

Driving Team Leadership

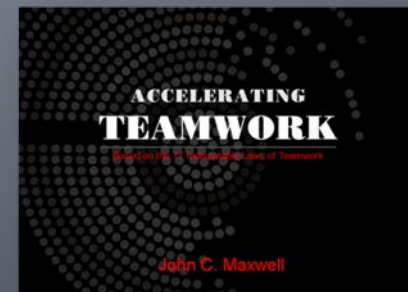
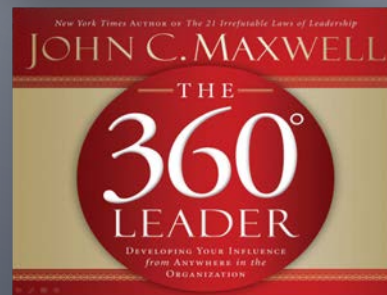
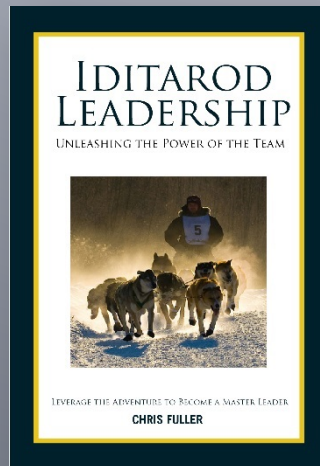
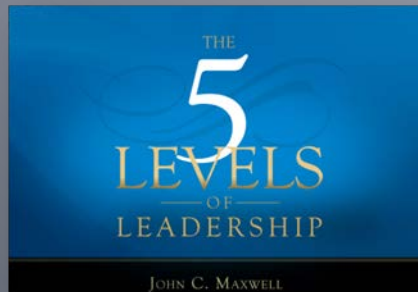
That delivers sustainable RESULTS!



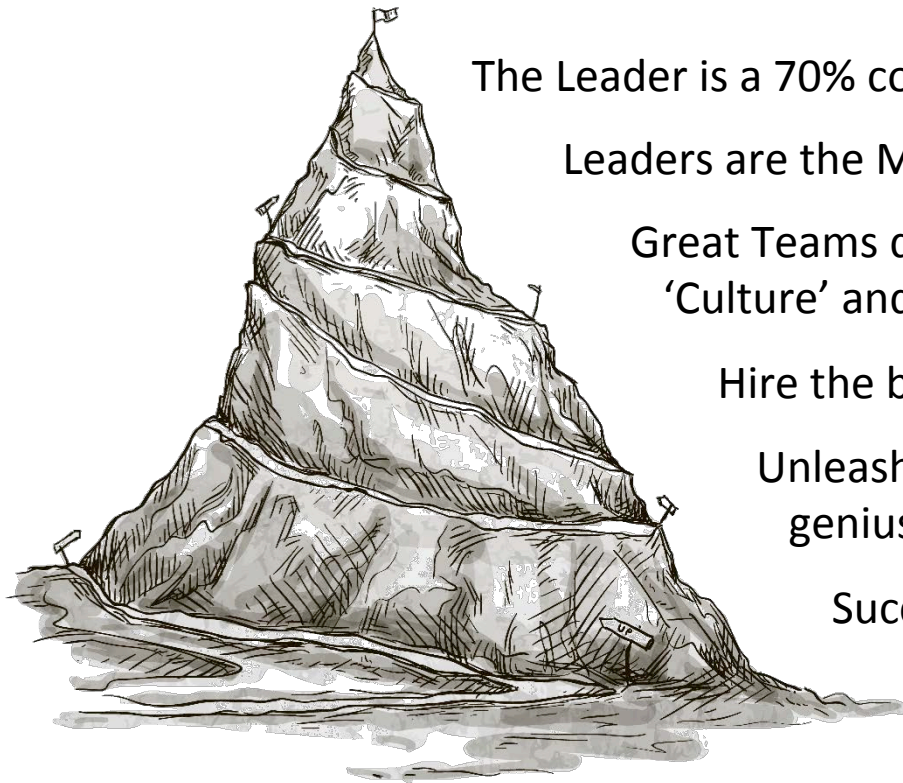
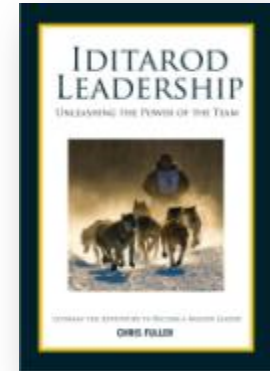


