

ULI Fall Meeting 2017

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The Lifework Institute

OurLeadershipMatters.com

Optimizing *Your* Leadership Potential

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

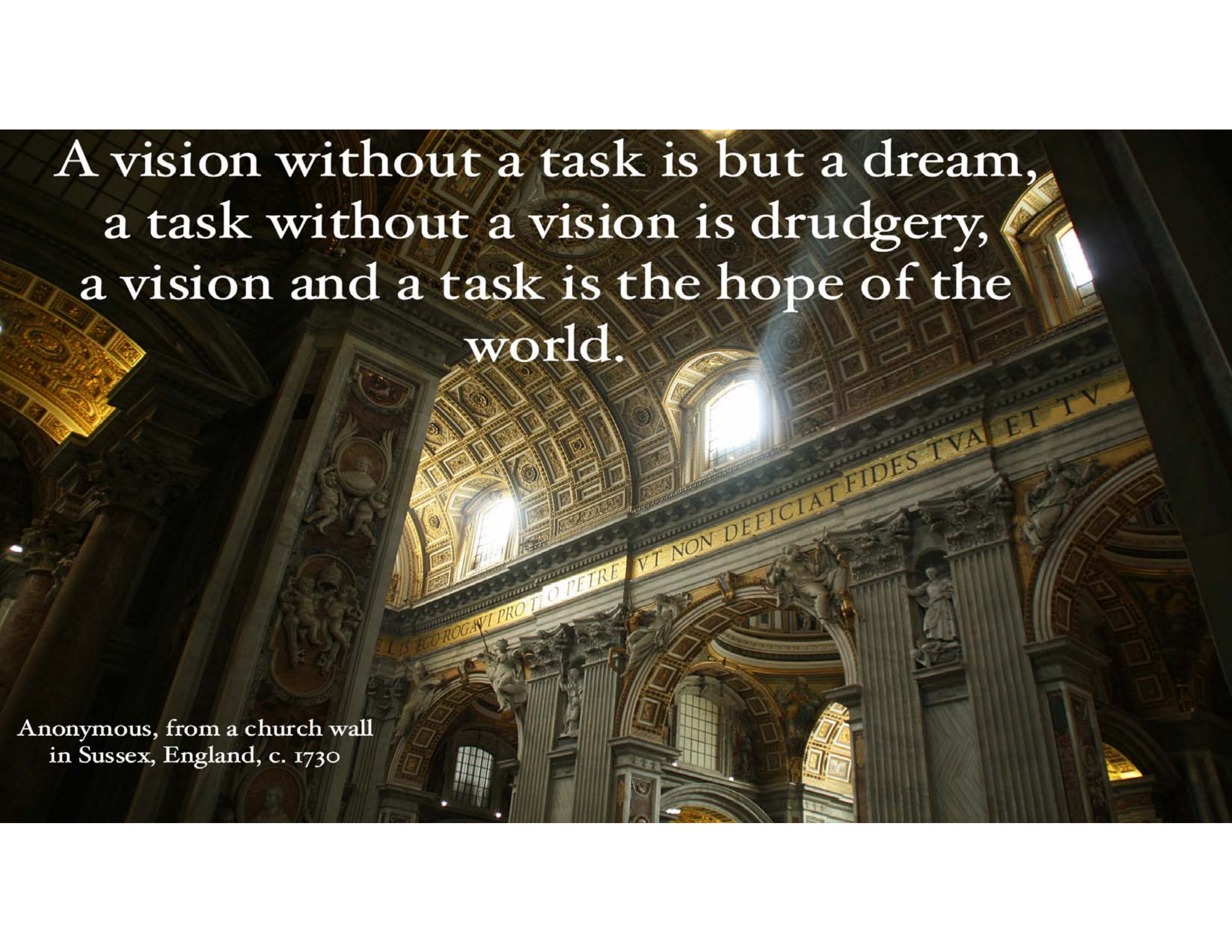
4 Keys to Optimizing *Your* Leadership Potential

Enlarge your view of leadership

Anticipate future leadership needs

Discover and identify *your* potential

Take ownership for developing that potential...daily

The background image shows the interior of a grand church, likely St. Peter's Basilica. It features a massive dome with a coffered ceiling, through which bright light streams. The architecture is classical, with large columns and arches. A Latin inscription is visible on a frieze: "LIS EGO ROGAVI PRO TIO PETRE VT NON DEFICIAT FIDES TVA ET TV".

