Optimizing Your Leadership Potential

Carol E. Murray
The Lifework Institute
OurLeadershipMatters.com
If you have built castles in the air, your work need not be lost; that is where they should be...

...Now put the foundations under them.

Henry David Thoreau
4 Keys to Optimizing Your Leadership Potential

- Enlarge your view of leadership
- Anticipate future leadership needs
- Discover and identify your potential
- Take ownership for developing that potential...daily
A vision without a task is but a dream, a task without a vision is drudgery, a vision and a task is the hope of the world.

Anonymous, from a church wall in Sussex, England, c. 1730
Most Highly Correlated to Leadership Effectiveness and Business Results

#1 Visionary and Purposeful

#2 Fosters Teamwork

#3 Mentors and Develops **

** Tied for third place with other competencies.

*Mastering Leadership* by Anderson and Williams, Wiley, 2015
If you want to build a ship, don’t drum up people to collect wood and don’t assign them tasks and work, but rather teach them to long for the endless immensity of the sea.

Antoine de Sainte-Exupery
Our chief want is someone who will inspire us to be what we know we could be.

Ralph Waldo Emerson
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Motivation is an external, temporary high that pushes you forward. Inspiration is a sustainable internal glow which pulls you forward.

— Thomas Leonard
New Leadership Challenges?

“This new mode of organization – a “network of teams” with a high degree of empowerment, strong communications, and rapid information flow – is now sweeping businesses and governments around the world.”

- Deloitte, Human Capital Trends 2016
- Based on 7000 responses in over 130 countries worldwide
- One of largest longitudinal studies of talent, leadership and HR challenges

www.OurLeadershipMatters.com
How Millennials Want to Work and Live
Gallop Study 2016

The Change in Leadership

<table>
<thead>
<tr>
<th>Past</th>
<th>Future</th>
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<tbody>
<tr>
<td>My Paycheck</td>
<td>My Purpose</td>
</tr>
<tr>
<td>My Satisfaction</td>
<td>My Development</td>
</tr>
<tr>
<td>My Boss</td>
<td>My Coach</td>
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<tr>
<td>My Annual Review</td>
<td>My Ongoing Conversations</td>
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<tr>
<td>My Weaknesses</td>
<td>My Strengths</td>
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<tr>
<td>My Job</td>
<td>My Life</td>
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Key Leadership Challenges Facing Executives Over Next Decade.

- Complexity
- Connectivity
- Creativity
Be yourself. Everyone else is already taken.

Oscar Wilde
### The 2 Mindsets that Determine Success in Optimizing *Your* Leadership

<table>
<thead>
<tr>
<th></th>
<th><strong>Fixed:</strong> Achieving Validation</th>
<th><strong>Growth:</strong> Achieving Mastery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Overall</td>
<td>Need to validate worth</td>
<td>Desire for continuous learning</td>
</tr>
<tr>
<td>Talents</td>
<td>Have or don’t have</td>
<td>Can and will improve</td>
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<tr>
<td>Success</td>
<td>Proves worth</td>
<td>Debrief to learn</td>
</tr>
<tr>
<td>Failure</td>
<td>Proves lack of worth</td>
<td>Extraordinary opportunity to learn</td>
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<tr>
<td>In new role</td>
<td>Fake it to make it</td>
<td>Asks lots of questions</td>
</tr>
<tr>
<td>Feedback</td>
<td>Don’t need it. Anxious.</td>
<td>Can’t get enough</td>
</tr>
<tr>
<td>Negative Feedback</td>
<td>Defensive or demoralized</td>
<td>Curious and grateful</td>
</tr>
<tr>
<td>360 Results or Assessments</td>
<td>What it says about me</td>
<td>What it says to me</td>
</tr>
</tbody>
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I have no special talent. I am only passionately curious.

Albert Einstein
### Tips for Leadership Development

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
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</thead>
<tbody>
<tr>
<td>Decide</td>
<td>Decide which competency to develop and why it matters.</td>
</tr>
<tr>
<td>Become</td>
<td>Become a student. Immerse yourself in learning.</td>
</tr>
<tr>
<td>Start</td>
<td>Start a new habit.</td>
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<tr>
<td>Keep</td>
<td>Keep it “top of mind” on a daily basis.</td>
</tr>
<tr>
<td>Create</td>
<td>Create opportunities to practice the new habit when it is easy to do so.</td>
</tr>
</tbody>
</table>
“All growth is a leap in the dark, a spontaneous unpremeditated act without benefit of experience.”

— Henry Miller
The secret of your success is found in your daily routine.

John C. Maxwell
1. Broadening your perspective of “leadership” broadens your professional horizons.

2. Anticipating future leadership needs keeps you current and relevant.

3. Identifying and embracing your unique leadership qualities is your responsibility.

4. Transforming potential into real capabilities requires a plan and takes practice.
For Additional Resources Click on button: “ULI Members”

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Inside each of us are powers so strong, treasures so rich, possibilities so endless, that to command them all to action would change the history of the world.

-Arthur Ashe-
People will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Maya Angelou
"If you hear a voice within you say, ‘You cannot paint,’ then by all means paint and that voice will be silenced."

Vincent Van Gogh

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"What the future holds for you depends on your state of consciousness now." - Eckhart Tolle
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- Enlarge your view of leadership
- Anticipate future leadership needs
- Identify your potential
- Develop that potential...daily
The great leaders are like the best conductors – they reach beyond the notes to reach the magic in the players.

Blaine Lee
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I dwell in possibility.

Emily Dickinson