...



- Knowing every answer, solving every problem
- Seeing ourselves as sole source of authority & power
- Having tight control over everything
- Holding old school views of who can lead
- Parenting
- Feeding our own egos
- Stagnating in the dysfunctional comfort zone

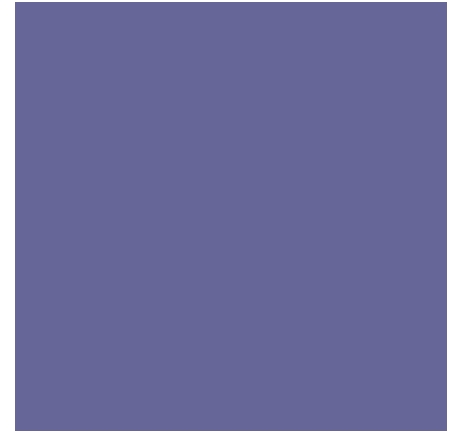
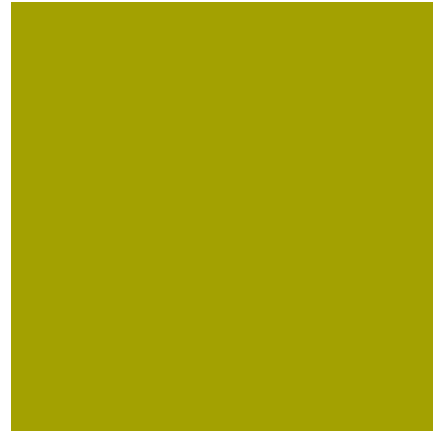


# + Implications for Staff: Let Go of...



- Playing the role of child, victim, cynic
- Waiting...to be told what to do
- Doing only what is expected --- delight others by doing MORE
- Settling for 'good'
- Fear of ....risk, failure
- Holding old school views of who can lead

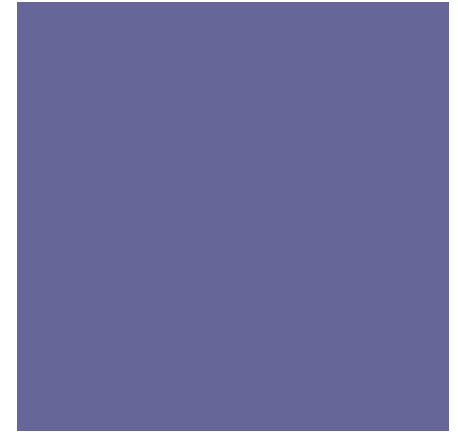




**You're not Alice, this doesn't  
have to be a fairy tale!**



To change your  
experience,  
change yourself.  
To change  
yourself, change  
your mindset.



Get clear on the role of *intentionality!*

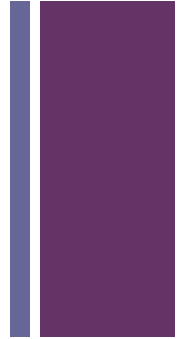
## + Intentionality...

We must come off 'autopilot' and become more aware of our everyday choices. We've got to challenge 'same old, same old' regularly.

We've got to shed dysfunctional comfort.



