

Developing Your Leadership & Your Career

Ralph Waldo Emerson, Wayne Gretzky, and You

Ground Rules

- Focus
- Participate
- The "X" Factor as the "C" Factor
- **Have Fun**

Ralph Waldo Emerson

“The future favors the _____mind.”

Goals – Become More Strategic About:

- Develop your leadership, develop yourself
- Become strategic about your career goals
- Sync your career goals with your company's strategic goals
- Link your career goals with your life goals and commitments

Additional Goals:

- Identify key leadership skills
- Learn how to network—even for you introverts!
- Discover the “Secret Sauce” to real Leadership

Your Career

- Begin with the end in mind – “Reverse Mapping”

Stuff Happens

“Everybody has a plan...
...until they get punched in the face.”

--Mike Tyson

Helpful persons

- A mentor
- A former teacher
- A coach
- Career counselor
- A friend
- Your manager

The Process

- Determine your goal or desire
- Grab yourself a napkin
- Plot your steps/connections
- Bounce it off others
- Take a step towards it

Questions – What.....

- Factors (economic, global, technology, labor) might affect the company?
- The cultural dynamics drive my company?
- Are the usual career tracks toward senior leadership?
- Are the career conversations have I had with a knowledgeable person within the company?
- Knowledge or skills do I need to progress?

Various “Hats”

- Parent
- Spouse
- Son
- Brother
- Friend
- Bank VP
- Marathon runner
- Child of God
- Chamber member
- Hunter
- Reader – love novels
- ESPN Junkie

Most Difficult Challenge?

- Strategist
- Executor
- People Manager
- People Developer
- Being Personally Proficient

Source: David Ulrich *The Leadership Code*

Number of Skills & Leadership Effectiveness

- 0 = 34th percentile
- 1 = 64th percentile
- 2 = Top 25%
- 4 = Top 10%

Source: Zenger Folkman Consulting

Focuses on Results

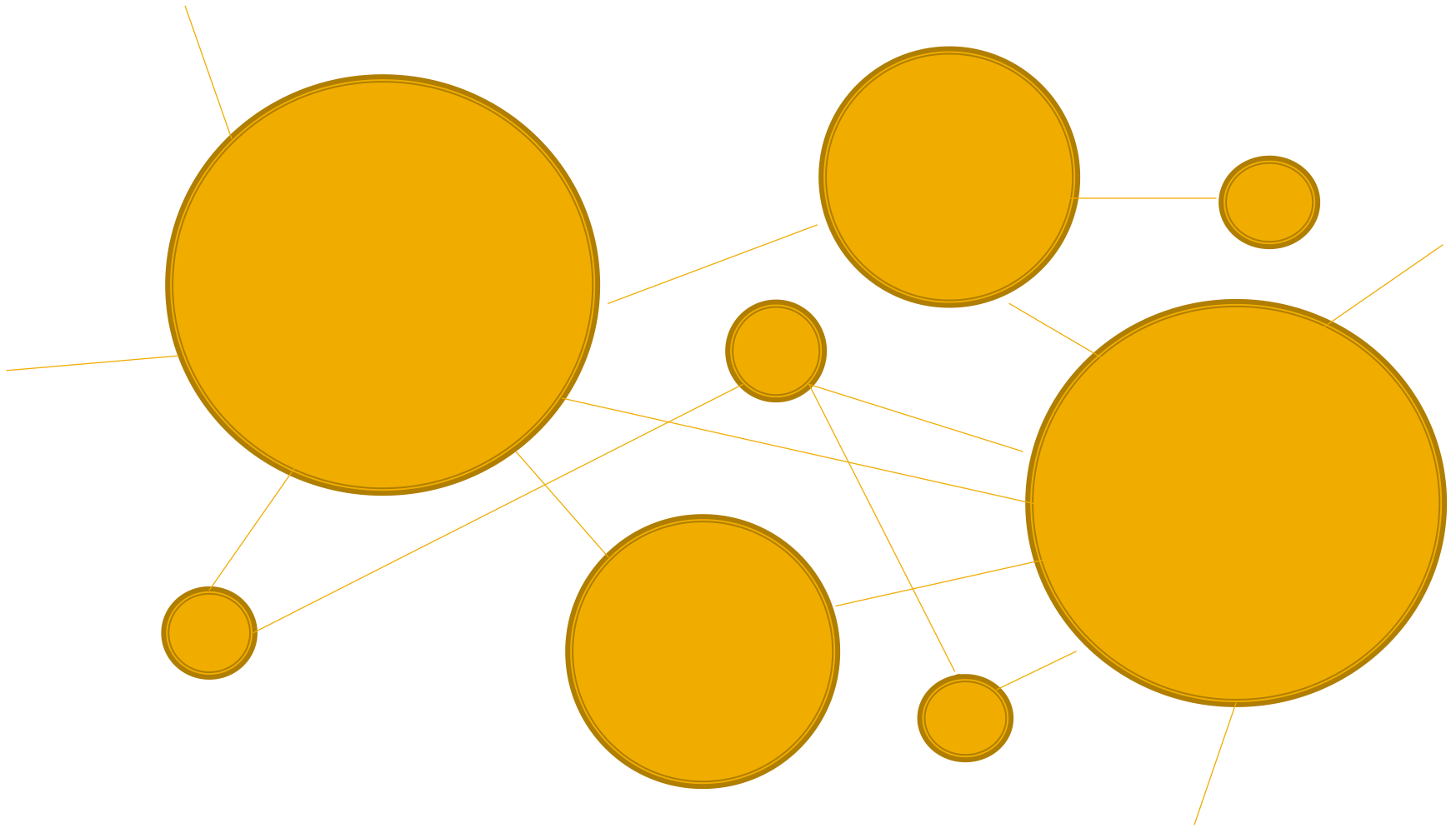
- Focuses on Priorities to generate the results
- Creates a calendar and daily planner in support of those priorities
- Reduces non-value-added activities

