

Leading **LEADERS**

Inspiring, Empowering, and Motivating Teams



Mickey Addison, Col, USAF (ret), MSCE, PMP, M.SAME

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Leading **LEADERS**

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- THE SECOND BRICK: *RESPECT*
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INTRODUCTION



*The art of leadership is
to get people to do
what they don't want
to do to achieve what
they want to achieve*

~ Coach Tom Landry

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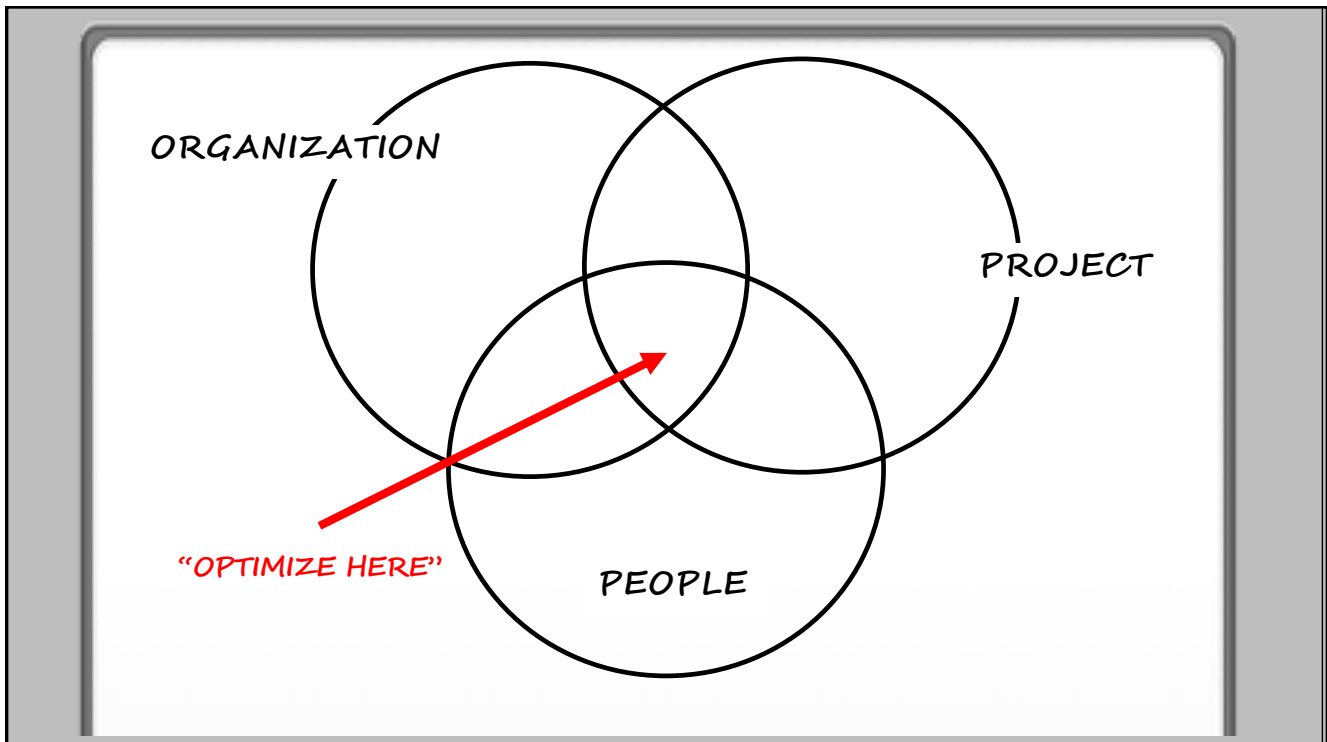
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GOOD LEADERSHIP IS GOOD BUSINESS



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*Character may be
manifested in the great
moments, but it is made in
the small ones.*

