

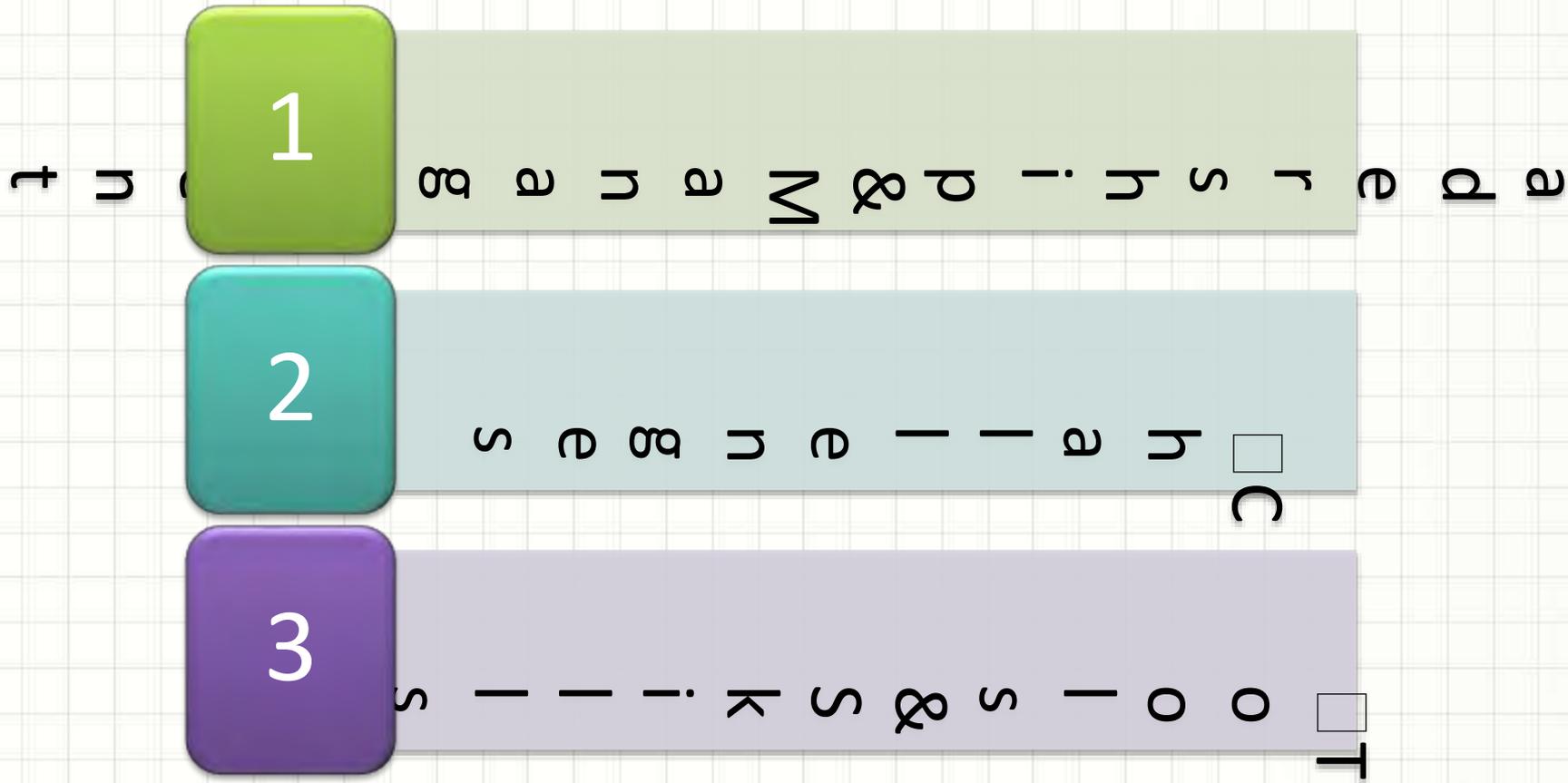
LEADERSHIP FOR PROFESSIONALS

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TAYLOR ENGINEERING, INC.

