

Being A Leader Worth Following.

Westmont College
May 16th

GIANT



To Help Leaders:

Become Leaders Worth Following...

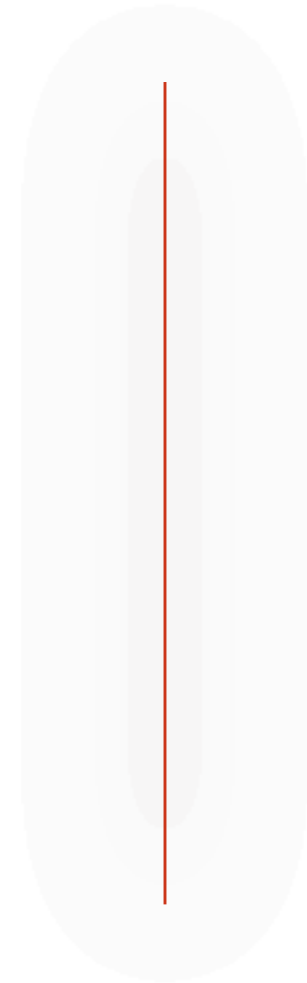
Build Leaders Worth Following...

Lead Organizations Where Everyone
Wants to Work.

Who is the best leader with whom
you have had the opportunity to
work?

Describe the characteristics of
what made them such an effective
leader in your life...