~ Sir Winston Churchill



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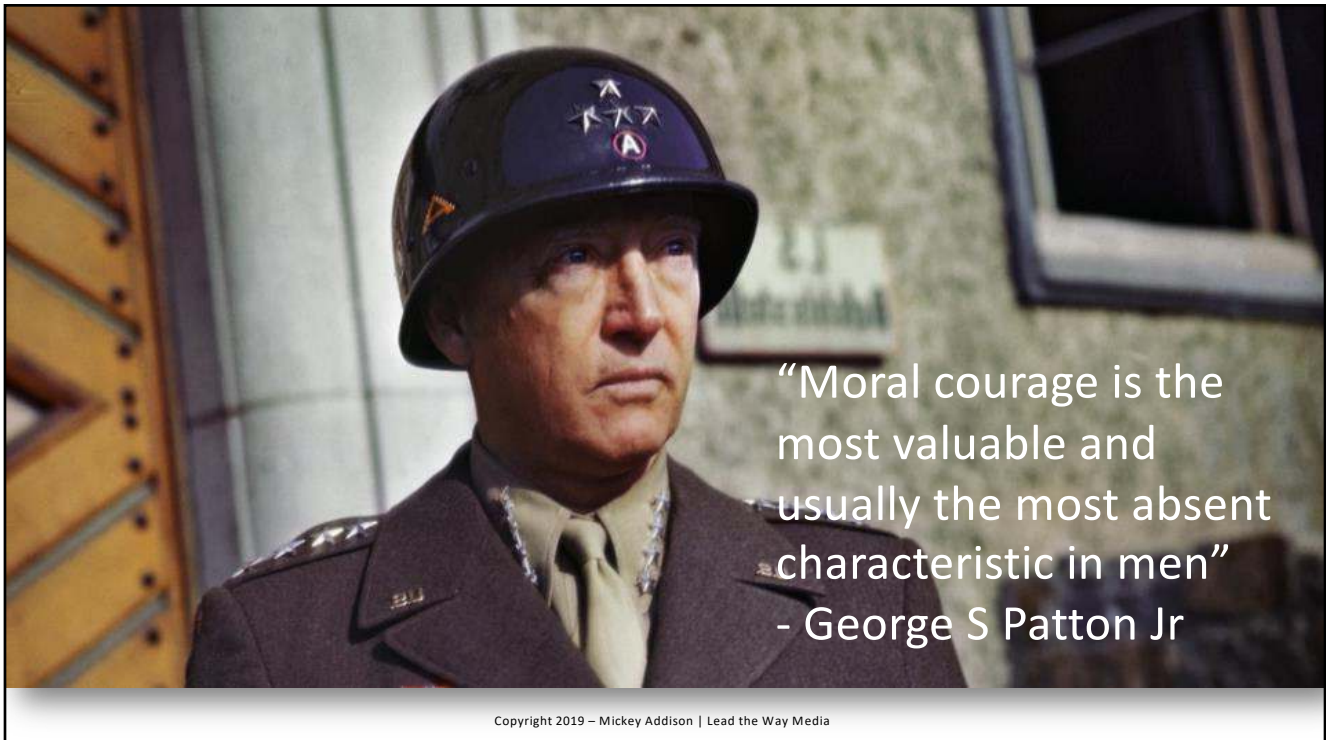
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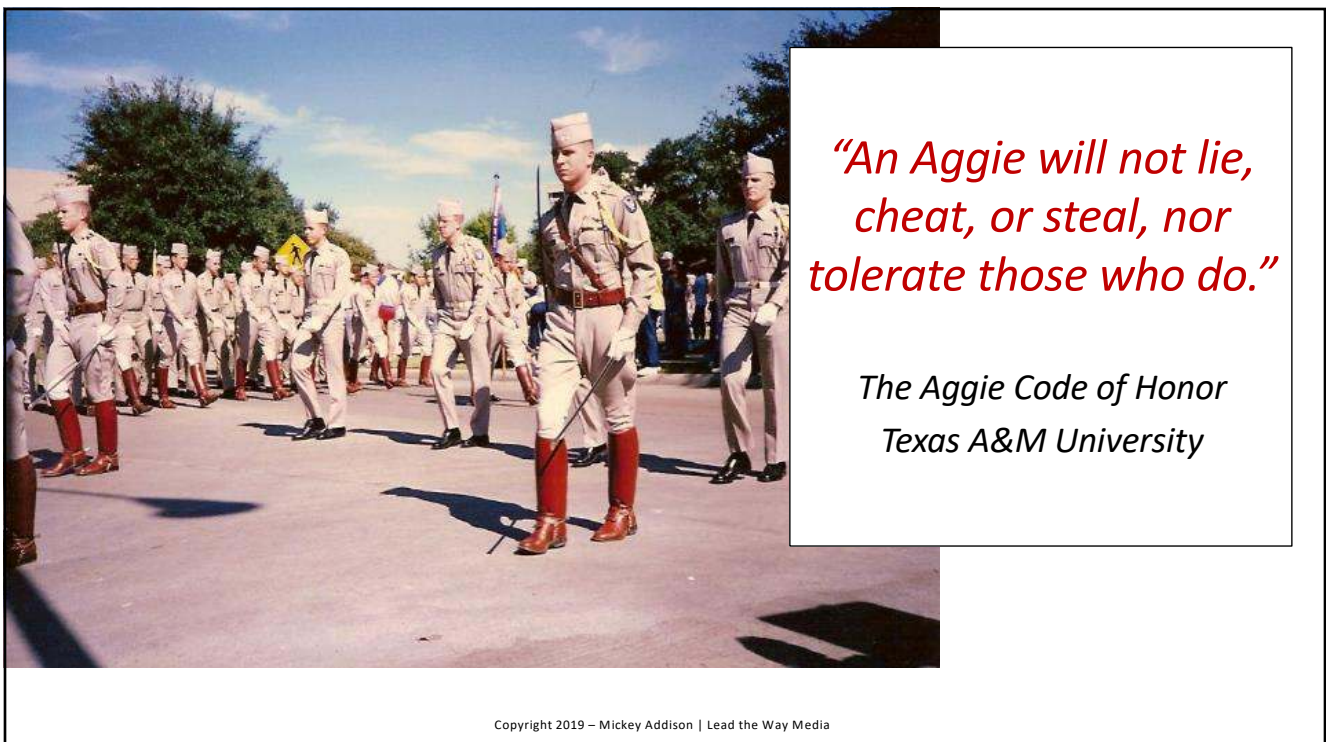
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"TAKE AWAYS"

