

tom



ALIGN

INTERSECTING TIME & PURPOSE





Expectations

1. Learn more about yourself
2. Learn more about your colleagues
3. Learn helpful leadership principles

Current challenges?

What do these challenges do to your
emotions?

*"Great leaders move us. They ignite our passion and inspire the best in us. When we try to explain why they are so effective, we speak of strategy, vision, or powerful ideas. But the reality is much more primal: **Great leadership works through the emotions.**"*

Daniel Goleman

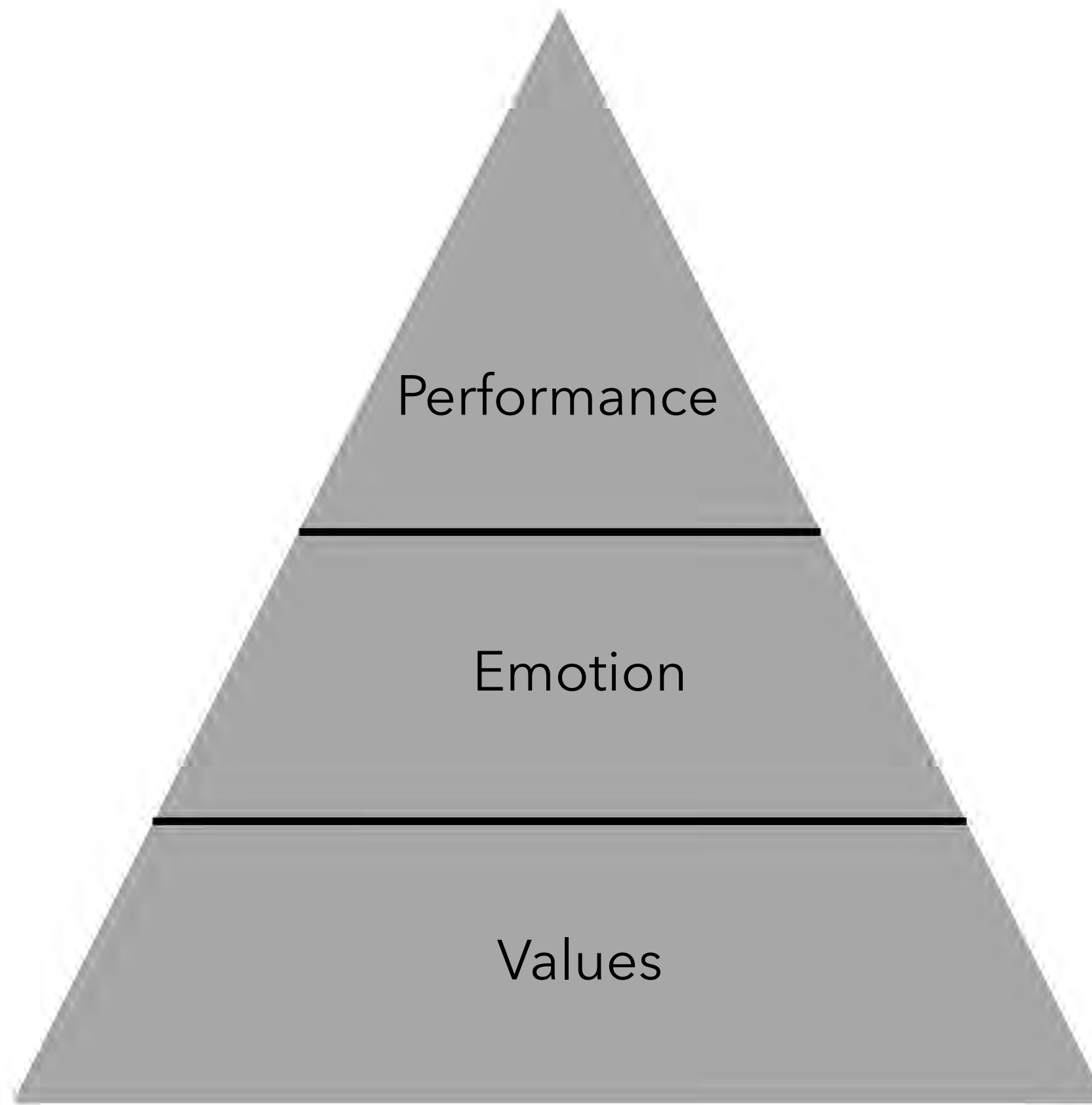
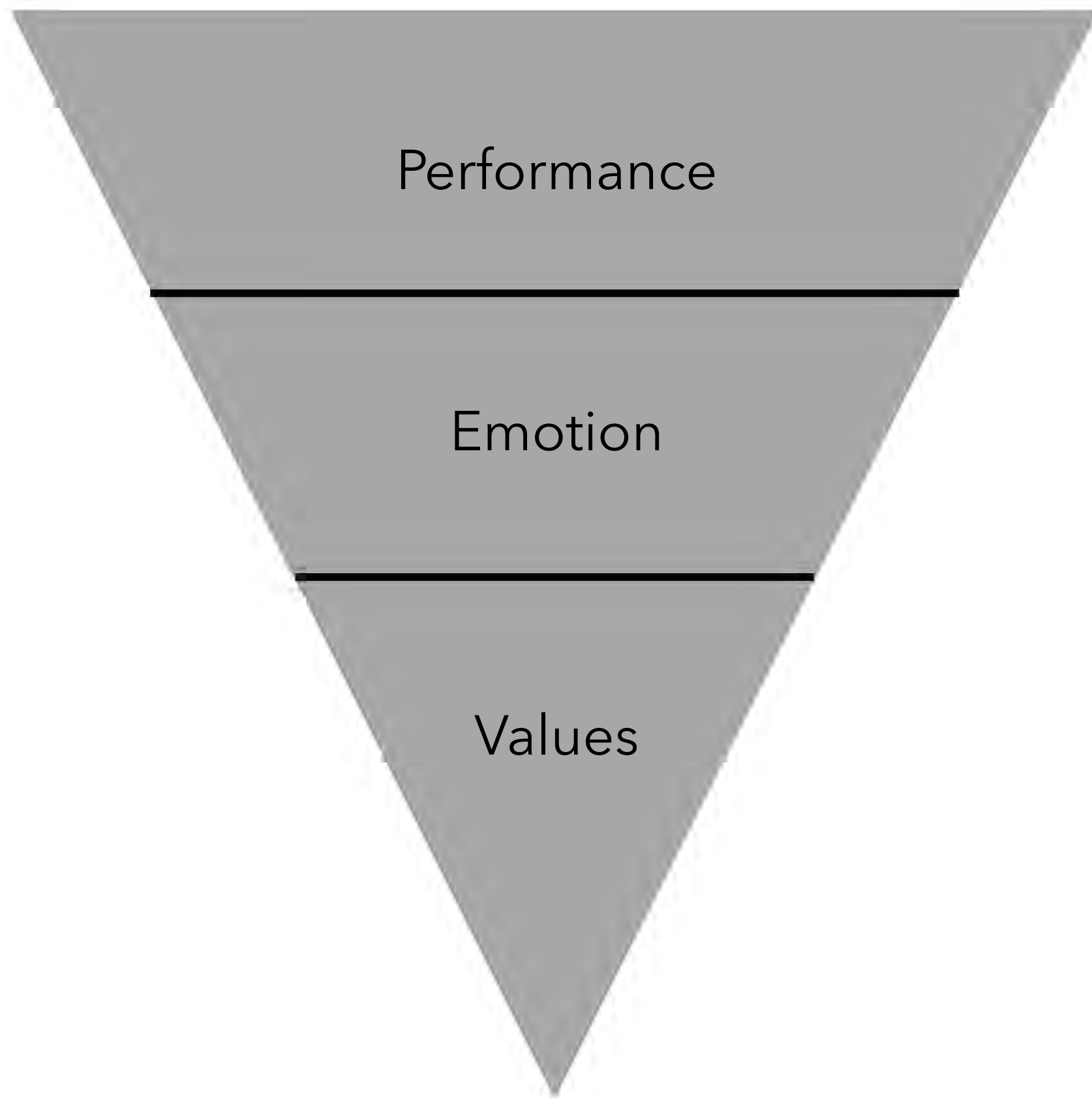
Great Leadership
vs.
Deficient Leadership

