



Developing Leaders



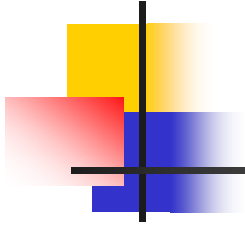
Facing Critical Leadership Challenges

- Leadership =
 - Mobilizing
 - Energizing
 - Empowering
- Its not about change in
 - Behaviour
 - Attitude
- Its Paradigm Changes



The law of the Harvest

- Personality verses Character
- “You reap what you sow” governs
 - Our body
 - Our minds
 - Our relationships
 - Our organizations



Samelans are over managed
and under led.

Harvinder Singh



What do we do ?

Management (Vital)

Doing things right

Efficiency

Speed

Bottom line

Methods

Practices

In the system

Climbing the

ladder fast

Leadership (Vital)

Doing the right things

Effectiveness

Direction

Top line

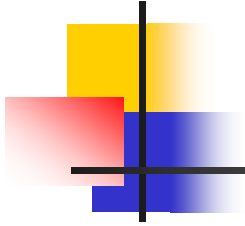
Purposes

Principles

On the system

“Is the ladder leaning

against the *right* wall?”

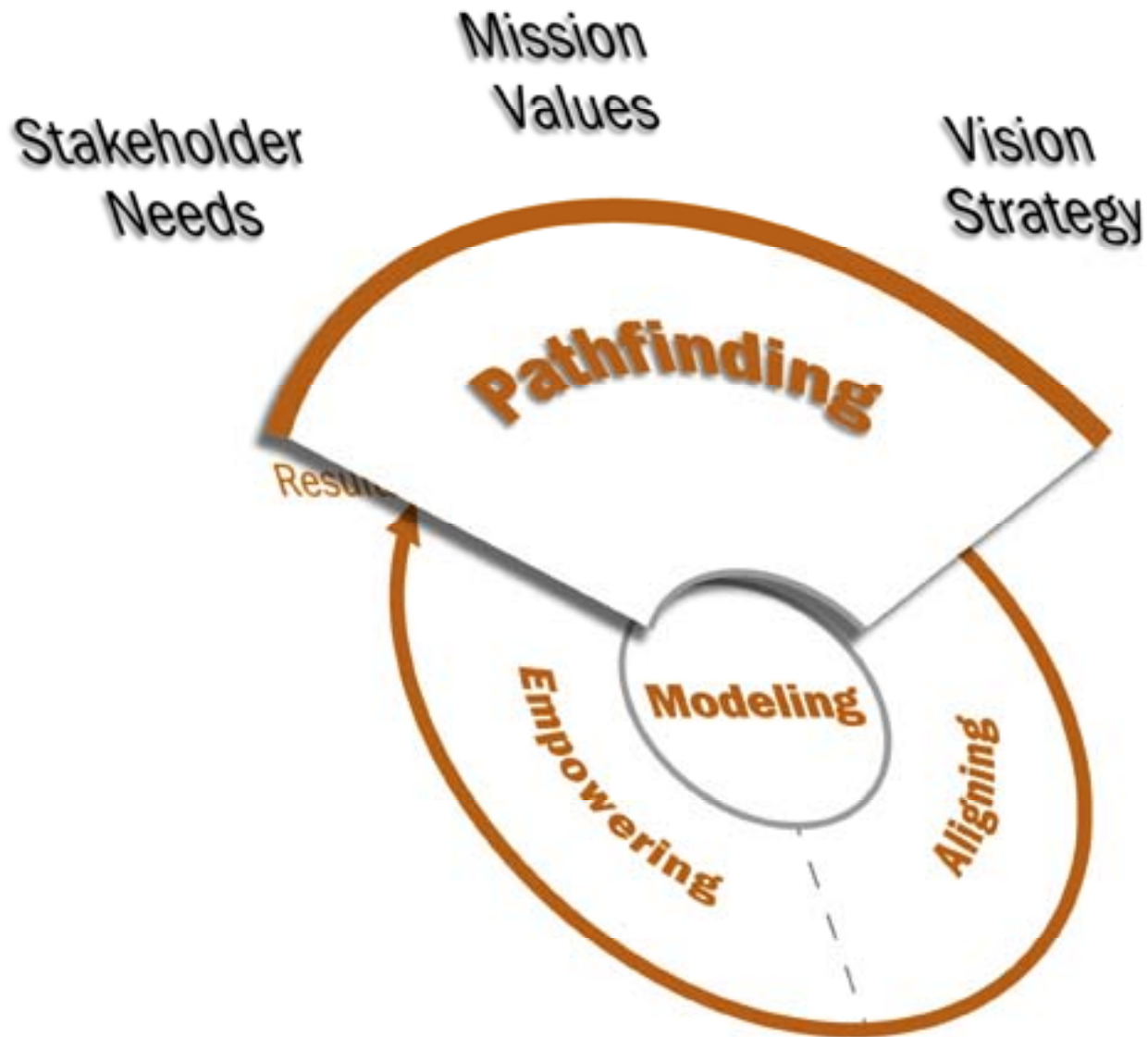
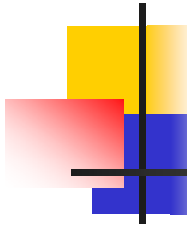