Emotional Intelligence

- Emotional self-awareness & control
- Empathic
- Adaptable
- Manages conflict well

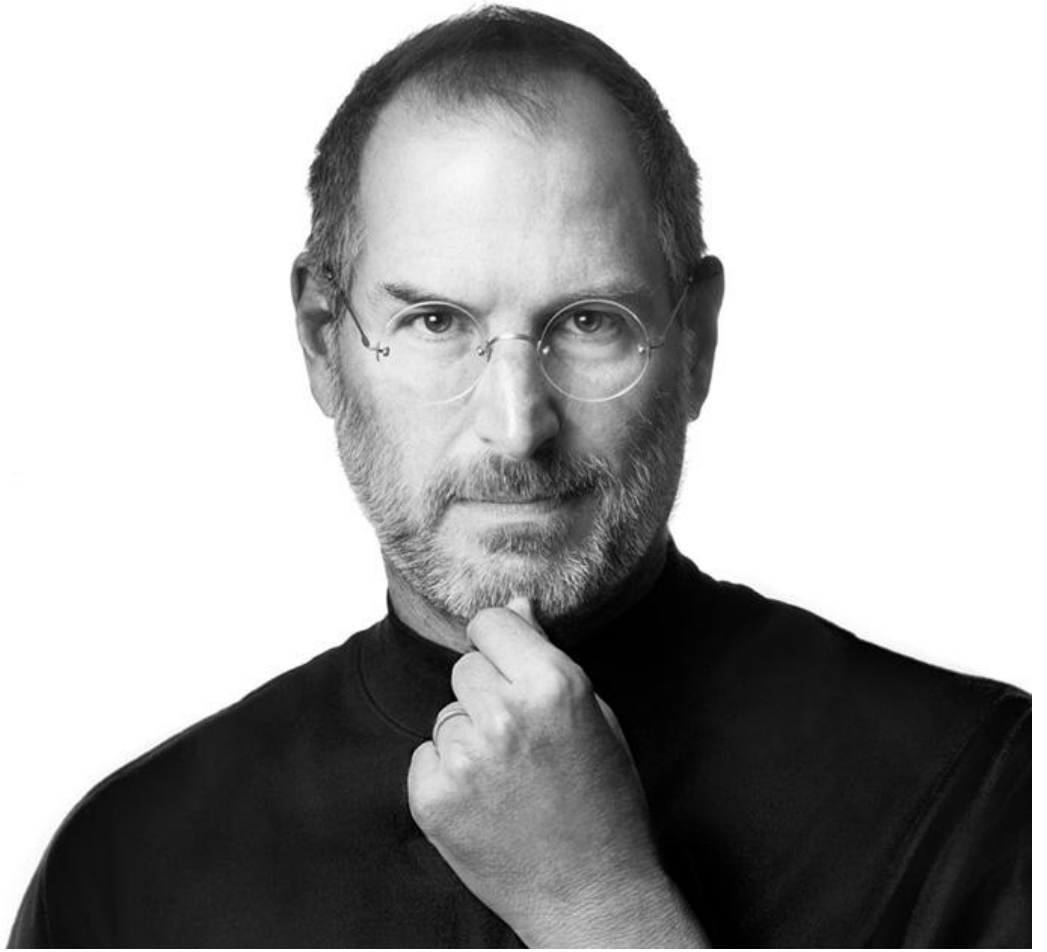


IDEO Collaborators



Common 360 Questions

- When do you see this person at his/her best?
- What do you want this person to do more of?
- What do you want this person to do less of?
- What suggestion do you have for this person to improve his/her leadership?



Networking: “I hate it!”

- Makes you feel phony or uncomfortable
- Really tough for introverts
- More difficult for people under 30 who don't think they have much to offer
- Good news! It can be overcome!

Why Do It

- Connect with others that can benefit your career and your company
- Identify prospective customers
- Connect with experts
- Meet with others who have a common interest
- To assist and help others

Where do you network?

- Conferences, meetings, seminars
- Events where customers might attend
- Celebrations (weddings, ground-breakings)
- Coffee shops & pubs
- Go where you love to go

How to network

- Decide on a goal (meet 3 people; meet a specific person)
- At a meeting or event, wear a name tag
- Seek a CPI
- When saying something about your company, make it *unique*.
- Ask for a business card; offer your own
- Next day: send an email

Conversation Starters

- “Hi. I don’t know too many people here, so I wanted to introduce myself.”
- “Hi. I’m your name. I see you’re with name of their company. Tell me something about your company.”
- “Hi. I see you’re from name of their city. (reference something you know about that place.)

Learning to be a leader can be:

AWKWARD!

Thank you!

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