INFLUENCE LEADERSHIP

An Organizational Effectiveness Company
Consulting | Leadership | Culture



Executive Summary of Today



The Leader is a 70% coefficient

Leaders are the Model and the Limiter

Great Teams don't just happen – they are a result of the 'Culture' and the Leader's intentionality

Hire the best that 'Fit' the Culture

Unleashing the Power of the Team is about the genius of the "AND"

Success is a Process but Process supports Purpose

R.A.C.E. for Effectiveness

Lead the Team you have while building the Team you want

Trust is the Currency of Leadership

Powerful 'Pull' begins with PURPOSE and Connectedness





OPENING DISCUSSION

OPENING DISCUSSION

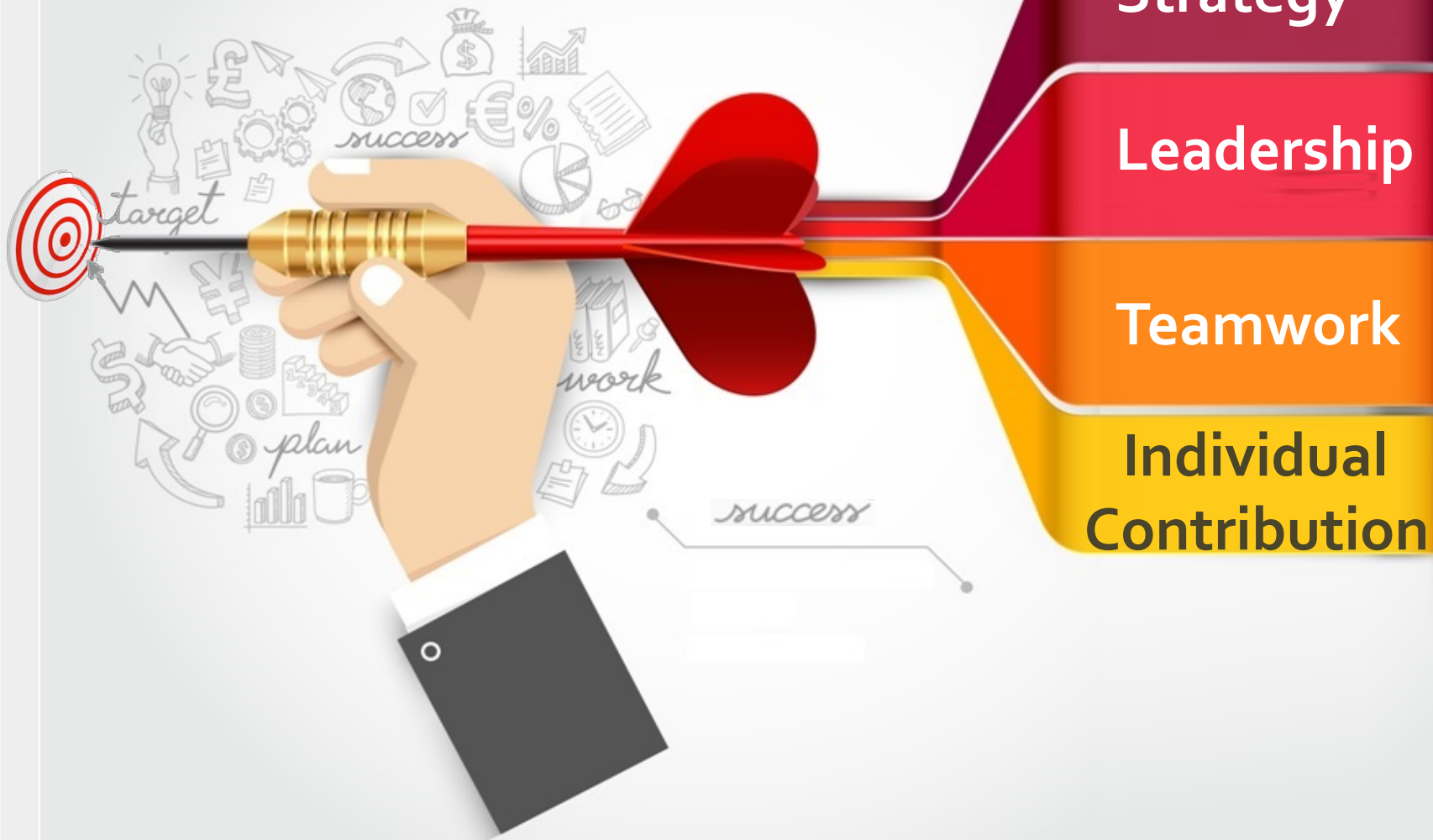
**What is
Leadership?**

Exercise

**What is Team
Leadership?**



Culture



|| Culture Goals

Key
Organizational
component
AOI's
effected by
Culture

IMPACT:

Employee Retention

Client Satisfaction

Productivity

Profitability

|| Culture Components

Key components
of an Effective
Team Leadership
Culture that
delivers sustainable
Results

Control