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



A photograph of a sunset with a bright sun low on the horizon, casting a warm orange and yellow glow. In the foreground, several thin, dark green stems of wildflowers with small yellow blossoms are silhouetted against the bright sky. The background shows a hazy, distant landscape under the twilight sky.

Our chief want is someone who
will inspire us to be what we
know we could be.

Ralph Waldo Emerson

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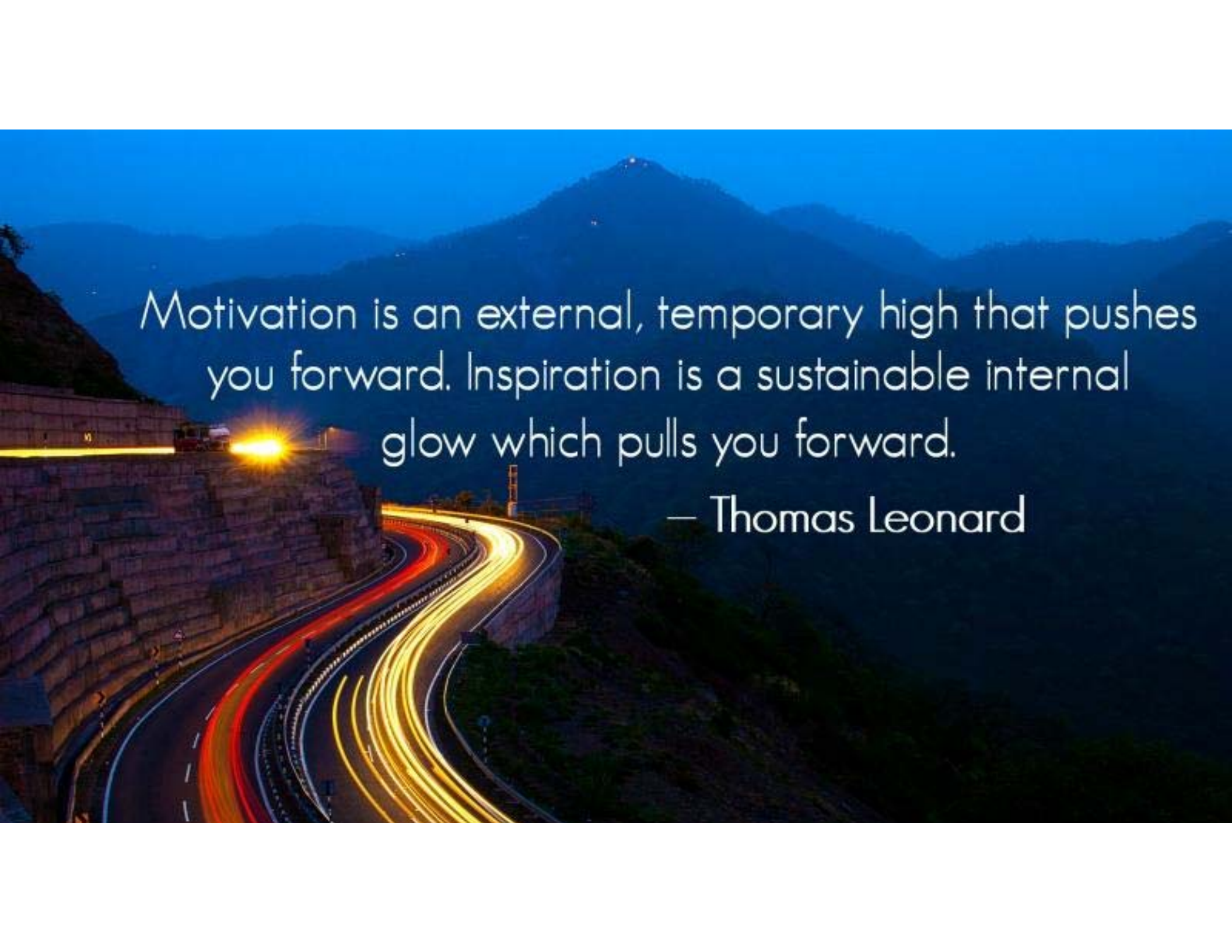
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Motivation is an external, temporary high that pushes you forward. Inspiration is a sustainable internal glow which pulls you forward.

