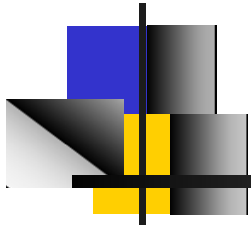
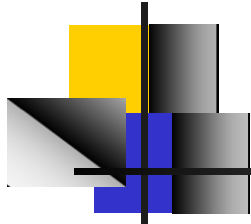


# Leading and Managing in a Dynamic Organization

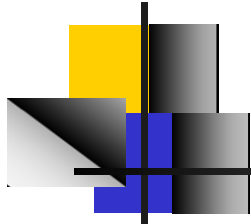




# Questions

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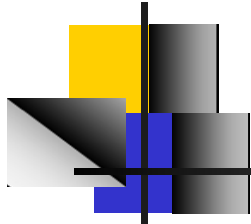
- Do you have to have a management title to be a manager?
- Are all managers leaders?
- How do you remain calm in an ever changing world?



# This Dynamic World

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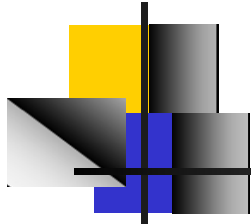
- The world is changing so fast that not one of us can sit on “what we have always done” for a minute
  - you may be out of a job
  - your company may be out of existence



# This Dynamic World

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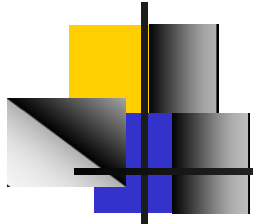
- With the internet we have at our fingertips all the world's information and with computers we have at our fingertips the ability to process that information to drive change.



# Leadership

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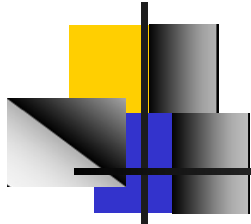
- Create a Vision
- Induce Change
- Develop Strategies
- Align People
- Communicate
- Motivate to Inspire



# Leadership vs Management

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- Management is about coping with complexity
- Leadership is about coping with change

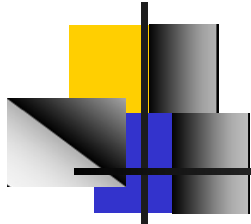


# Leadership vs Management

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- Leadership is the art of accomplishing more than the science of management says is possible.

- Colin Powell

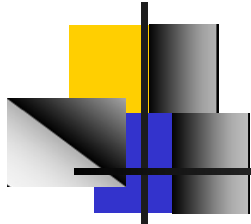


# Leadership vs Authority

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- Leaders must define objectives, set strategy, allocate resources, and make sure the components mesh effectively
- Authority is associated with specific formal and informal titles or positions

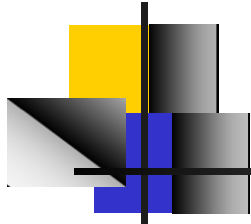




# Seven Acts of Leaders

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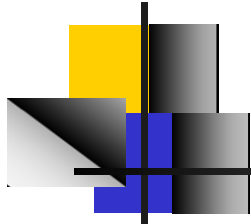
- Get on the balcony and view your organization's reality as a whole
- Communicate that reality to everyone in the organization
- Clarify competing values such as individualism and teamwork
- Advocate change in values if indicated to achieve leaders' ambition



## Seven Acts (cont'd)

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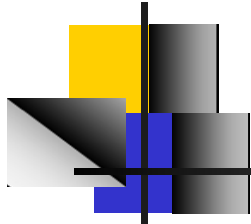
- Promote dialogue and discussion rather than seek undemanding, easy consensus
- Modulate distress rather than relieve it
- Take responsibility for solving problems relative to ones personal job performance



# Success

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- Frequently the difference between success and failure is the resolve to stick to your plan long enough to win.
- Success doesn't depend on the brilliance of your plan, but on the consistency of your actions.



# Success

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- We are what we repeatedly do.  
Excellence, then, is not an act but a habit.

- Aristotle

- The key to success is constancy of purpose.