Environment

Leadership

Expectations

Methodology

Values Centric



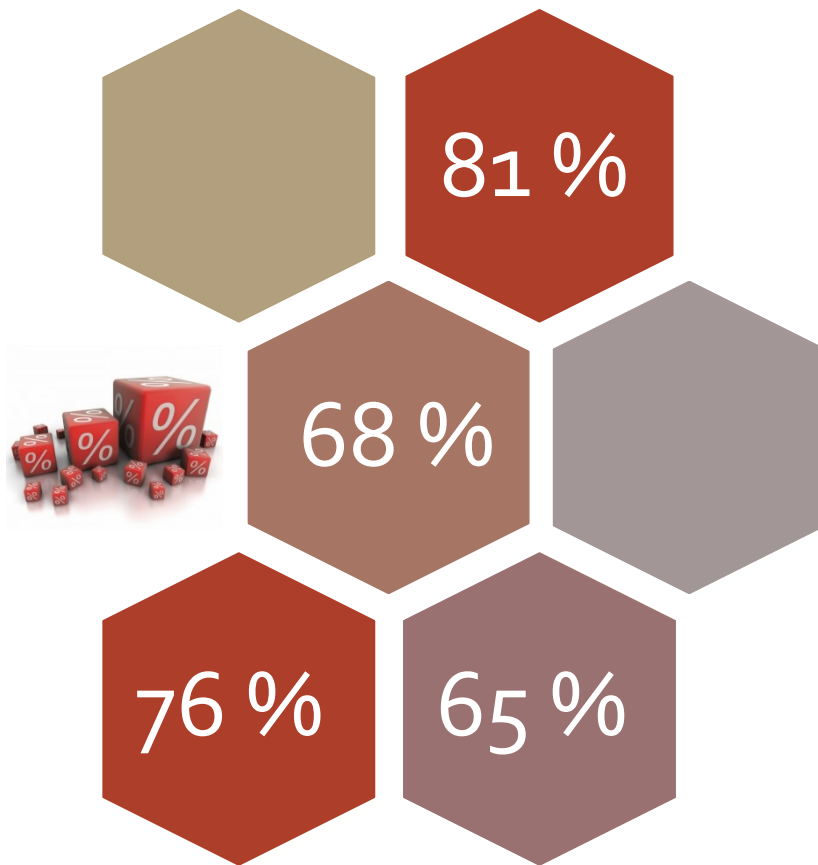
WHY IT MATTERS...



An empowered ‘Team-Leadership’ Culture:

- Values People and Rewards Results
- Attracts and Retains Talent
- Fosters an “Ownership” mindset
- Fosters Decisions and Actions at every level
- Sets the Standard which translates to How our People treat our Customers
- Develops next-level Leaders
- Encourages Work-Life Balance
- Can be a ‘Secret-Sauce’, Competitive Advantage

■ Culture Leadership and Results



Source: Bain Survey

- Doomed to mediocrity without High Performance Culture
- Culture is a source of Competitive Advantage
- Believe it is Changeable
- Believe it is needed

10 % Succeed

|| Culture and Retention

What do you think is the amount of revenue lost annually due to employee turnover?

(Source: U.S. Bureau of National Affairs)

Cost of Turnover

\$1 Billion

\$5 Billion

\$8 Billion

\$11 Billion

|| Culture and Retention

What do you think is the amount of revenue lost annually due to employee turnover?

