

TRANSFORMATIONAL LEADERSHIP | HTG



LEADING FROM YOUR CORE



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KEYS TO LEADING FROM YOUR CORE

The Why

Michael Scott

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BACKGROUND

Michael Scott

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- ▶ Licensed professional counselor, national certified counselor, professional speaker, and executive coach.
- ▶ Over 20 years of experience in counseling and leadership coaching.
- ▶ Walks with leaders across the United States to develop effective strategies for group and individual success.
- ▶ Believes in creating focus and alignment through clear communication.
- ▶ Leverages the power of relationships to foster growth and make a difference.



KEYS TO LEADING FROM YOUR CORE

The Why

- ▶ Assess your personal leadership skill
- ▶ Evaluate your season of leading
- ▶ Determine your most effective role



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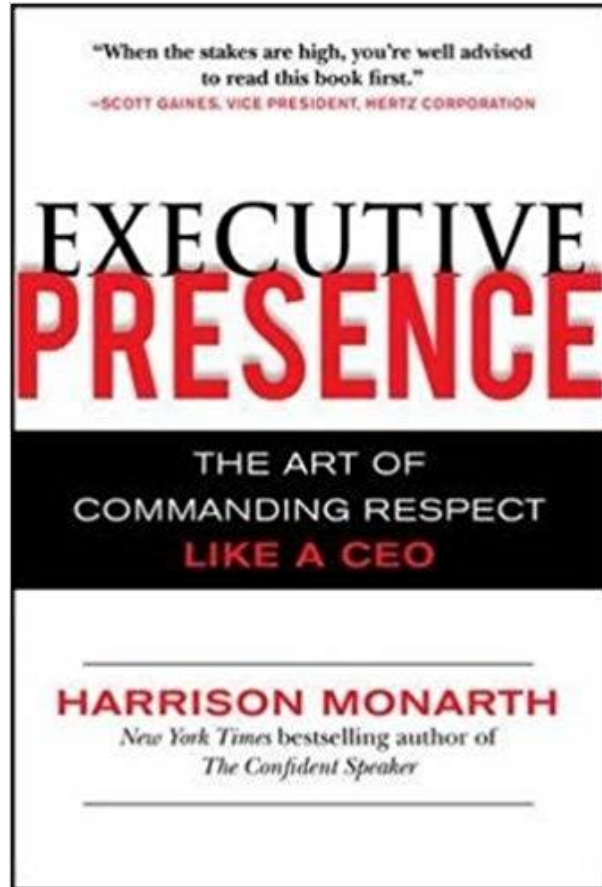
Access Your Personal Leadership Skill



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Social Intelligence



“Executive Presence, The Art of Commanding Respect like A CEO”

- Harrison Monarth

Social Intelligence

- ▶ You have heard of emotional intelligence in past seminars and leadership trainings. If you recall it is made up of 4 components:

Self-Awareness

Self-Management

Social Awareness

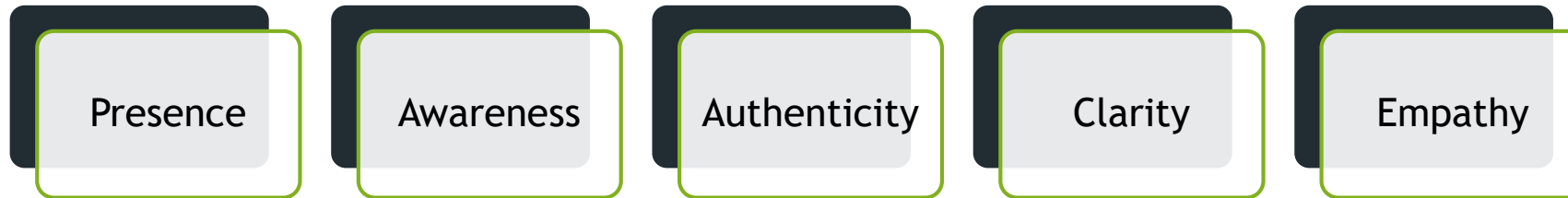
Relational Awareness

- ▶ Social Intelligence is not an inward awareness but you do need to be in touch with your inner awareness aka:

Emotional Intelligence

Social Intelligence

Social Intelligence has 5 dimensions according to Karl Albrecht



Activity: Self Rate these 5 areas 0 to 5
(0-absent/ 5 best it can be)

Social Intelligence

Actions for each area to improve your PAACE:

Presence- start using more of your senses

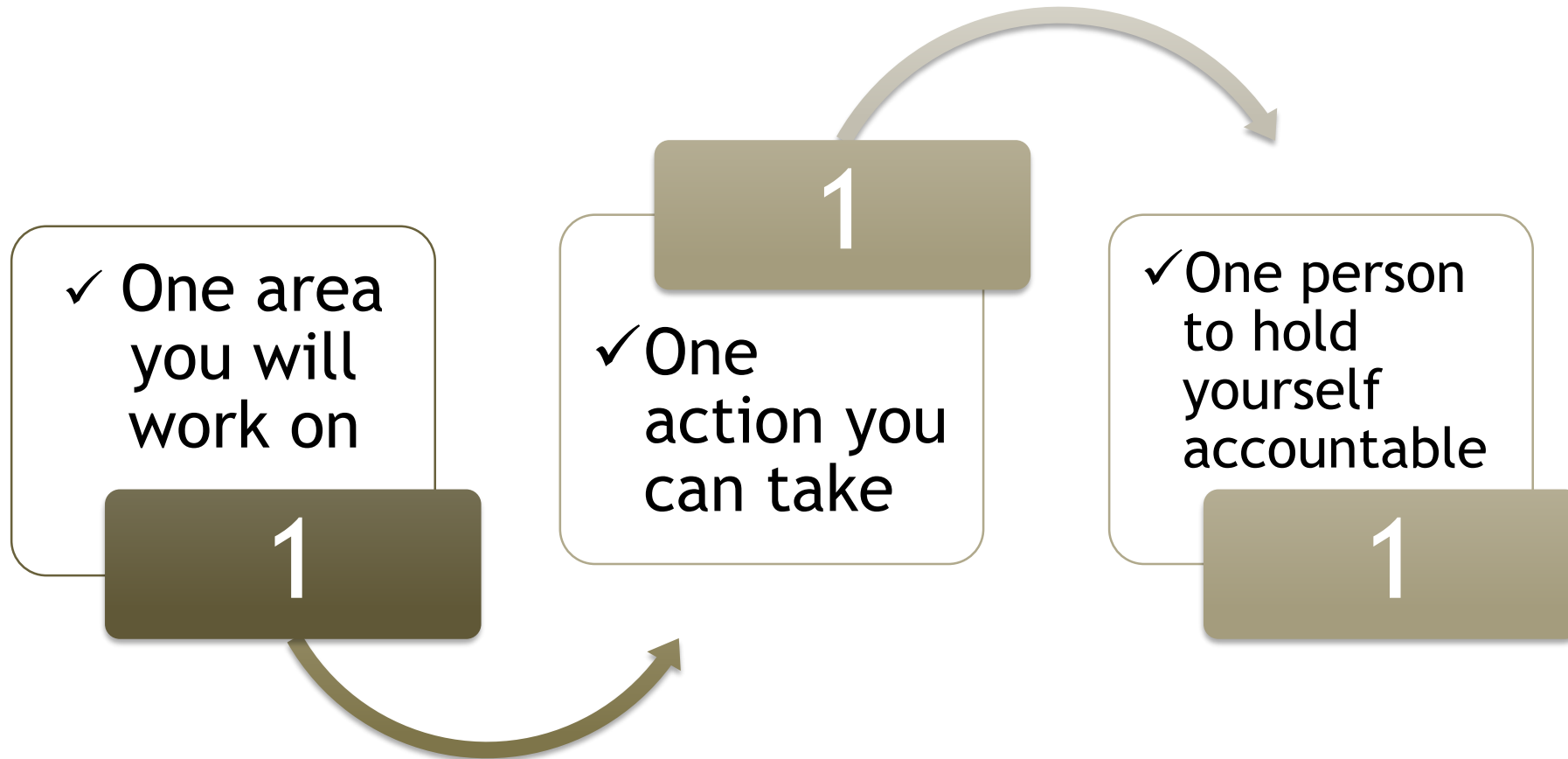
Awareness- do a critical assessment of your strengths and weaknesses

Authenticity- practice being authentic-intentional focus.

Clarity- use simple communication/less complex

Empathy- practice listening with empathy

Assignment



Evaluate Your Season of Leading

Evaluate Your Season For Leading

Evaluating your season of leading...

To do this we will go back to a tool that most of you have seen in the past; “The Leadership Ladder” from the book “Influence Through Accountability” by Dr. Larry Little and Melissa Hambrick Jackson.