## + Intentionality is...

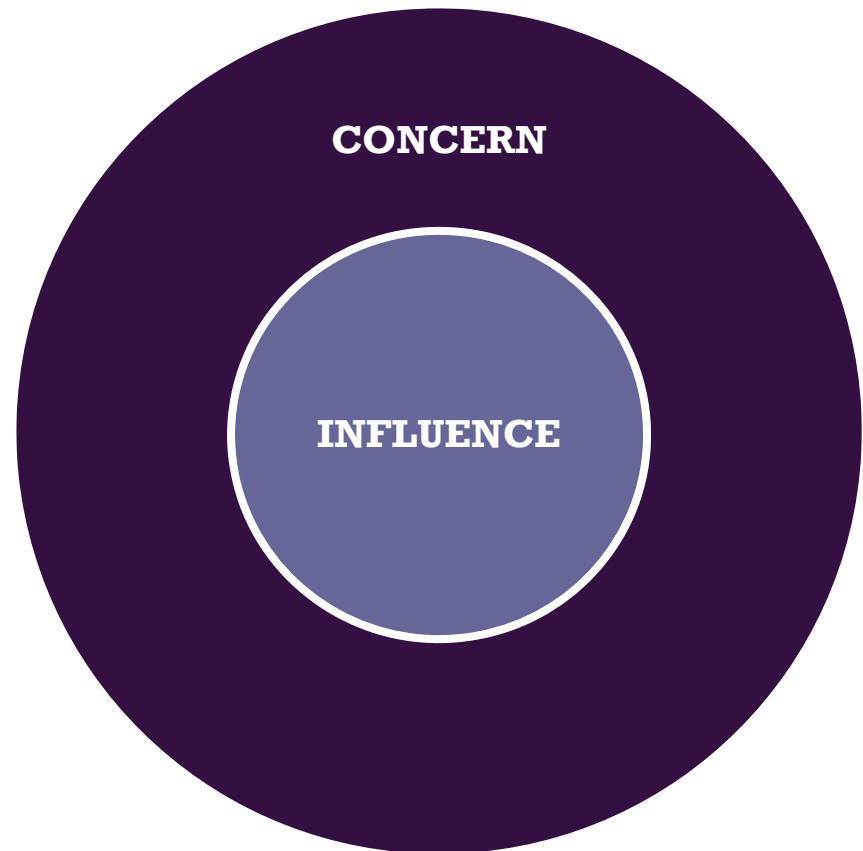


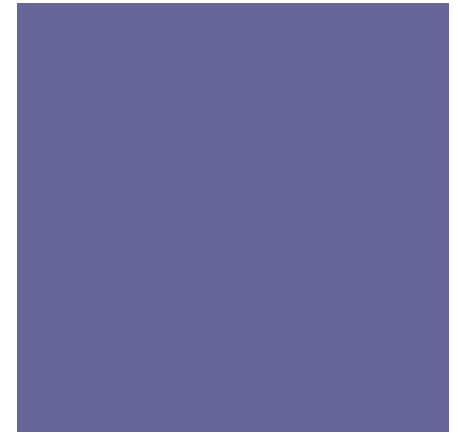
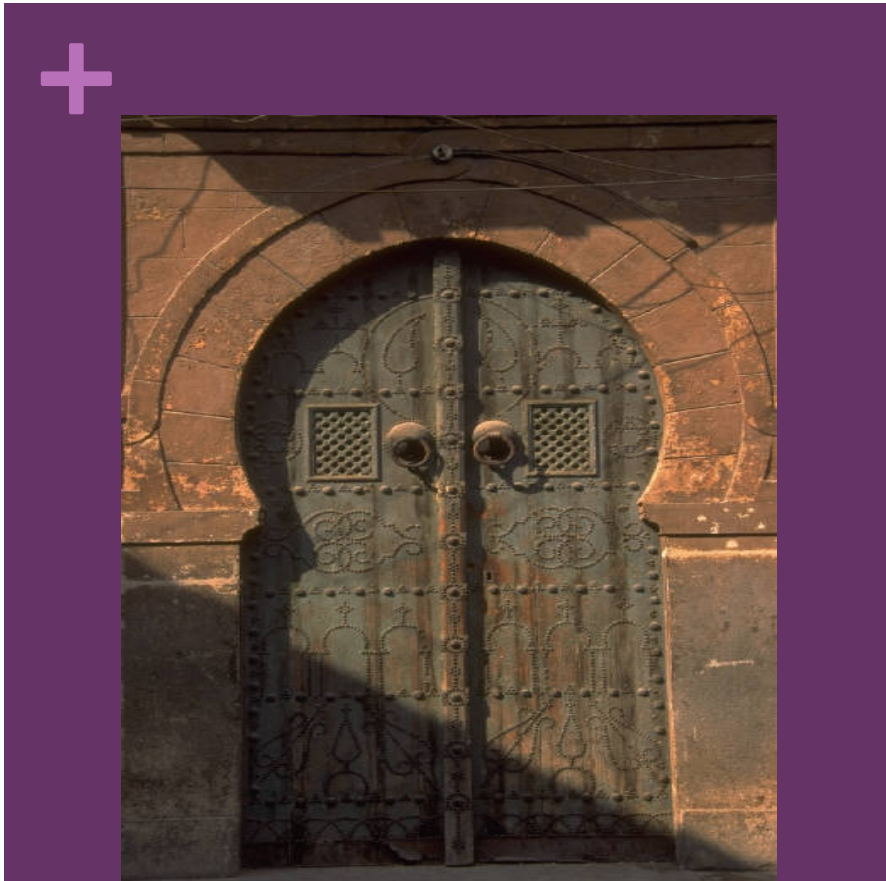
A self-management system for one's thoughts, feelings, beliefs and actions that is applied regularly to challenge our habits. Approach your current habits with a healthy skepticism!