(Source: U.S. Bureau of National Affairs)

Cost of Turnover

\$11 Billion

■ Culture and Leadership

Companies that increase their number of talented managers and double the rate of engaged employees achieve, on average, X % higher earnings per share than their competition

(Source: Gallup)

Leadership ROI

147%

Long Term Benefit of Developing a Leadership Culture

Avg for Firms with Performance Enhancing Cultures		
	342 FIRMS	517 FIRMS
Revenue Growth	682%	166%
Employment Growth	282%	36%
Stock Price Growth	901%	74%
Tax Base (Net Income) Growth	756%	1%

Harvard Business School, John Kotter

Effective Leadership Cultures are defined as organizations with intentional programs around succession planning, manager development, high potential programs, and pay for performance rewards.

EMPLOYEE ENGAGEMENT:

the commitment an employee has to his or her organization

WHY EMPLOYEE ENGAGEMENT MATTERS

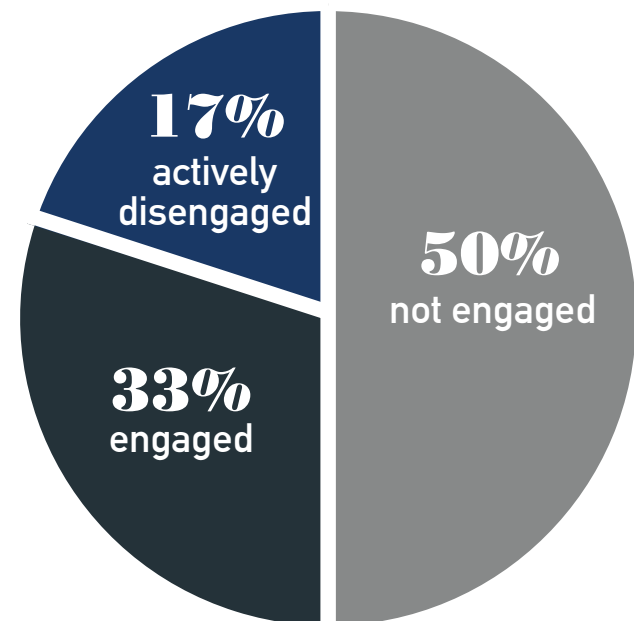
\$11 Billion lost annually due to employee turnover
(Source: U.S. Bureau of National Affairs)

74% of departed employees cited a lack of employer/manager engagement as their principal reason for leaving (Source: Harvard Business Review)

