

TEAMS-LEADERSHIP-SHAPING THE FUTURE

ALASKA ASBO SUMMER LEADERSHIP CONFERENCE



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GETTING TO KNOW YOU...

ICEBREAKER

ICE BREAKER



INSTRUCTIONS

Describe a “win” that you have recently experienced accomplished and feel good about.

BUILDING THE TEAM



I HATE TEAM BUILDING



**Fun Team-
Building
Activities
(For People
Who Hate
Team-
Building!)**

www.SuccessReboot.com



**DON'T ASPIRE
TO BE THE BEST
ON THE TEAM.
ASPIRE TO BE
THE BEST FOR
THE TEAM.
#TEAMWORK**

Each group will create their own “UNIQUE” team building activity that they can take back and use with their teams.

- Recorder
- Reporter
- Share





TEAMS

&

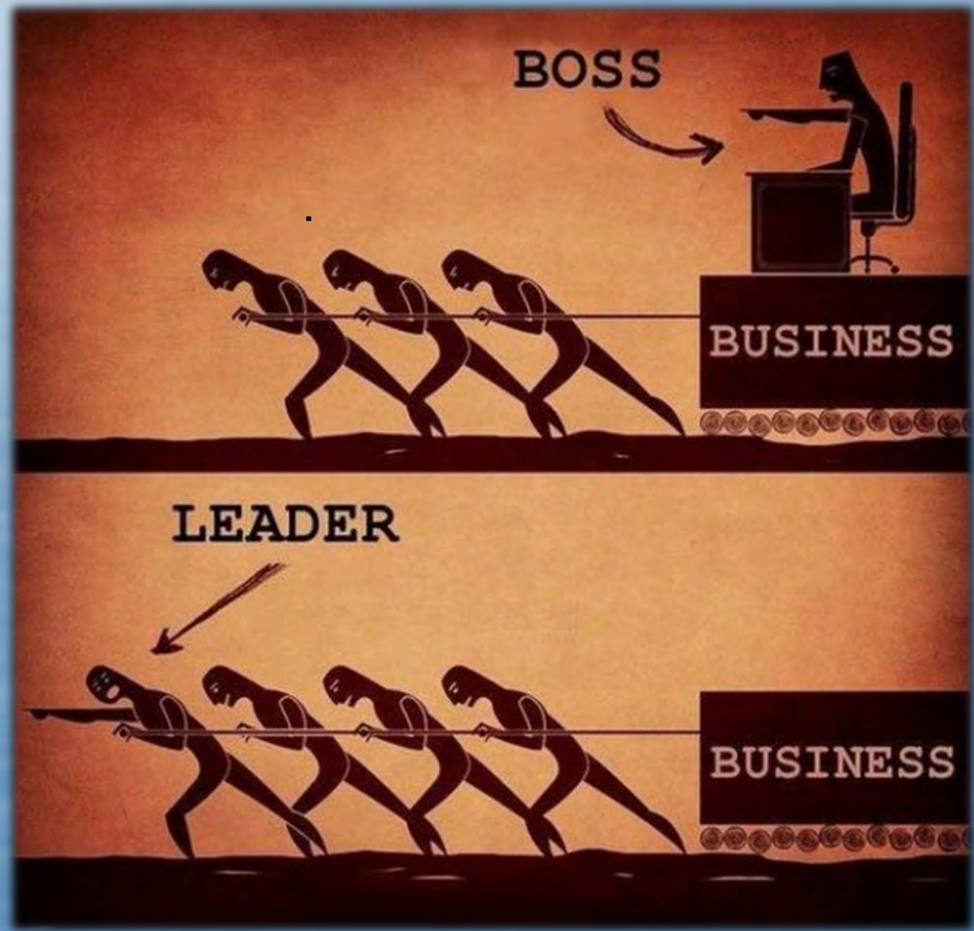
LEADERS



TEAMS & LEADERS

- A team, by definition, is a group of individuals working together to achieve a goal. While the definition is simple, almost everyone has been a part of a group of individuals who weren't working to achieve a collective goal.
- It doesn't take a rocket scientist to figure out some professional teams are higher performing than others.
- Not only do high-performing teams contribute to better business outcomes, but their team members embrace the daily challenge to solve problems and achieve things