We control our actions, but the consequences [results] that flow from our actions are governed by principles.

Stephen R. Covey

The greatest need we have in this permanent whitewater world is... a changeless core of **values and principles**. It then gives people the capacity to deal with the dynamic change that surrounds them. Then leadership has permanent strength and viability.

Stephen R. Covey

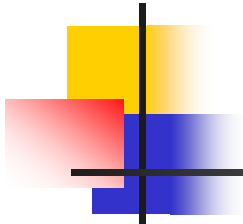




Pathfinding Objectives

A pathfinding leader answers these three questions:

1. Who's important to us, and what matters most to them?
2. What is our purpose, what matters most to us, and how will we act toward one another?
3. Where are we going, and how will we get there?



Leadership is about change. It's about taking people from where they are now to where they need to be. The best way to get people to venture into the unknown terrain is to make it desirable by taking them there in their imaginations.

Noel M. Tichy, *The Leadership Engine*

Strategy Objectives



1. Determine what's most important and where to start.
2. Decide what to focus on and what to let go of.
3. Create goals.



What do you want to share

1. Identify something about the role that you could teach someone else.
2. Take two or three minutes to explain:
 - What the task is.
 - What you have learned about it.
 - How you will implement your plan.



Key Points of Aligning

Balanced Ecosystem

What It Means to Tamper

Six Rights™

Circle of Influence®/Circle of Concern®

Empowering Objectives



An empowering leader answers these four questions:

1. How do we cultivate an environment where people can do their best and are committed?
2. What is the nature of the activity being done?
3. How much responsibility and authority should people have?
4. Who does what? How? With what resources and accountability? For what reasons?

