



#1 RULE LEADERSHIP

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about **GROWING OTHERS**

The people are the most important part of and organization

Work should be fun – it should be about winning the game!

The most important thing you can do as a leader is to focus your energies on helping others grow

ENERGY AND OPTIMISM

Fight the gravitational pull of negativism by:

Displaying an energizing, can-do attitude about overcoming challenges. But be real.

Fight the negative forces.

Take actions that show you care.



2. NOT ONLY SET THE MISSION, MAKE IT
COME ALIVE





LIVING THE MISSION



Make the direction vivid, clear, and consistent so everyone can understand it, articulate it, and put it into action.

Talk to everyone about the mission constantly.



“ The mission of the Jack Welch Management Institute is to transform the lives of our students by providing them with the tools to become better leaders, build great teams and help their organizations win. ”



SIMPLICITY
FIND A BETTER WAY

SPEED

BE QUICK TO ACT AND REACT

EXECUTION

DO IT ONCE, DO IT RIGHT

TEAM

GET EVERY BRAIN IN THE GAME





DEVELOPING AND UPGRADING YOUR TEAM

Invest your time in 3 activities:

- Evaluating
- Coaching
- Building Self-Confidence

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MANAGEMENT INSTITUTE



4 E's & 1P

ENERGY:
The ability to go, go, go-to thrive on action and relish change.

ENERGIZE:
The ability to get others revved up.

EXECUTE:
The ability to put decisions into action and push them forward to completion no matter what.


EDGE:
Having the courage to make tough "yes or no" decisions.

PASSION:
Having a heartfelt, deep, authentic excitement about work.

Dean Spoor



TRUST CANDOR TRANSPARENCY & CREDIT



Communicate frankly about peoples' and the organization's performance.

Give credit where credit is due.

In bad times, take responsibility—in good times, pass around praise.

Be humble; don't let success go to your head.




THE CANDOR EFFECT

When you get all brains in the game you get idea rich

Generates speed: surface, debate, improve, decide

Cuts costs: eliminates meaningless meeting, "meetings after the meeting" and BS reports and PowerPoint presentations








5. HAVE THE EDGE TO MAKE UNPOPULAR DECISIONS AND GUT CALLS



MAKING TOUGH DECISIONS & GUT CALLS

Face decisions head on and let your team know what you stand for.

1. Triangulate the information you have
2. Get the team aligned
3. Trust yourself
4. Act



6. PUSH AND PROBE WITH CURIOSITY, MAKING SURE QUESTIONS ARE ANSWERED WITH ACTION



MANAGING WITH CURIOSITY



Focus on “finding a better way every day.”

Ask questions. Stir up a healthy debate. Make decisions. Take action.

Be ok looking like dumbest person in the room – your job is to have the questions, not the answers.

A photograph of five business professionals in an office setting, engaged in a discussion. A man in the center is pointing towards a laptop screen while others look on attentively.

7. INSPIRE RISK-TAKING & LEARNING BY YOUR EXAMPLE



INSPIRING RISK-TAKING

Make people heroes for taking a swing. You get the behavior you reward.

Admit your mistakes; talk about what you learned.

Be humorous about your errors.


Embrace the best practices of others—including competitors.





8. CELEBRATE AND REWARD SUCCESS

CELEBRATING SUCCESS





Make people feel like winners and create an atmosphere of recognition and positive energy,

Celebrate small and big successes

No funds? Handwritten notes & public praise go a long way

Have funds? Do something for them, not your idea of fun

8 ESSENTIAL LEADERSHIP LESSONS

1. Bring energy and optimism to the job...every day.
2. Not only set the mission, but make it come alive.
3. Constantly develop and upgrade their teams.
4. Establish trust through transparency, candor and credit.
5. Have the edge to make tough decisions.
6. Push and probe and challenge assumptions.
7. Inspire risk taking and learning.
8. Celebrate and reward success.

FINAL THOUGHTS... LEARN TODAY, APPLY TOMORROW... Make a plan to set an example & give support!!