

# Leadership and Change

“Progress is impossible without change, and those who cannot change their minds cannot change anything”  
– George Bernard Shaw

## A Leader...

- Coaches employees
- Generates enthusiasm
- Says “We”
- Fixes breakdowns
- Shows how its done
- Develops people
- Gives Credit
- Asks
- Delegates responsibility
- Responds

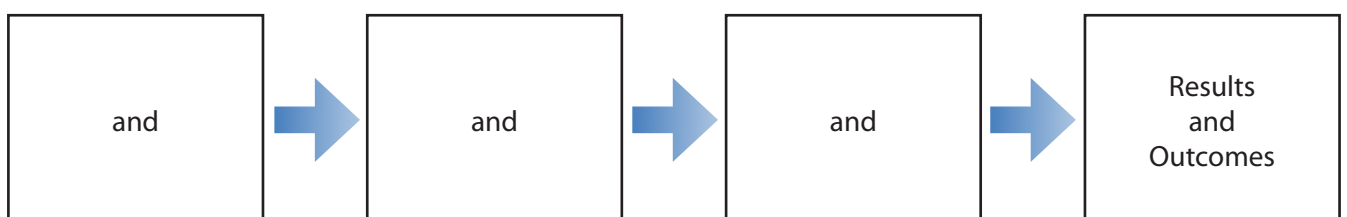
## A ‘Boss’...

- Drives employees
- Inspires Fear
- Says “I”
- Places blame for breakdowns
- Knows/tells how its done
- Uses people
- Takes Credit
- Demands
- Abdicates responsibility
- Reacts



“Leaders don’t create followers, they create more leaders” – Tom Peters

## Progression Map



**Attitude  
and  
Motivation**

Expectations  
and  
Rationale  
(Why)

Behaviours  
and  
Actions  
(How)

Results  
and  
Outcomes

### What moves you to action and sustains you?

Definition of Attitude: A \_\_\_\_\_ way of \_\_\_\_\_ or \_\_\_\_\_ about something.

Attitudes shape who we are and what we are. A negative attitude supports anxiety or depression causing you to suffer. ("Why bother, I'd only end up failing if I tried") If, instead, your attitude supports health ambition, confidence and self worth ("I'm not going to give up, I can do this!") then expect to start feeling more empowered, and positive. Motivation on the other hand is simply the ability and energy required to sustain a positive attitude.

If a positive attitude is the \_\_\_\_\_, then motivation is what \_\_\_\_\_ it.

'Engagement' is a measure of the \_\_\_\_\_ between an organization and its people. An 'engaged employee' is one who is \_\_\_\_\_ by and \_\_\_\_\_ about their work and so takes positive action to further the organization's reputation and \_\_\_\_\_.

### How engaged are your people

Do they enjoy their job?

How do they look when they turn up?

Do they act like they want to be there?

How do they interact with others?