TEAMS & LEADERS



Correlation



GREAT LEADERS = BUILD GREAT TEAMS

POOR LEADERS = MAY NOT EVEN BUILD TEAMS

- Build poor teams
- May not support “teams” or allow teams
- Lead teams in the wrong direction
- Could create tension between team members

Leadership: Great Leaders,
Great Teams, Great Results

GREAT LEADERS = BUILD GREAT TEAMS

- More has been written about leadership than any other subject
- Leadership is the least understood subject
- In order to build successful teams, leaders must understand the critical concepts of great leadership
- What was embraced yesterday may be discarded today for new theories
- The practice of leadership is constantly evolving

GREAT LEADERS BUILD GREAT TEAMS

Great Leaders Must Understand Leadership



Leadership was Conceptualized in Biblical Times

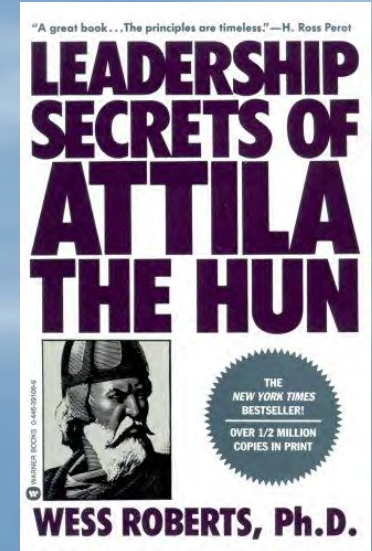
**“Leadership is the capacity to translate vision
into reality.”**

Warren Bennis 1954

The Great “Man”/“Hero” Theory

- The great man theory of leadership became popular during the 19th-century
- The mythology behind some of the world's most famous leaders such as Abraham Lincoln, Julius Caesar, Mahatma Gandhi, and Alexander the Great helped contribute to the notion that great leaders are born and not made.
- The right person for the job emerges to take control of a situation and lead a group of people into safety or success.

The Great “Man” Theory



➤ Attila The Hun - “Great” Leader

- Never satisfied..acting rather than doing nothing
- Believed in teams...he took the tribe of unorganized huns and created one team that became very powerful and successful in their missions
- The Huns trusted Attila
 - “Worthy Chieftains accept full responsibility for all assignments—even those they have delegated to their subordinates.”

ATTILA AND TRUST

- There have been many incredible studies about what makes a team successful
- The most important being psychological safety. While psychological safety is important, there is another common thread of all high performing teams, and it consists of two words: great leadership
- Psychological Safety has been identified by many authors as the number one dynamic behind successful teams

ATTILA'S POPULAR QUOTES

CHIEFTAINS MUST UNDERSTAND THAT THE SPIRIT OF THE LAW IS GREATER THAN ITS LETTER

Attila the Hun

You can't fight everyone at one time. – Attila the Hun

It takes less courage to criticize the decisions of others than to stand by your own.

Attila the Hun

QuotesPic.com

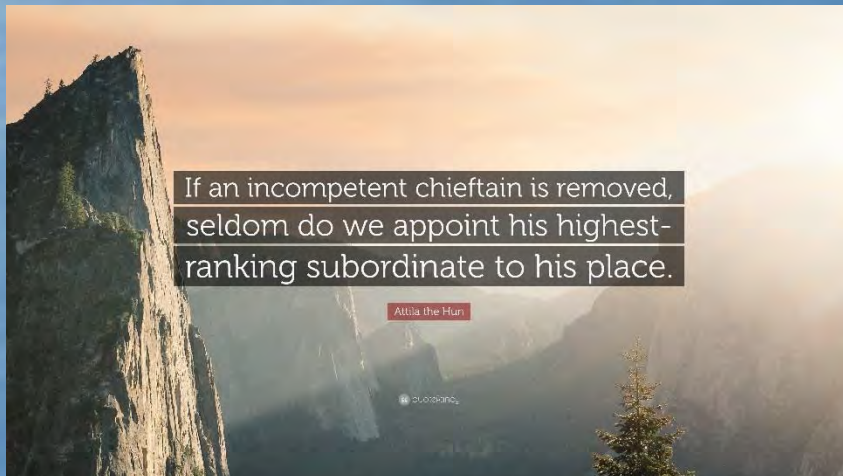


SUPERFICIAL GOALS LEAD TO SUPERFICIAL RESULTS

ATTILA THE HUN

PICTURE QUOTES . COM

PICTURE QUOTES



Everybody has value; even if to serve as a bad example.

