Leading Yourself and Your Teams from wherever you are

Presented by Trina Walker
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Strategy * Teams * Projects

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A positive force for betterment
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?”

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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

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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

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

When you get kicked in the rear, you know you’re out in front.  
- John Maxwell
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.
Great Leaders ARE:
Consistent
Say what you mean and mean what you say.

Stay the course.
Great Leaders ARE:
Relational
Walk slowly through the halls
Lighten your leader’s load
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-lin-hering/
Great Leaders ARE: Authentic
Great Leaders ARE:

Clear about Expectations

What does success look like?

Who gets to make what decisions?
# Playbook

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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>1</td>
<td><strong>Why do we exist?</strong></td>
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<tr>
<td>2</td>
<td><strong>How do we behave?</strong></td>
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<tr>
<td>3</td>
<td><strong>What do we do?</strong></td>
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<tr>
<td>4</td>
<td><strong>How well do we succeed?</strong></td>
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<tr>
<td>5</td>
<td><strong>What is most important, right now?</strong></td>
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<tr>
<td>6</td>
<td><strong>Who must do what?</strong></td>
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Which of these qualities are your strengths?

Where could you use development?

Who might help you?

Where might you help someone else?
Development Plan & Resources
Develop Yourself and Cultivate Others

Assess where you are

| Where am I? | Where do I want to go? |

Create a plan, systems and accountability

| What’s my plan for getting there? How will I hold myself accountable? |

Be intentional

| How much time will I invest and when? | How much money will I invest? |
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
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.

Betty
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.

Barbara
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.
Keep Learning!

LEADERSHIP WORKSHOPS
CONFERENCES
CLASSES

PERSONAL COACHING

BOOKS

ONLINE RESOURCES

PODCASTS

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Develop Yourself and Cultivate Others

Assess where you are

- Where am I?
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- How much time will I invest and when?
- How much money will I invest?
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
“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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