- A 10-year and 200,000 person study shows 79% of people who quit their jobs cite "lack of appreciation" as the reason for leaving.
- 61% of employees say trust between themselves and senior management is very important to job satisfaction.
- A LinkedIn's workforce learning report revealed 93% of employees would stay at a company longer if it invested in their careers.
- 70% of US employees, say that they're likely to leave their current job and opt for another opportunity at a company that invests in the development of their employees.
- The cost of losing an employee can vary between a staggering 50% to 200% of their annual salary.

ALIGN

INTERSECTING TIME & PURPOSE

Inconsistent |-----| Consistent



Positional power vs. Authority

Align - Success Ownership Sequence

Questions for team member to complete before review/planning meeting:

1. What would personal success look like for me over the next quarter?
2. How am I currently using my time and energy to achieve this success?
3. What obstacles could keep me from accomplishing this success?
4. What do I need from my manager to support my success?

Questions for manager to ask colleague during review/planning meeting:

1. May I explain what my expectations are for you in assisting your pursuit of this success?
2. Would you like me to support you with accountability as you work towards this success?

Scarcity vs. Abundance

Expectations and Closing the Gap

How do you stay engaged when leadership is struggling,
like after a merger or pandemic?

How do you engage front line staff in a time of change when they are short staffed and have major projects?

Questions for 4 H's Reflection

- **History**: Where did you grow up? Who was in your family? What was life like for you growing up?
- **Hardship**: What has been a difficult or challenging moment in your life? What was the context? How has it affected you? What have you learned about yourself? What have you learned about others?
- **Hero**: Who is your hero/mentor? Why? Which of his/her qualities have you incorporated into your life?
- **Hopes**: What are your hopes/dreams for the future? What would keep you from reaching your potential?

What are methods of working for a leader that doesn't appreciate or align with your beliefs/strategy?

What are tips for daily/weekly coaching
for those new to leadership?

Any ideas for handling a micro manager on your team?

What is the next one-on-one conversation with someone
and the conflict continues?

Any ideas for bringing better communication
between finance and IT?

How can I remind people to stick to meeting times when they tend to go over repeatedly?

Any effective methods for maintaining boundaries - when others on your team do not have the same philosophy?

How do I say 'no' when I already have more
than I'll ever get done?

How do you distinguish between holding someone accountable and micromanaging?

Takeaways