~ Attila the Hun

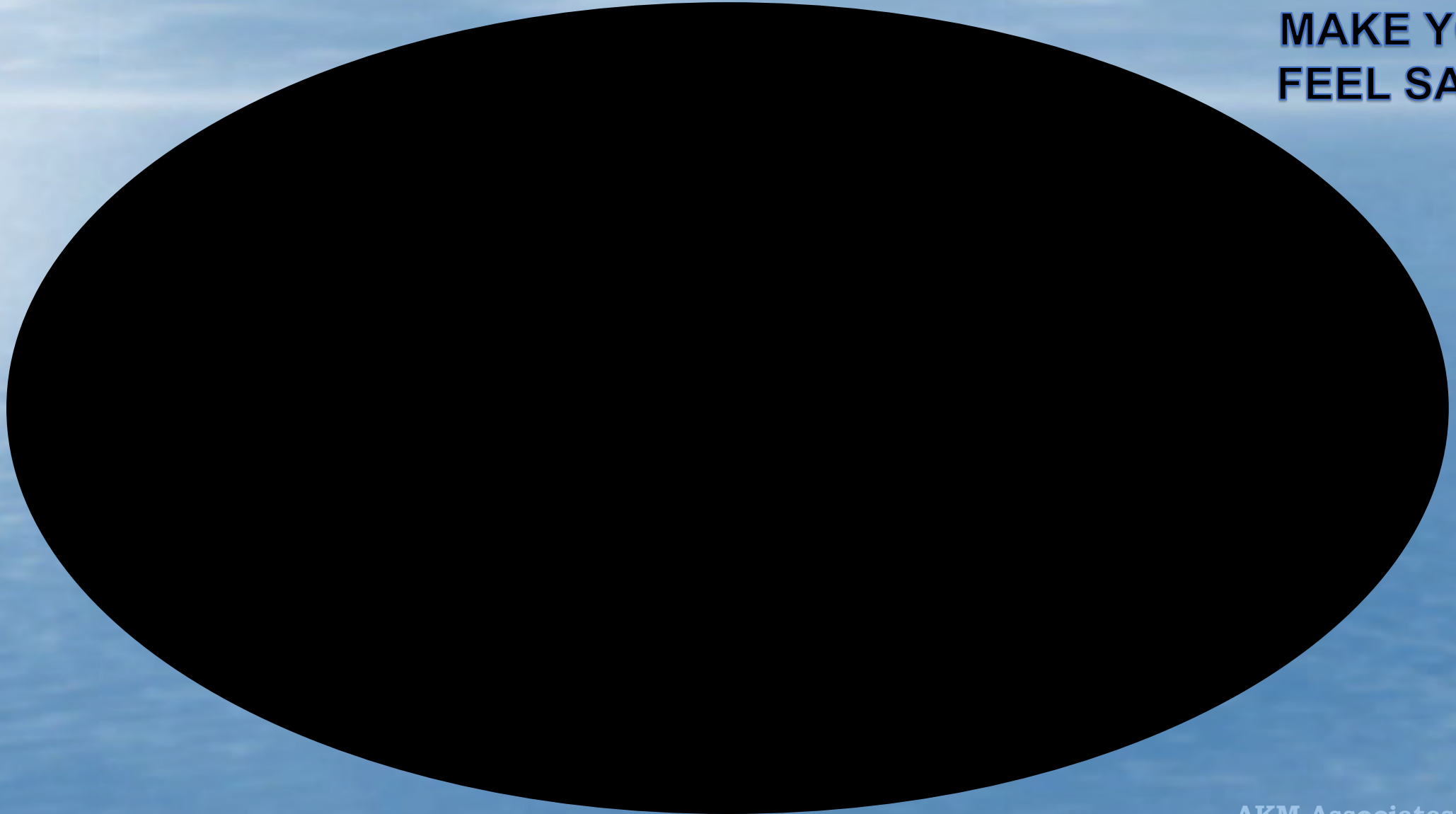
AZ QUOTES

There are five key dynamics that set successful teams apart from poor performing teams:


1. **Psychological Safety:** Can we take risks on this team without feeling insecure or embarrassed?
2. **Dependability:** Can we count on each other to do high quality work on time?
3. **Structure & clarity:** Are goals, roles, and execution plans on our team clear?
4. **Meaning of work:** Are we working on something that is personally important for each of us?
5. **Impact of work:** Do we fundamentally believe that the work we're doing matters?