- Integrity requires an external orientation for our internal compass
- A breach of integrity is like mildew: If left un-cleaned, it will soon make the whole place stink.
- The leader must set the example. Leaders cannot expect a higher standard of behavior than they exhibit themselves.
- While integrity is a personal trait that rests on a person's individual conscience, that conscience must be informed and aligned to an external orientation.
- Company codes of conduct and ethics must be consistently applied to all employees.
- Honest evaluation and feedback are crucial to high performing teams and a culture of integrity.



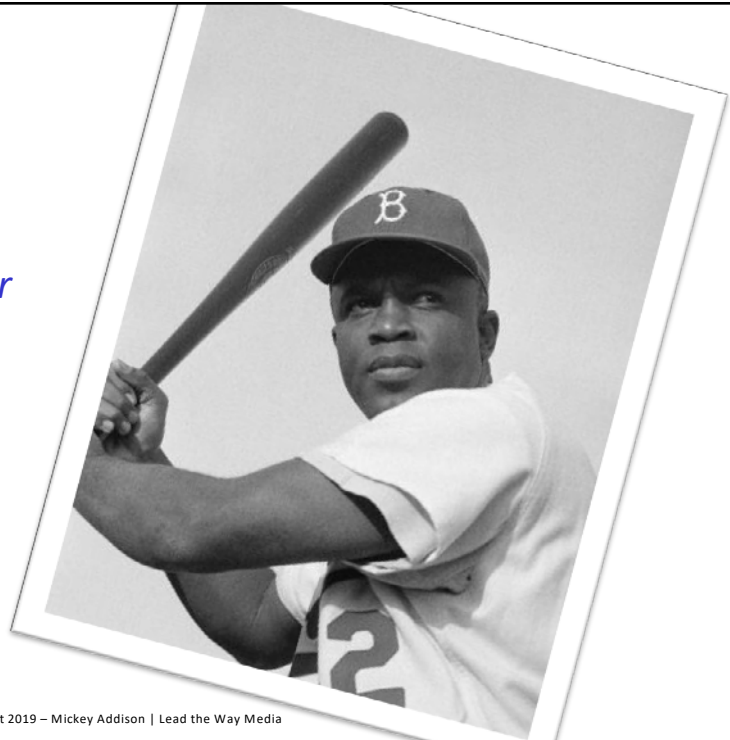
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RESPECT