— 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

How Millennials Want to Work and Live

Gallop Study 2016

The Change in Leadership

Past

My Paycheck

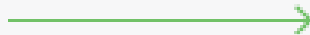
My Satisfaction

My Boss

My Annual Review

My Weaknesses

My Job



Future

My Purpose

My Development

My Coach

My Ongoing Conversations

My Strengths

My Life

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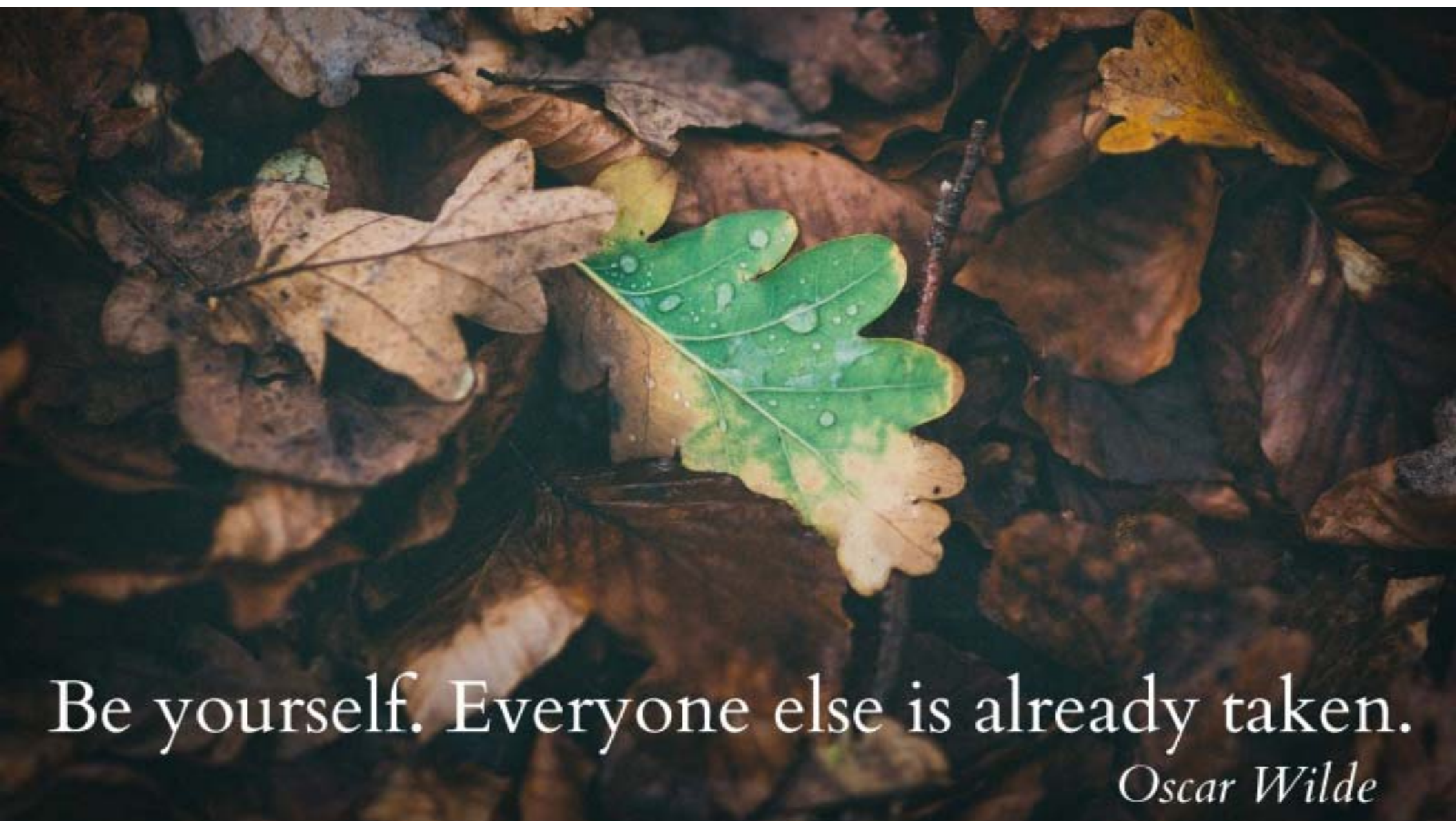
Mastering Leadership by Anderson and Williams, Wiley , 2015

