



Leading Yourself and Your Teams from wherever you are

Presented by Trina Walker
October 29, 2019
Nonprofit Day 2019 - Erie, PA





Strategy * Teams * Projects

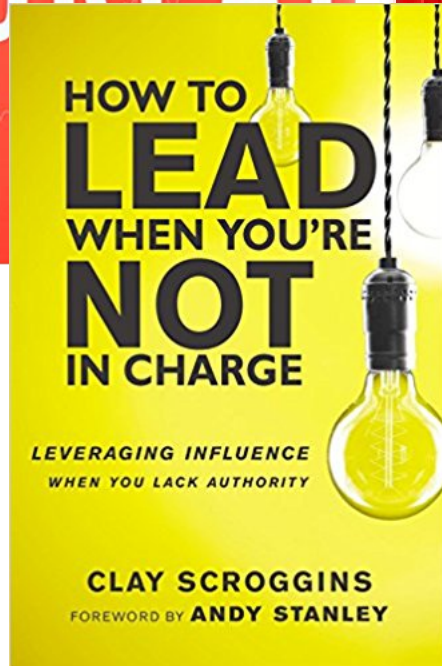
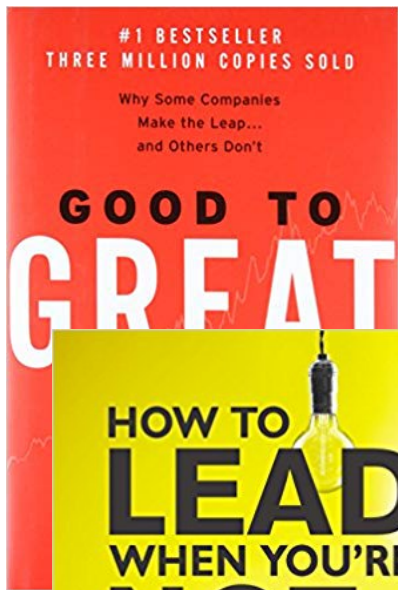
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A positive force for betterment



e, skills &



Agenda



Leadership Defined



Leading Yourself



Leading Others



Development Plan and
Resources

What is Leadership

Leadership is Influence

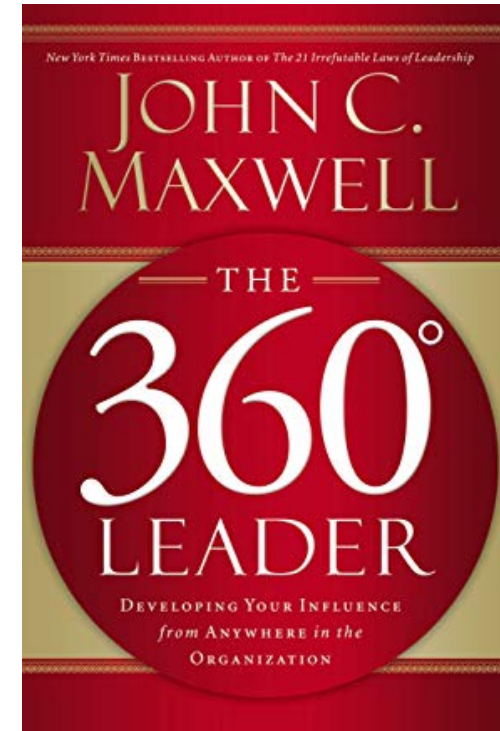
“How many of you had someone in your life who communicated your worth and potential so clearly that it profoundly influenced your life?”

Leadership is a
choice we make, not
a position we hold.

You don't need a title to be a leader

Overcome “Limiting Beliefs”:

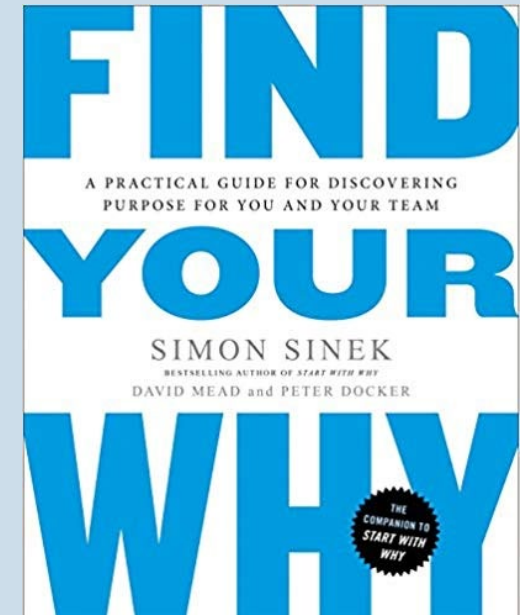
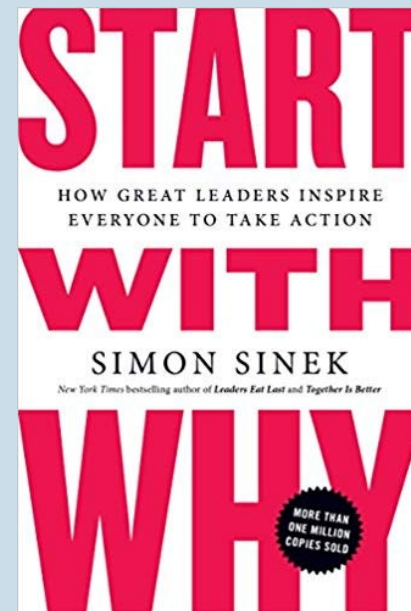
- I don't have permission or authority
- People won't like me
- I need to lay low
- I might mess up



Lead Yourself Well

PERSONAL TRAITS OF GREAT LEADERS

Great Leaders Have: Clarity





The Power of Your Why

“WHY” is the purpose cause or belief that drives every one of us.

Knowing your why is the first step to leading yourself well.

Know Yourself

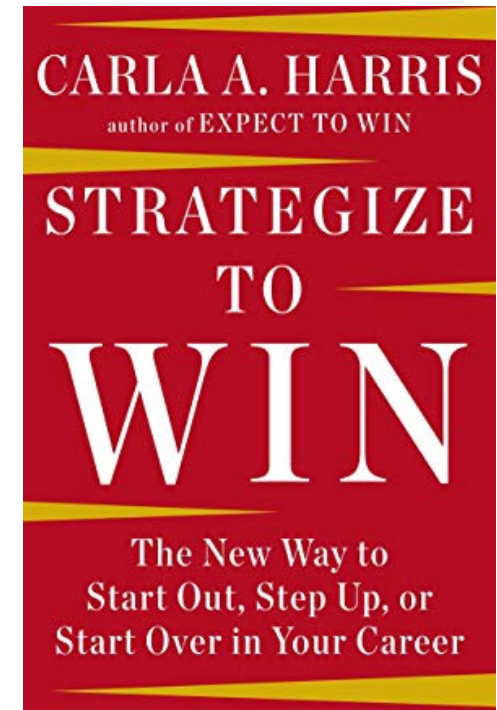
Spend time to understand who you are. Reflect a couple of times every year - especially when you have life-changing events.

Who are you when things get tough?

Who are you when things get easy?

Are you a great problem-solver?

Do you like working on a team or alone?



Great Leaders Have:
Positivity

"Keep your thoughts positive because your thoughts become your words. Keep your words positive because your words become your behavior. Keep your behavior positive because your behavior becomes your habits. Keep your habits positive because your habits become your values. Keep your values positive because your values become your destiny."

