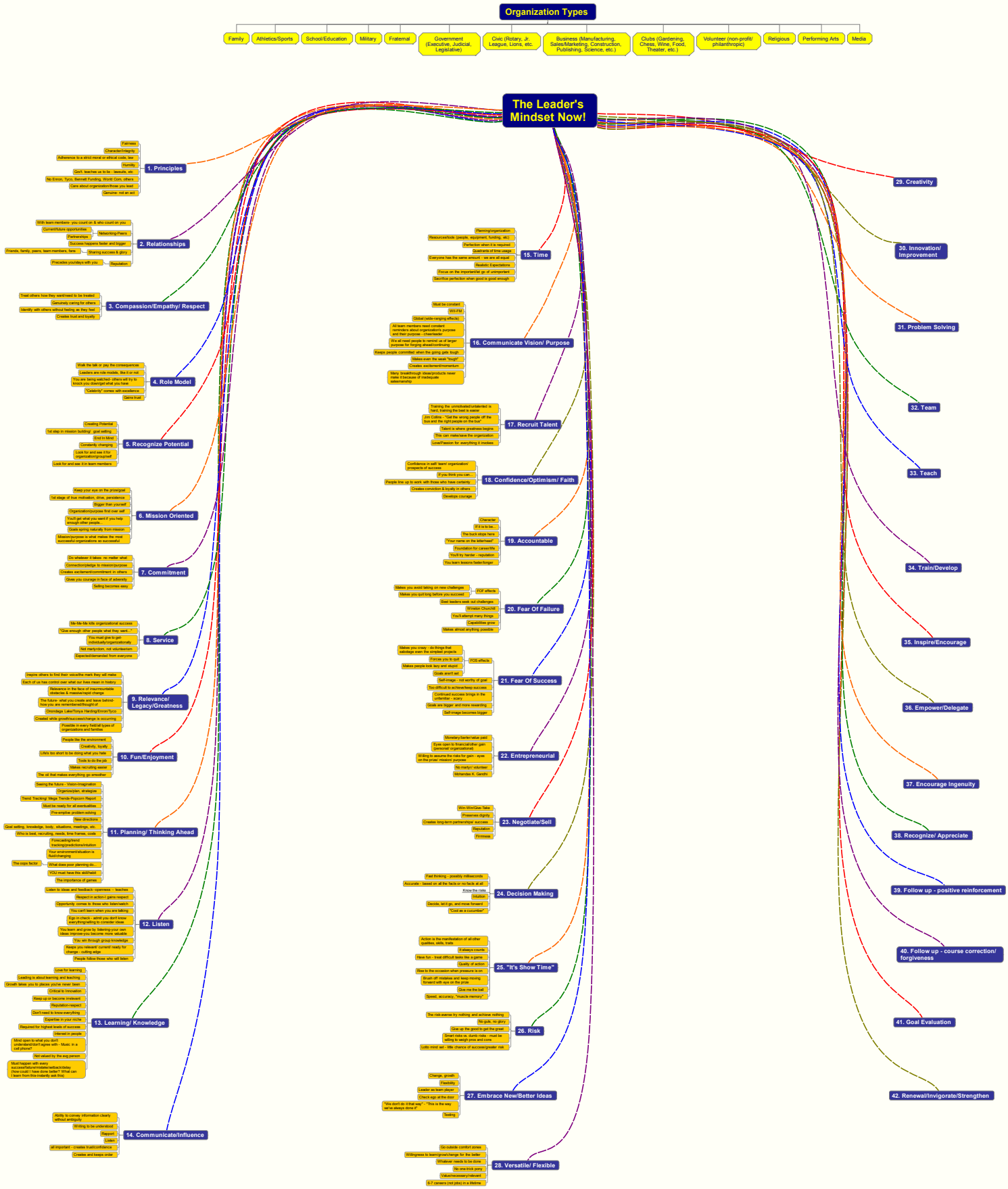
Organization Types
Family
Athletics/Sports
School/Education
Military
Fraternal
Government (Executive, Judicial, Legislative)
Civic (Rotary, Jr. League, Lions, etc.