Support

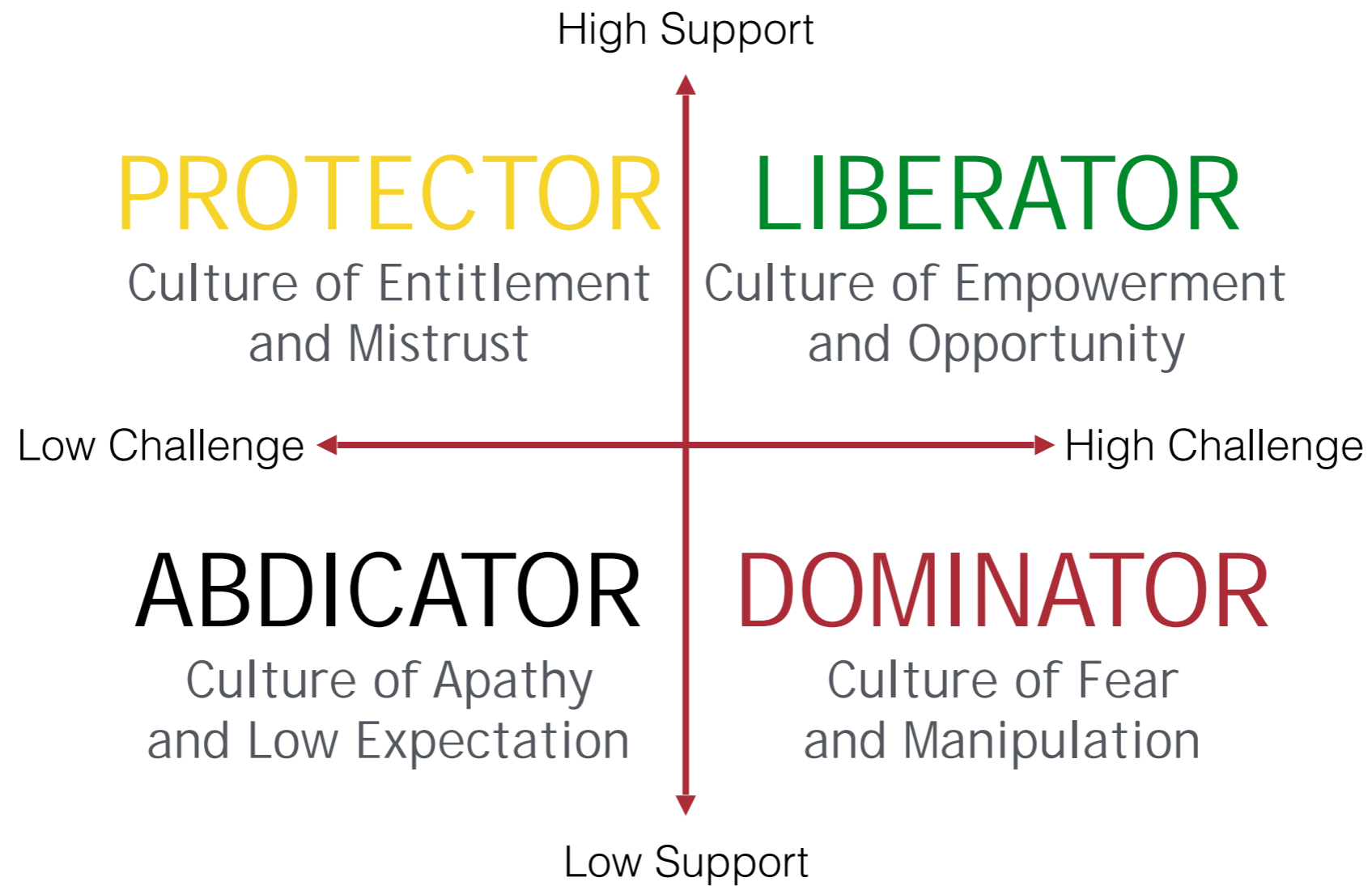


Challenge

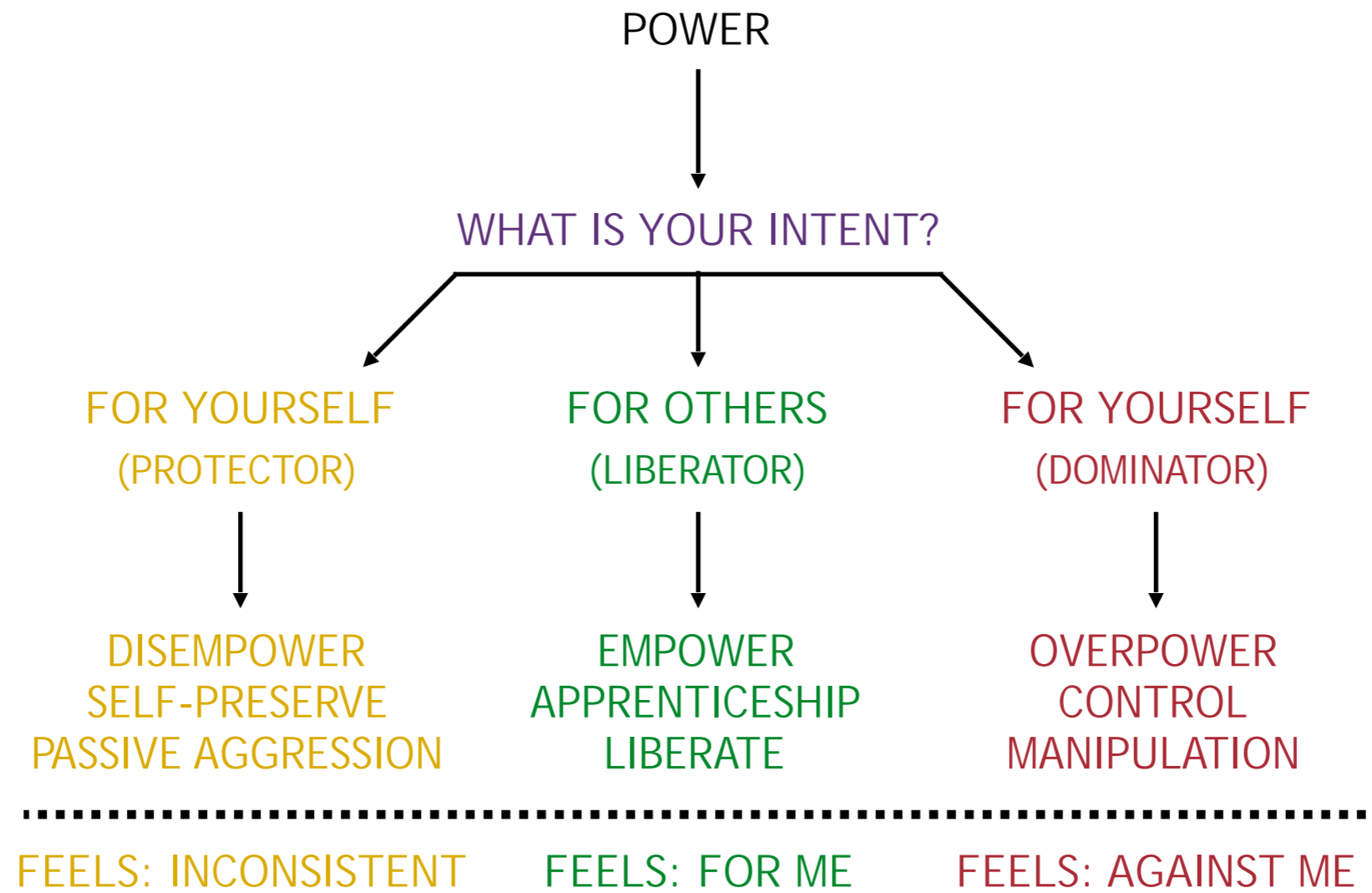


Environment Matters!!!

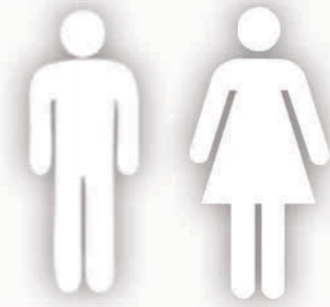
SUPPORT CHALLENGE MATRIX



THE POWER TEST



PAIRS EXERCISE



What quadrant best describes your personal leadership culture?



