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**“I'm a farmer with a
mandolin and a high
tenor voice.”** - Bill Monroe





FARMER MENTALITY

Know the Value of
Hard Work

Know the Meaning of a
Hand-Shake

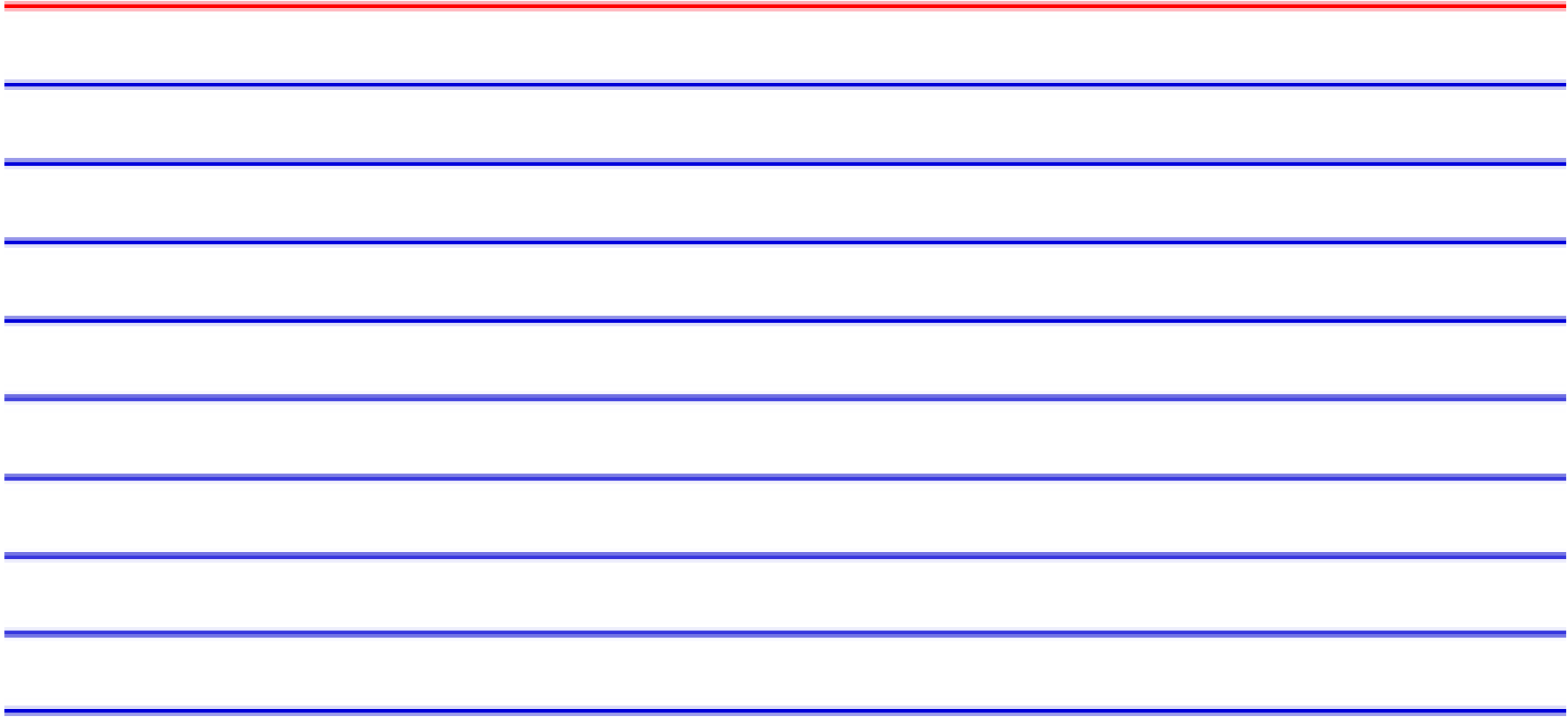
Accept the Responsibility to
Help People

Find Opportunities to
Have Fun





“Love
everybody
and
have fun...”



Everyone has a plan 'till they
get punched in the mouth.