PSYCHOLOGICAL SAFETY

WHY GOOD
LEADERS
MAKE YOU
FEEL SAFE



FAILURE IS NOT FATAL



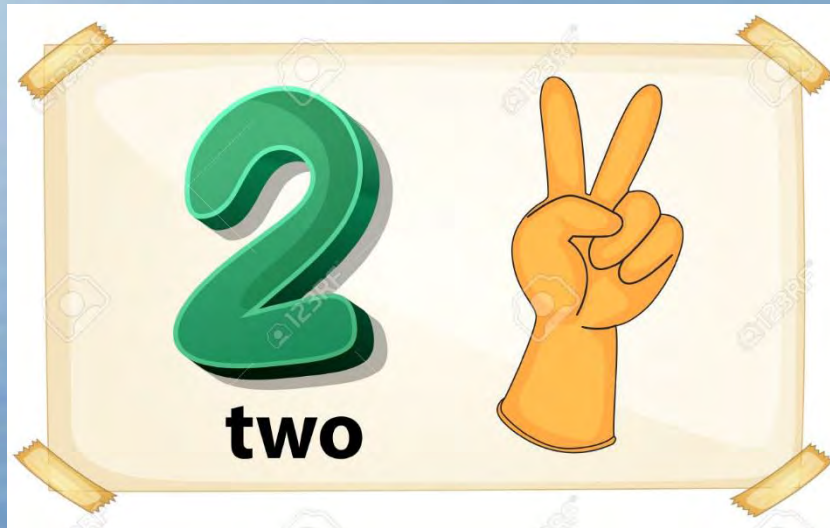
**SUCCESS IS NOT FINAL.
FAILURE IS NOT FATAL:
IT IS THE COURAGE TO
CONTINUE THAT COUNTS.**

—Winston Churchill—

 MICHAELHYATT.COM

- Fostering an environment where asking for help is defined as a weakness or failure... help is defined as a weakness or failure...
- ... only makes people cover up their gaps ... only makes people cover up their gaps and the organization suffers accordingly

ACTIVITY



INSTRUCTIONS



1. Number off in two's
2. Number one's hold up your hand
3. Number ones, find a partner from another number one as a partner
4. Number twos stand up
5. Number twos find another number two as a partner
6. There are two characters in this role play. One is the superintendent and the other is the budget person. Decide who is who.
7. The scene...the budget person has made a \$5 million mistake and has been called to the superintendent's office.
8. You will have 15 minutes to play it out. The role play should only last 3 or 4 minutes.
9. We will then come out of role play and perform it in front of our peers.

SUCCESSFUL TEAMS

There are three things a leader needs to remember when talking to the team:

- -If anything goes bad, say “**I** did it.”
- If anything goes semi-good, say “**We** did it.”
- If anything goes really good, say “**They** did it.”

This is required for a “**SUCCESSFUL**” team

CARDINAL RULES OF LEADERSHIP

1. Praise in Public - Criticize in Private
2. Praise for What's Right and Train for What's Wrong
3. People are your most valuable asset

People are your most valuable asset. Only people can be made to appreciate in value.

Stephen R. Covey

© covey.org

The Secret to Success

If you want one year of Prosperity,
grow Grain.

If you want ten years of Prosperity,
grow Trees.

If you want one hundred years of Prosperity,
grow People.

- Chinese Proverb



The leader is a teacher who
succeeds without taking credit.
And, because credit is not taken,
credit is received.

~ Laozi

AZ QUOTES

Leadership

You can only lead
others toward
growth if you are
willing to grow
yourself.

hueandculture.com

TEAM DEVELOPMENT

- Your people are your business
- Only as good as your weakest link
- You must be a talent hound for future hiring
- You must be a strong mentor and coach for people development
- You must continually build your leadership skills
- You must build and maintain a staff that collaborates effectively as a team
- The most important skill you need as a leader is the ability to listen

FUTURE TRENDS IN LEADERSHIP

- **Global workforce is still in**
 - With the trend of globalization, international talents mobility continues at a higher rate
 - We can expect more culturally diverse teams in the workplace in the future.

