



THE CULTURE OF LEADERSHIP

Research, Tools, Tactics, & Observations



The Culture of Leadership

“We’re all leaders, whether we’re leading an entire organization or a team, our own career or a family or a community. How effectively we lead is absolutely critical.”

-Rosalie Chamberlain

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Leadership Development is Failing

Why?



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- How many of you were 'trained' as leaders?
 - *Expectations*
- Who has been mentored through the on-going growth process?
- Can you pass on your leadership skills and knowledge to those you lead?

- Being a Manager/Director or Supervisor has become:

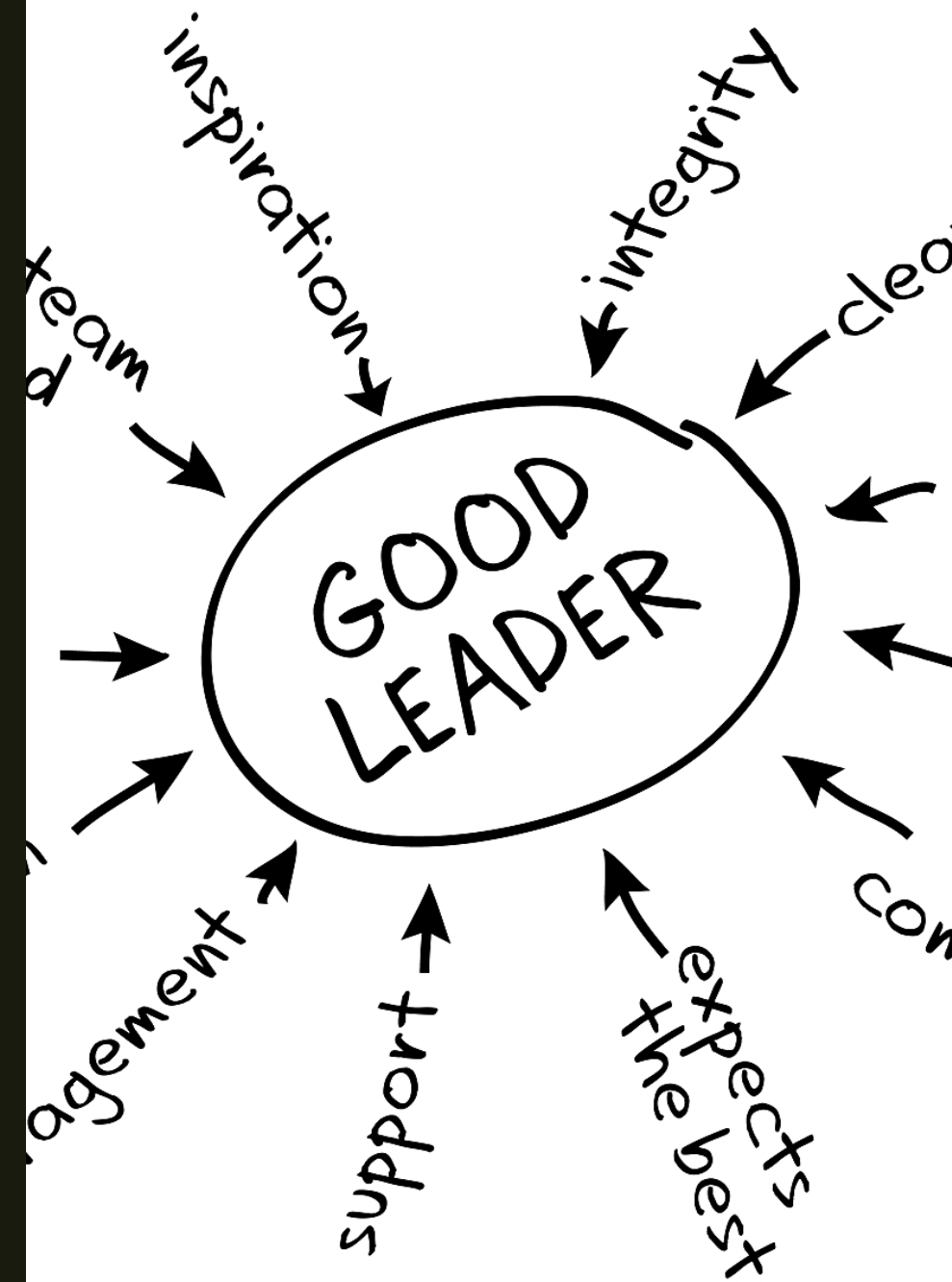


- This has led to:
 - *Decreased morale*
 - *Decreased focus*
 - *Decreased momentum*
 - *Decreased communication*
 - *Decreased trust and buy in*
 - *Increased turnover*
 - *Increased risk*

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Rosalie Chamberlin penned the term '**conscious leader.**' How about you?