*I'm not concerned with your
liking or disliking me... All I
ask is that you respect me
as a human being.*

-Jackie Robinson



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"TAKE AWAYS"



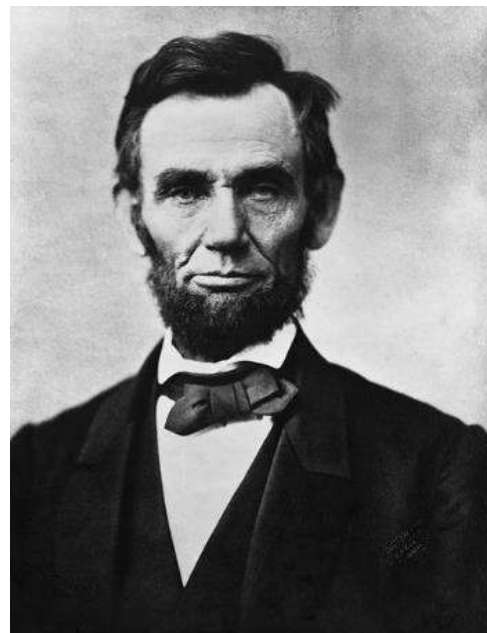
- People earn respect because they're human beings, not because of rank or position. Leaders have to show respect and demand it from their teams and peers alike.
- Respect is also earned through behavior. The old adage, "They don't care how much you know until they know how much you care," is still true.
- Most mistakes are fine; correct them, then move on...but crimes are not. The leader must know the difference and hold the standards.
- Respect the institution or find another institution. Nothing drags a team down faster than someone who doesn't want to be there.

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*Dear General McClellan, if
you're not going to use the
army, may I borrow it for a
while?*

~ Abraham Lincoln



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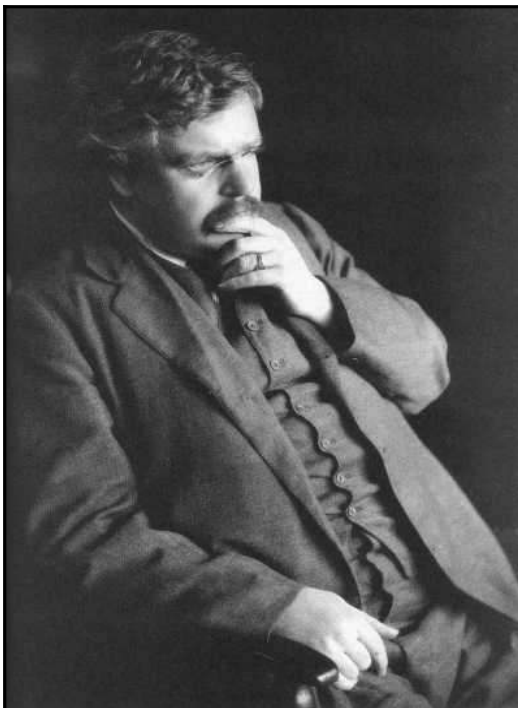
"TAKE AWAYS"



- Don't be a single point of failure.
- Deliberately develop leaders in your organization.
- A resilient organization is one that distributes authority and empowers leaders to make decisions.
- Resist the urge to make decisions for people. Teach them to show initiative or help them find another position.
- Support the decisions of leaders in your organization.
- Develop your follower skills along with your leadership. Everyone has a leader, and modeling good followership is just as important as leadership.