Mike Tyson



Pressure – Stressful – Lonely – Doubt –
Disappointment – Overwhelming – Scary –
Difficult – Isolating – Unfair – Confusing

"...probably more has been written and less known about leadership than about any other topic in the behavioral sciences" (Bennis, 1959)

There are more than **850** definitions for
"Leadership"

Amazon offers **57,136** books with the word "leadership" in the title

Great Man Theory – Leaders are Born



Trait & Behavioral Theories – Shift from who you are to what you do



Transformational – Inspiring, servant-based approaches

8

Supervisors Rate
Yourself

4

Employees Rate Your
Supervisor

Jack Enter

Challenging the Law
Enforcement Organization:

Proactive **Leadership**
Strategies

Leaders – 10%

Ineffective Managers – 80%

Evil Managers – 10%

Gallup's Three Types of Employees

Engaged – 30%

Not Engaged – 52%

Actively Disengaged – 18%

Wasted Time

According to a survey by America Online and Salary.com, in a 40-hour work week, the average worker admits to frittering away **2.09** hours

Per Day!

salary.com[®]



Most workplace
interactions consist of

[ree-puh-zish-uh n] **ineffective managers**

trying to drive results with

[ree-puh-zish-uh n] **disengaged employees!**

Self Awareness

The ability to understand and recognize your moods, emotions, and drives; and their effects on someone else.

Most people do not realistically see themselves!



Self Regulation

Being able to control or redirect Disruptive impulses and moods.
Propensity to suspend judgement and to think before action.

One of the most important roles of a manager is to
become an “architect of trust.”

The most difficult challenge in leadership...
leading myself!

Mission Statement

“Inspire and develop the builders of tomorrow”



Lego Challenges

Since 1932, Lego has faced countless challenges in trying to keep children entertained with little pieces of plastic and be **Relevant** in the toy space.

In the **1970s**, everything changed!





Reposition

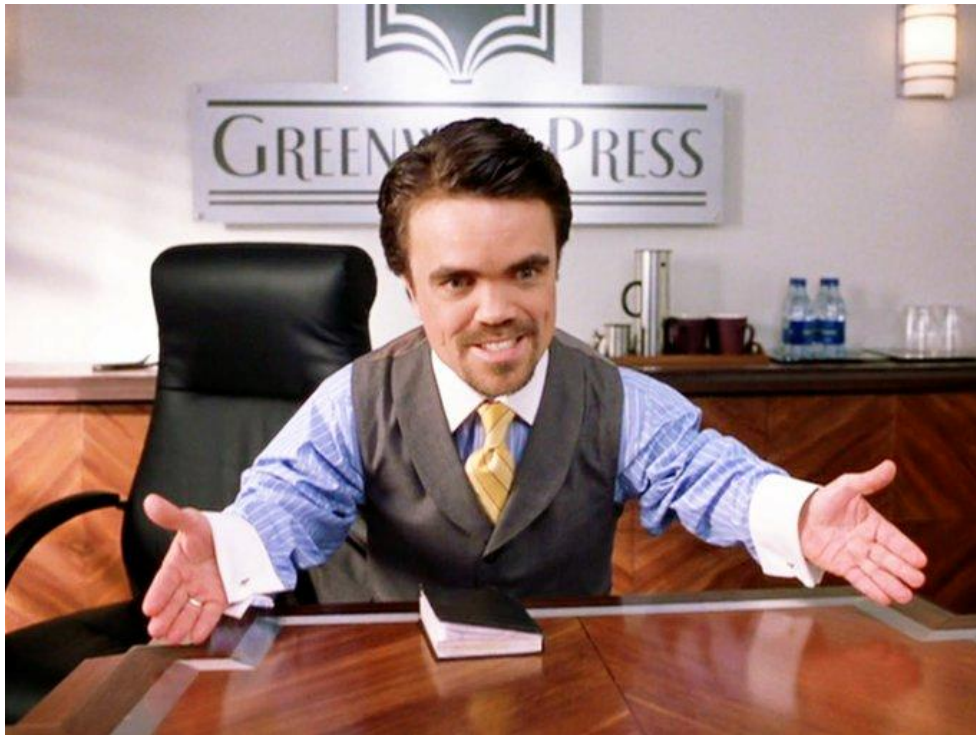
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Emmet Brickowski



[ree-puh-zish-uh n] Ideas



I've got about 5 or 6 great starts here [tap, tap] . I got one idea that I'm especially psyched out of my mind about. You know, it's one of those ideas where your just like ahhh....YEA! - Miles Finch



Idea - 1

People - Purpose - Process



People

Purpose

Process



Most Employees do
their Job **In Spite**
of Management



65%



Love of Peers
Love of Mission

People

Better to be bullied than ignored
in the workplace, study finds
Science Daily

Protect

Develop

Inspire

Punish - Label - Ignore





Jack Zenger & Joseph Folkman

How Managers Drive Results and
Employee Engagement at the Same
Time

360-degree assessment data
from more than 60,000 leaders

Is it possible to be a high-standards, results-driven leader (PURPOSE) while at the same time building an engaged, fun-to-work-with team (PEOPLE)?