Business (Manufacturing, Sales/Marketing, Construction, Publishing, Science, etc.)
Clubs (Gardening, Chess, Wine, Food, Theater, etc.)
Volunteer (non-profit/ philanthropic)
Religious
Performing Arts
Media
The Leader's Mindset Now!
1. Principles
Fairness
Character/Integrity
Adherence to a strict moral or ethical code, law
(Humility)
Gov't. teaches us to lie - lawsuits etc
No Enron, Tyco, Bennett Funding, World Com, others
Care about organization/those you lead
Genuine -not an act
2. Relationships
With team members- you count on & who count on you
Current/future opportunities
Networking-Peers
Partnerships
Success happens faster and bigger
Friends, family, peers, team members, fans
Sharing success & glory
Precedes you/stays with you
Reputation
3. Compassion/Empathy/ Respect
Treat others how they want/need to be treated
Genuinely caring for others
Identify with others without feeling as they feel
Creates trust and loyalty
4. Role Model
Walk the talk or pay the consequences
Leaders are role models, like it or not
You are being watched- others will try to knock you down/get what you have
"Celebrity" comes with excellence
Gains trust
5. Recognize Potential
Creating Potential
1st step in mission building/ goal setting
Ecol to Mind
Constantly changing
Look for and see it for organization/group/self
Look for and see it in team members
6. Mission Oriented
Keep your eye on the prize/goal
1st stage of true motivation, drive, persistence
Bigger than yourself
Organization/purpose first over self
You'll get what you want if you help enough other people
Goals spring naturally from mission
Mission/purpose is what makes the most successful organizations so successful
7. Commitment
Do whatever it takes- no matter what
Connection/pledge to mission/purpose
Creates excitement/commitment in others
Gives you courage in face of adversity
Selling becomes easy
8. Service
Me-Me-Me kills organizational success
"Give enough other people what they want..."
You must give to get (individually/organizationally)
Not martyrdom, not volunteerism
Expected/demanded from everyone
9. Relevance/ Legacy/Greatness
Inspire others to find their succeiho mark they all make
Each of us has control over what our lives mean in history
Relevance in the face of insurmountable obstacles & massive/rapid change
The future- what you create and leave behind- how you are remembered/thought of
Dmondags Lake/Tonya Harding/Enron/Tyco
Created while growth/success/change is occurring
Possible in every field/all types of organizations and families
10. Fun/Enjoyment
People like the environment
Creativity, loyalty
Life's too short to be doing what you hate
Tools to do the job
Makes recruiting easier
The oil that makes everything go smoother
11. Planning/ Thinking Ahead
Seeing the future - Vision-Imagination
Organize/plan, strategize
Trend Tracking/ Mega Trends-Popcorn Report
Must be ready for all eventualities
Pre-emptive problem solving
New directions
Goal setting, knowledge, body, situations, meetings, etc.
Who is best, recruiting, needs, time frames, costs
Forecasting/trend tracking/predictions/intuition
Your environment/situation is fluid/changing
The oops factor
What does poor planning do...
YOU must have this skill/habit
The importance of games
12. Listen
Listen to ideas and feedback- openness -- teaches
Respect in action-I gains respect
Opportunity comes to those who listen/watch
You can't learn when you are talking
Ego in check - admit you don't know everything/willing to consider ideas
You learn and grow by listening-your own ideas improve-you become more valuable
You win through group knowledge
Keeps you relevant/ current/ ready for change - cutting edge
People follow those who will listen
13. Learning/ Knowledge
Love for learning
Leading is about learning and teaching
Growth takes you to places you've never been
Critical to innovation
Keep up/ or become irrelevant
Reputation-respect
Don't need to know everything
Expertise in your niche
Required for highest levels of success
Interest in people
Mind open to what you don't understand/don't agree with - Music in a cell phone?