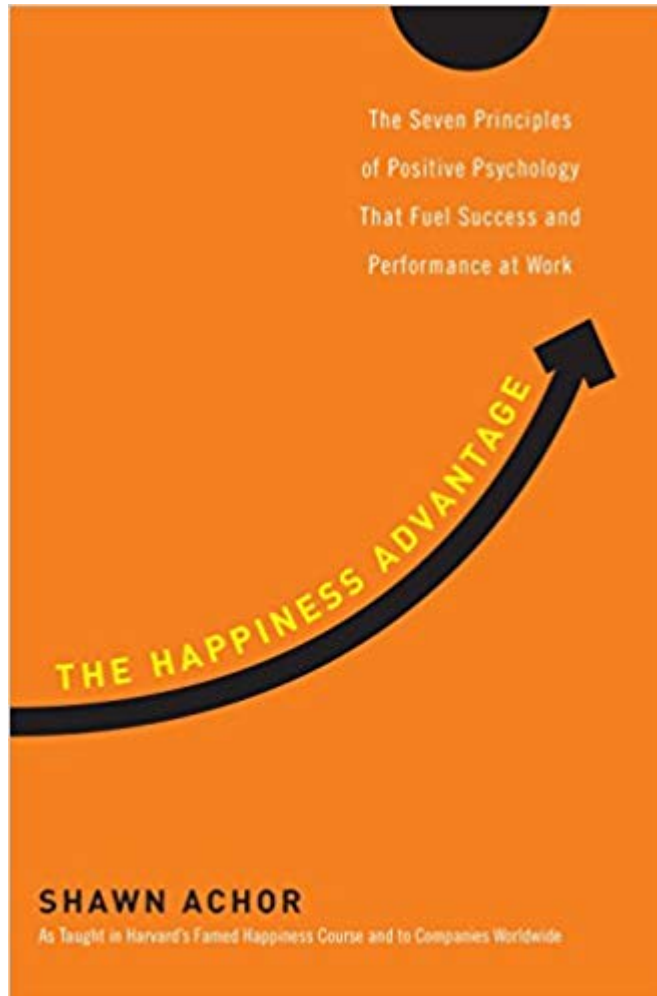
-- Mahatma Gandhi

We are in charge of our attitudes



The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day... Life is 10% what happens to me and 90% how I react to it.”

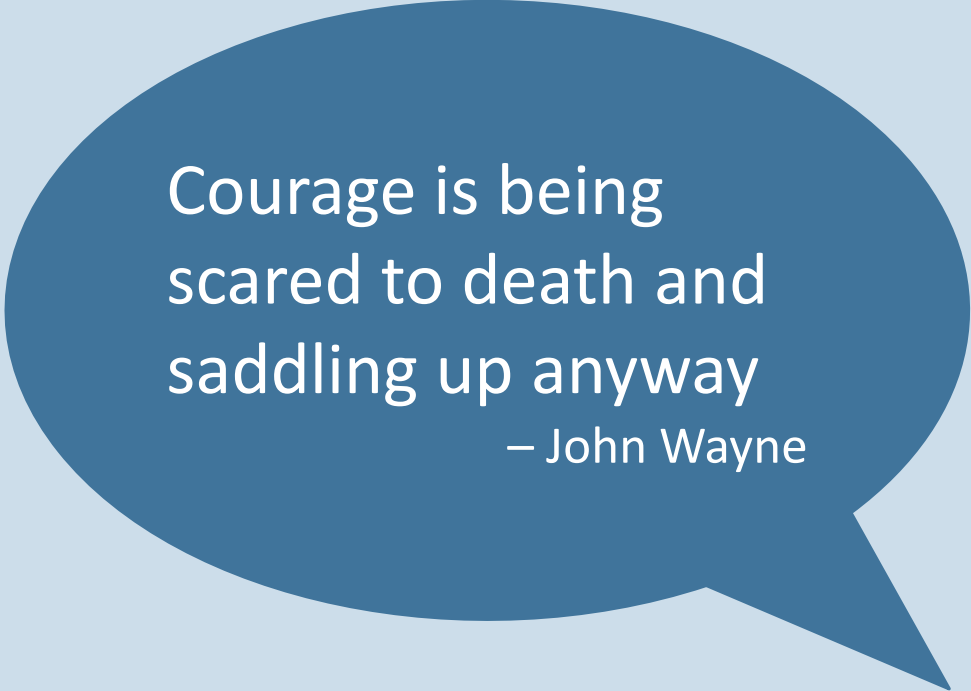
-- Charles Swindoll



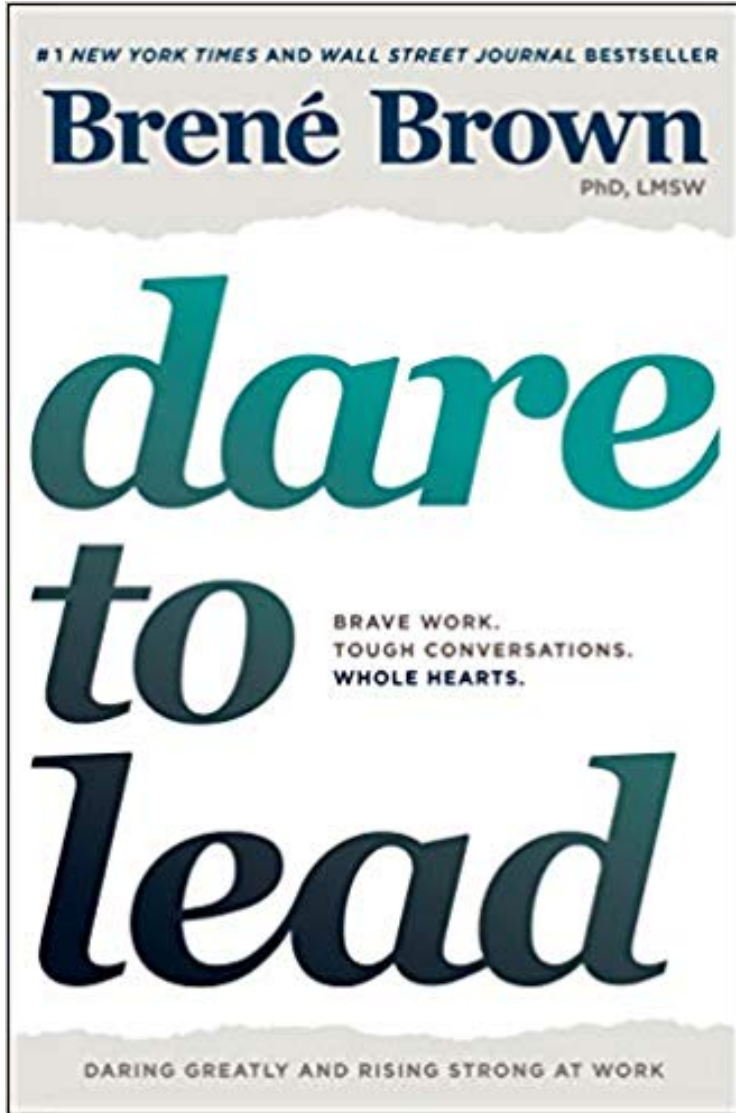
When we are positive, our brains become more engaged, creative, motivated, energetic, resilient and productive at work.

<http://www.shawnachor.com/media/>

Great Leaders Have:
Courage



Courage is being
scared to death and
saddling up anyway
– John Wayne



Courage = Vulnerability

Know yourself

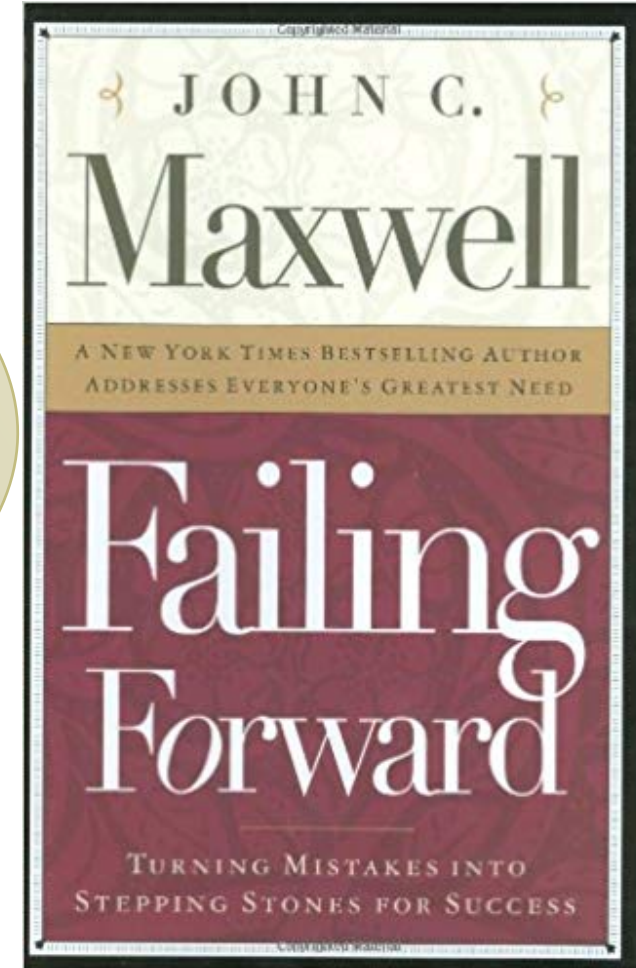
Be yourself

Show yourself

Courage = Risk-taking

I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear.

