Accept Your Power To Lead
Brett Cooper and Evans Kerrigan
“Are leaders born or made?”

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**


You are already leading.

Embrace it!

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

• Find your voice by clarifying your personal values

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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

- Politician: 4%
- Community leader: 8%
- Teacher or coach: 14%
- Family members: 46%
- Business leader: 23%
- Professional athlete: 0%
- Entertainer: 0%
- None/Other/Not sure: 4%

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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Values & Personal Engagement

Clarity about organization’s values

Tied for last #1
#2

Clarity about my own values

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?

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.”


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

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