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

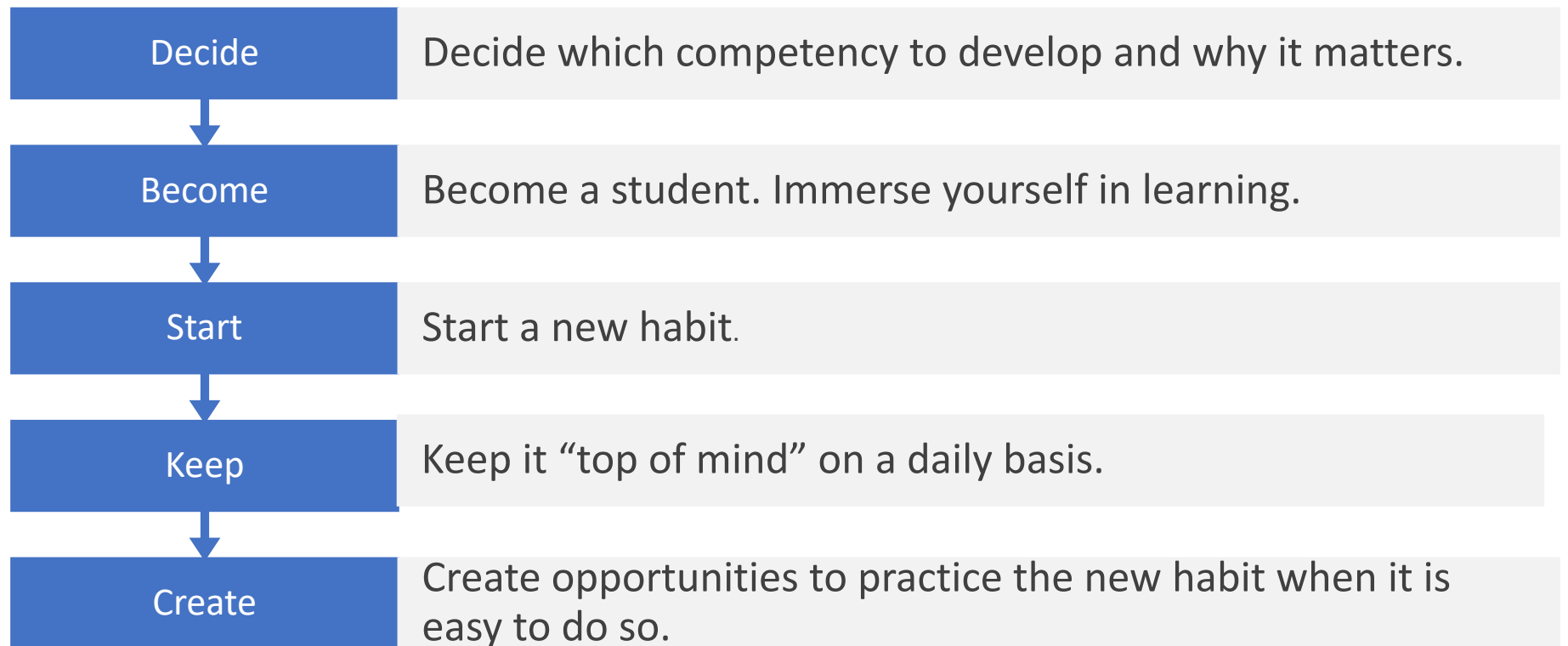
	Fixed: Achieving Validation	Growth: Achieving Mastery
Leadership Overall	Need to validate worth	Desire for continuous learning
Talents	Have or don't have	Can and will improve
Success	Proves worth	Debrief to learn
Failure	Proves lack of worth	Extraordinary opportunity to learn
In new role	Fake it to make it	Asks lots of questions
Feedback	Don't need it. Anxious.	Can't get enough
Negative Feedback	Defensive or demoralized	Curious and grateful
360 Results or Assessments	What it says about me	What it says <i>to</i> me

I have no special talent. I am only passionately curious.