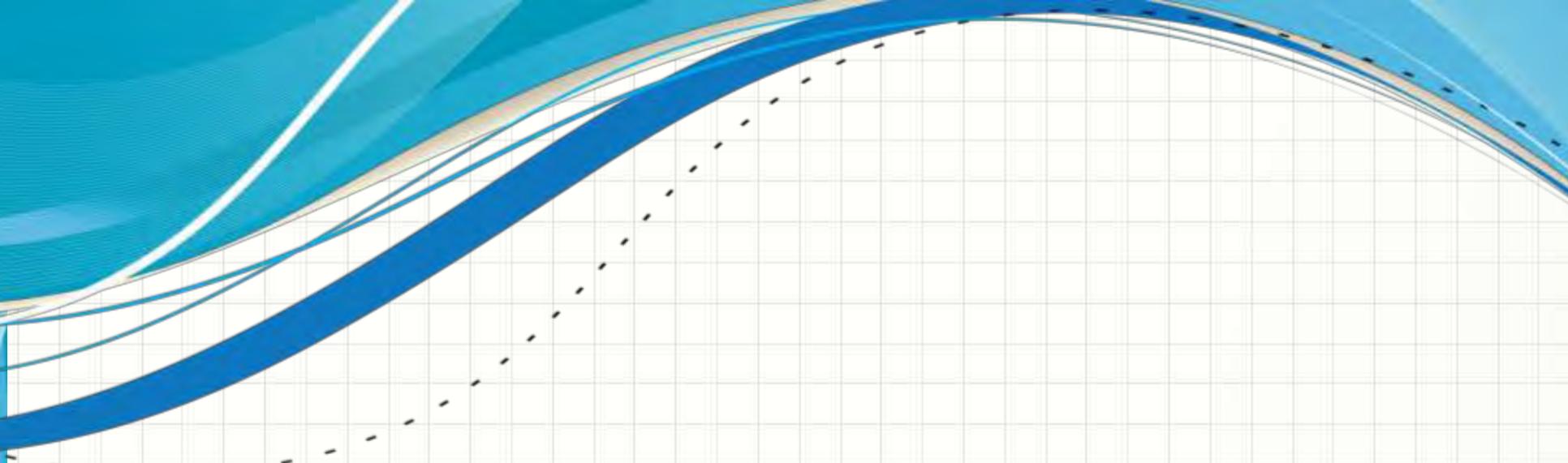


“When it comes to leading people, there is no problem that is unique to you.” Cottrell (2002)



It still takes work to make a salad.





LEADERSHIP & MANAGEMENT



*I've learned
that people
will forget*

Lead people. Manage things.

MANAGERS...

have employees.

have power.

position that is granted.

LEADERS...

have followers.

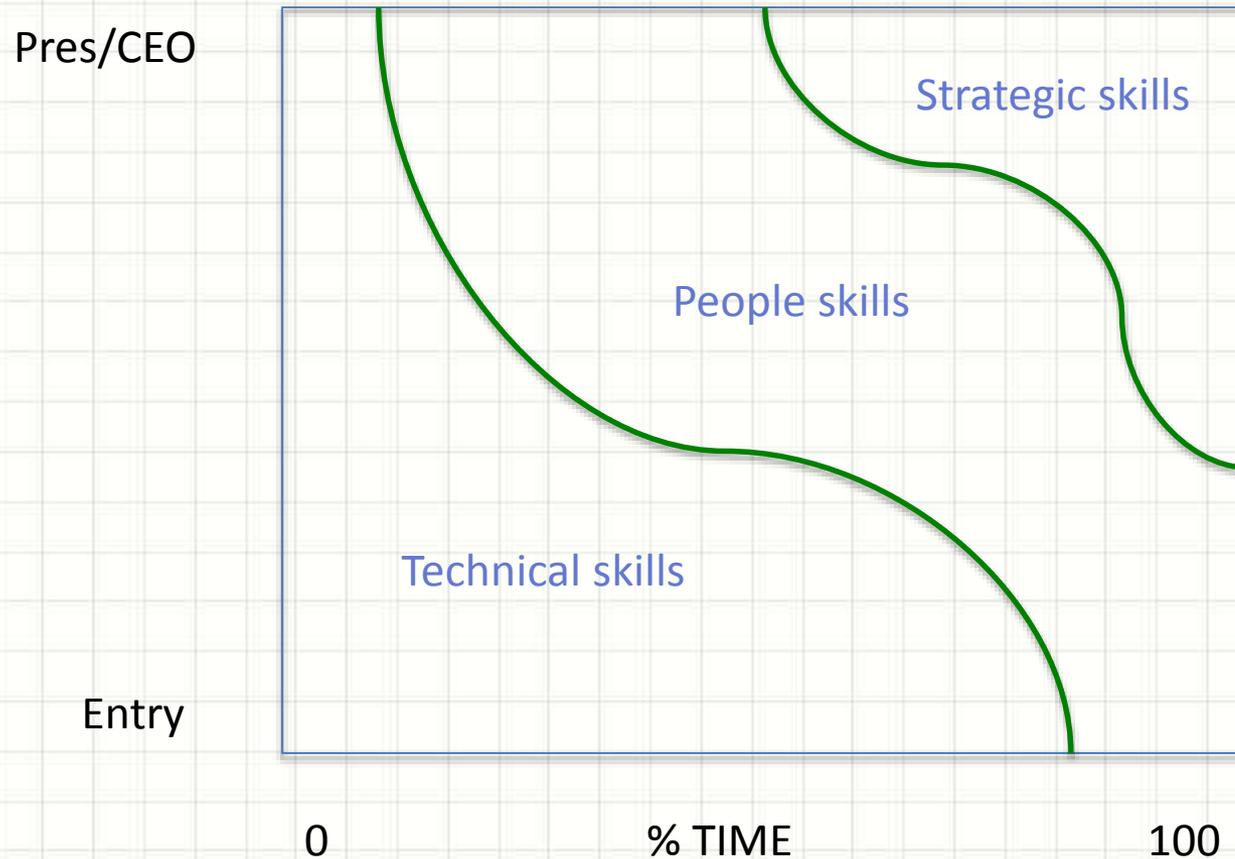
have influence.