It seems the **best leaders** are the very ones who manage to **do both**.

We found that only **13%** of leaders in our data set fit this profile.

Admired Leaders Project Randall Stutman

Two Dimensions

Relentless in Communicating the
Mission

Beloved



Idea - 2

Composure & Curiosity

HOW TO HAVE **HELPFUL**
CONVERSATIONS
ABOUT **UNHELPFUL** BEHAVIOR

Culture of Care

Composure & Curiosity

Connect with Intentional Conversation

Capture the Coaching



SOCIAL INTERACTION MODEL: SCARF

DAVID ROCK

The brain treats many **social** threats
with the same intensity
as **physical** threats

Status is about relative importance to others

Certainty concerns being able to predict the future

Autonomy provides a sense of control over events

Relatedness is a sense of safety with others

Fairness is a perception of fair exchanges

COMPOSURE & CURIOSITY

Decrease Emotion – Increase Empathy

“The emotional brain responds to an event more quickly than the thinking brain.”

- Daniel Goleman

“People are flawed, not corrupt.”

- George Thompson



COMPOSURE & CURIOSITY

How did I contribute to the problem?

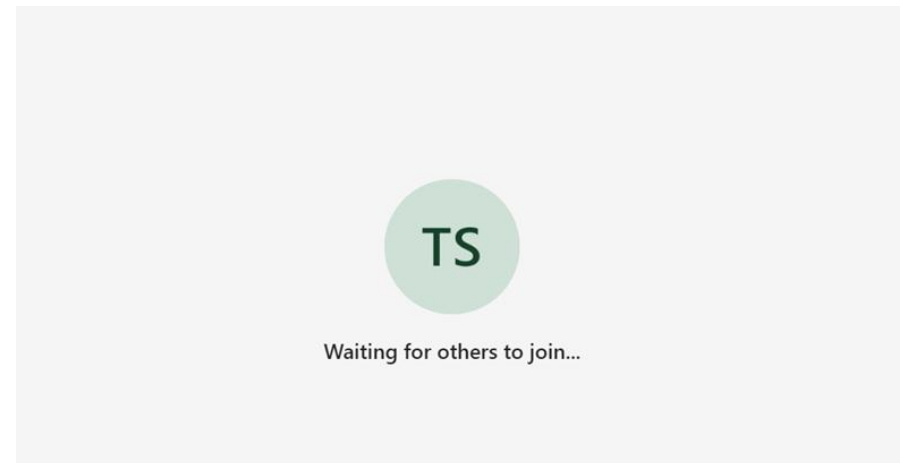
Have a conversation with the heart of
development

Resources?

Communication?

Development?

Mistake?



COMPOSURE & CURIOSITY

How did I contribute to the problem?

**Have a conversation with the heart of
development**



5.6

HOW TO HAVE HELPFUL CONVERSATIONS ABOUT GOOD BEHAVIOR

And it was getting to this point where I really felt like **I needed someone to tell me I was doing a great job and to, like, keep going.** And I didn't really have anybody pulling me up in that way.

