

Leadership + You

Elevating Organizational Impact

IFMA | February 2023



Let's Start
with a
Question

What impact do you, as
leader, have on the
overall results of the
organization you work
for?

What does it **mean** to be a leader?

Who (in your eyes) is a **good** leader?

Why? What are the behaviors and characteristics of this person?

Who (in your eyes) is **not** a good leader?

Why? What are the behaviors and characteristics of this person?

> Share with your neighbor



Manager vs. Leader – Is There A Difference?

MANAGER

A person responsible for the administration of the work, typically through a group of people.

LEADER

A person who guides and influences the behavior of the people who follow them.

Manager vs. Leader – Is There A Difference?

MANAGER

Focuses on tasks
Directs
Instructs
Focuses on immediate
Follows rules
Harbors control
Assigns tasks
Delegates
Implements strategies
Solves problems

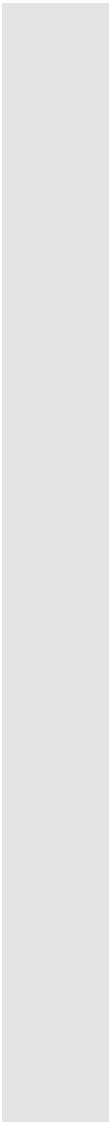
LEADER

Focuses on goals
Influences
Encourages
Sees big picture
Innovates
Inspires trust
Fosters ideas
Empowers
Creates vision
Inspires change



Definition of Leader

A person who guides and influences the behavior of the people who follow them.





Fundamental Skills

PERCEPTION + CURIOSITY



Perception



Perception

- a way of regarding, understanding, or interpreting something; a mental impression.

Perception

You will see the world differently from the way other people see it.

The key is ... **dialogue + curiosity.**

Curiosity

- a strong desire to know or learn something
- inquisitive interest in others' concerns

Curiosity: Why Does it Matter?

- Push past perceptions
- See below the surface
- Increase engagement
- Create new ideas + increase innovation
- Meaningful connection with others

Curiosity: What Are the Barriers?

- Time
- Fear of the answer
- Fear of being judged
- Fear of losing control

Common Leadership Styles

- Transformational Leadership
- Delegative Leadership
- Authoritative Leadership
- Transactional Leadership
- Participative Leadership
- Servant Leadership
- *YOUR* Leadership

Your Leadership Style is made up of your...

experience

values

why

personality style

strengths

improvement areas

beliefs

blind spots

future self

S U P E R P O W E R

A background image showing three children in superhero costumes (yellow, green, and red) cheering with their arms raised on a beach. The image is faded and serves as a backdrop for the text.

Superpower

- Most positive and impactful personality / behavioral asset

Superpower

- Be intentional about how to show up (authentically)
- Be aware of when overused
- Be aware of biases



Complexity Busting

A card with an orange background. It features a scribbled-out circle in the top left corner.



Creative Thinking

A card with a magenta background. It features several vertical lines of varying lengths on the left side, ending in a jagged, sawtooth-like line on the right.



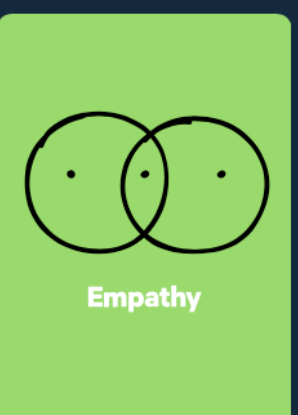
Cultural Compass

A card with a yellow background. It features a heart shape formed by a dense, chaotic scribble of black lines.



Decisiveness

A card with a magenta background. It features a simple black oval shape in the center.



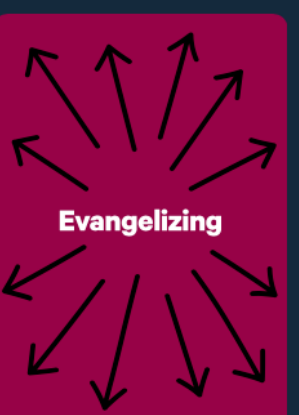
Empathy

A card with a light green background. It features two overlapping circles, each with a small black dot in its center.



Energy

A card with a yellow background. It features a sunburst pattern of many short, radiating lines.



