



INTEGRIS
PERFORMANCE ADVISORS

Accept Your Power To Lead

Brett Cooper and Evans Kerrigan

“Are leaders
born
or made?”

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Leadership is *not*
just a title.

It is an *observable* set
of skills and behaviors

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The percentage of people who demonstrate **no leadership behavior** whatsoever is:

1 in a million

Source: J. M. Kouzes and Barry Z. Posner, *Learning Leadership*, 2016.

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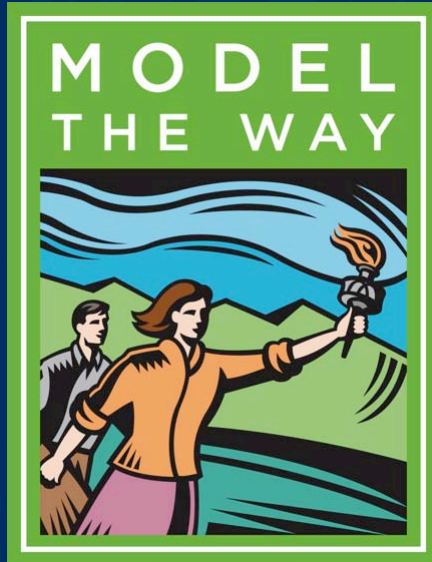
You are already
leading.

Embrace it!

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Accept Your Power To Lead



- Find your voice by clarifying your personal values

When you
look in the
mirror,
what do
you see?



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Clarifying Your Values

1. Select a word that represents one of your core values
2. Take a moment to define what that value means to you



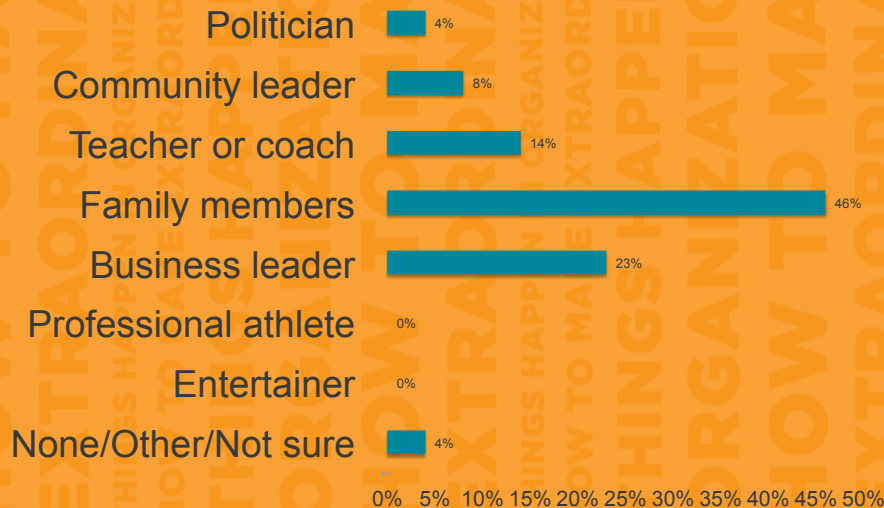
Values constitute your personal
“bottom line.”

They serve as guides to action. They inform the **priorities** you set and the **decisions** you make.

from The Leadership Challenge, 5th Edition



Role Models Are Local



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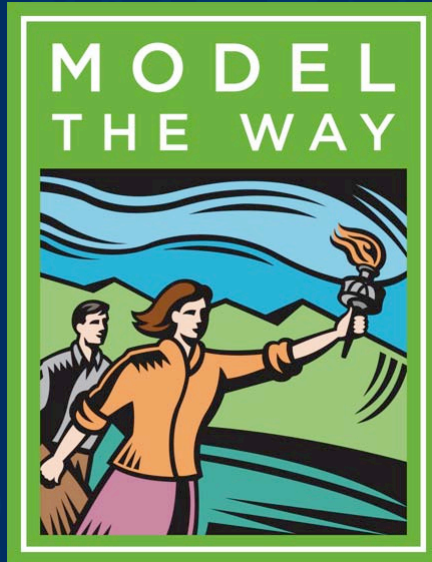
The question is not,
“*Will* I make a
difference?”