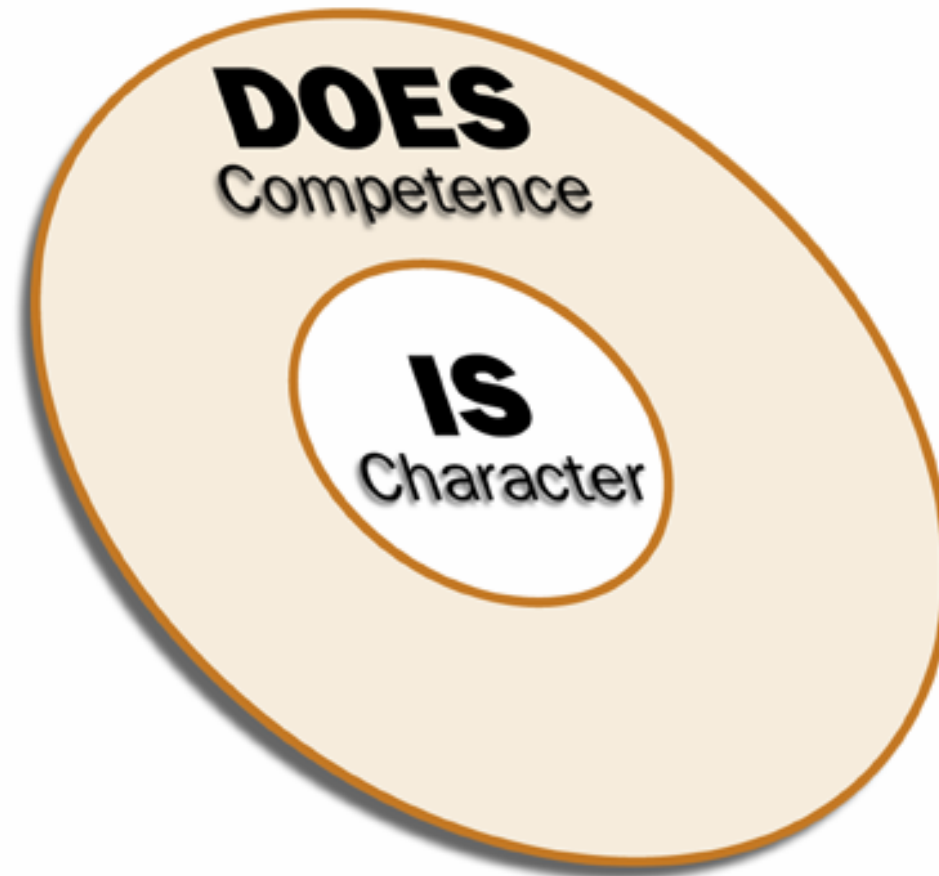
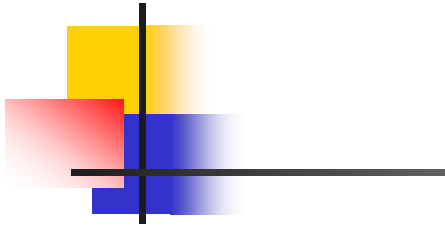


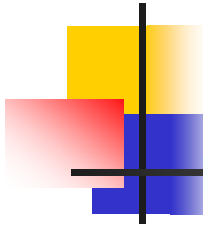
Modeling Objectives

**A modeling leader answers these
four questions:**

1. Who would follow me?
2. Do I take responsibility?
3. Do I “walk my talk”?
4. Am I trustworthy?

A Leader







12 Decisions I need to make daily

1. Attitude – Choose and display the right attitudes daily
2. Priorities – Determine and act on important priorities daily
3. Health – Know and follow healthy guidelines daily
4. Family – Communicate and care for my family daily
5. Thinking – Practice and develop good thinking daily
6. Commitment – Make and keep proper commitments
7. Finances – Make and properly manage dollars daily
8. Faith – Deepen and live out my faith daily
9. Relationships- Initiate and invest in solid relationships daily
10. Generosity – Plan for and model generosity daily
11. Values – Embrace and practice good values daily
12. Growth – Seek and experience improvement daily

Today

Today before you think of saying an unkind word

Think of someone who can't speak.

Before you complain about the taste of your food

Think of someone who has nothing to eat.

Before you complain about your husband, wife or partner

Think of someone who is crying out to God for a companion.

Today before you complain about life

Think of someone who went too early to heaven.

Before you complain about your children

Think of someone who desires children but they are barren.

**Before you complain about your dirty house someone didn't clean
or sweep**

Think of the people who are living in the streets.

Before whining about the distance you drive

Think of someone who walks the same distance with their feet



Today

**And when you are tired and complain about your job
Think about the unemployed, the disabled and those who wished they
had your job.**

**And before you think of pointing the finger or condemning another,
remember, that
not one of us are without sin and we all answer to one maker. And when
depressing
thoughts seem to get you down, put a smile on your face and thank God
you are
alive and still around.**

