OBJECTIVES

- Overview
  - Reposition
  - Strategy
  - Success
- Strategic Planning
- Confronting Change/Maintaining the Vision
- Discovering Your Strengths
- Becoming A Person of Influence
- Strong Courageous Leadership
Reposition –
+ To change the position of.
+ Put in a new position.
+ Change place or direction.
+ To update or change the marketing of a product or service.

Strategy –
+ A systematic plan of action.
+ A definite purpose.
+ A long-term plan for success.

Success –
+ The achievement of something desired, planned, or attempted.
+ Knowing your purpose in life, growing to your maximum potential, and sowing seeds that benefits others. *John C. Maxwell*
Mission & Objectives – the *mission statement* describes the company’s vision, including values and purpose and the forward looking visionary goals that guide the pursuit of future opportunities. *Objectives* – *Financial* i.e., earnings growth; *Strategic* i.e., business position.

**Environmental Scanning** – Internal Analysis (SWOT); External Analysis (PEST)

**Strategic Formulation** – based on information gathered from SWOT & PEST analysis.

**Strategic Implementation** – programs, budgets, procedures, organization or realignment of resources, and motivation of staff to achieve objectives.

**Evaluation & Control** – monitor and make adjustments as needed.

CONFRONTING CHANGE MAINTAINING THE VISION

- Do a self analysis (personal SWOT and/or PEST)
- Be aware of your surroundings
  - Are you being excluded from important meetings?
  - Does your boss seem distant?
  - Is the rumor mill engaged?
- Be flexible. Be willing and ready to reposition and/or realign people, systems and processes as needed.
CONFRONTING CHANGE
MAINTAINING THE VISION

- Accept and acknowledge the change and move on. Don’t let fear and uncertainty overtake you.
- Continue to do your work.
  - Be positive in actions and attitude.
- Maintain your network.
- See the big picture.
  - Know what’s ahead, when to move, and when to stay in position.
Success is achieved by developing our strengths, not by eliminating our weaknesses. ~ Marilyn vos Savant

- **Strengths** are activities that make you feel strong and empowered.
- They usually align with your purpose and giftedness.
  - Only 17% of people play to their strengths on a daily basis
- Focus on things that make you feel
  - Strong
  - Effective
  - Unique
- **Weaknesses** are activities that drain or deplete you, make you feel powerless.
DISCOVERING YOUR STRENGTHS

Four **SIGNS** of a Strength

**Success** - how effective you feel at an activity

**Instinct** – how you feel before the activity

**Growth** – how you feel during the activity

**Needs** – how you feel after you’ve done the activity

*Reference*: Go Put Your Strengths to Work – Marcus Buckingham
HOW TO FREE YOUR STRENGTHS

Focus – identify how and where the specific strength helps you in your current role(s).

Release – find the missed opportunities in your current role(s).

Educate – learn new skills and techniques to build this strength.

Expand – Build your job or life around this strength.
DISCOVERING YOUR STRENGTHS

ACTIVITIES

- Green/Red Card Activity
  + Green Card (I Loved it)
  + Red Card (I Loathed it)
- Strength Statement
- Weakness Statement

Resource: Oprah.com/workshop
“Take Control of Your Career & Your Life”
Marcus Buckingham
I Loved It

I felt strong when...

I cleaned out my garage and gave some really nice furniture and clothing to the Big Brother Big Sister organization.
I Loved It

I felt strong when…

I sent out a message to our campuses letting them know that our automated grade change process had been deployed.
Strength Statement Card

I feel strong when I give to others in need.

I feel strong when I announce the deployment of a new technology solution.
I Loathed It

I felt weak...

When I was asked at the last minute to attend a high-profile audit meeting and was not given an agenda or time to prepare.
Weakness Statement Card

I feel weak when I don’t have time to prepare.
A Person of influence has integrity with people

- **INTEGRITY** - Adherence to ethical and moral principles, soundness of moral character, honesty *(dictionary.com)*
- Integrity is the foundation upon which many other qualities are built, such as respect, dignity, and trust.

**Reference:** Becoming A Person of Influence, *John C. Maxwell & Jim Dornan*
TRUST - Confidence in people - their integrity and their abilities.

Trust is a function of two things:

1. Character – includes your integrity, your motive, your intent with people.
2. Competence – includes your capabilities, your skills, your results, your track record.

Trust is the core imperative of great leaders. It affects your ability to do everything else. ~Stephen R. Covey

Reference: The Speed of Trust, Stephen M.R. Covey
A person of influence listens to people

45% of our day is spent listening
30% of our day is spent speaking
25% of day is spent reading/writing

The Value of Listening

+ Shows respect
+ Builds relationship
+ Increases knowledge
+ Generate ideas
+ Builds loyalty
A person of influence listens to people

How to Develop Listening Skills

- Look at the speaker
- Don’t interrupt
- Focus on understanding
- Determine the need at the moment
- Suspend your judgment
- Sum up at major intervals
- Ask questions for clarity
- Make listening a priority
BECOMING A PERSON OF INFLUENCE

A person of influence empowers people

- Sharing yourself, your influence, position, power, and opportunities with others with the purpose of investing in their lives so that they can function at their best
- Seeing the potential, showing others that you believe in them completely

Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves. ~ Stephen R. Covey
STRONG COURAGEOUS LEADERSHIP

Characteristics...

- Charisma
- Wisdom
- Vision
- Attitude
- Judgment
STRONG COURAGEOUS LEADERSHIP

- Know yourself – Reality
- Change yourself – Responsibility
- Accept yourself – Maturity
- Forget yourself - Security
STRONG COURAGEOUS LEADERSHIP

Follow Your Passion

Following your passion is the key to finding your potential
~ John Maxwell

The world will belong to passionate, driven leaders...people who not only have enormous amounts of energy, but who can energize those whom they lead. ~Jack Welch
STRONG COURAGEOUS LEADERSHIP

- Personal Success – John Maxwell
  + Knowing your purpose in life
  + Growing to your maximum potential
  + Sowing seeds that benefit others

“Success is not the key to happiness. Happiness is the key to success. If you love what you are doing you will be successful.” ~Albert Schweitzer
RECAP

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RESOURCES

John Maxwell
TD Jakes
Marcus Buckingham
Stephen M.R. Covey
Twenty years from now you will be more disappointed by the things you didn't do than by the ones you did do. So ... Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.

- Author Unknown