Albert Einstein



Tips for Leadership Development



"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



To Recap:

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.

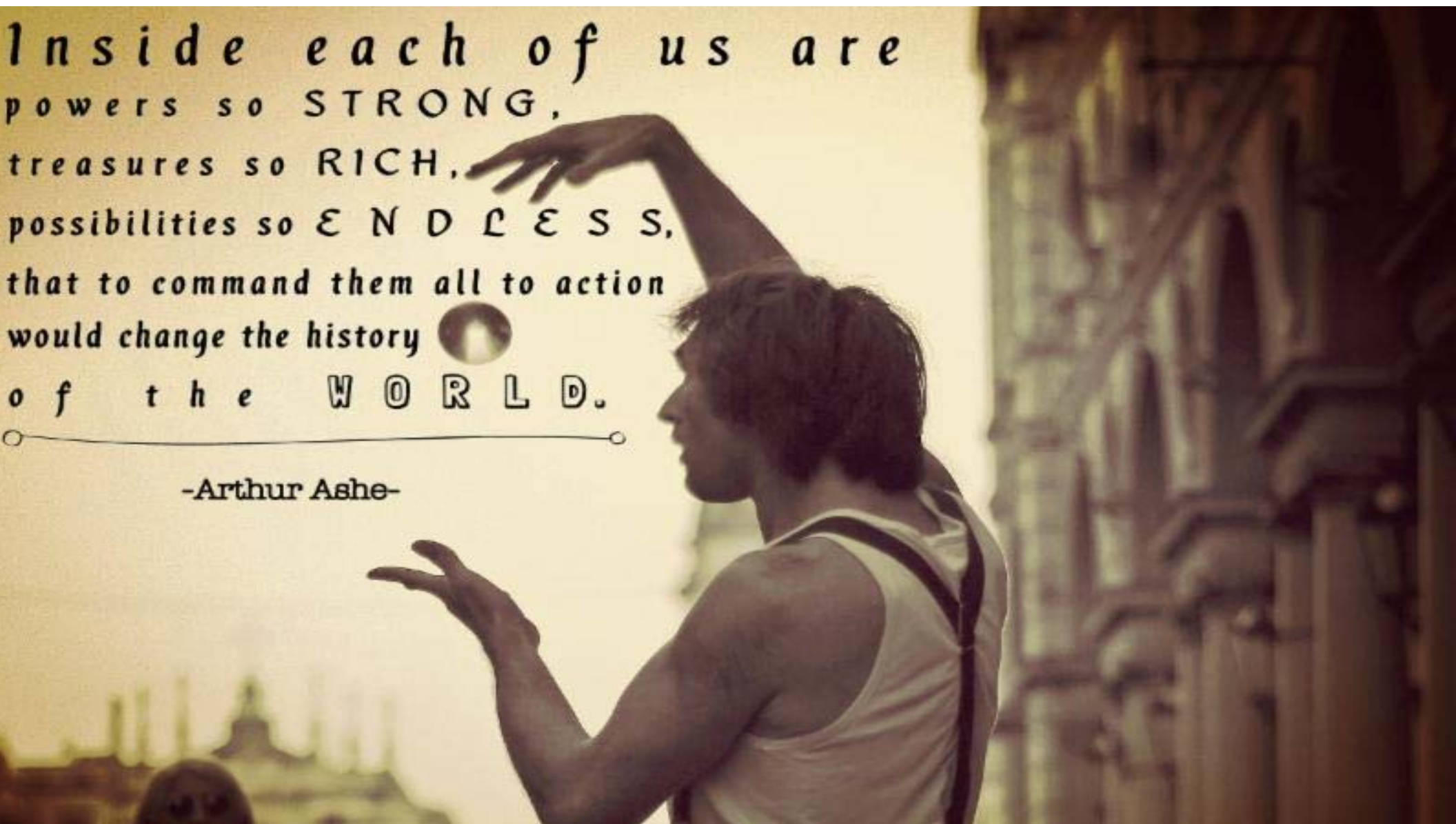
For Additional
Resources
Click on button:
“ULI Members”