The question is, “*What
difference* will I make?”

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- Find your voice by clarifying your personal values
- **Set the example by aligning actions with shared values**

“(Engagement is) a heightened **emotional connection** that the employee **feels** for his/her organization, that, in turn, influences him/her to apply additional **discretionary effort** to his/her work.”

The Conference Board
“Employee Engagement in a VUCA World,” 2011

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RESEARCH ON ORGANIZATIONS WITH HIGH ENGAGEMENT

Over 20% more productive

Over 40% fewer defects

Almost 50% fewer safety incidents

Almost 40% less absenteeism



How engaged are
you at work?

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How engaged are others on your team?

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You are the **most**
important leader in
your organization.

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How well do your **ACTIONS** align with your **VALUES**?

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Where to find “Values in Action”

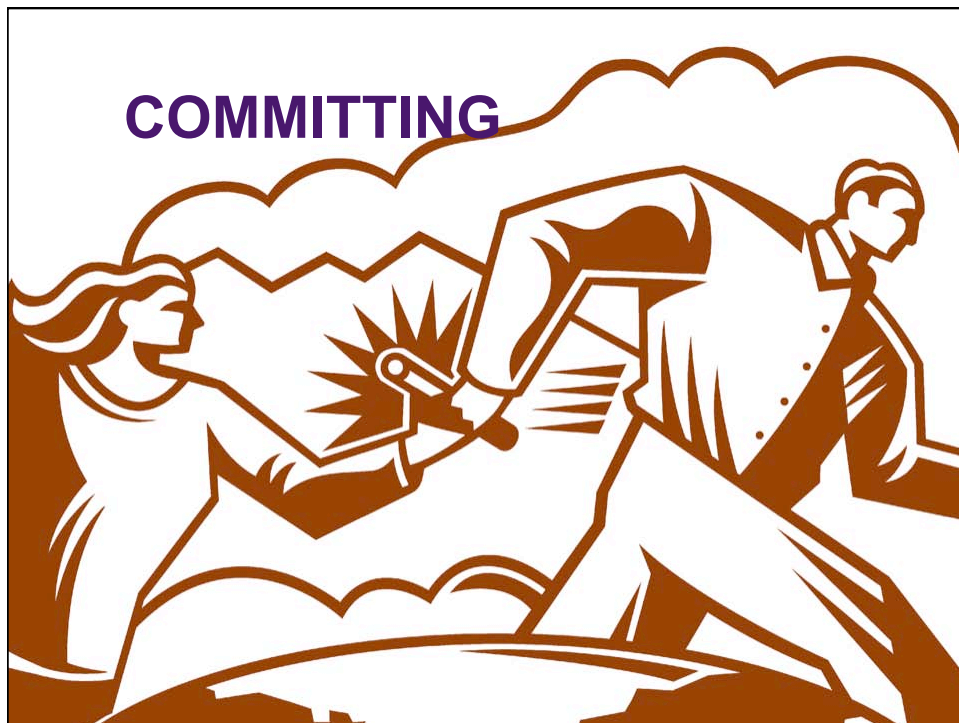
- Calendars
- Critical incidents
- Stories
- Language
- Measurements
- Rewards
- Rituals



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Your Values, Your Actions

1. Share your value and how you defined it
2. Give an example of an action you take that demonstrates that you live that value



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“You will **not get better** if you do **not follow up**... Nobody ever changed just by going to a [conference] session. They **got better doing** what they learned.”

Marshall Goldsmith, “The Impact of Direct Report Feedback and Follow-Up on Leadership Effectiveness.”

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What will you **do** in the next 30 days to better **align your actions to your core values**?

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