-- Nelson Mandela



Great Leaders Have:
Confidence

There's a thin line
between confidence
and arrogance.

It's called humility.

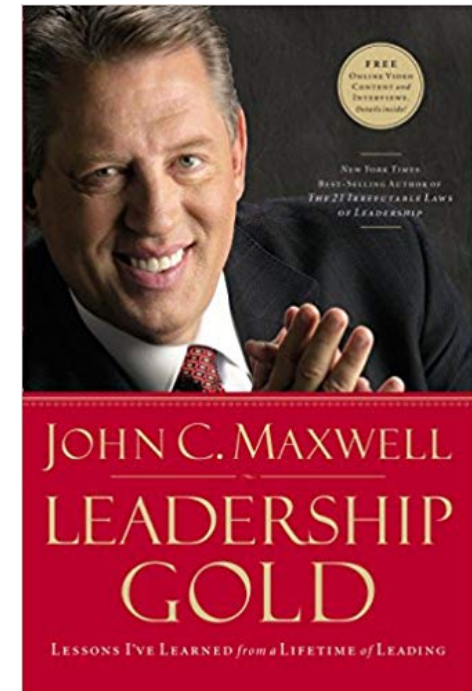
- Unknown

Confidence is resilience

When you get kicked in
the rear, you know
you're out in front.

- John Maxwell

- Don't be defensive
- Look for the grain of truth
- Make the necessary changes
- Take the high road



Confidence is also decisiveness

The price of inaction
is greater than the
cost of making a
mistake.

Meg Whitman,
former CEO of eBay

At the end of the day - make
a decision. Every experience
you have will bring you one of
two things: a blessing or a
lesson.

Carla Harris,
Morgan Stanley

Which of these
qualities are
your strengths?

Where could
you use
development?

Who might help
you?

Where might
you help
someone else?

Your Time

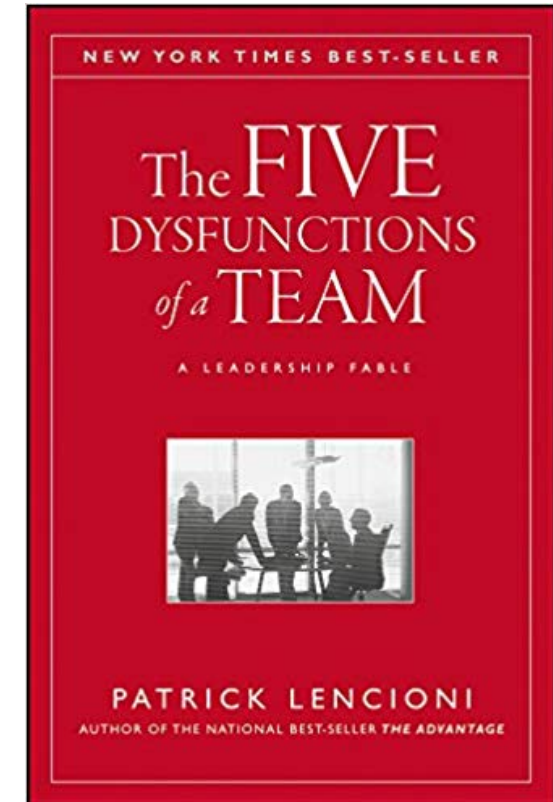
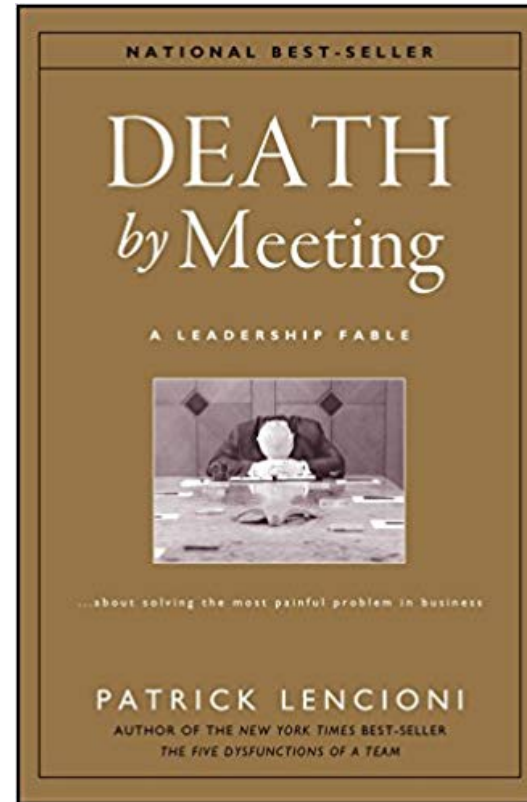
Lead Your Teams Well

INTER-PERSONAL TRAITS OF GREAT LEADERS

Spending time investing in our teams pays off.

Patrick Lencioni

The human side of work



Great Leaders ARE:
Encouraging
and
Empowering

“There are two ways of exerting one’s strength: one is pushing down, the other is pulling up.” ~Booker T. Washington

“Our chief want is someone who will inspire us to be what we know we could be.” ~Ralph Waldo Emerson



Put your people in positions to succeed.

Enable people to contribute their ideas.