A photograph of two men in dark suits and ties standing behind a glass wall. The man on the left is leaning forward, with his hand pressed against the glass, looking towards the man on the right. The man on the right is also leaning forward, with his hand pressed against the glass, looking back at the first man. The background is a blurred office interior with vertical lines, possibly from a window or door frame. The overall lighting is soft and professional.

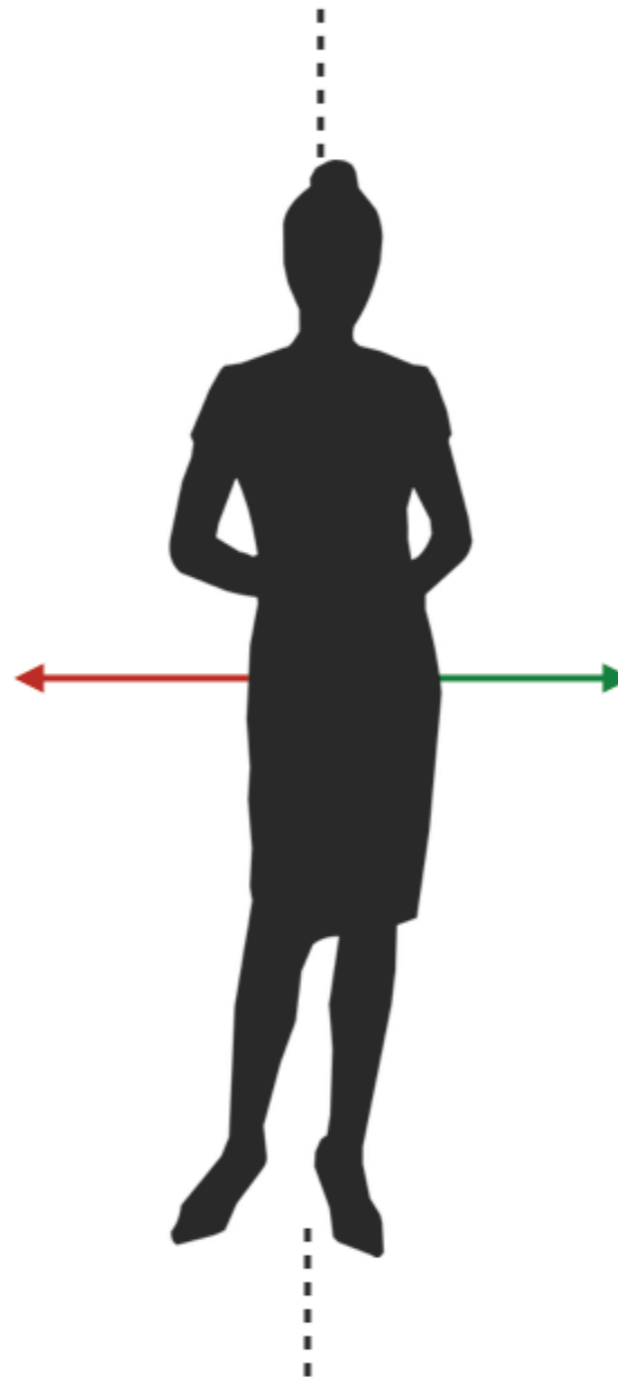
**“What is it like to be on the other side of
you?”**