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TEAMWORK

*Learn from others'
mistakes...you don't have
time to make them all
yourself*

~G.K. Chesterton

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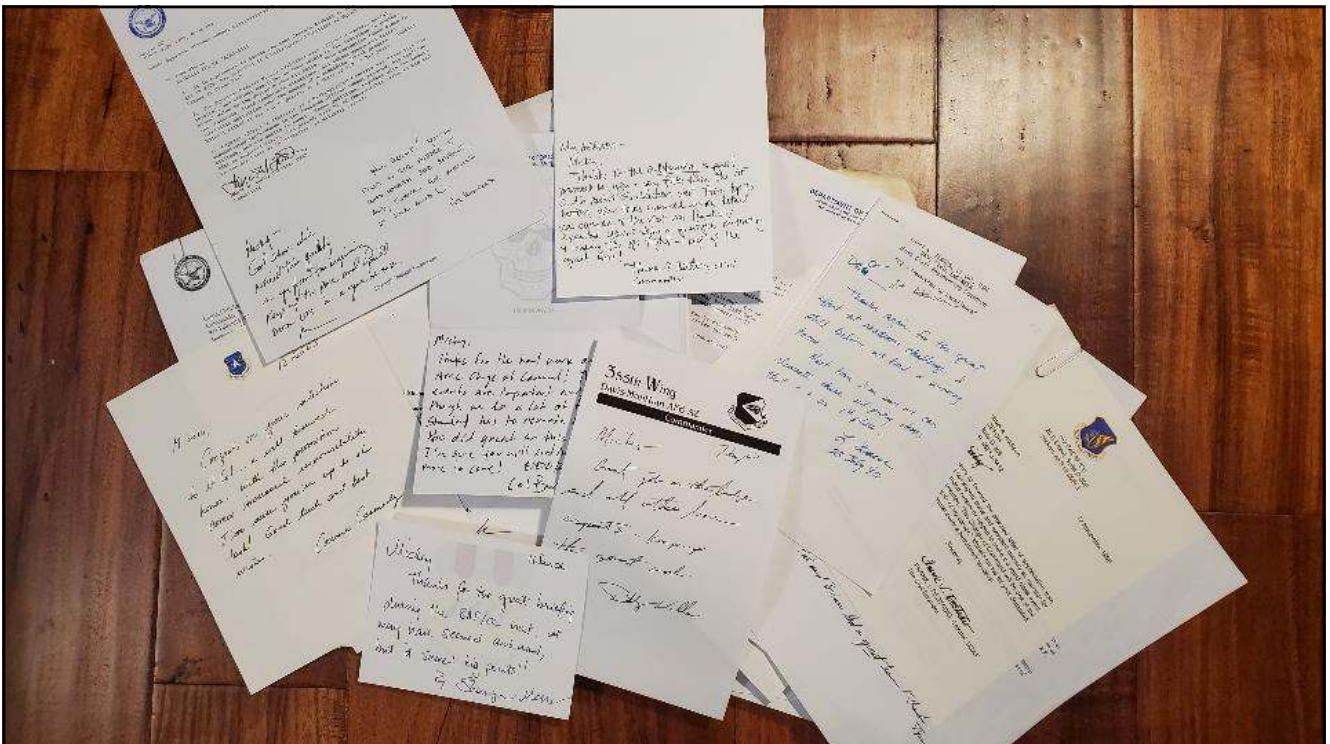


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"TAKE AWAYS"



- Every job has teammates, even when working alone.
- Strive to see suppliers, competitors, and customers as "teammates" rather than "others."
- Networking isn't merely for finding a job; it's also for keeping one.
- Recognize and reward excellence both formally and informally. It's contagious.
- A handwritten note is always more effective than a form letter. Save the typed memos & emails for official correspondence, and hand write recognition notes.

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*Show me a man who
cannot bother to do
little things and I'll show
you a man who cannot
be trusted to do big
things.*

~Lawrence D. Bell



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"TAKE AWAYS"



- Seemingly insignificant details can have enormous consequences. The leader should understand which details are important and which are extraneous.
- Customers and partners often make sweeping decisions about competence based on a few small details.
- Murphy's Law dictates that employees will make a big mistake when you can least afford it.
- Successful leaders pay attention to details, and details are often "leading indicators" for organizational performance.
- A leader who's engaged—who pays attention—can create an organizational culture where the team pays attention.

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