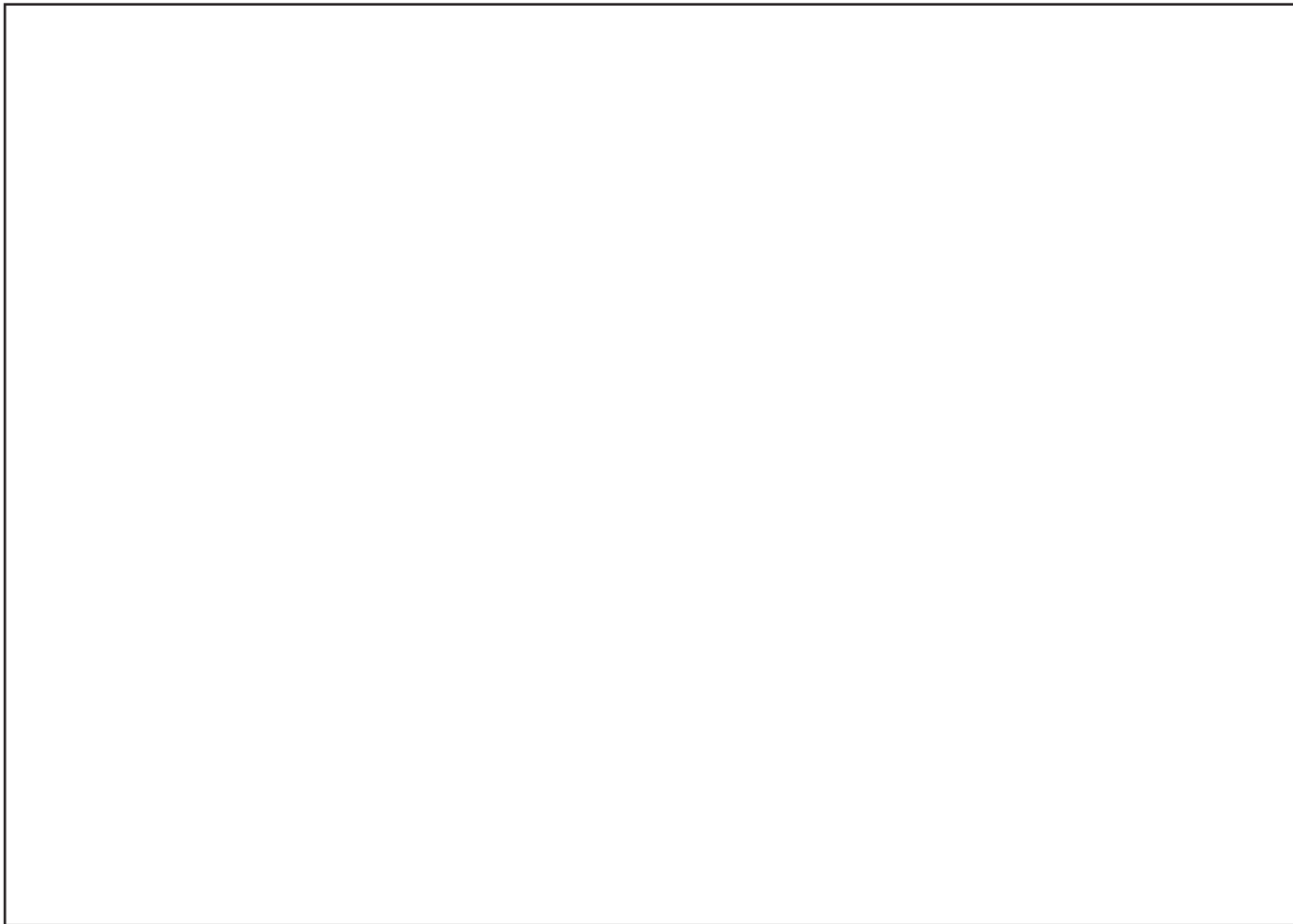
How do they respond to responsibility or correction?

Does their natural skill set align with their job description?

*It's easy to spot!*

**Matthew 12:34**

**A fish named Maverick!** *The difference attitude makes...*



<i>Reginald</i>	<i>Dorris</i>	<i>Maverick</i>

Your picture of the \_\_\_\_\_ determines how you run.

**Philippians 3:12-16**

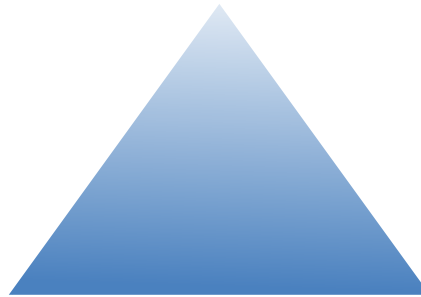
***<sup>12</sup> Not that I have already obtained it or have already become perfect, but I press on so that I may lay hold of that for which also I was laid hold of by Christ Jesus. <sup>13</sup> Brethren, I do not regard myself as having laid hold of it yet; but one thing I do: forgetting what lies behind and reaching forward to what lies ahead, <sup>14</sup> I press on toward the goal for the prize of the upward call of God in Christ Jesus. <sup>15</sup> Let us therefore, as many as are perfect, have this attitude; and if in anything you have a different attitude, God will reveal that also to you; <sup>16</sup> however, let us keep living by that same standard to which we have attained.***

The land you keep looking back at, you will return to.