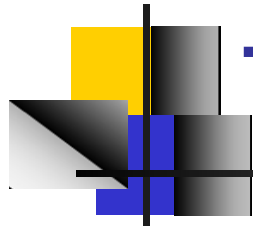
- Benjamin Disraeli



# Ten Commandments of a Leader

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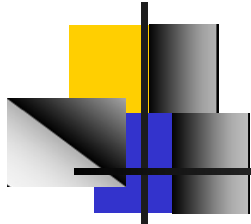
- Treat everyone with respect and dignity
- Set the example for others to follow
- Be an active coach
- Maintain the highest standards
- Insist on excellence and hold people accountable
- Build group consensus and pride



## Ten Commandments (cont'd)

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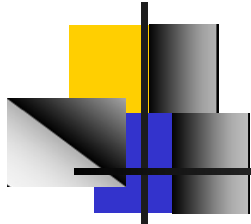
- Show confidence in your people
- Maintain a sense of urgency
- Be available and visible to your staff
- Develop yourself to give the highest potential



# Commandment #11

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- Surround yourself with the very best people you can find and let them do their job.
  - Jim Collins (Good to Great)

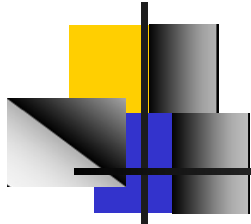


# Commandment #11

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- If you are leading a dynamic organization, you cannot possibly micromanage.

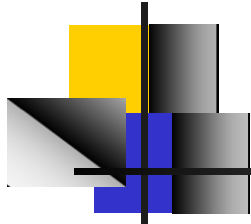




# Synergy

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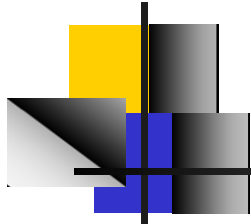
- The act of getting more out of the whole than the sum of the individual parts.



# Responsibilities of a Leader

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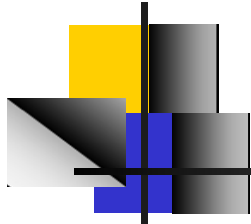
- Being a coach and facilitator
- Empowering people
- Distributing leadership
- Aligning with broad vision and strategy
- Gaining commitment
- Focusing on quality, service and the customer



## Responsibilities (cont'd)

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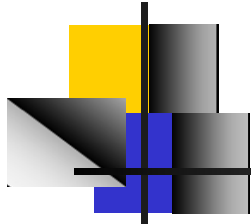
- Collaborating and unifying
- Fostering independence
- Respecting, cherishing and leveraging diversity
- Continuously learning and innovating
- Guiding with winning, shared values and healthy culture



# Execution

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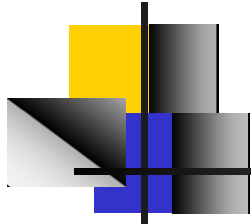
- Armed with
  - A clear picture of where you are
  - A clear vision of where you want to go
  - A clear plan of how to get there



# The Winning Team

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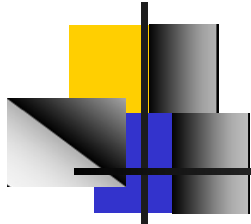
- Have a clear understanding and direction
- Understanding and respecting each other
- Accepting responsibility
- Being accountable
- Having fun



# The Winning Team

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- Once you have been a member of a winning team you will never want to participate on anything else.



# The Senses

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- Leadership: you will know it when you see it.
  
- The winning team: you will know it when you feel it.



# Leadership Test

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	1	2	3	4	5	
Maintains the status quo						Accepts change
Afraid of failure						Risk taker
Political decisions						Decision based on facts
Reactive						Pro-active
Close to the vest						Shares vision
Afraid of losing face						Adjusts course
Short-term oriented						Long-term awareness
Delegates only						Personally involved
Avoids feedback						Seeks feedback
Blames others for mistakes						Focuses on system when things go wrong
Takes credit for good things						Gives credit to others
Poor communicator						Good communicator
Not customer oriented						Customer oriented