OurLeadershipMatters.com

Carol@TheLifeworkInstitute.com

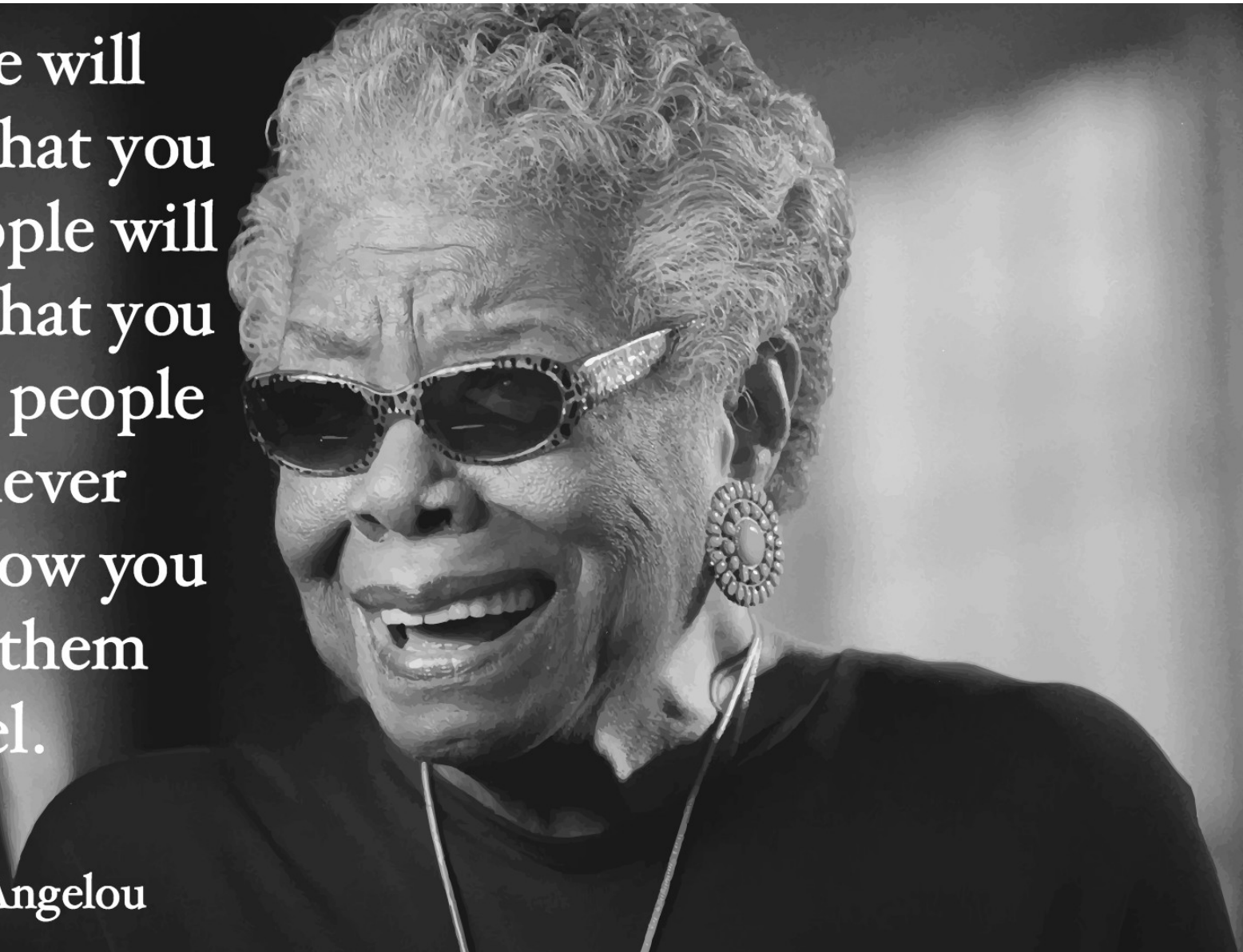
Inside each of us are
powers so STRONG,
treasures so RICH,
possibilities so E N D L E S S,
that to command them all to action
would change the history
o f t h e W O R L D.