Question:

How can you offer intercultural communication training and support for your team members

FUTURE TRENDS IN LEADERSHIP

➤ **Multi-team is rising**

- More companies are hiring consultants to fulfill their tasks rather than hiring individuals and trying to retain them for years.
- Staff begin to function in a “micro career mode”, trying to build on their skills to move on to a new job
- The future workforce will be more project-based and less department -teams.

Question:

How can you provide staff opportunities to work on different projects that leverage their talents and passions?

FUTURE TRENDS IN LEADERSHIP

- **Generation Z in the workplace**
 - Gen Z is beginning to move into the workforce with a new mindset on how business should be run and new expectations about the optimal work environment
 - Gen Z is adding another layer of complexity to cross generational communication when we haven't yet quite mastered Gen X. They are bringing some new challenges and modes of thinking to the workforce

Question:

How are you developing a balanced team consisting of members of Gen Z, millennials, Gen X and Baby Boomers?

FUTURE TRENDS IN LEADERSHIP

➤ Blended workforce type

- Multiple studies predict that at least 40% of the workforce will be freelancers in the next few years, which continues to drive outsourcing services to maximize services. This combination leads to teams with a blended workforce.
- You will notice more part-time employees, freelancers, contractors and agencies will be working side-by-side full-time employees.

Question:

How might you provide the flexibility and work-life balance for your talent?

FUTURE TRENDS IN LEADERSHIP

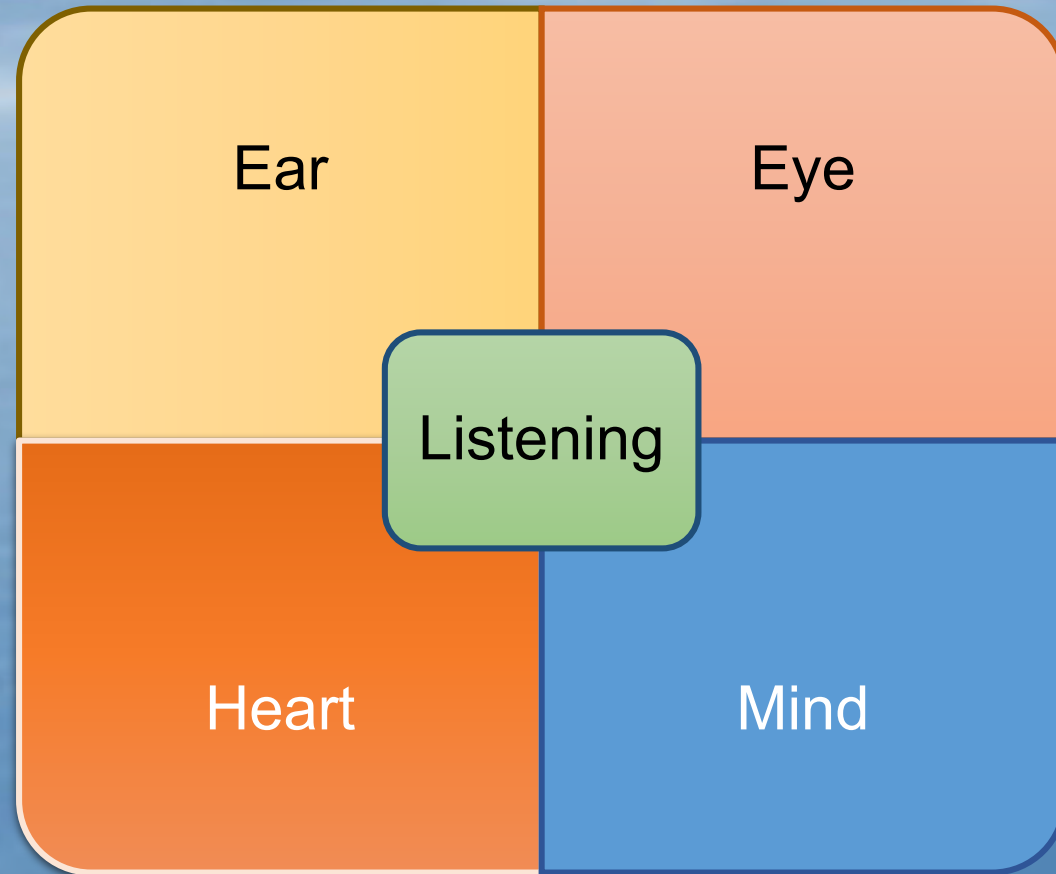
➤ **Team over individual performance**

- We are moving from an individual to a team-based approach rapidly. The biggest challenge is how to motivate a team to a more clearly defined goal. Teams will become even more collaborative and team performance will be weighted higher than individual performance.

