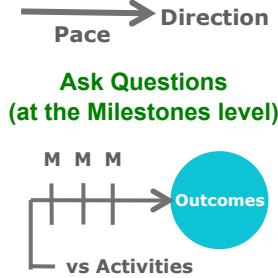


LEAD OUTCOMES



- Think & discuss in **OUTCOMES** versus activities
 - You can't **MICROMANAGE** and be successful at a distance
 - Successful leaders are focused on **DIRECTION** and **PACE**
 - Focus meetings on **DECISIONS, ACTIONS & ALIGNMENT**
 - **ASK** about the **HOW** at the **MILESTONES LEVEL**
 - **ANSWERS** to **HOW** tell you the **LEADER YOU NEED TO BE**
 - Outcomes provide a **TARGET** for everyone's **CREATIVITY**
- Your Notes:

LEAD NIFO



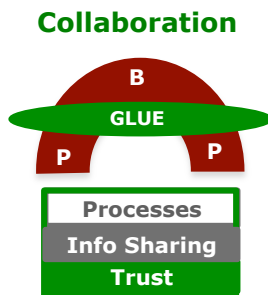
- Lead and have a life! – Live **NIFO** – Nose In, Fingers Out
 - Ask more **QUESTIONS**, **DON'T SAVE** others from thinking
 - Need to feel in **CONTROL** - Through **PEOPLE** vs **INFO**
 - Create **BOUNDARIES**, and you can **DELEGATE MORE**
 - Use **STORIES** and **EXAMPLES** to give the answer
- Your Notes:

CONSISTENTLY DIFFERENT



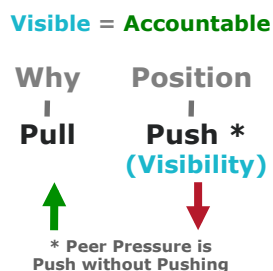
- The outcome...getting others to **THINK, FEEL & DO**
 - Use **STORIES** and **EXAMPLES** to amplify key messages,
 - Be **CONSISTENTLY DIFFERENT** – adapting to others
 - Create a **FEELING** – **LISTEN** – shows you **VALUE** them
 - Sales people...**IF THE CUSTOMER IS TALKING, I'M WINNING!**
 - **FREQUENCY** more important than time in communicating
- Your Notes:

CULTURE OF COLLABORATION



- **GLUE: TRUST, INFO SHARING, COMMON PROCESSES**
 - Help everyone **DISCOVER** their **COMMON INTERESTS**
 - People **TALKING** to each other develop their own **TRUST**
 - Everyone **SHARING INFO**, you need **FEWER PROCESSES**
 - **SIMPLE** processes are much **EASIER to CHANGE**
 - Continually ask your team: How's our **GLUE?**
 - **ENABLING** the right **CONVERSATIONS** happening
- Your Notes:

POWER IN PEER PRESSURE



- Make goals & achievement **VISIBLE** (**PEER PRESSURE**)
 - Keep an **EYE OUT** for potential **CONFLICT**
 - Create **PULL** (Why) power, not need **PUSH** (boss) power
 - **VISIBILITY** is a **MOTIVATOR**, create **PRIDE** in your people
 - Use **PEER PRESSURE**...people **KEEP** their reputation
- Your Notes:

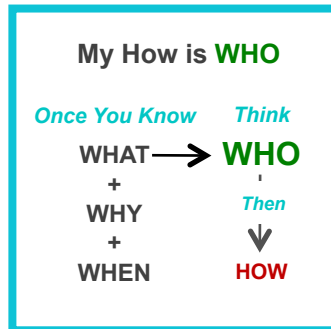
CONDITIONS FOR SUCCESS



- Create the **CONDITIONS** that **ENABLE** your people
- **CLARITY** – if something is not clear, bad is happening
- Your people need to take **ACTION** on their own
- Grow **BUSINESS JUDGMENT** to delegate more decisions
- Your people need to make **DECISIONS** on their own
- Develop **INFLUENCING SKILLS** – people need to adapt
- Your people need to **COLLABORATE** on their own

Your Notes:

THINK WHO BEFORE HOW



- Most leaders think **WHAT** then **HOW**, not **WHO**
- Great leaders **FIRST THINK WHO** before **HOW**
- An empowered **WHO** creates leverage to achieve **MORE**
- If you **DON'T HAVE** a **WHO**, **WHO IS THE WHO?**

Your Notes:

	More of	Same as	Less of
REFLECTION			

1. Think & discuss in **OUTCOMES** vs activities, It's the Language of **ACHIEVEMENT**.
2. Remember, **MICROMANAGEMENT** has a **SPEED LIMIT**. Team **SPEED** becomes your speed.
3. Management is having the right **ANSWERS**. Leadership is having the right **QUESTIONS**.
4. Successful leaders are focused on Two Things (to **PRIORITIZE**): **DIRECTION** and **PACE**.
5. Focus your **MEETINGS** on **OUTCOMES**, not discussions (**DECISIONS, ACTIONS & ALIGNMENT**).
6. Gain **OWNERSHIP** on the Outcomes, and **ASK** about the **HOW** at the **MILESTONES LEVEL**.
7. You are a **ROLE MODEL** for your people. They **COPY** your behaviors, both **GOOD** and **BAD**.
8. Outcomes provide a **TARGET** for everyone's **CREATIVITY**...and **CONSTRAINTS** drive the need.
9. To successfully lead others and have a Life! – Live **NIFO** – **NOSE IN, FINGERS OUT**
10. Ask more **QUESTIONS**, as every time you give the **ANSWER**, you **SAVE OTHERS** from thinking
11. Stories and examples **GIVE** the **ANSWER WITHOUT** your people **FEELING** that they were **TOLD**
12. You want your people to keep the **OWNERSHIP** of the **OUTCOME**. **ASK** versus tell.
13. The outcome of communication is getting others to **THINK, FEEL & DO**
14. To create a great feeling in others – **LISTEN** – it shows you **VALUE** them
15. Sales people say...**IF THE CUSTOMER IS TALKING, I'M WINNING!**...**LET OTHERS TALK**
16. Use **STORIES** and **EXAMPLES** to create a **FEELING** in others...are more memorable too
17. Successful communicators are **CONSISTENTLY DIFFERENT** – adapting to other personalities
18. Package messages for the right combination of **DIRECT** or **INDIRECT** and **OPEN** or **GUARDED**
19. Enable the GLUE: **TRUST, INFORMATION SHARING** and **COMMON PROCESSES** in this order
20. Create more **PULL** (Why) Power and not continually use your **PUSH** (Boss) Power all the time
21. Use **PEER PRESSURE** for the right **PUSH** power...**PUSH** coming from **WITHIN** the team
22. When people **NEED EACH OTHER** for their personal success, they **WORK WITH EACH OTHER**
23. Make Goals/Achievement **VISIBLE (PEER PRESSURE)** and an **EYE OUT** for Potential **CONFLICT**
24. Create the Three **CONDITIONS** that **ENABLE** your **PEOPLE** to **DELIVER** the **SUCCESS**.
25. First Condition: **CLARITY** – If something is **NOT** clear, something **BAD** is usually happening.
26. Create the right **BOUNDARIES**, and you can **DELEGATE MORE** than you think you can.
27. Second Condition: **BUSINESS JUDGMENT** – Need to **TRUST** judgment to delegate **DECISIONS**.
28. Remember to **INTERVIEW** for **BUSINESS JUDGMENT** by using more **SCENARIOS**.
29. Grow your **BUSINESS JUDGMENT PIPELINE** to be able to keep **DELEGATING** decisions.
30. Third Condition: **INFLUENCING SKILLS** – Your people need to **INFLUENCE PEERS** & outside.
31. Grow your People's **ADAPTABILITY**...IT'S the **FOUNDATION** for effective **INFLUENCE**.
32. Success is a Team Sport. Think **WHO** - Right **WHO** Gives you a better **HOW** to **ACHIEVE** more.
33. Keep in mind...**IF YOU DON'T HAVE A WHO**, the **WHO** is always **YOU**. **THINK WHO FIRST**.
34. Successful leaders view their job as **MY HOW IS WHO**.

Behaviors/Skills that Power your Leadership and Career Success

Multiplies your Legacy

Drive Change

- Deliver Change and Prepare for More (Integrates Both Today & Future)
- Build and Maintain Strong Support (Builds Strong Sponsorship & Stakeholders)
- Drive a Bold Direction and Strategy (Shows Courage to Use Intuition & Take Risks)
- Provide Good Business Judgment (Makes & Implements Good Decisions Quickly)
- Leverage the Capability in your Team (Delegates & Holds People Accountable)
- Deliver Using Available Resources (Manages Constraints & Finds a Way to Deliver)

Multiplies your Impact

Influence Others

- Embrace the Ideas of Others (Listens Attentively & Can Suspend Judgment)
- Make Others Feel Valued (Demonstrates & Makes Others Feel Interesting)
- Change Mindsets and Habits (Communicates Clearly & Persuades Others)
- Build a Team Spirit and Approach (Trusts Others & Builds Alignment)
- Face Difficult Conversations (Manages Conflict & Difficult People)
- Willing to Share your Power (Motivates Others & Shares Credit)

Lead Yourself

- Courage to Take Action (Confident)
- Keep the Important Important (Focused)
- Know the Person You Need to Be (Adaptable)
- Bring Fresh Ideas and Approaches (Imaginative)
- Show Commitment to Others (Responsible)
- There's Always a Way (Resourceful)

Reflection is the opportunity to give yourself advice!

How strong are your behaviors/skills?

Human (H), Motivation (M), Emotion (E), Change (C), Influence (I) & Decision (D)

H Needs

- Certainty (Feel Assured)
Uncertainty (Something New)
Significance (Feel Unique)
Connection (Value Relationships)
Growth (Escape Boredom)
Contribute (Giving Feeling)

M Factors

- Money (What Provides)
Relevance (Feel Why)
Power (Have Choice)
Ego (Feel Recognized)

E Factors

- Fear (Must Act)
Guilt (Will Regret)
Greed (Want More)
Desire (Need More)
Pride (Feel Important)
Love (Feel Appreciated)

Consider ALL the factors to INFLUENCE others?

C Factors

- Why (Is It Worth It?)
Confidence (Can I Do It?)

I Factors

- Authority (Seriously Listen)
Likeability (Feel Content)
Trust (Without Question)
Reciprocity (Feel Obligated)
Social Proof (See Others)
Community (With Others)
Anticipation (Can't Wait)
Events (More Memorable)
Scarcity (Drives Want)

D Factors

- Facts (Seems Logical)
Feeling (Feels True)
Faith (Match Beliefs)