THE RESPONSIVE LEADER

RESISTANT



Insecure
Arrogant
Prideful



RESPONSIVE



Secure
Confident
Humble

THE LIBERATOR'S INTENT

CALLING OUT

Others Experience:
"Against Me"
"For Themselves"

Leads to:

- ▶ Disempowerment
- ▶ Stifled Growth
- ▶ Conflict & Drama
- ▶ Domination



CALLING UP

Others Experience:
"For Me"

Leads to:

- ▶ Empowerment
- ▶ Fulfilled Potential
- ▶ Collaboration
- ▶ Liberation

LIBERATING OTHERS



Fight for the highest possible good in the lives of those they lead.

- 1 What specific support and challenge do they need from me?
- 2 What is the tendency or pattern most undermining their influence?
- 3 How do I help them get to the next level?

CORE PROCESS

KNOW YOURSELF

CALL IT

WHAT IS MY LEARNING OPPORTUNITY?

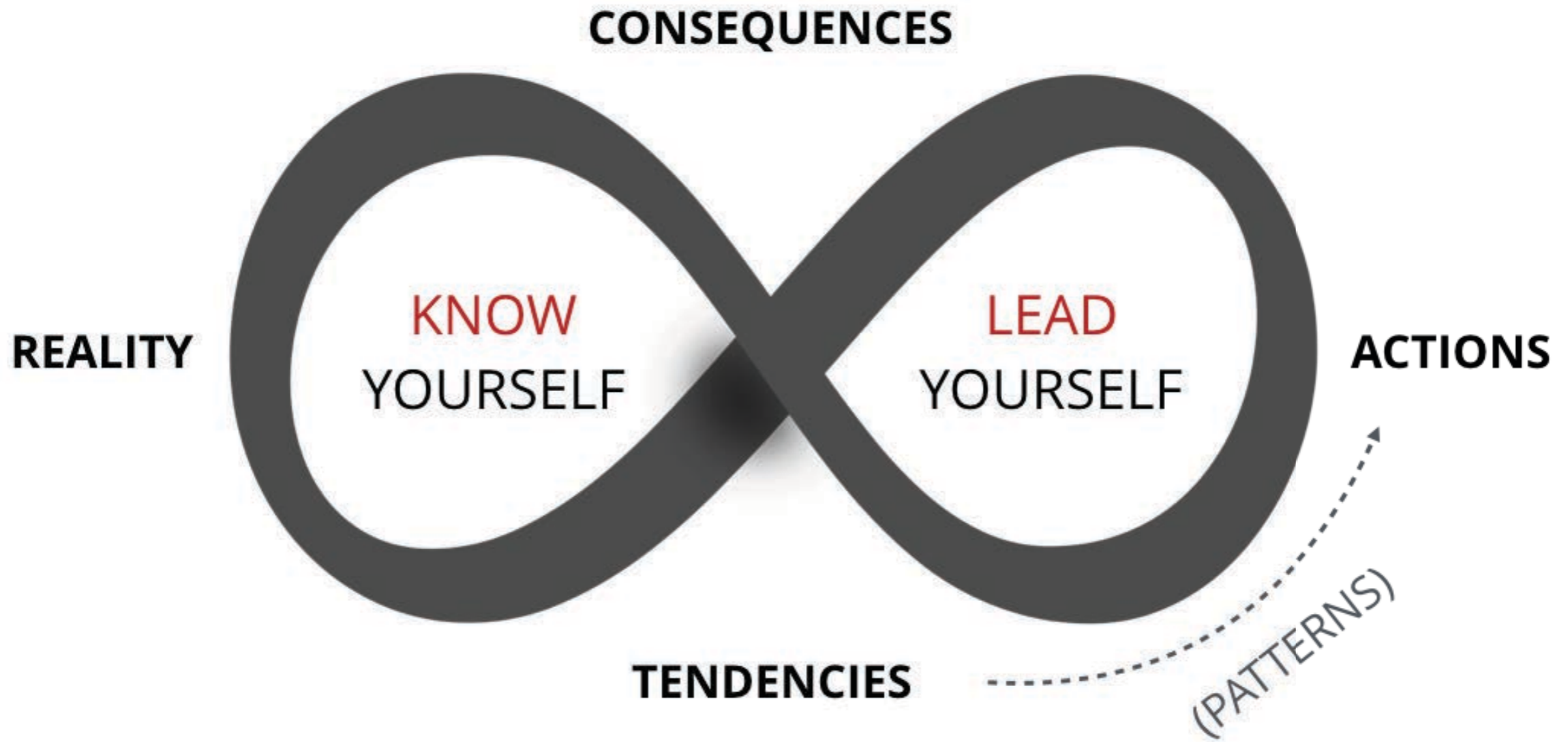
OWN IT

RESPOND

EXECUTE

LEAD YOURSELF

KNOW YOURSELF TO LEAD YOURSELF



5 CIRCLES OF INFLUENCE

INTENTIONAL



ACCIDENTAL

PAIRS EXERCISE



What are some of your *negative* tendencies and what kind of reality have they shaped for you as leader?

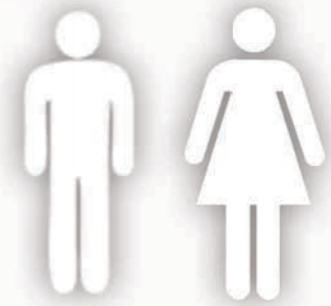
What patterns might you need to disrupt in your leadership behavior (accidental or intentional) in order to strengthen your influence with others?

High Support
INTENTIONAL



ACCIDENTAL
Low Support

PAIRS EXERCISE



Where would you plot your self in each of the 5 Circles and why?