status that is earned.

- Derrick

Leadership Progression

Adapted from Center for Army Leadership



“Smart or effective? I'm not looking to be the smartest person. ... I want to be known as the guy who is actually very effective.”

Goldsmith (2009)



**IQ – Intelligence
Quotient**

“Emotional intelligence is a better predictor of success than IQ.” Tokarczyk and Alafat

EI – Emotional Intelligence



“Obstacles appear in our path everyday. At each obstacle we are forced to choose ... stop me or ... grit my teeth and find a new path around it. ... Each time we flex our determination, we prepare ourselves to stand strong in times of great adversity.” Giuliani (2009)



AQ – Adversity Quotient



“Adversity can make you better or bitter- it’s your choice.” From a church sign

QUITTERS



CAMPERS



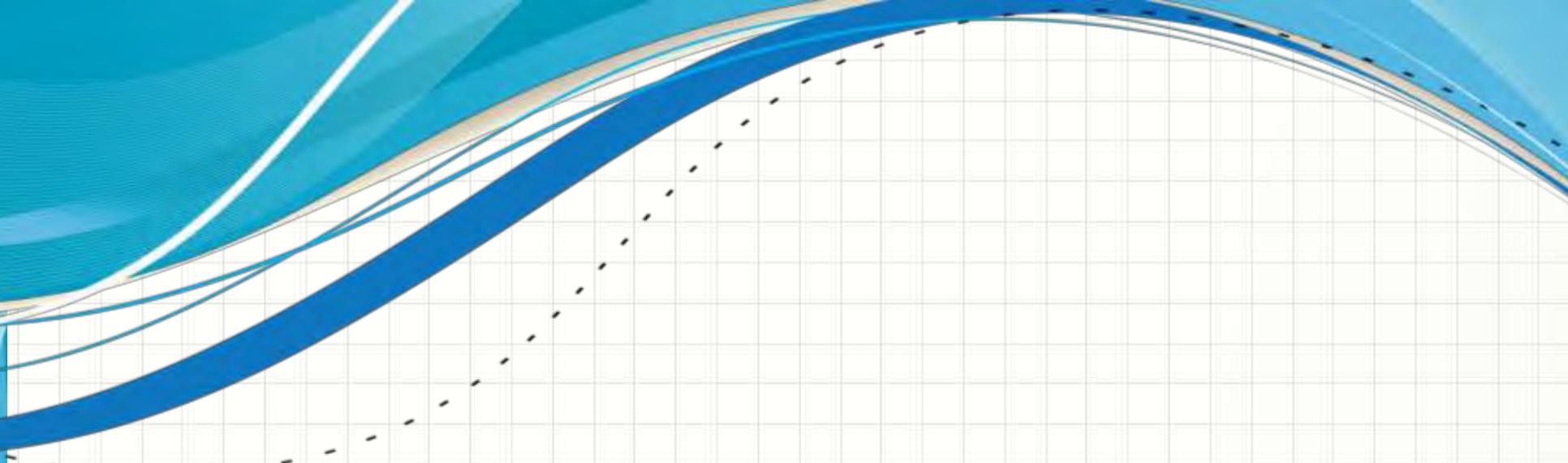
CLIMBERS

“Leadership is primarily a high powered, right brain activity. ... My own maxim of personal effectiveness is this: Manage from the left; lead from the right.” Covey (1990)