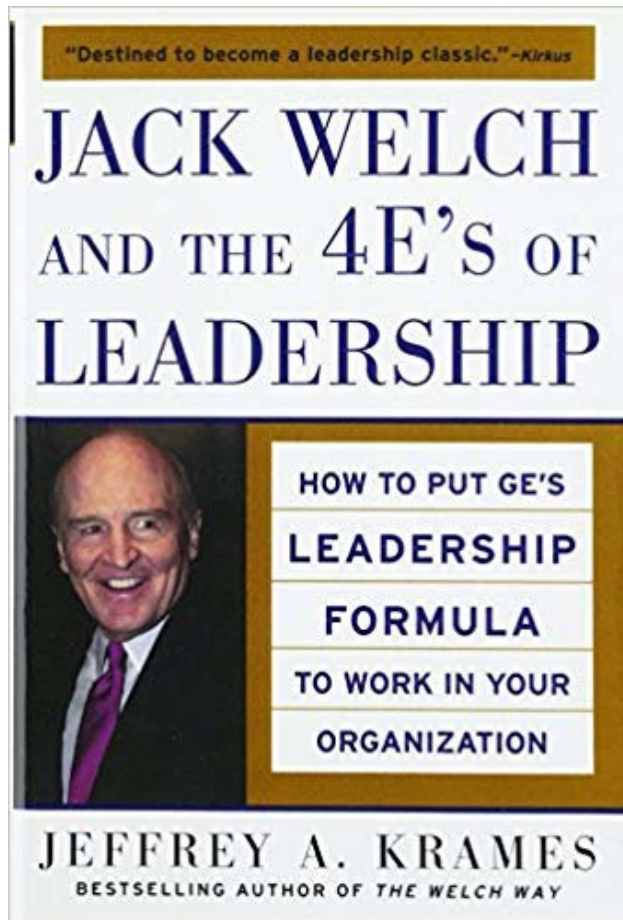


Image Credit: Istockphoto.com

Great Leaders ARE:
Consistent



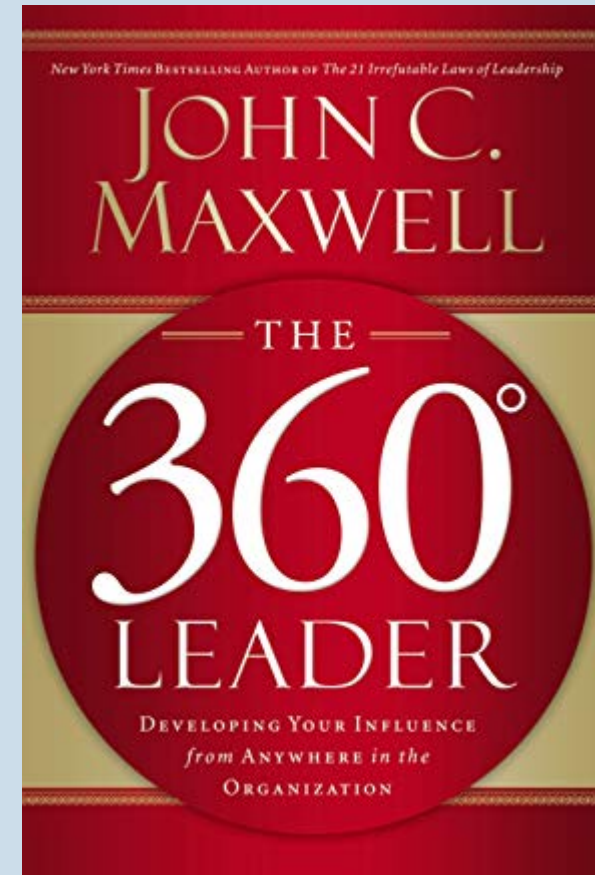
Say what you mean and mean what you say.

... notion that more fairness is always better, our work shows that being treated consistently unfairly can be better for employees than being treated fairly sometimes and unfairly at other times. Specifically, in a lab study, variably fair treatment resulted in greater physiological stress than both consistently fair and consistently unfair treatment. In a multilevel, experience-sampling field study, we showed that employees who experienced variably fair treatment showed higher physiological stress on daily workdays than those who experienced consistently fair or consistently unfair treatment. More se

Vol. 60, No. 2

Stay the course.

Great Leaders ARE:
Relational



360 Degree Leadership Relationships

Lead Down

Walk slowly through the halls

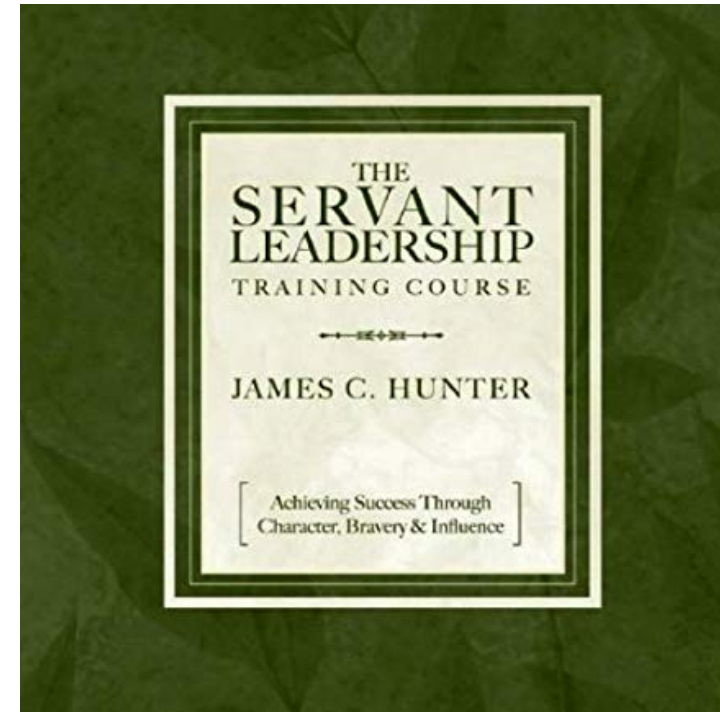
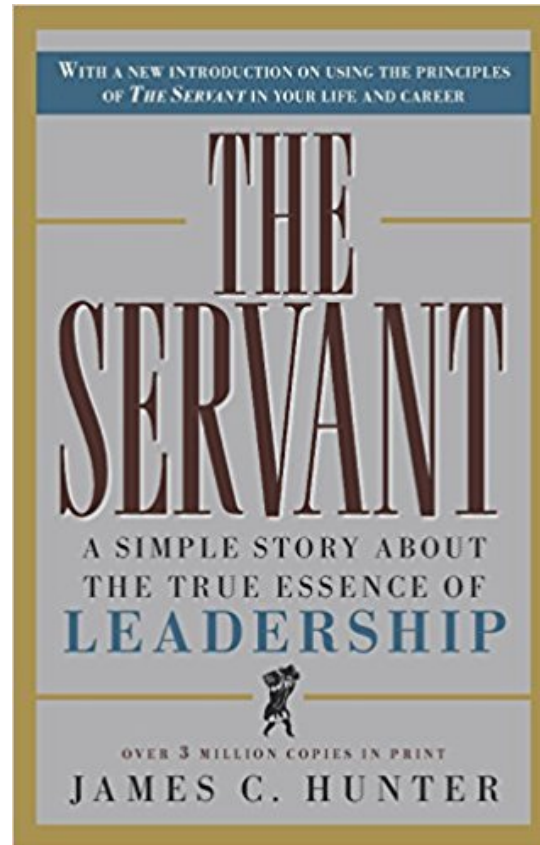
Lead Up

Lighten your leader's load

Lead Across

Put completing fellow leaders
ahead of competing with them

Relational

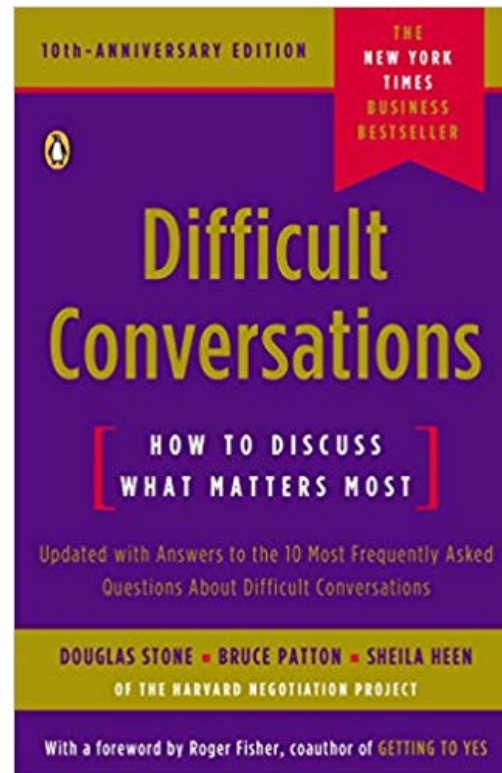
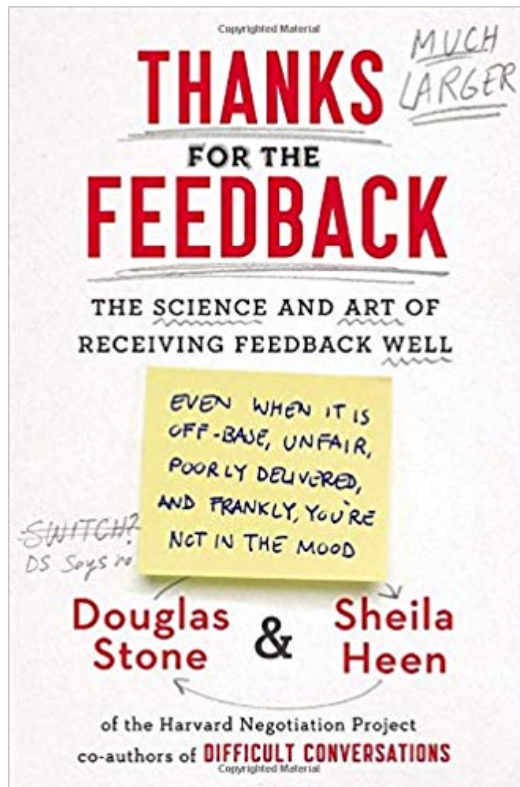


Great Leaders ARE:
Excellent
Communicators

Share Vision

Engage in difficult conversations

Provide specific, timely and
balanced feedback



<https://globalleadership.org/videos/leading-yourself/why-do-we-reject-feedback>

<https://globalleadership.org/articles/leading-others/3-kinds-feedback-add-value-sheila-heen-elaine-linhering/>

Great Leaders ARE:
Authentic

Savage Chickens

by Doug Savage



www.savagechickens.com

Great Leaders ARE:
Clear about
Expectations

What does success look like?