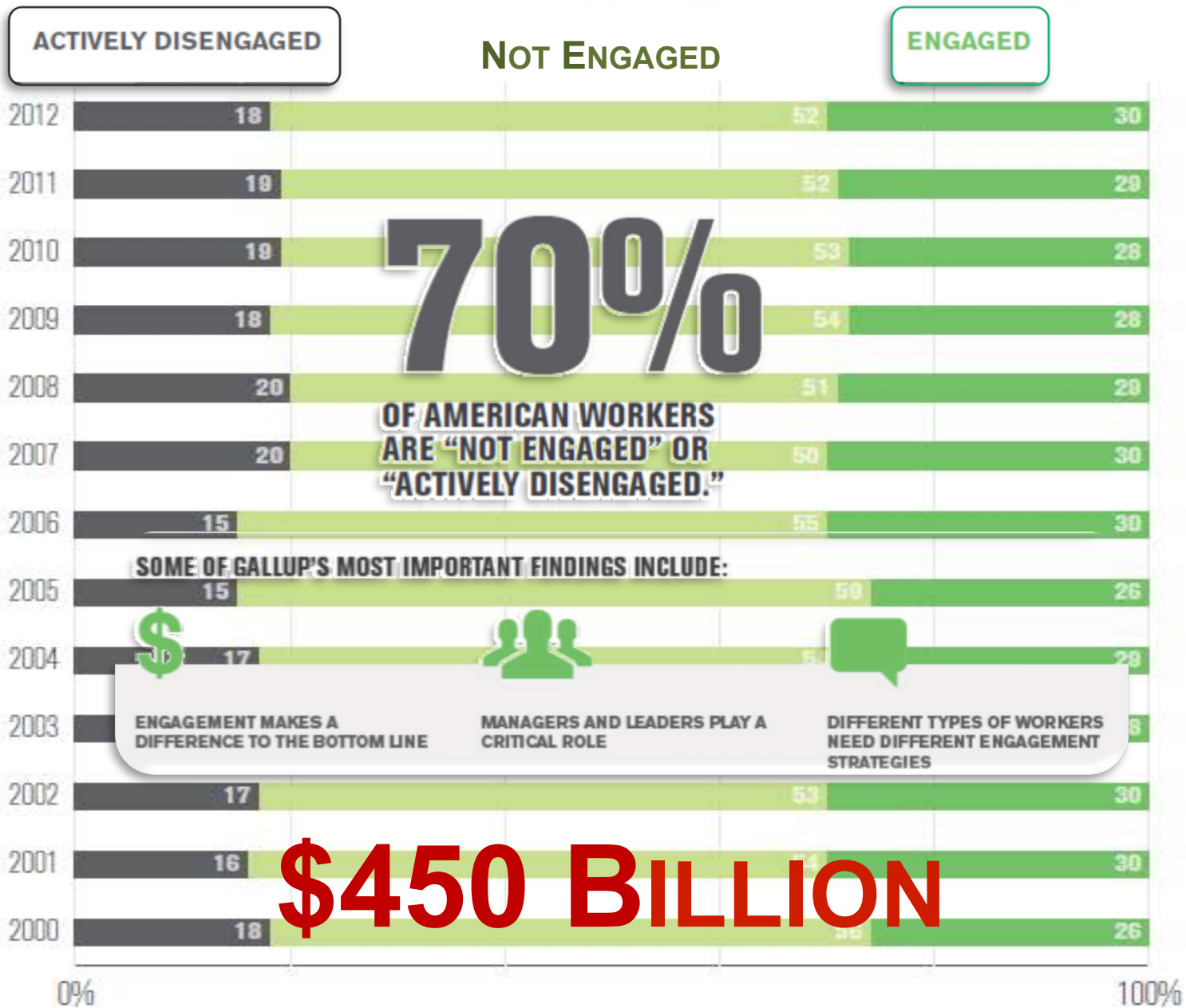
Companies that increase their number of talented managers and double the rate of engaged employees achieve, on average, 147% higher earnings per share than their competition (Source: Gallup)

67% of all employees are not fully engaged
(Source: Gallup)

Gallup 2015 Survey
Results on Engagement



EMPLOYEE ENGAGEMENT AMONG THE U.S. WORKING POPULATION



|| Culture Components

Key components
of an Effective
Leadership Culture
that
Delivers Results

Control

Environment

Leadership

Expectations

Methodology

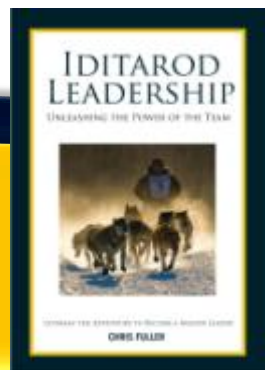
Values Centric

IDITAROD

• National Historic Trail •

You Lead People

You Manage
Things



Owning your Spot

BARK (s)

- Be Consistent
- Attitude
- Real
- Knowledge
- Serve first

Chris Fuller's Iditarod Leadership

FRIDAY, MAY 22, 2009

■ If you want your Leaders attention - BARK (just not too much)

There are many obstacles out on the trail, many places where you can dump the sled. The most deadly? Belief. The first and most formidable opponent will, usually, be belief. The old saying on the trail is, "If you believe you can or you believe you can't -- you're probably right."

When it comes to 'Influence', if you don't own the belief system that you can develop and increase your influence -- then you won't even try -- you'll leave the sled on the trailer or just run with your head down believing that you are simply a beast of burden meant to pull the sled without input, feedback -- 'Influence'.

We'll talk more about beliefs in a latter blog -- so for now -- let's use the Friday blog to rally around HOW to increase your influence. I'll throw out some things and leave them for addition by the group.

(Note of housekeeping: some of you are emailing your thoughts to maintain privacy -- if that is needed I'll be glad to repost your comments without using your name -- otherwise please post them here -- thx)

If you want your Musher to hear you -- if you want to have influence with your Leader then BARK.