Not valued by the avg person
Must happen with every success/failure/mistake/setback/delay (how could I have done better? What can I learn from this-instantly ask this)
14. Communicate/Influence
Ability to convey information clearly without ambiguity
Writing to be understood
Rapport
Listen
all important - creates trust/confidence
Creates and keeps order
15. Time
Planning/organization
Resources/tools (people, equipment, funding, etc)
Perfection when it is required
Quotients of time usage
Everyone has the same amount - we are all equal
Realistic Expectations
Focus on the important/let go of unimportant
Sacrifice perfection when good is good enough
16. Communicate Vision/ Purpose
Must be constant
Wii-FM
Global (wide-ranging effects)
All team members need constant reminders about organization's purpose and their purpose - cheerleader
We all need people to remind us of larger purpose for forging ahead/continuing
Keeps people committed when the going gets tough
Makes even the weak "tough"
Creates excitement/momentum
Many breakthrough ideas/products never make it because of inadequate salesmanship
17. Recruit Talent
Training the unmotivated/untalented is hard, training the best is easier
Jim Collins - "Get the wrong people off the bus and the right people on the bus"
Talent is where greatness begins
This can make/save the organization
Love/Passion for everything it involves
18. Confidence/Optimism/ Faith
Confidence in self/ team/ organization/ prospects of success
If you think you can...
People line up to work with those who have certainty
Creates conviction & loyalty in others
Develops courage
19. Accountable
Character
If it is to be...
The buck stops here
"Your name on the letterhead"
Foundation for career/life
You'll by harder - reputation
You learn lessons faster/longer
20. Fear Of Failure
Makes you avoid taking on new challenges
FOF effects
Makes you quit long before you succeed
Best leaders seek out challenges
Winston Churchill
You'll attempt many things
Capabilities grow
Makes almost anything possible
21. Fear Of Success
Makes you crazy - do things that sabotage even the simplest projects
Forces you to quit
FOS effects
Makes people look lazy and stupid
Goals aren't set
Self-image - not worthy of goal
Too difficult to achieve/keep success
Continued success brings in the unfamiliar - scary
Goals are bigger and more rewarding
Self-image becomes bigger
22. Entrepreneurial
Monetary/barter/value paid
Eyes open to financial/other gain (personal/ organizational)
Willing to assume the risks for gain - eyes on the prize/ mission/ purpose
No martyr/ volunteer
Mohandas K. Gandhi
23. Negotiate/Sell
Win-Win/Give-Take
Preserves dignity
Creates long-term partnership/ success
Reputation
Fairness
24. Decision Making
Fast thinking - possibly milliseconds
Accurate - based on all the facts or no facts at all
Know the rules
Intuition
Decide, let it go, and move forward
"Good as a counterfeit"
25. "It's Show Time"
Action is the manifestation of all other qualities, skills, traits
It always counts
Have fun - treat difficult tasks like a game
Quality of action
Rise to the occasion when pressure is on
Brush off mistakes and keep moving forward with eye on the prize
Give me the ball
Speed, accuracy, "muscle memory"
26. Risk
The risk-averse try nothing and achieve nothing
No guts, no glory
Give up the good to get the great
Smart risks vs. dumb risks - must be willing to weigh pros and cons
Lotto mind set - little chance of success/greater risk
27. Embrace New/Better Ideas
Change, growth
Flexibility
Leader as team player
Check ego at the door
"We don't do it that way" - "This is the way we've always done it"
Testing
28. Versatile/ Flexible
Go outside comfort zones
Willingness to learn/grow/change for the better
Whatever needs to be done
No one-trick pony
Value/necessary/relevant
6-7 careers (not jobs) in a lifetime
29. Creativity
30. Innovation/ Improvement
31. Problem Solving
32. Team
33. Teach
34. Train/Develop
35. Inspire/Encourage
36. Empower/Delegate
37. Encourage Ingenuity
38. Recognize/ Appreciate
39. Follow up - positive reinforcement
40. Follow up - course correction/ forgiveness
41. Goal Evaluation
42. Renewal/Invigorate/Strengthen