Who gets to make what decisions?

PLAYBOOK

1 WHY DO WE EXIST?

2 HOW DO WE BEHAVE?

3 WHAT DO WE DO?

4 HOW WILL WE SUCCEED?

5 WHAT IS MOST IMPORTANT, RIGHT NOW?

6 WHO MUST DO WHAT?

Which of these
qualities are
your strengths?

Where could
you use
development?

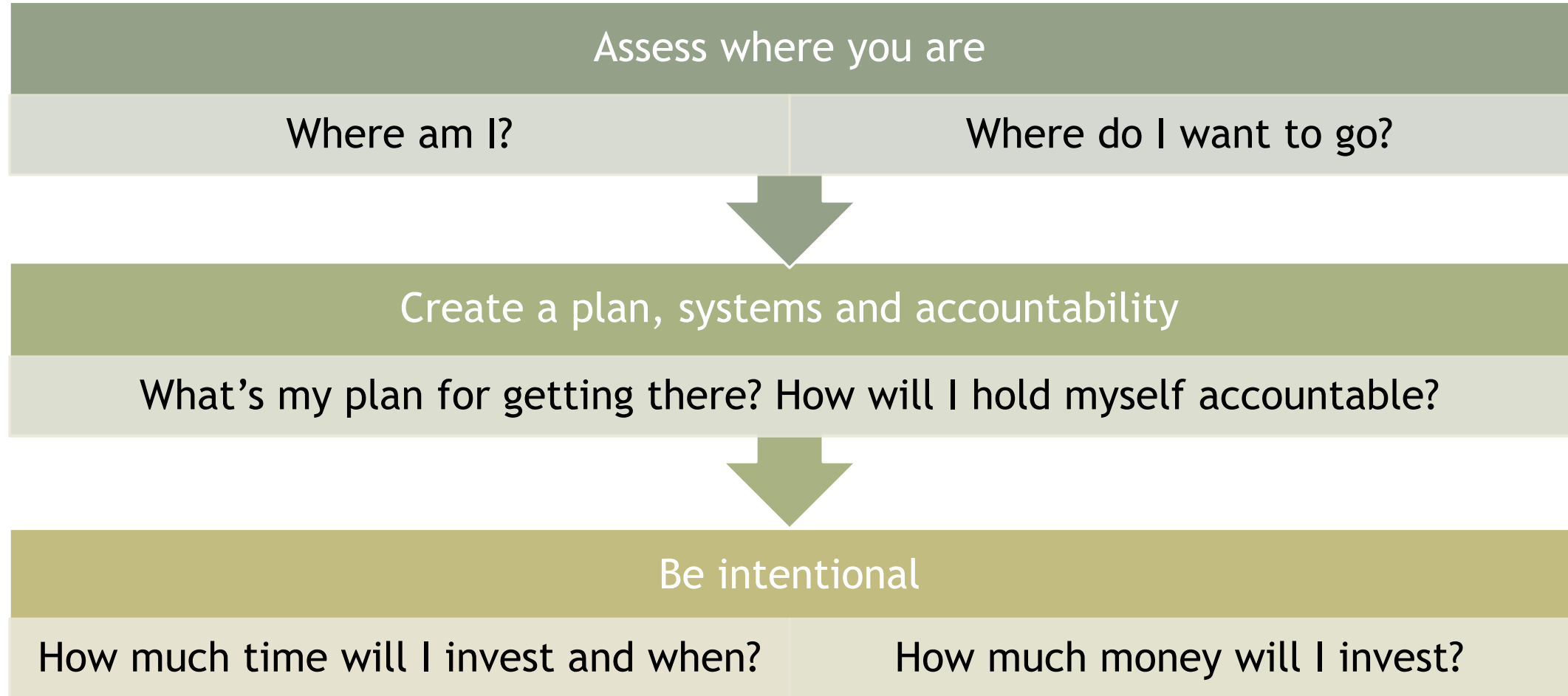
Who might help
you?

Where might
you help
someone else?