Evaluate Your Season For Leading

Emotional Intelligence (EQ) requires:

Self-
Awareness

Self-
Management

Social
Awareness

Relationship
Management

Evaluate Your Season For Leading

Emotional Intelligence (EQ)

Self-Awareness: The ability to accurately perceive your emotions in the moment and understand your tendencies across situations.

Intrinsic

Aware of Internal Response

Core Principle of EQ

Recognize Triggers

Self-Assessment

Understand Predispositions

Self-Confidence

Leadership Ladder

Evaluate Your Season For Leading

Emotional Intelligence (EQ)

Self-Awareness: Leadership Ladder - Title Leadership

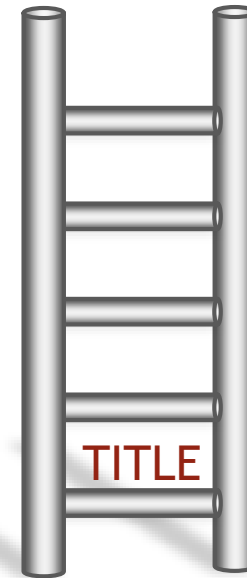
Lowest rung

Position-oriented

People follow because of the position/title

Influence limited to policies and procedures

No real respect, only fear



Leadership Ladder

Evaluate Your Season For Leading

Emotional Intelligence (EQ)

Self-Awareness: Leadership Ladder - Team Leadership

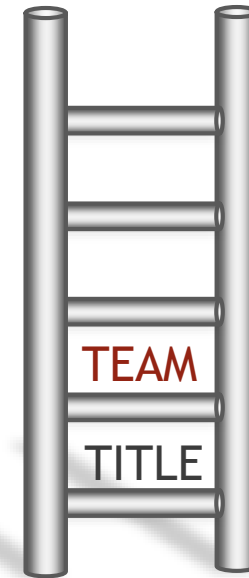
Second rung

Relationships established

People follow you because they like you

Loyalty develops

This level allows work to be fun



Leadership Ladder

Evaluate Your Season For Leading

Emotional Intelligence (EQ)

Self-Awareness: Leadership Ladder - Task Leadership

Third rung

Results-driven

People follow because of accomplishment of task

Momentum is building

Tangible outcomes are experienced



Leadership Ladder

Evaluate Your Season For Leading

Emotional Intelligence (EQ)

Self-Awareness: Leadership Ladder - Teach Leadership

Fourth rung

Investing in others

People follow because of your investment in them

This is where long-range growth occurs

Commitment to developing leaders ensures ongoing growth to the organization.

Tangible outcomes are experienced



Leadership Ladder

Evaluate Your Season For Leading

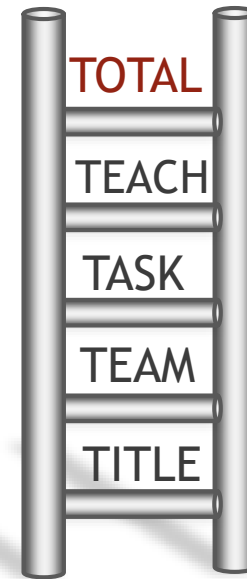
Emotional Intelligence (EQ)

Self-Awareness: Leadership Ladder - Teach Leadership

(Top Rung) A role in which others place you because of their respect and recognition of your ability to inspire and lead effectively.

Where are you on the
Leadership Ladder?

What does it look like to **lead an IT company on that level?**



Leadership Ladder

Determine Your Most Effective Role

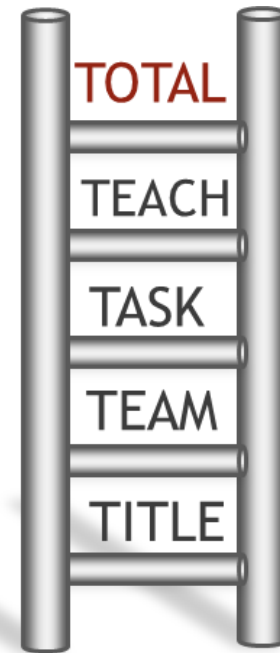


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Determine Your Most Effective Role

A deeper look at not just where you are on the leadership ladder but where do you need to be in order to be the most effective for your company in 2018.



Leadership Ladder

Determine Your Most Effective Role

Where does your current organization need you to be?

Where do you want your leadership level to be in 2018?

What are the obstacles to you getting to that level?

What are the leadership behaviors that are needed to get to that level?

What is your action plan??

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Questions

KEYS TO LEADING FROM YOUR CORE

Level 400: The Why

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