Focus on your  
circle of  
influence for  
maximum  
benefit!



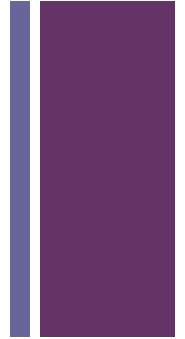


**Big doors swing  
on small hinges...**

**It's mostly about the little stuff!**

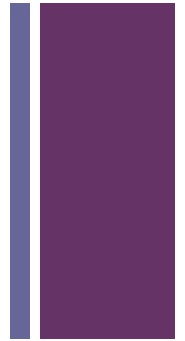


# Five Things Everyone Can Do Immediately to **LEAD FROM YOUR SEAT**



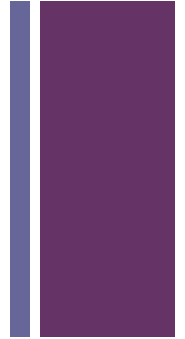
- Start each work day w/parking lot conversation in your head; re-choice each day to be the best version of yourself
- Remind yourself that you 'own' the results, the success, the outcome
- Eliminate the words 'just a ....' when referring to yourself or your position. Review your position description/talent profile – know your stuff and 'cup and ice it'!
- Write down your signature strengths/growing edges; begin to develop your own brand
- Identify one thing that you can do better & different – Then do it!
- Be memorable in a good way each day
- Start a movement!

# + Five Things Managers Can Do To Encourage Others To LEAD FROM THEIR SEATS

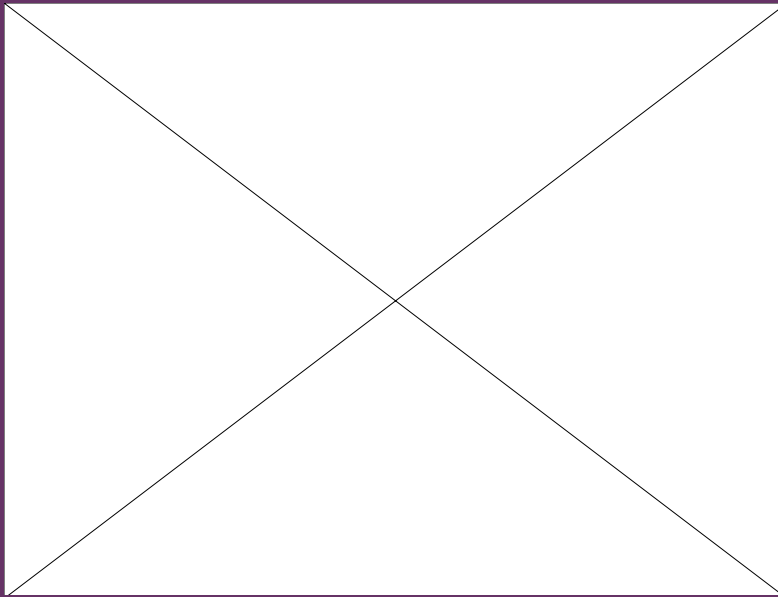


- Take a long look into the leadership mirror
- Help others to directly connect their work to the organization's overall success
- Provide new (measured) doses of autonomy/freedom; Practice followership each day
- Use the 4 most powerful words in business frequently to build others around you
- Intentionally select the leadership lens through which you view others (choose to see them as capable adults; partners)
- Co-create a movement!