Your Time

Development Plan & Resources

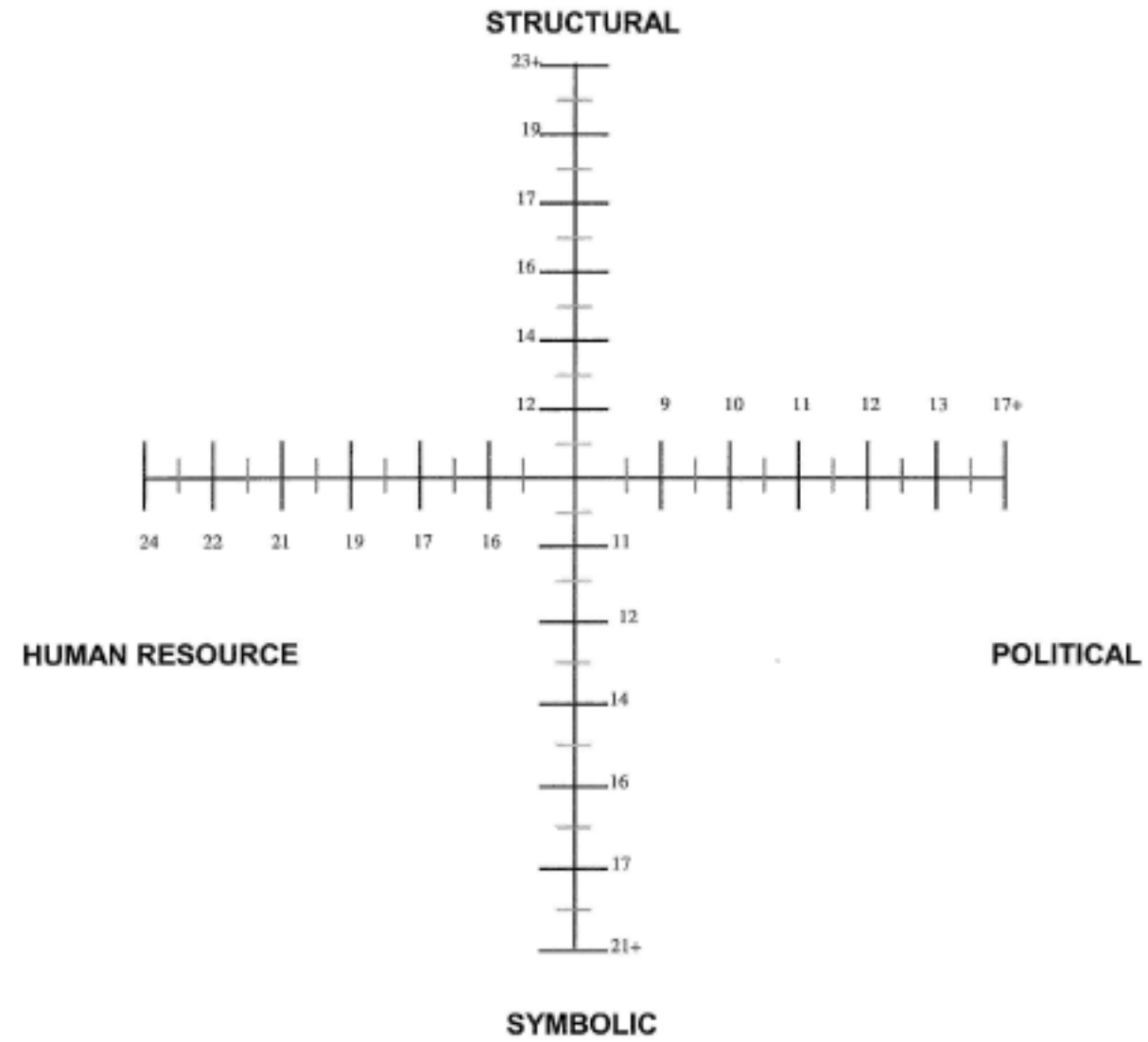
Develop Yourself and Cultivate Others





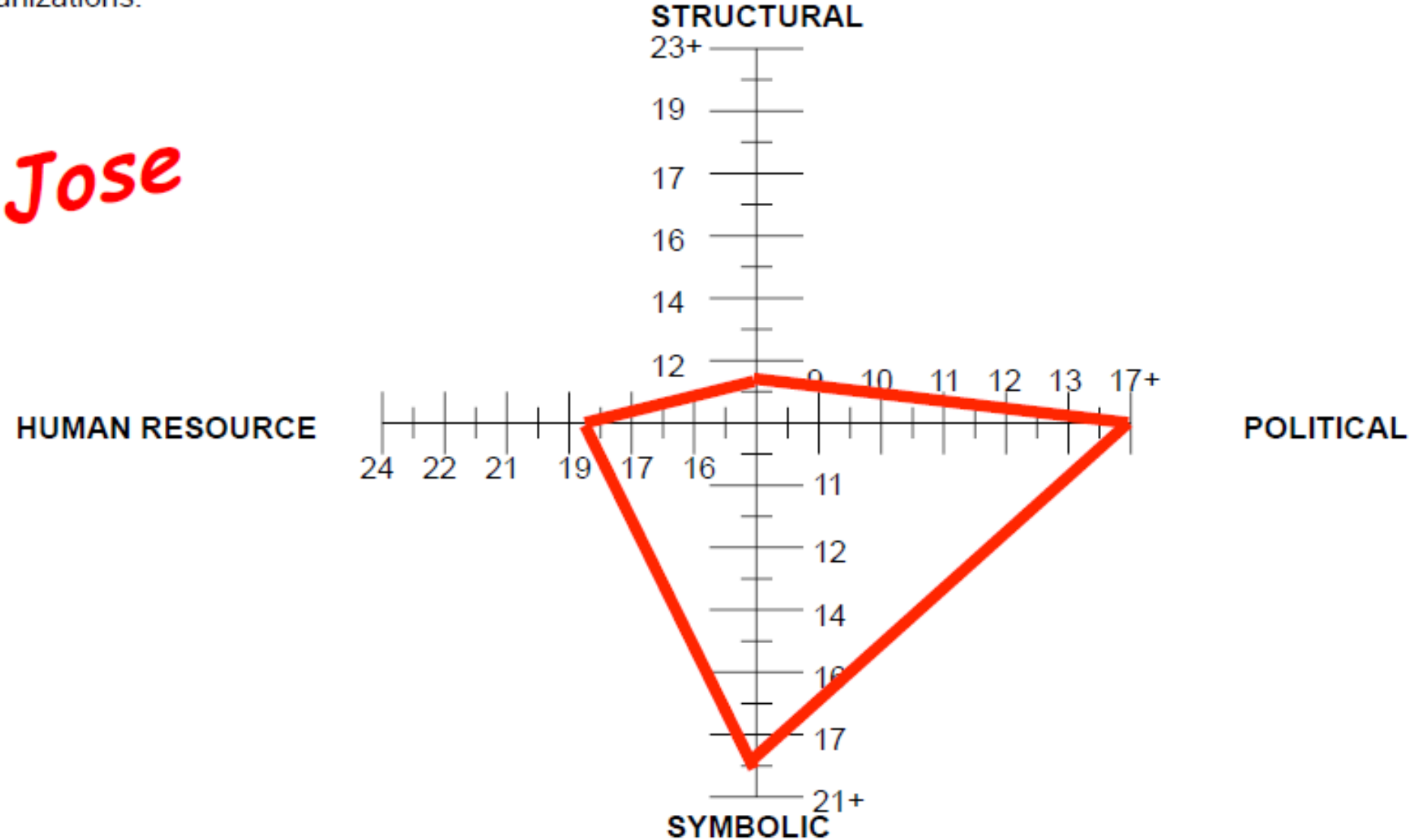
Leadership Style / Orientation Assessments

- ❖ DISC Profile
- ❖ Enneagram Assessment
- ❖ Myers Briggs Type Indicator (MBTI)
- ❖ Strength Finder
- ❖ John Maxwell Leadership Assessment



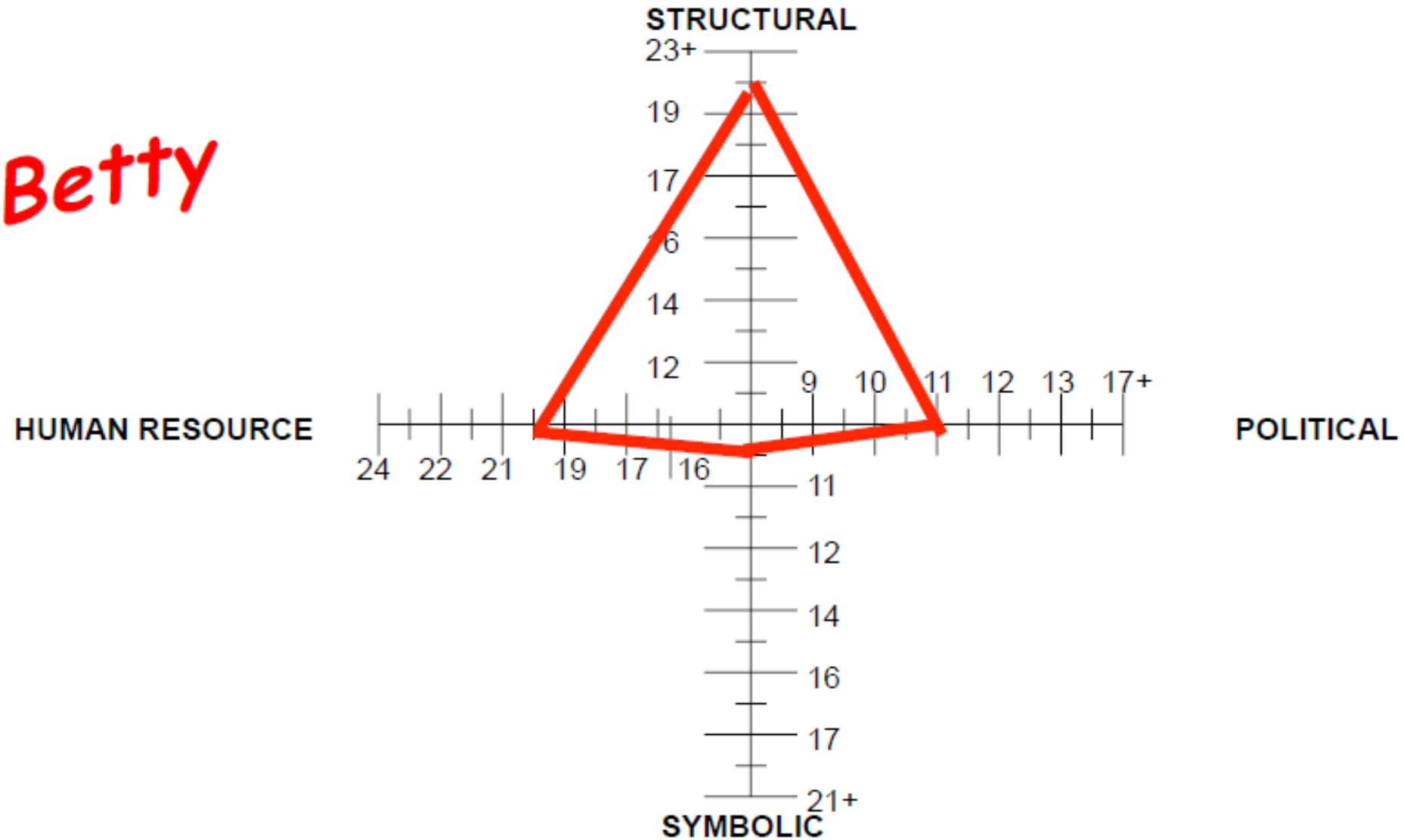
Plot each of your scores on the appropriate axis of the chart below: ST for Structural, HR for Human Resource, PL for Political, and SY for Symbolic. Then read the brief description of each of these orientations toward leadership and organizations.