*Try “A Whole New Mind,” -
Daniel Pink*



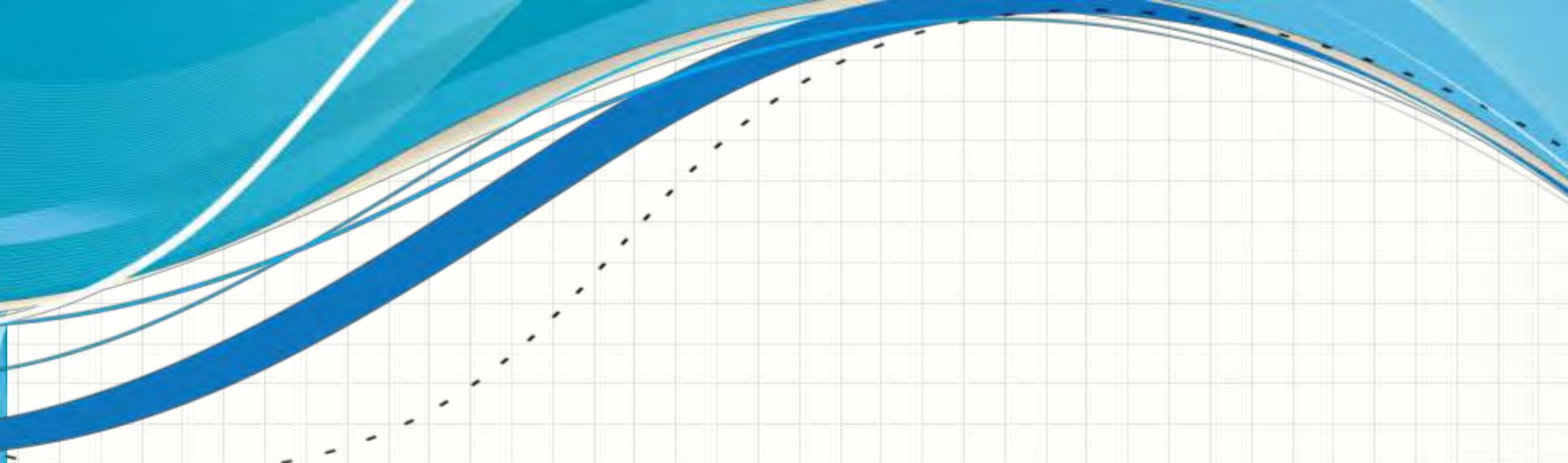


CHALLENGES

Brainstorming Rules 101

- One Conversation at a Time
- Defer Judgment
- Build on the Ideas of Others
- Encourage Wild Ideas
- Stay Focused on the Topic





TOOLS & SKILLS

Almost every problem, every conflict, every mistake and every misunderstanding has at its most basic level a communications problem.

Alessandra and Hunsaker



Communication is:

- Complex
- Circular
- Irreversible — you cannot erase the message

Hackman and Johnson

People Do Judge a Book by Its Cover: What Did You Say?

Verbal (12%)

The words themselves.

Vocal (33%)

Tone and intensity of the voice and of the vocal qualities. "... music we play with our voice."

Visual (55%)

Everything else the listener can see.



The six people involved in a conversation:

1. Who you think you are.
2. Who you think the other person is.
3. Who you think the other person thinks you are.
4. Who the other person thinks he or she is.
5. Who the other person thinks you are.
6. Who the other person thinks you think he or she is.

Barnlund in Hackman and Johnson



People will tolerate all sorts of rudeness, but the inability to pay attention holds a special place in their hearts.”

Goldsmith (2007)



FISH!



PLAY

BE THERE

CHOOSE YOUR
ATTITUDE

MAKE THEIR DAY