-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

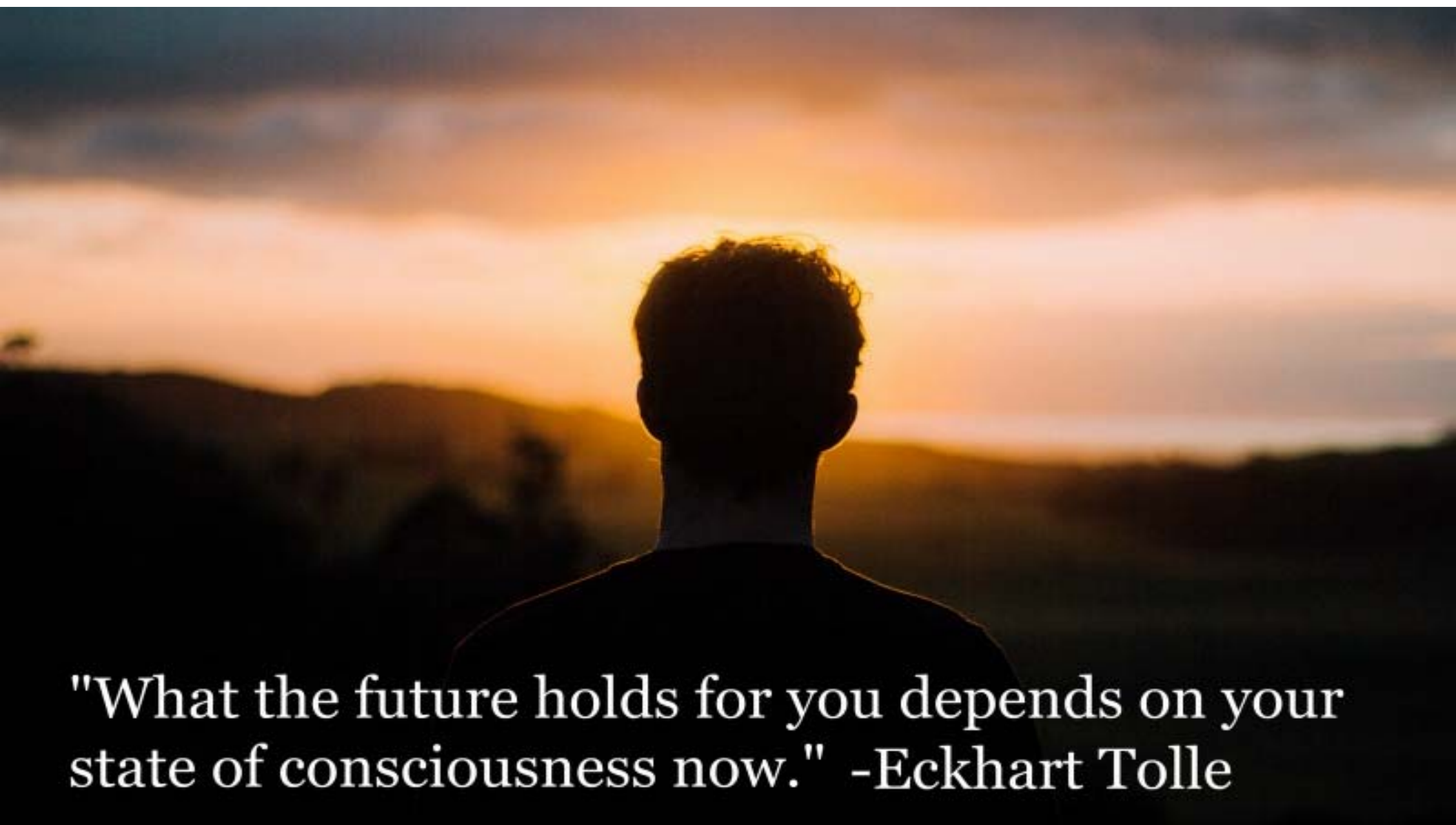




"If you hear a voice
within you say, 'You
cannot paint,' then by all
means paint and that
voice will be silenced."

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Vincent Van Gogh



"What the future holds for you depends on your state of consciousness now." -Eckhart Tolle


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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