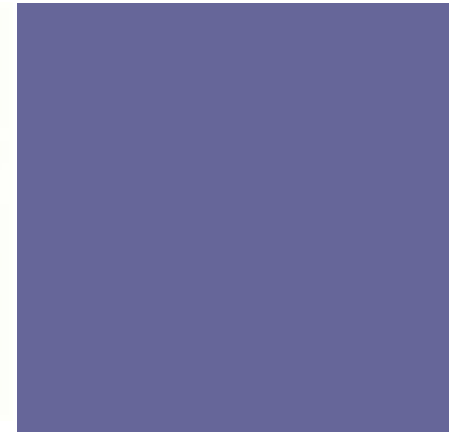
# + Five Things Organizations Can Do To Encourage Everyone To **LEAD FROM THEIR SEATS**



- Have 'the talk' – the leadership talk
- Provide onboarding and ongoing learning experiences to refine leadership/followership
- Level set expectations on leadership universally
- Use storytelling with specific examples of behaviors
- Build the movement!



[http://www.ted.com/talks/derek\\_sivers\\_how\\_to\\_start\\_a\\_movement.html](http://www.ted.com/talks/derek_sivers_how_to_start_a_movement.html)



**We've started a  
MOVEMENT Together!**



Just remember...

Everyday, you move mountains, touch lives & perform miracles.

Everyday, you're a hero, a success, an example.

Everyday, you change the world. You rock!!



"You don't have to hold a position in order to be a leader."