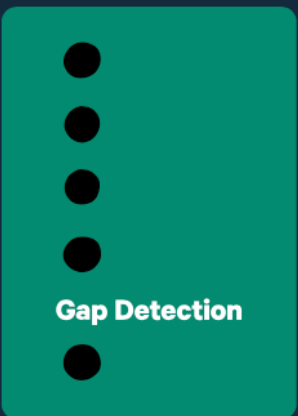
Evangelizing

A card with a magenta background. It features a central point with several arrows radiating outwards in various directions.



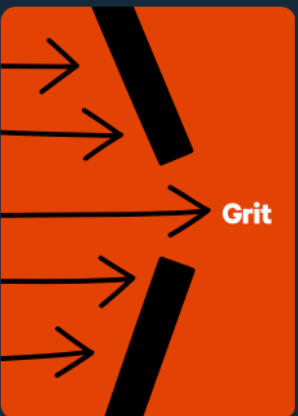
Experimentation

A card with a yellow background. It features a large, sweeping, scribbled line that starts from the top left and curves downwards.



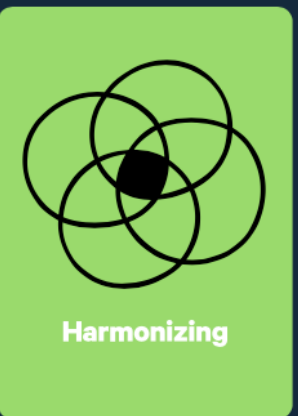
Gap Detection

A card with a teal background. It features a vertical line of five black dots, with a gap between the second and third dots from the top.



Grit

A card with an orange background. It features several horizontal arrows pointing to the right, with two thick black diagonal bars crossing them.



Harmonizing

A card with a light green background. It features a central black dot surrounded by four overlapping circles.



Ingenuity

A card with a teal background. It features a grid of dots with a single asterisk in the center.



Motivation

A card with an orange background. It features a pendulum-like structure with a black circle at the end of a line.



Negotiation

A card with a yellow background. It features a horizontal line with arrows at both ends, and a curved line above it.



Pattern Mapping

A card with a magenta background. It features a 3x3 grid of circles, with some filled and some empty.



Peacemaking

A card with a light green background. It features a horizontal line with a black circle at each end.



Problem Solving

A card with an orange background. It features a square with an arrow pointing upwards from the bottom center.



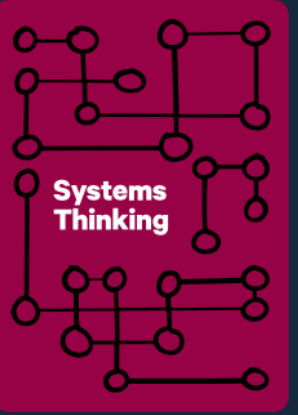
Provocation

A card with a magenta background. It features several horizontal black bars of varying lengths.



Recalibration

A card with a teal background. It features a wavy line oscillating around a horizontal dashed line.



Systems Thinking

A card with a magenta background. It features a network diagram with nodes and connecting lines.



Vision

A card with an orange background. It features several arrows pointing upwards, some of which are grouped together.



Do You Know Yours?

IDENTIFYING YOUR SUPERPOWER



Identify Your Superpower

- What drives you?
- In what situations do you find that you have the most energy and/or do you feel the most engaged?



Identify Your Superpower

- What do people tell you that you are good at? What behaviors and actions do you get compliments on?



Identify Your Superpower

- When do you feel like you are in the “flow” / lost in time? What attribute are you tapping into?

Identify Your Superpower

- What exasperates you (about others)?

Identify Your Superpower

- What compliments do you dismiss?

Identify Your Superpower


- What drives you? In what situations do you find that you have the most energy and/or do you feel the most engaged?

- What do people tell you that you are good at? What behaviors and actions do you get compliments on?

- When do you feel like you are in the “flow” / lost in time? What attribute are you tapping into?

- What exasperates you (about others)?

- What compliments do you dismiss?



Other Ways to Identify Your Superpower

- Personality and/or strengths assessment
- Ask others

Name It to
Own It

- What is your Superpower?

Now What: Superpower

- Check for alignment
 - How do I leverage my superpower(s)?
 - How might I overuse them?
- Stretch yourself
 - How can I leverage my superpowers even more?



Let's End
with a
Question

What impact do you, as a leader, have on the overall results of the organization you work for?

Take-Aways and Commitment

- Based on what was learned in this session, what is **ONE take-away** and **ONE action** you commit to taking?