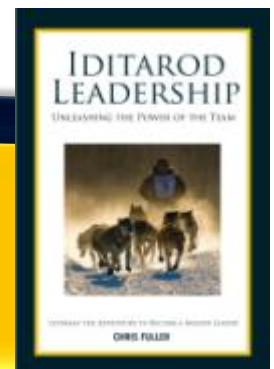
Chris Fuller



Rave on!

[View this blog on Technorati](#)

Book References New team? BARK Vision Facebook Table of contents BIO Influence new leadership Contact Twitter



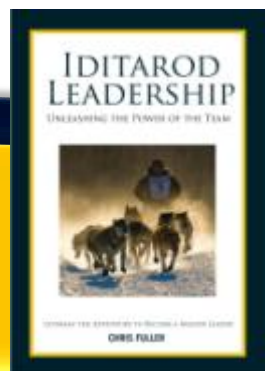
IDITAROD

• National Historic Trail •

Leaders Build
Culture

Culture Produces

Results

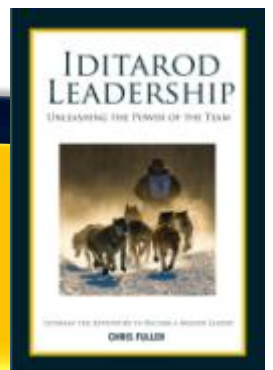


IDITAROD

• National Historic Trail •

Leaders set
the pace!

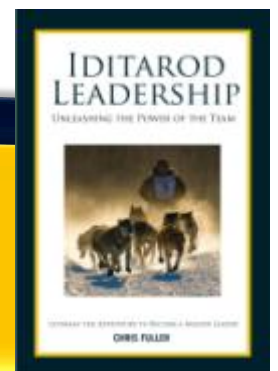
Energy & Attitude



Knowing Teams



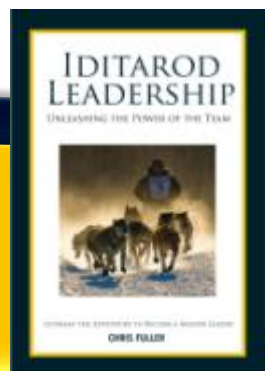
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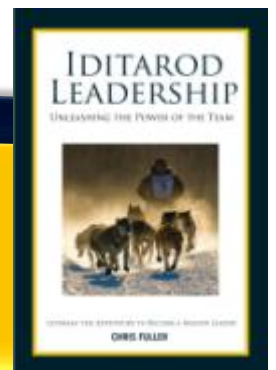
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The Leader OF
the Team is
different than the
Leader IN the
Team





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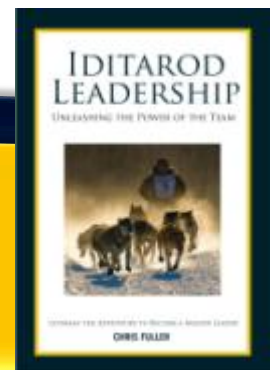


Knowing Teams



Lead Dogs

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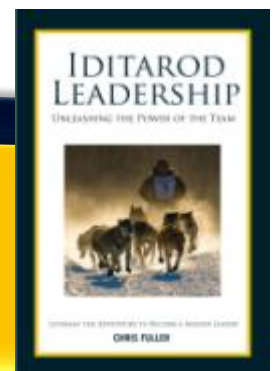


Knowing Teams



Swing Dogs

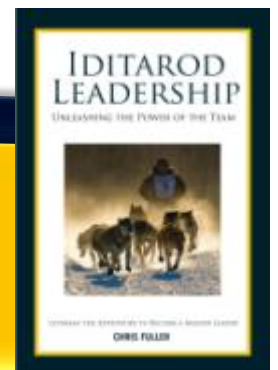
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Knowing Teams



Team Dogs
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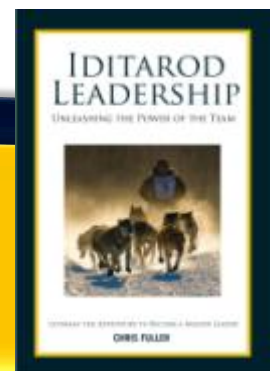


Knowing Teams



Wheel Dogs

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Thank You!

Driving TEAM Leadership!

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Influence Leadership
.com

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