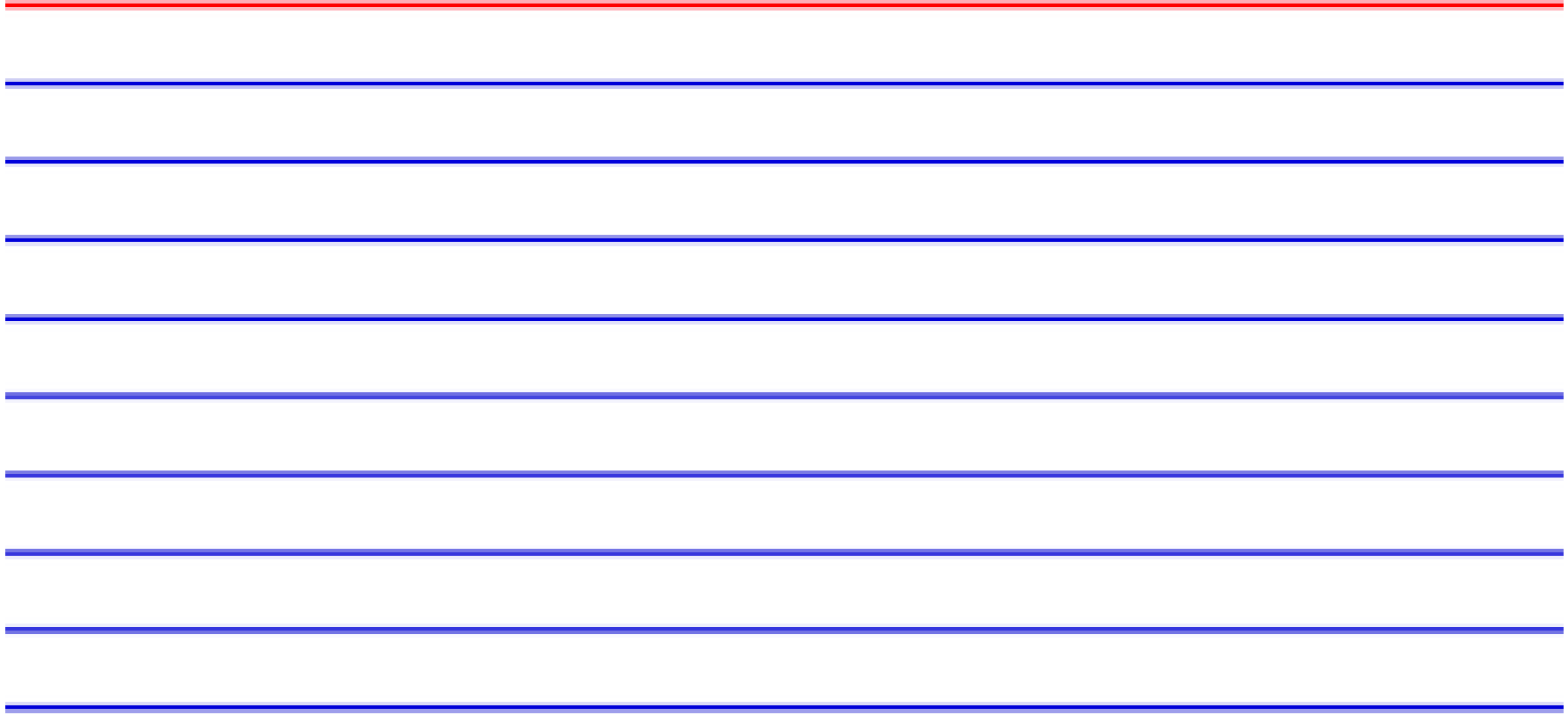
Remi Wolf





Idea - 3

Connection



Great leaders truly care about those they are privileged to lead and understand that the true cost of the leadership privilege comes at the expense of self-interest.

George J. Flynn

Lieutenant General - U.S. Marine Corps



Your Retirement....

“What do we want the men and women who work with us to say when we are no longer there? That we were more driven to succeed than anyone around us? Or that **we stopped** to ask if a sick child had gotten better, and **stayed a moment** there to trade a word of friendship?”





What three sports did Forrest Play?

“Jenny and me was like _____ and _____.”

What was Forrest’s favorite drink?

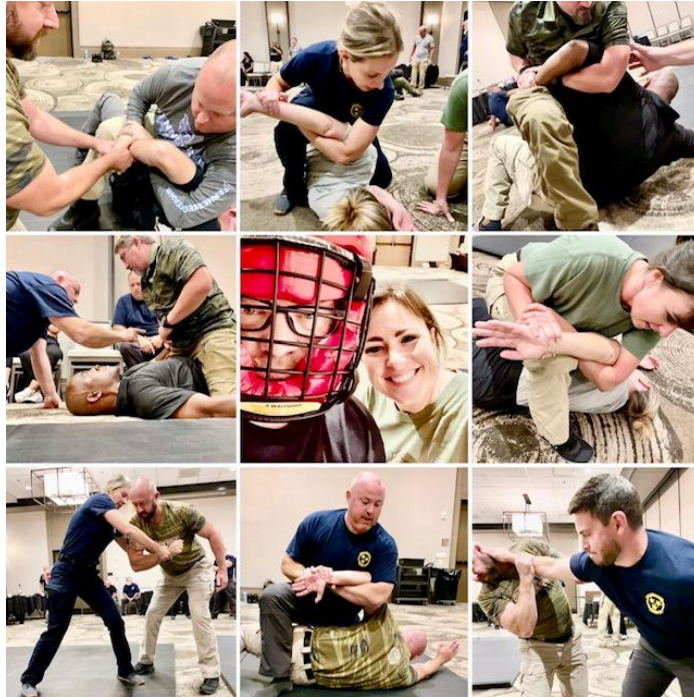
How many did he have during his first White House visit?

What did he say to President Kennedy?

Forrest said, “I’m not a smart man, but I know what _____ is.”

Where was Forrest shot?





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