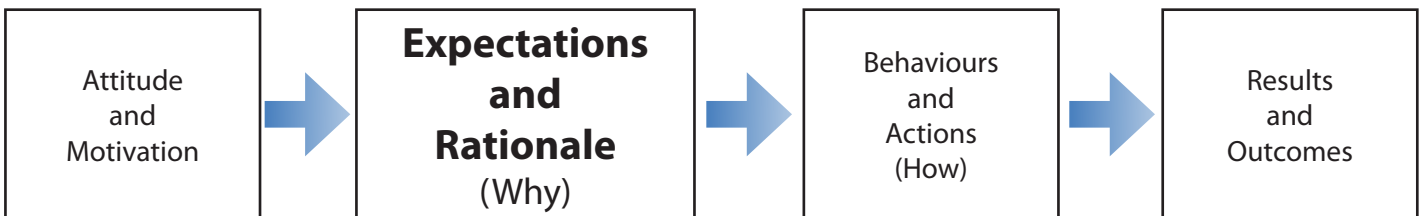
**Hebrews 11:13-16**

Key Points:

1. Choose your attitude!
2. What is your Motivation?
3. Are you and those around you engaged?



Attitude & Motivation



**Understanding the 'Why?'**

To inspire a \_\_\_\_\_ the leader must know, believe and be devoted to living out the purpose of their God, their organisation, their family.

<b>VISION</b>	People strive when they believe in and own the vision	"I want to get fit"
	Clarity around the desired outcome	
<b>GOALS</b>	Specific, numerical producers of your vision S.M.A.R.T (Specific, Measurable, Achievable, Realistic & Time bound)	"I want to run a marathon by the end of 2017"
<b>PLANS</b>	If you fail to plan, you plan to fail!  What is your 'strategy' to achieve the vision?	Identify the event I want to run. Research Heart Rate Training.  Compile a training plan.  Find a running partner!

To inspire a shared purpose the leader must know, believe and be devoted to **living out** the purpose of their God, their organisation, their family.

## What's in it for me/you?

In times of change, 'what's in it for me' is the question you need to answer. That's not to suggest that most people are selfish, it's simply a fact that \_\_\_\_\_ is usually the first filter we use to evaluate our environment. As a leader, your challenge is to \_\_\_\_\_ the journey of change.

Every change begins with and ending. People will look at the present and try to compare it to the future by asking countless questions: What am I losing? Where are we headed? What will the new place look like? How will things be different to what I have now? Who will be my team mates? What will be the expectations for my contribution? What performance metrics be used?

In other words, **What's in it for me?**

Some people are motivated by the \_\_\_\_\_ and some are motivated by the \_\_\_\_\_!

### Romans 6:23

*<sup>23</sup> For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord.*

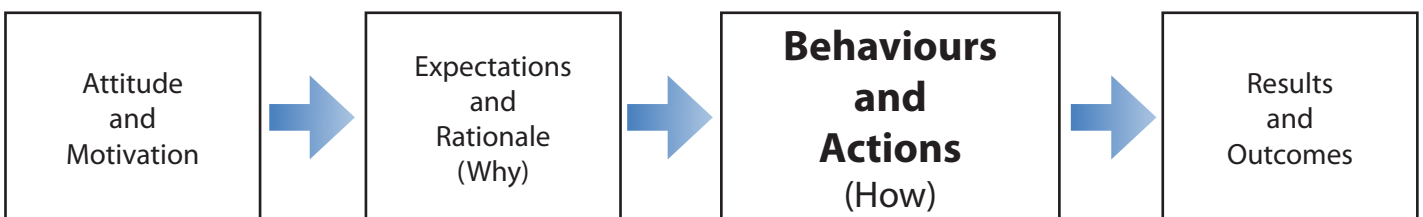
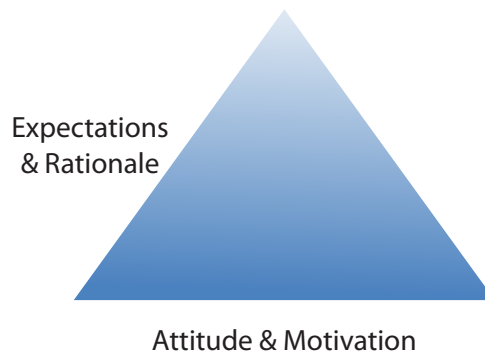
## House Rules and Rules of Engagement

