Leading to Success

Leading for this Century
The Post 9-11 Leadership Environment
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• The Digital Echo
The Post 9-11 Leadership Environment

- The Digital Echo
- Narrative vs Facts
The Post 9-11 Leadership Environment

- The Digital Echo
- Narrative vs Facts
- At the Speed of Thought
What is a Leader?
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What is a Manager?
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THINGS
What is a Leader?

What is a Manager?
What Managers Do
What Managers Do

• Develops process steps and sets timelines
What Managers Do

- Develops process steps and sets timelines
- Organizes and staffs
What Managers Do

- Develops process steps and sets timelines
- Organizes and staffs
- Maintains structure
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- Maintains structure
- Establishes policy and procedures to implement vision
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- Controls processes
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• Identifies and solves problems
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- Controls processes
- Identifies and solves problems
- Managers vision order and predictability
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- Develops process steps and sets timelines
- Organizes and staffs
- Maintains structure
- Establishes policy and procedures to implement vision
- Controls processes
- Identifies and solves problems
- Managers vision order and predictability
- Provides expected results consistently to stakeholders
What Leaders Do
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• Sets direction and develop the vision
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- Aligns the organization
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• Communicates the vision, mission and direction
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- Influences creation of coalitions, teams and partnerships that understand and accept the vision
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- Energizes team members to overcome barriers and solve problems
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• Communicates the vision, mission and direction
• Influences creation of coalitions, teams and partnerships that understand and accept the vision
• Motivates and inspires
• Energizes team members to overcome barriers and solve problems
• Promotes useful and dramatic changes, such as new products or approaches to gain improvements
How Do Leaders Do It?
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VISION
How Do Leaders Do It?

VISUALIZE

VISION
How Do Leaders Do It?

VISUALIZE

VISION

DESCRIBE
How Do Leaders Do It?

VISUALIZE

VISION

DESCRIBE

DIRECT
How Do Leaders Do It?

VISUALIZE

VISION

DIRECT

PURPOSE
How Do Leaders Do It?

VISION

VISUALIZE

DIRECT

PURPOSE

DESCRIBE

GUIDANCE
How Do Leaders Do It?

- VISION
- MOTIVATION
- DIRECT
- PURPOSE
- GUIDE
Leading in the New Environment
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Give them memories so they know they belong
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Give their efforts meaning – make them matter
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Think about what you are not thinking about – learn to imagine
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Eliminate paralysis by developing a bias for action
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Include every level of your team in collaboration and make it routine
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Relinquish control to build and sustain power
I'll never let go, Jack

one more Titanic reference and I'll push you all in myself