Jose



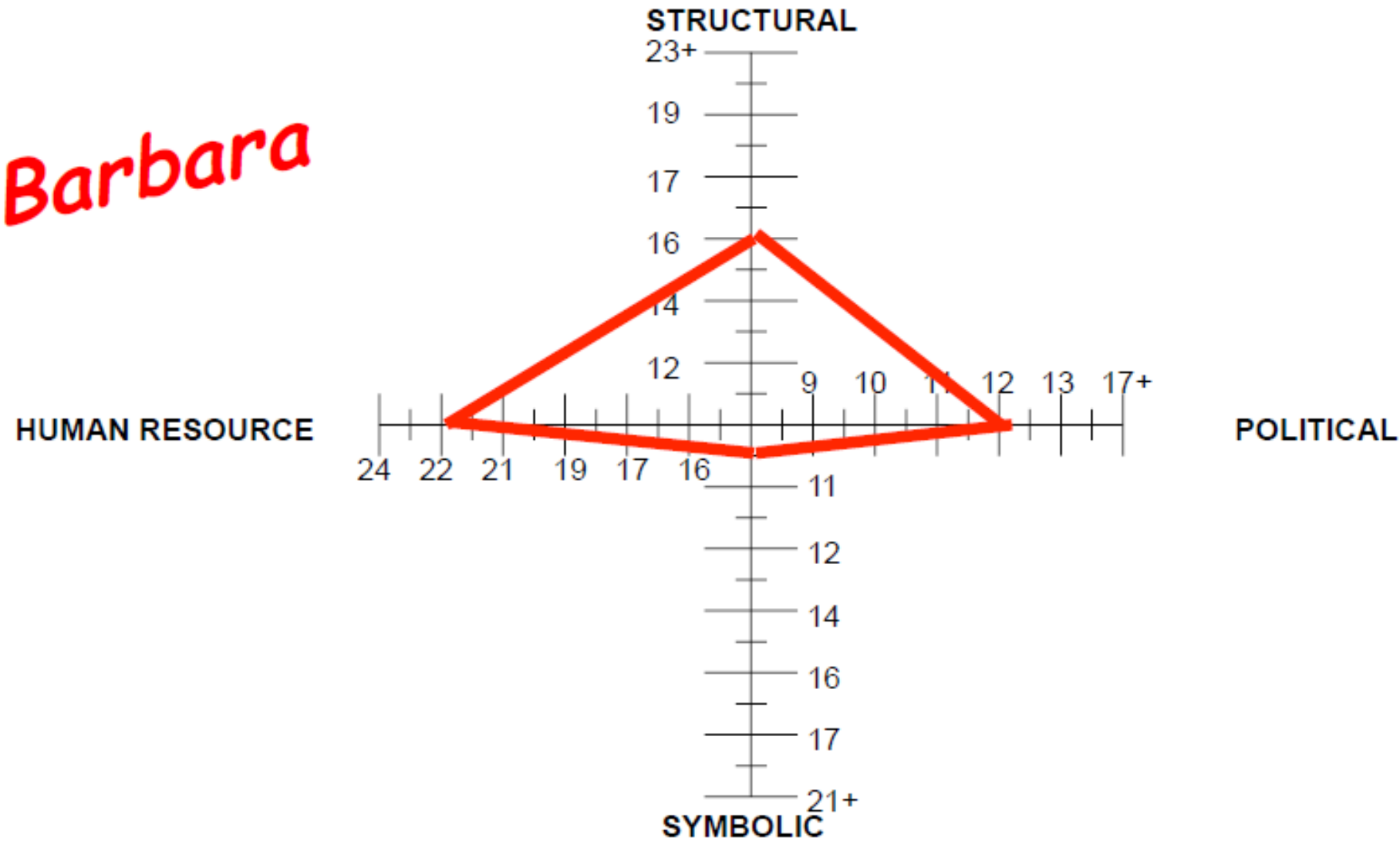
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Betty

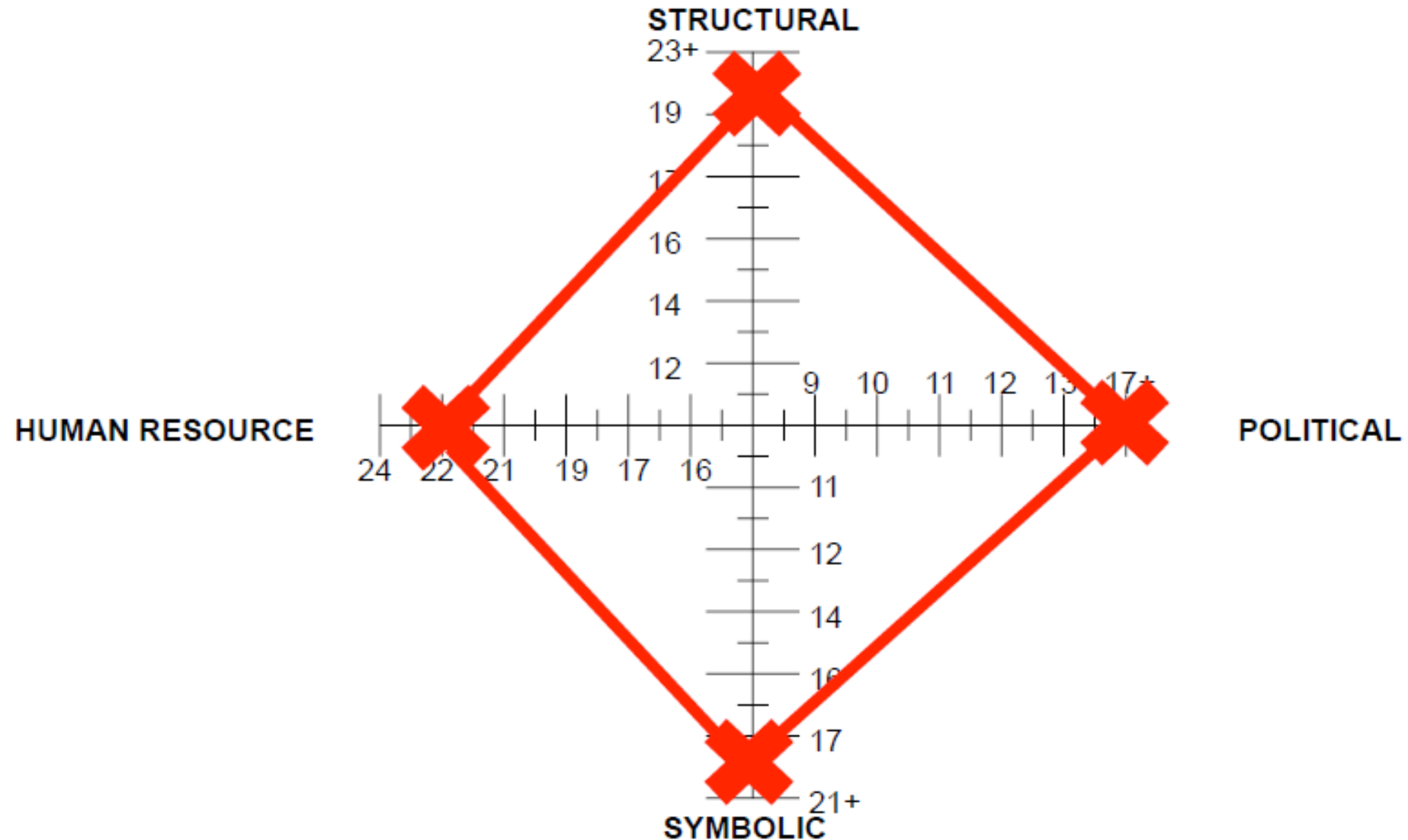


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Barbara



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Keep Learning!



