

Grow Your Leaders/Grow Your Company

An introvert's guide to expectations, leadership and hacking people

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

- *Warren Bennis*



Leadership Path

Vision

Gap

Plan

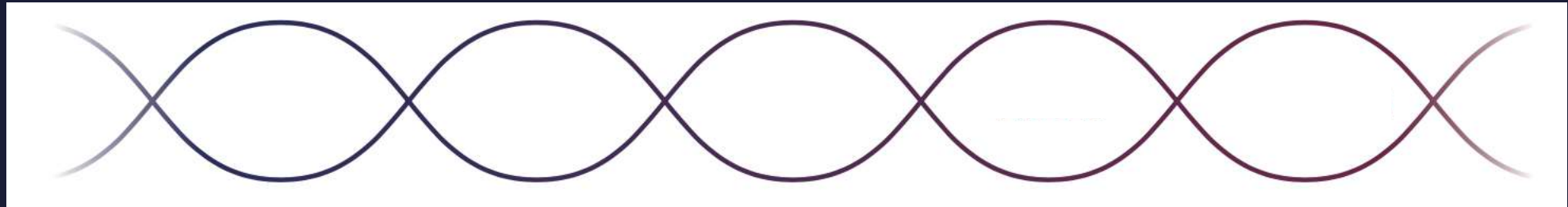
Marshall Resources



Helpful Tools

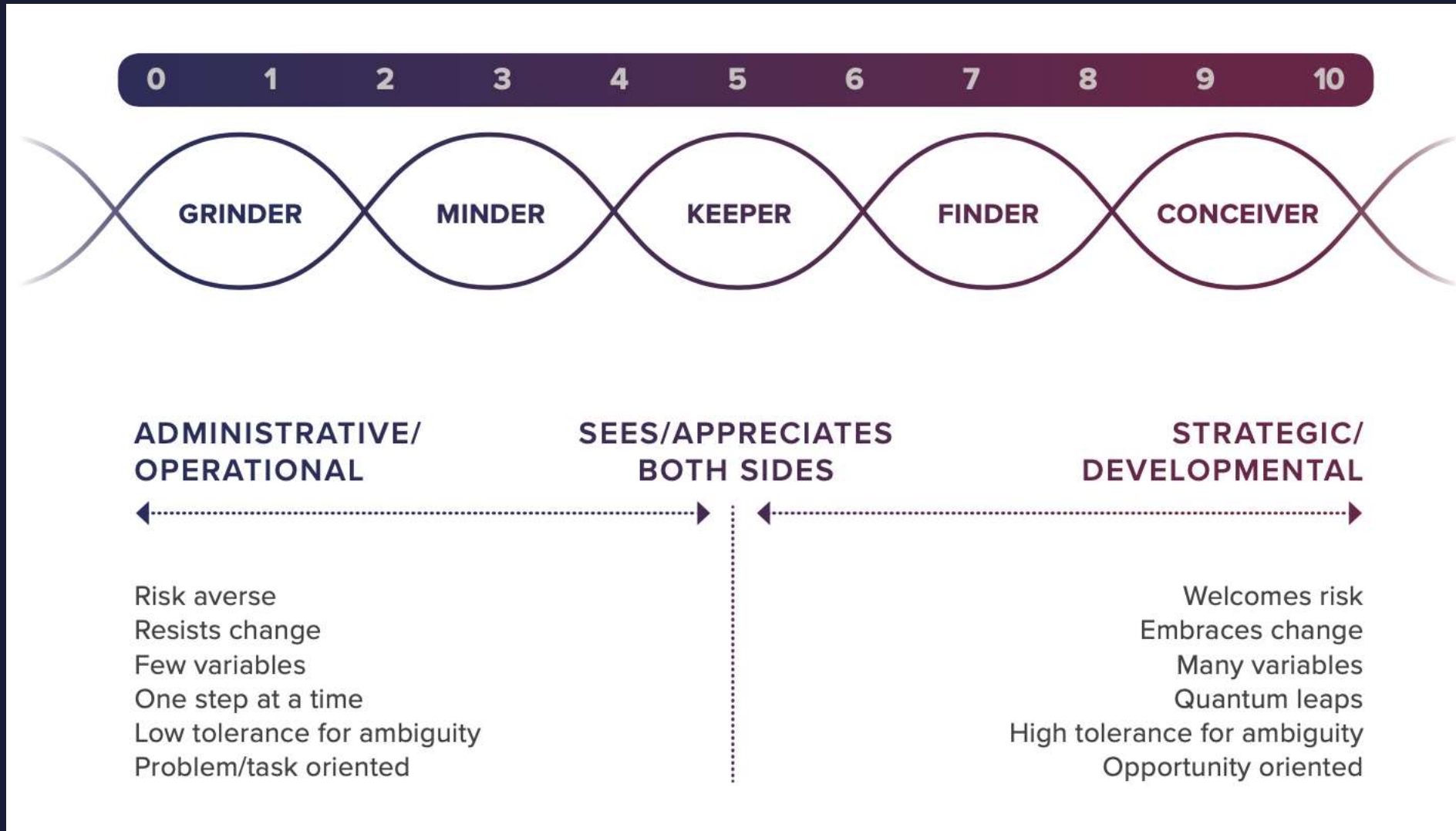


Thinking Wavelength





Thinking Wavelength



Personality



Leading Lion



Much Loved Monkey



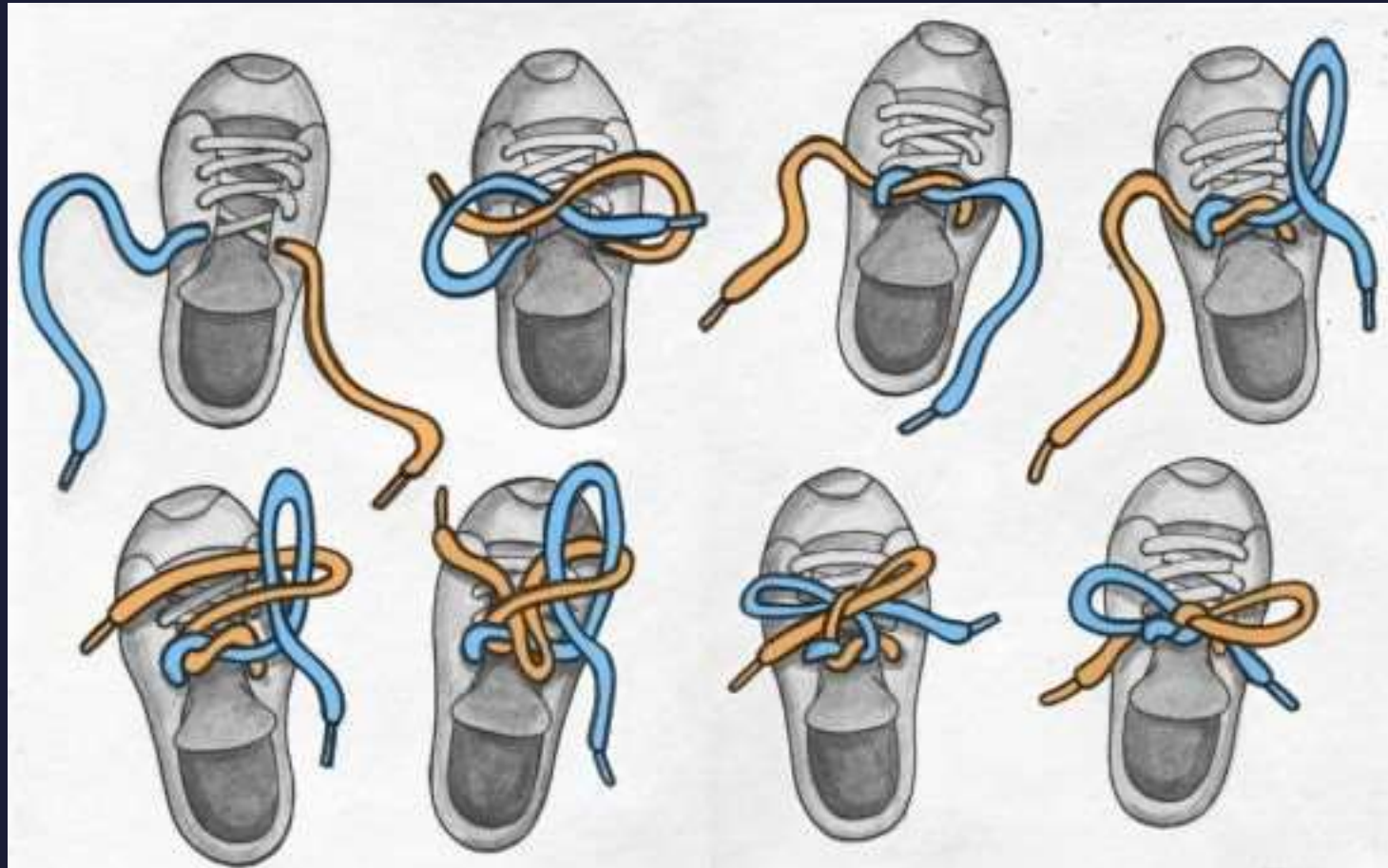
Competent Camel



Tranquil Turtle



Everything you need to know...



Unconscious
Competence

Coach: Reinforce

Unconscious
Incompetence

Coach: Brakes - Question

4 Stages
of Learning

Coach: Brakes – Support
and elevate

Coach: Encourage and teach

Conscious
Competence

Conscious
Incompetence



4 Helpful Lists

What's Right (Leverage)

What's Wrong (Change)

What's Confused (Clarify)

What's Missing (add)

Core Issues:



Paul Simon – Late in the Evening - One Trick Pony





Documentation

LRLRL RRLR LRRL RRLR

Slight Variation:

LRLRL RRLR LRRL RRL



Practice





When leaders throughout an organization take an active, genuine interest in the people they manage, when they invest real time to understand employees at a fundamental level, they create a climate for greater morale, loyalty, and, yes, growth.

- Patrick Lencioni



Thank you