5 VOICES



Nurturer



Champion of... People, relational harmony and values

43%
of the population

Present Oriented

Creative



Champion of... Future ideas, innovation and organizational integrity

9%
of the population

Future Oriented

Guardian



Champion of... Due diligence, resources, and efficient systems and processes

30%
of the population

Present Oriented

Connector



Champion of... Relational networks, collaboration, and effective communication

11%
of the population

Future Oriented

Pioneer



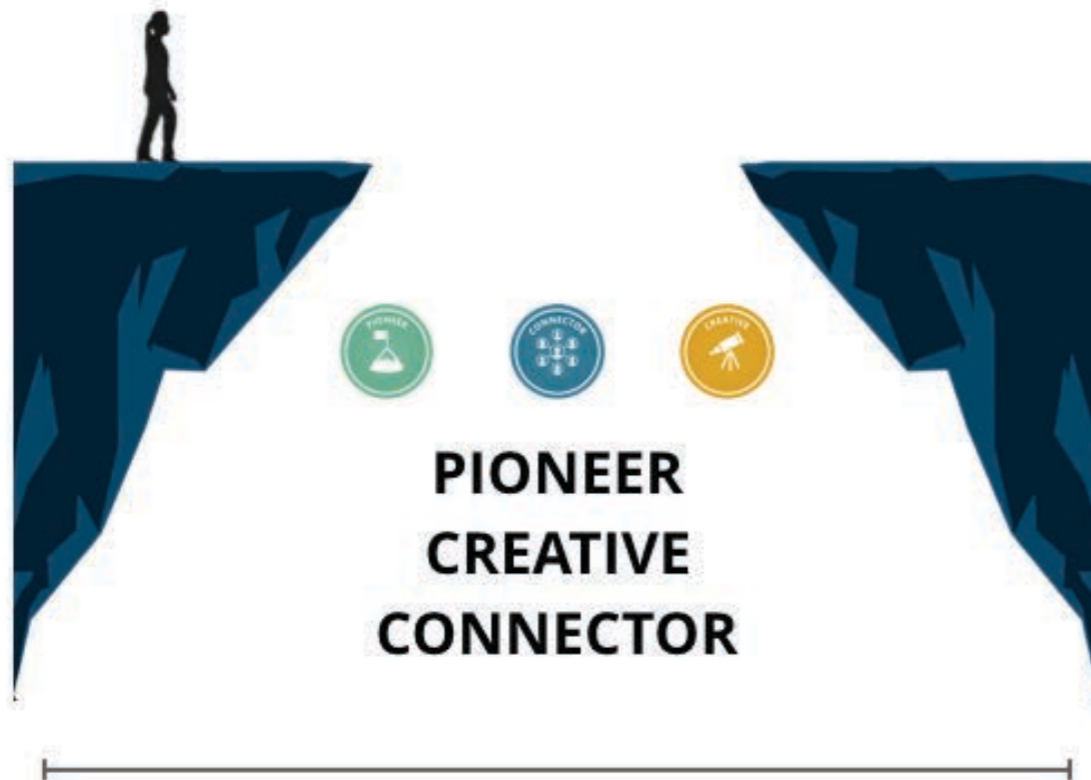
Champion of... Strategic vision, results-focused, and problem-solving

7%
of the population

Future Oriented

BUILD THE BRIDGE

"The vision is compelling,
we will find a way."



Future
Oriented

"The vision may be compelling but
without a bridge I'm not coming."



Present
Oriented

TRANSFORMING TEAM COMMUNICATION

Experience the power of the 5 Voices in this series of online and interactive workshops designed for you to facilitate with your team. Together you will deepen relational trust, unlock your team's true potential and accelerate its performance



The typical outcomes you will experience:

- ▶ Increased self awareness and confidence as each person discovers their Leadership Voice
- ▶ Deeper relational trust
- ▶ Greater collaboration
- ▶ Honest conversations being the norm with fewer tensions and challenges
- ▶ Richer and better decision making
- ▶ Increased team performance against your metrics

The Workshops

Each workshop comes with an online film for the team to watch, learning guides to support the exercises and clear, practical take aways

1: Discover Your Leadership Voice

Learn the behaviors and value of each of the 5 Voices and identify the foundational Voice you use

2: The Power of Your Voice

Celebrate the contribution your Voice brings and learn the negative impact your Voice can have on others

3: The Art of Collaboration

Get the best from each person in your team by learning to leverage and trust the strengths of their Voices

4: Optimizing Team Performance

Learn how to create team alignment and synergy by harnessing the contribution of all 5 Voices

5: Team Kryptonite

Apply practical tools to avoid the five main reasons why your team will not achieve its potential

TAKE AWAYS & LEAVE BEHINDS

What is one thing you are going to take with you from today?

One thing you want to leave behind?

THANK YOU!!!



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