LEADERSHIP
WORKSHOPS
CONFERENCES
CLASSES



PERSONAL
COACHING



BOOKS

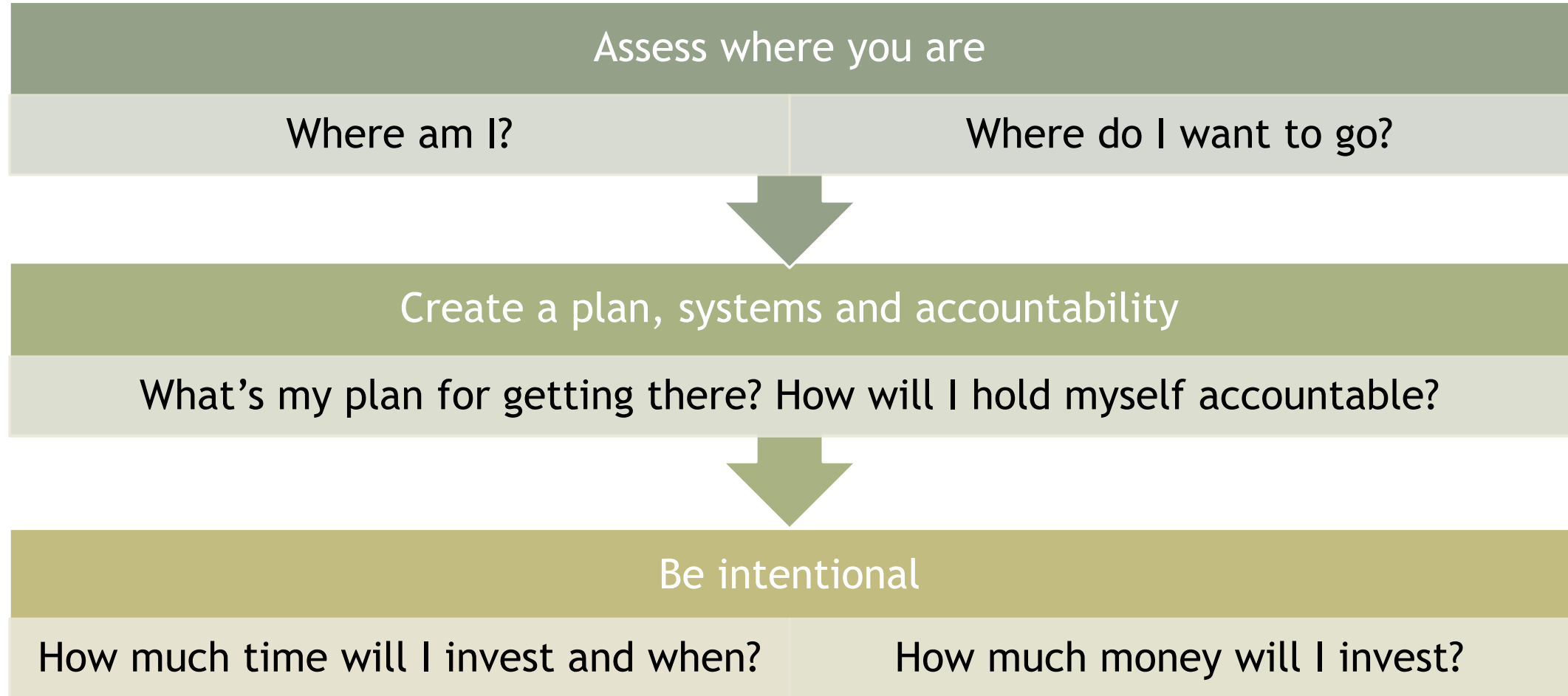


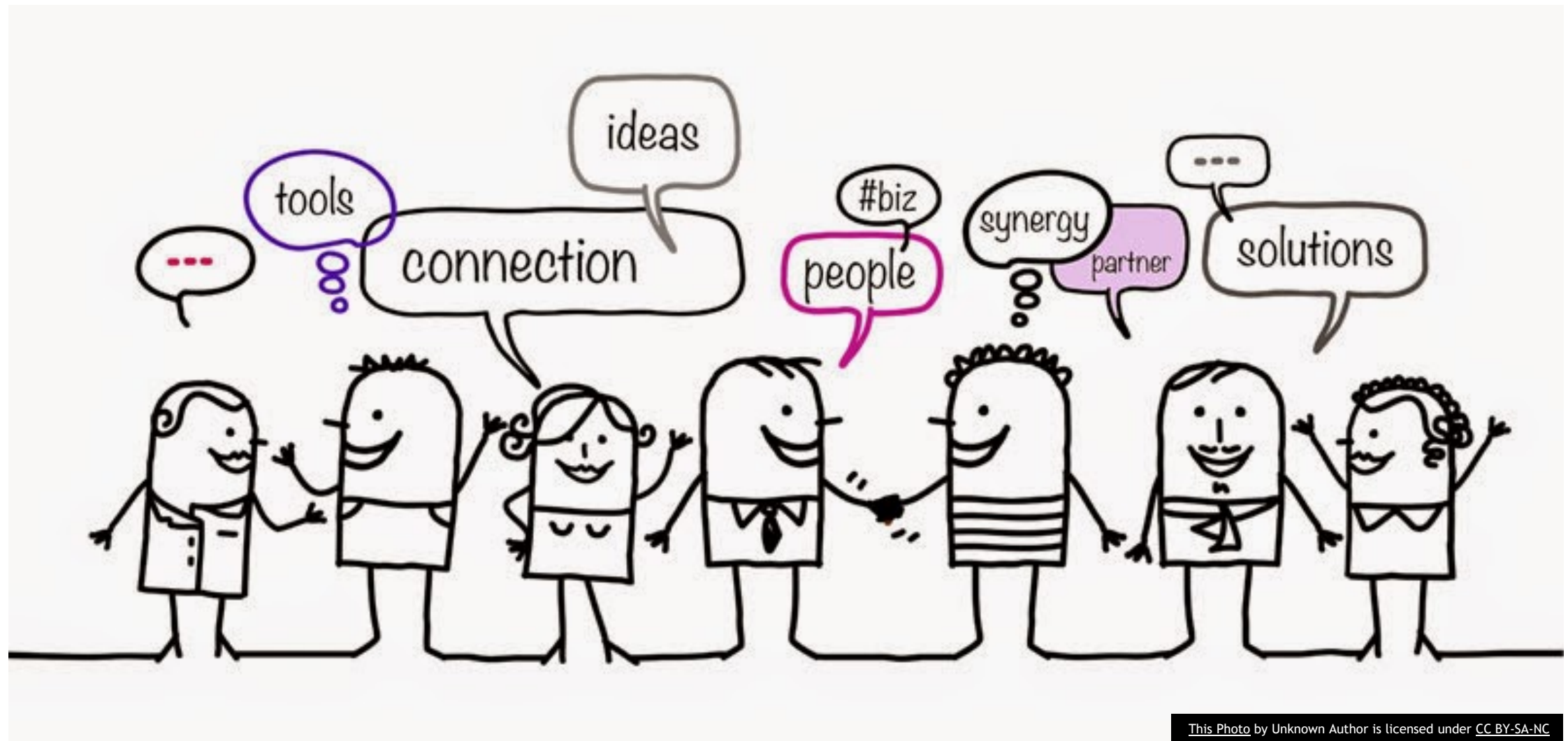
ONLINE
RESOURCES



PODCASTS

Develop Yourself and Cultivate Others





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2 people – 2 minutes each – 3 Rounds

1. Share your name, position, organization.
2. What are your leadership strengths?
3. Where do you want to develop?
4. What's your next step?



Be sure the
second
person is
talking



Find a
new
partner

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**“ If your actions
inspire others
to dream more,
learn more, do
more and become
more, you are a
leader . ”**

John Quincy Adams

THANK YOU!



Visit my website and request your
free 60-minute consultation
TLWstrategy.com

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