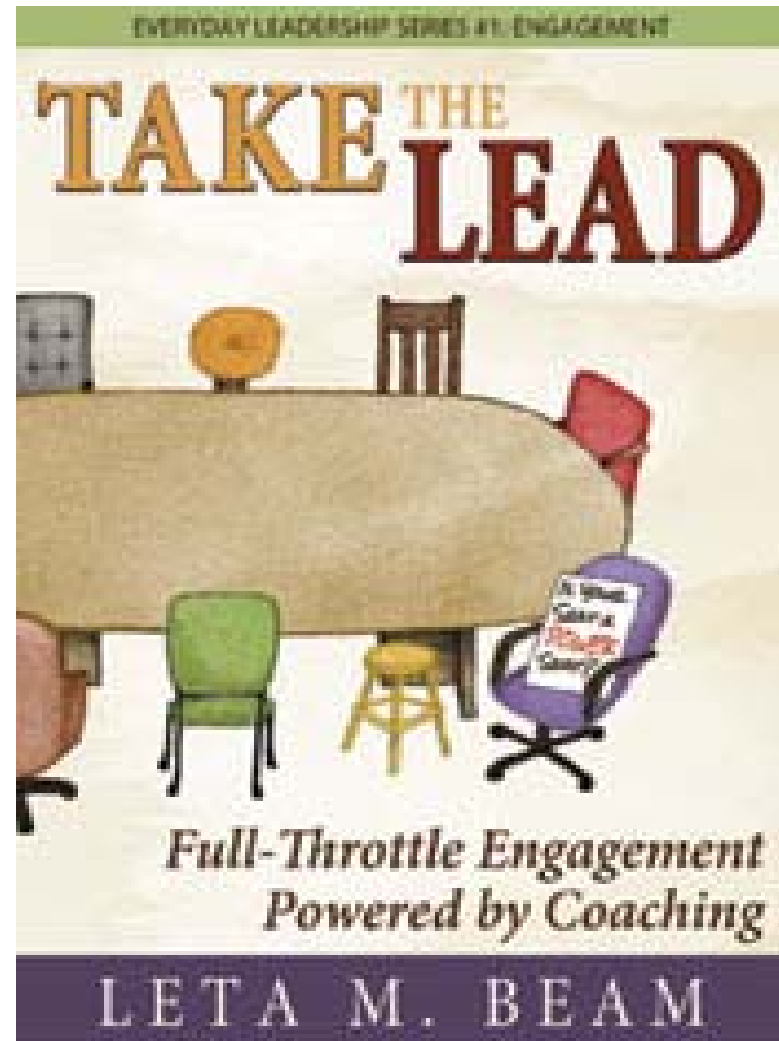
~ Anthony J. D'Angelo

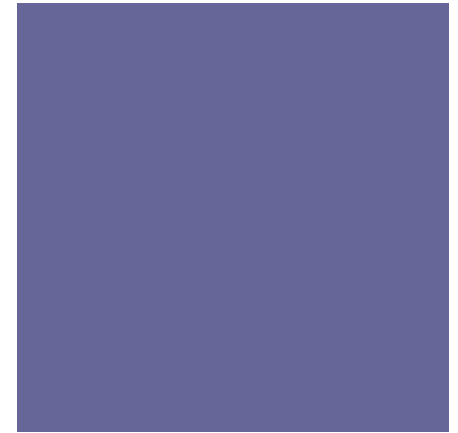
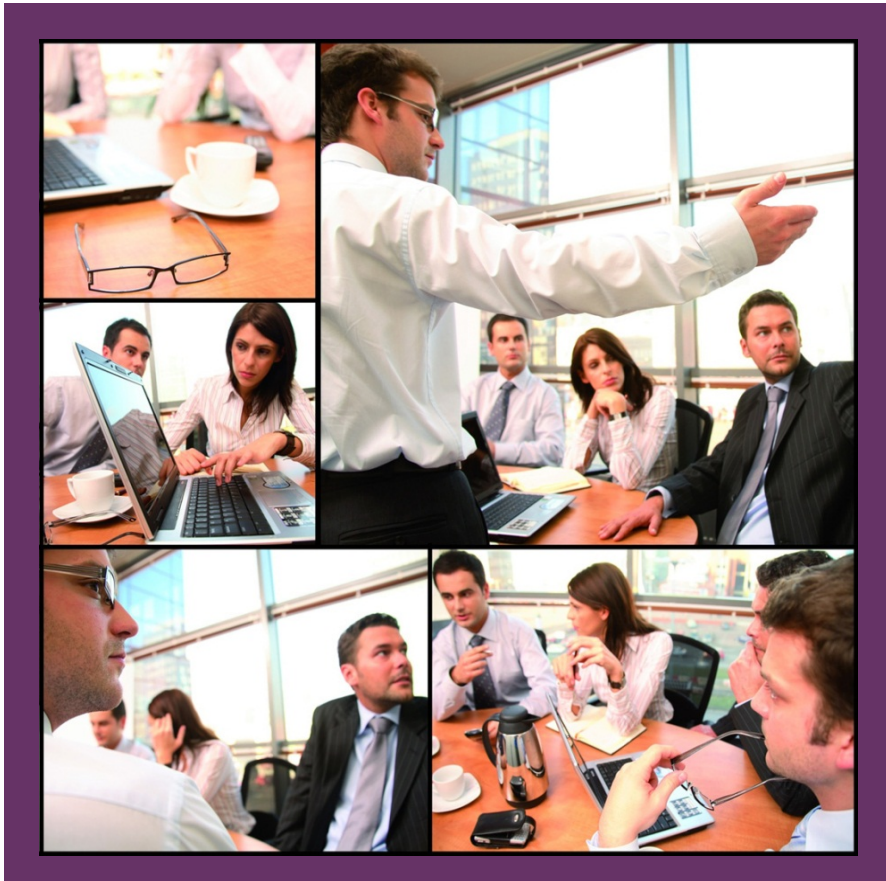
*Just something to think about next time you doubt your ability to lead from your seat.*



## Take The Lead

Full-Throttle  
Engagement  
Powered by Coaching





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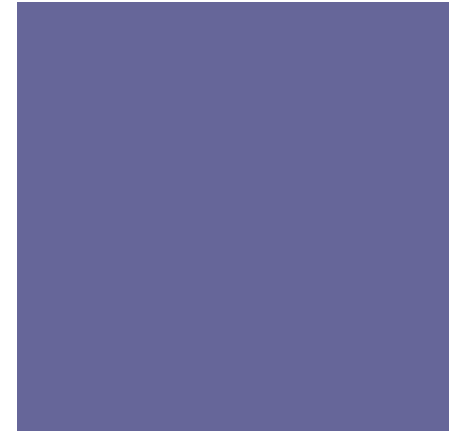
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