Five Leadership Lessons I Learned the Hard Way
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Your Experience

• What extraordinary leader has positively and directly affected your life?
• Share with the person next to you
• What qualities emerged?

Rethinking Leadership
LEADERSHIP LESSON #1
Authority is highly over-rated.

Authority is Not Leadership

WHAT IS LEADERSHIP?
“Leadership is a process of social influence, which maximizes the efforts of others, toward the achievement of a goal.” – Keven Kruse, Founder and CEO, LEADx.org.
What does influential leadership look like to you?

LEADERSHIP LESSON #2
Lead with your own, authentic voice

- Purpose
- Values
- Heart
- Relationships
- Self-Discipline

Authentic Leadership
How would your behavior as a leader be different if you didn’t need a paycheck?

**Personal Exercise**

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But, in the end, all you have is who you are.

**Barriers to Authenticity**

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**LEADERSHIP LESSON #3**

Effective influencing requires trust
Core Dimensions of Trust

LEADERSHIP LESSON #4
Trust requires relationship-building

Building Trusting Relationships: Your Experience
You earn trust in drops. You lose trust in buckets.

Frequent, positive, face-to-face interaction matters

LEADERSHIP LESSON #5
Leaders Focus on Developing Leaders

Mission
Vision
Core Values
Desired Outcomes

Grooming New Leaders
GIVING EFFECTIVE FEEDBACK

- Frequent
- Constructive
- Small Dose
- Confirming
- Immediate
- Informal

Showing Appreciation

- Recognize
- Communicate
- Increase Responsibility

Thank you for participating!