Question:

How can you build a perfect team that can deliver high performance while working well together. (everyone in the sandbox playing together while being nice)

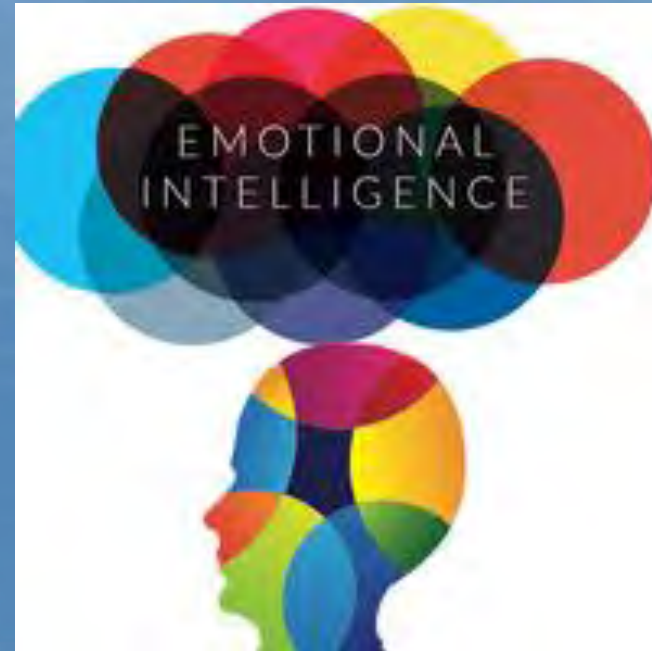
MODES OF LISTENING



Leading From Behind

EQ – EMOTIONAL INTELLIGENCE

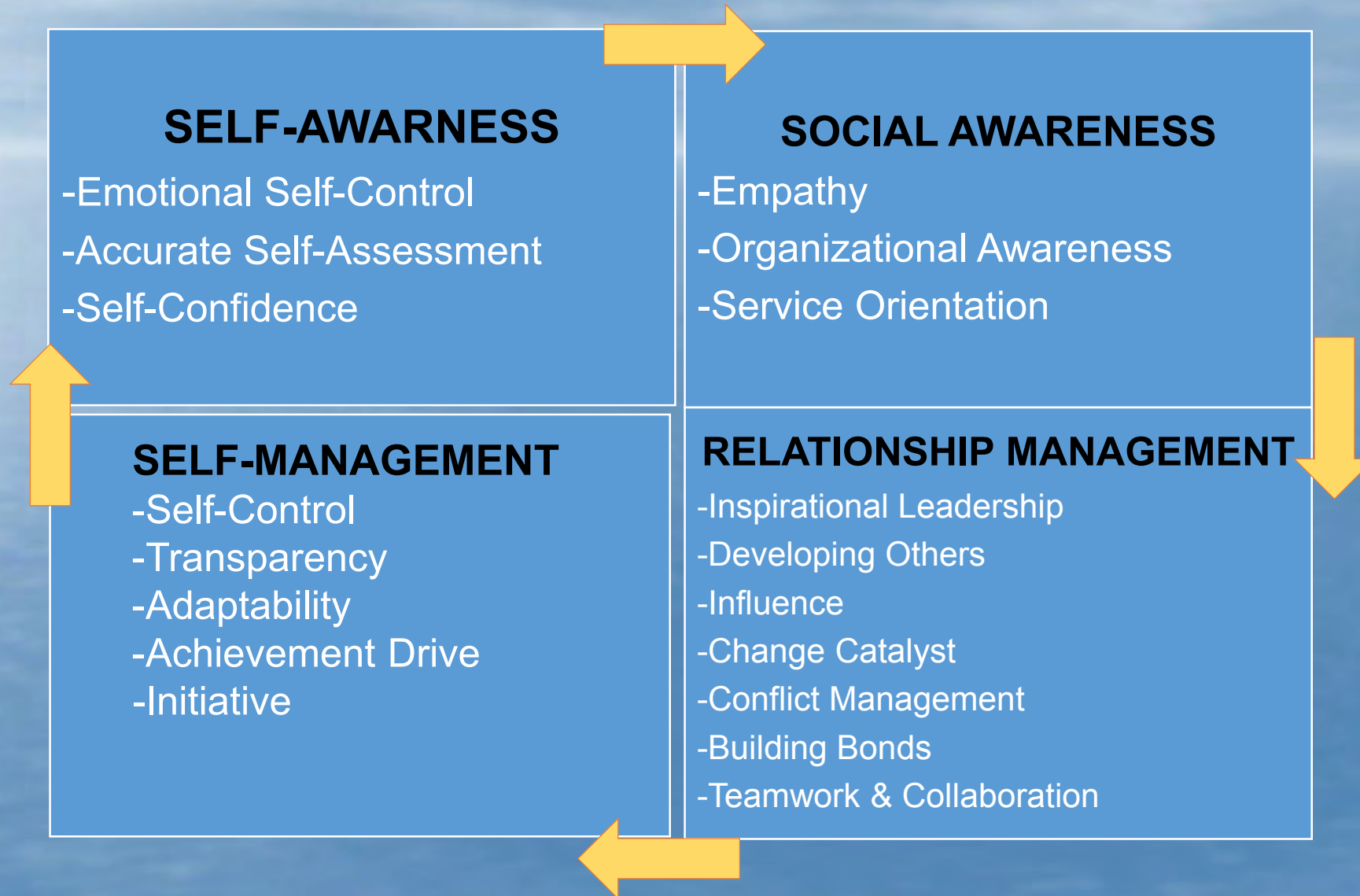
- Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage behavior and relationships