\_\_\_\_\_ are generally motivated by – Stress, Fear, Greed, Anger, Impatience, Distrust and pride...

Rules and Boundaries are there to provide freedom from fear, if we function from the right \_\_\_\_\_.

Key Points:

1. Shared Purpose (Vision, Goals, Plans)
2. What's in it for me/you?
3. House Rules and Rules of Engagement



**"Intent reveals desire; action reveals commitment" – Dr. Steve Maraboli**

What's the difference? An action is something you do whereas a behavior is the way in which a person responds to a situation or stimulus.

What are the 3-5 specific actions, that when done well will produce the \_\_\_\_\_?

## The Art of Specificity

Specificity does two things:

- Specificity creates accountability.
- Specificity limits your possible outcomes.

What do specific actions look like? Very simply it's about getting granular with the \_\_\_\_\_, \_\_\_\_\_, and by \_\_\_\_\_.

The more specific you are with your actions, the more \_\_\_\_\_ you become and therefore the more likely you are to \_\_\_\_\_.

## The Four possible outcomes to a specific action:

1. You did it and it worked!
2. You did it and it didn't work
3. You didn't do it
4. You did something else

Why wouldn't you do it!?

\_\_\_\_\_ are usually the behaviors that yield the \_\_\_\_\_.

God's goal for His children isn't comfort; it's the transformation of our minds to the attitude of Christ.

One of the easiest things you will ever find is a reason NOT to do the thing you didn't want to do in the first place.

It's not a matter of \_\_\_\_\_, it's a matter of \_\_\_\_\_. We will make the \_\_\_\_\_ for that which we truly \_\_\_\_\_.

## As a leader you MUST wear two hats: Coach and Player.

As a Coach – Your actions support the actions and development of others.

Coaching, follow-up and \_\_\_\_\_ are all important aspects of leadership.

As a Player – We must model what is right, not just teach what is right.

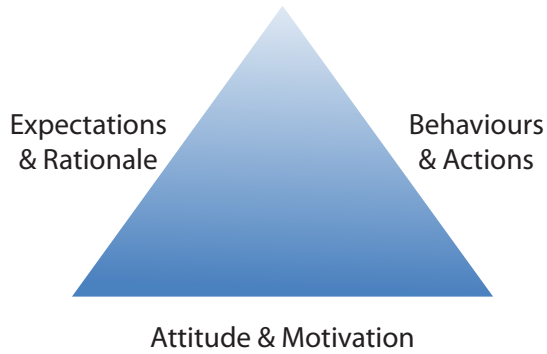
Powerful leadership emerges when ones life matches the message.

You are under the microscope and it's easy to become distracted when things get hard and it's easy to become complacent when things are going well.

## The enemy of the best is the good.

Key Points:

1. Be Specific (What, how much, by when)
2. Who are you accountable to?
3. Apply yourself and assess effectiveness (4 possible outcomes)



This becomes a \_\_\_\_\_ to help you \_\_\_\_\_ the area that requires attention when you are not seeing the outcome or result you desired for in a given situation, but remember, a great leader will always look \_\_\_\_\_ first!

So what was the outcome!?

The Path to Performance – Bruce Tuckerman