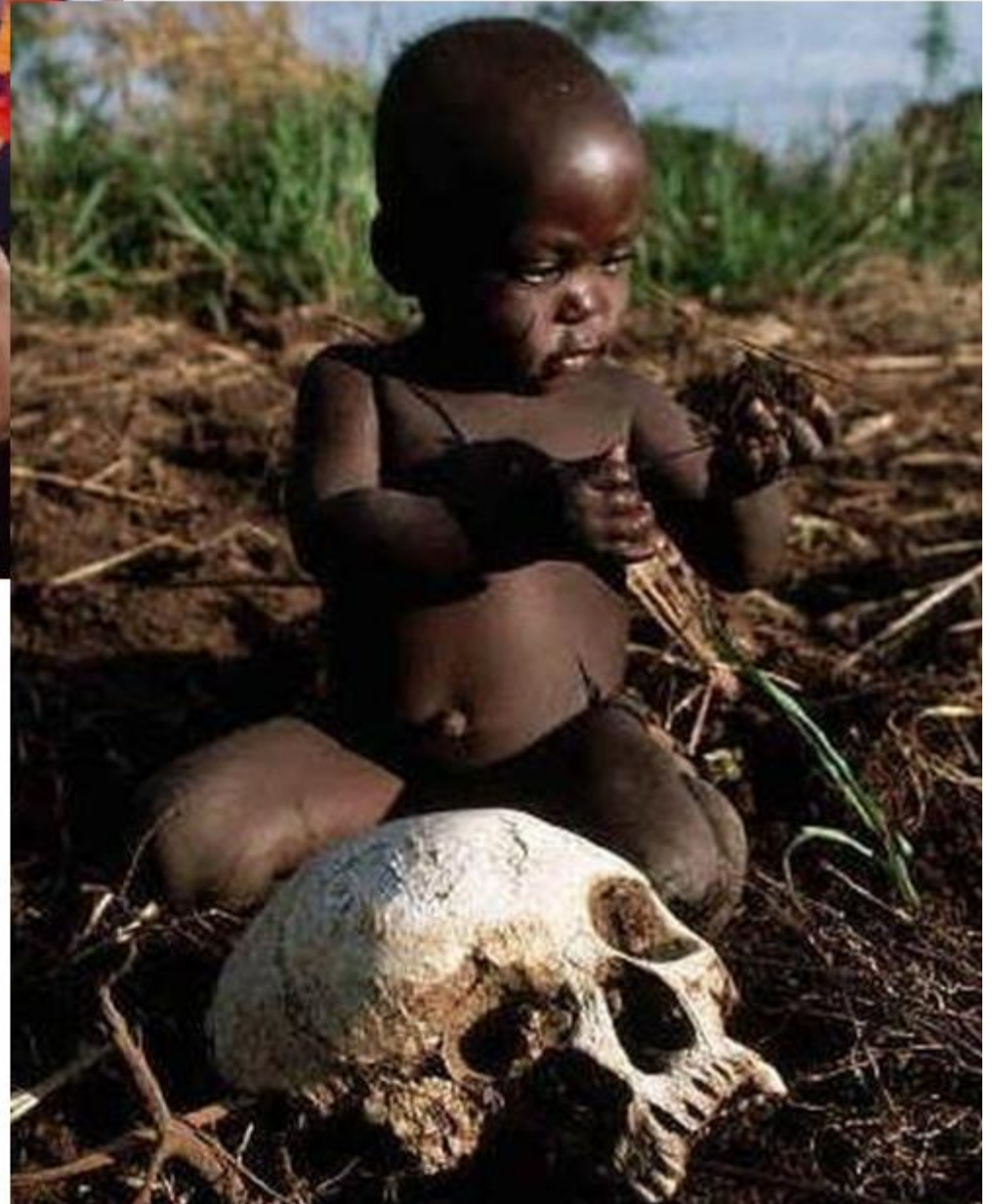
**Life is a gift
Live it...
Enjoy it...
Celebrate it...
And fulfill it..**



What is More Important

- Conflicts
- Controversies
- Duality
- Position
- OR..... The guru's work









Why the differences?
¿Porqué las diferencias?







Climate for Leadership

- Environmental change agents
- + atmosphere encourages people 2 achieve results
- +results generate momentum
- Momentum ..greatest change agent
- 1°C extra changes water to steam
- Leaders adapt to environment



Leadership

- People model what they see...
- It was never about them...
.....It was always about us !!!