5 QUADRANTS OF EMOTIONAL INTELLIGENCE



LEADING WITH EMOTIONAL INTELLIGENCE



Self-Awareness

- The core of Emotional Intelligence is self-awareness.
- Self-awareness is comprised of three competencies;

Emotional self-awareness, where you are able to read and understand your emotions as well as recognize their impact on work performance and relationships;

Accurate self-assessment, where you are able to give a realistic evaluation of your strengths and limitations;

Self-confidence, where you have a positive and strong sense of one's self-worth.

The starting point and key in these areas is the ability to be critically self-reflective.

Self-Management

Self-management is comprised of five competencies;

Self-control, which is keeping disruptive emotions and impulses under control;

Transparency, which is maintaining standards of honesty and integrity, managing yourself and responsibilities;

Adaptability, which is the flexibility in adapting to changing situations and overcoming obstacles;

Achievement orientation, which is the guiding drive to meet an internal standard of excellence; initiative, which is the readiness to seize opportunities and act.

Social Awareness

Social Awareness is comprised of three competencies;

Empathy, which is understanding others and taking an active interest in their concerns;

Organizational awareness, which is the ability to read the currents of organizational life, build decision networks and navigate politics;

Service orientation, which is recognizing and meeting customer's needs.

Relationship Management

The Social cluster of Relationship Management is comprised of seven competencies;

Visionary leadership, which is inspiring and guiding groups and individuals;
developing others, which is the propensity to strengthen and support the abilities of others through feedback and guidance;

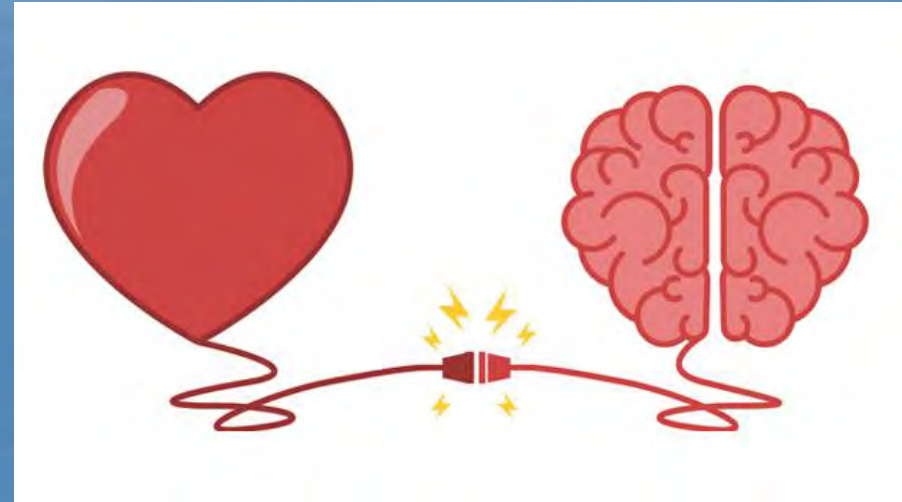
Influence, which is the ability to exercise a wide range of persuasive strategies with integrity, and also includes listening and sending clear, convincing and well-tuned messages;

Change catalyst, which is the proficiency in initiating new ideas and leading people in a new direction;

Conflict management, which is resolving disagreements and collaboratively developing resolutions; **building bonds**, which is building and maintaining relationships with others; **teamwork and collaboration**, which is the promotion of cooperation and building of teams.