- Are you aware of yourself and others?
- Are you a team player, very collaborative?
- Do you practice with exceptional focus and inclusivity?
- Would you describe yourself as a natural leader? Would others?
- Are people inspired and motivated by you and your actions?



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“YOU LIFT PEOPLE UP BY SHOWING PEOPLE RESPECT—MAKING THEM FEEL VALUED, APPRECIATED, AND HEARD.”

AIDET- HOW MANY ENGAGE IN THIS

YOU HOLD PEOPLE DOWN WHEN YOU FAIL TO ACKNOWLEDGE THEM OR LISTEN, WHEN YOU Demean, BELITTLE, OR UNDERMINE THEM.

-CHRISTINE PORATH

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1. ASK FOR FEEDBACK ON YOUR OWN BEHAVIORS
2. WORK WITH A COACH/MENTOR
3. HAVE OPEN DISCUSSIONS WITH YOUR TEAM
4. LEARN TO READ EMOTIONS AND BODY LANGUAGE

EMAIL

5. MAKE TIME FOR REFLECTION
6. TAKE CARE OF YOURSELF!

*THE MOST COMMON REASON PEOPLE GIVE FOR BEHAVING POORLY IS
THE FEELING OF BEING OVERLOADED OR STRESSED.*

-PORATH

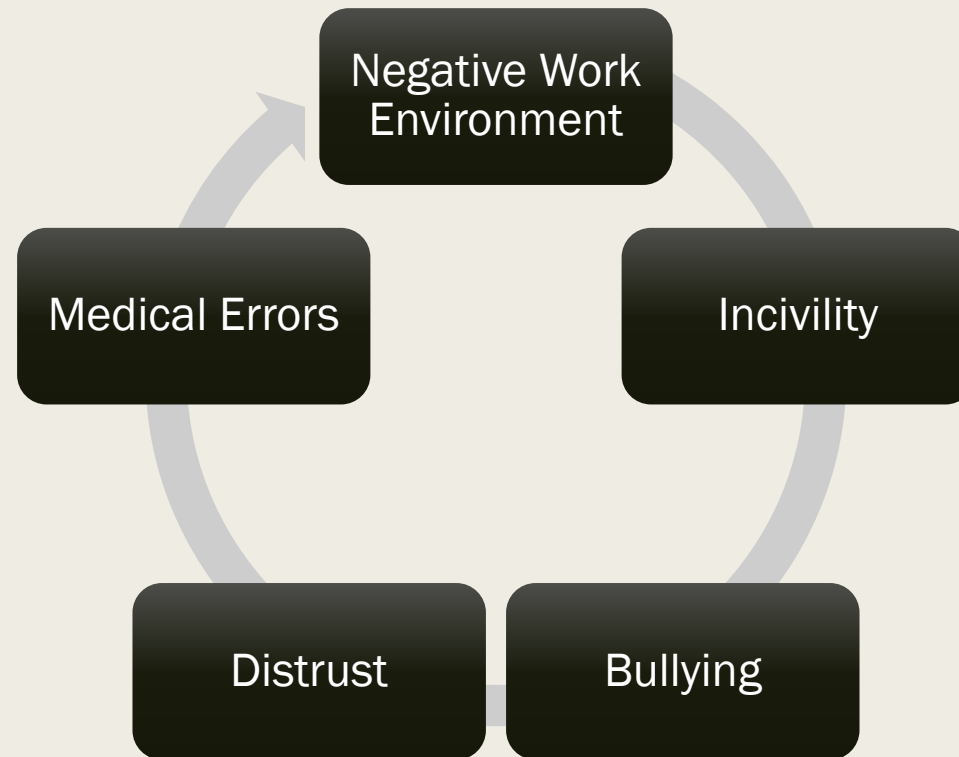


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CULTURE EATS STRATEGY FOR LUNCH

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Medical errors are now the 3rd leading cause of death.



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Future Topics in this On-Going Series on Leadership

- HIRING AND RETAINING
- ACCOUNTABILITY AND TOLERANCE
- INCREASING TRANSPARENCY
- COACH UP OR COACH OUT
- BULLYING
- STRESS AND MANAGEMENT
- WORK ENVIRONMENT AND WELL-BEING
- CHARACTERISTICS OF SUSTAINABLE LEADER

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