HIGH EQ INDIVIDUALS...

1. Don't react rashly
2. Don't avoid new experiences, ideas, or people
3. Don't focus only on self
4. Don't become bitter



Other traits of a leaders...

- A leader who has a high emotional intelligence and uses it in addition to other traits of great leaders
- When you grow your emotional intelligence it's called transformation learning, as this growth comes from using critical self-reflection
- Effective critical self-reflection requires you to question yourself and the assumptions you make on an ongoing basis

EMOTIONAL INTELLIGENCE STATISTIC



90%

OF TOP PERFORMERS
HAVE HIGH EQ



EQ IS
RESPONSIBLE FOR

58%

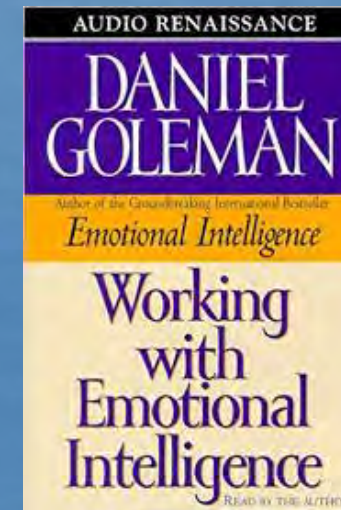
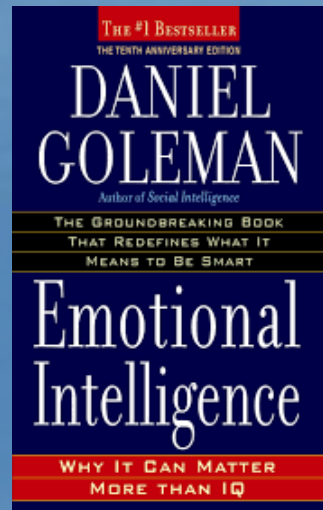
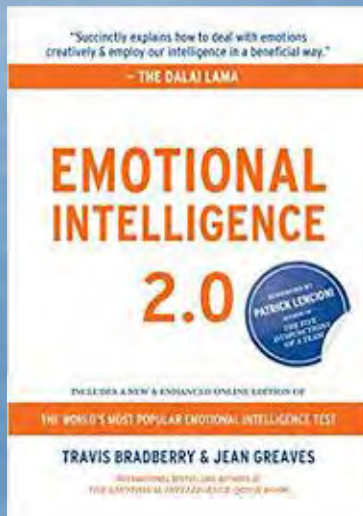
OF YOUR JOB
PERFORMANCE



\$29,000

PEOPLE WITH HIGH EQ MAKE
\$29,000 MORE ANNUALLY THAN
THEIR LOW EQ COUNTERPARTS

BY DR. TRAVIS BRADBERRY





- How many of you know your level of emotional intelligence?
- How many of you know your emotional intelligence score?

4th Cardinal Rule of Leadership

- Guide and mentor others to take positions of leadership
- You can't be the *Sage on the Stage*
- You must be the *Guide on the Side*



THE BRIDGE BUILDER

An old man, going a lone highway, came at the evening, cold and gray. To a chasm, vast and deep and wide, Through which was flowing a sullen tide. The old man crossed in the twilight dim-

That sullen stream had no fears for him; But he turned, when he reached the other side, And built a bridge to span the tide. “Old man,” said a fellow pilgrim near, “You are wasting strength in building here. You have crossed the chasm, deep and wide, why build you the bridge at the eventide?”

The builder lifted his old gray head. “Good friend, in the path I have come,” he said, “There followeth after me today, a youth whose feet must pass this way. This chasm that has been naught to me to that fair-haired youth may a pitfall be. He, too, must cross in the twilight dim, good friend, I am building the bridge for him.”