Leading From The Front

Prince William SHRM
Manassas, VA • June 5, 2013
Presenter — David Spungin, Sr. Consultant, Lead Star
Agenda

– **Content:**
  - Differentiate between the words “manager” and “leader”
  - Focus on several leadership qualities that make you a productive, impactful professional

– **Learning Environment:**
  - Presentation, group discussion, self–reflection

– **Goal:**
  - Have fun while learning about leadership!
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You manage things.
You lead people.
A leader is someone who influences outcomes and inspires others.
Are leaders born or made?

Both.
decisiveness
emotional resolve
credibility
authenticity
confidence

intelligence
good looks
extroversion
charisma
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Fundamental Leadership Practices

- Credibility
- **Decisiveness**
- Confidence
- Loyalty
- Servant Leadership
- **Accountability**
- Communication
- Emotional Resolve
- Mentorship
- Self-Awareness
DECISIVENESS
Making Your Choices Count
Enemy #1 – Perfectionism
Enemy #2 – 100% Consensus
Enemy #3 - Procrastination

To-do
- write a to-do list
Enemy #4 – Fear of Responsibility
GROUP DISCUSSION

- Which of these common enemies of decision-making show up for you most often?
  - Perfectionist goals
  - 100% consensus
  - Procrastination
  - Fear of responsibility
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ACCOUNTABILITY
Seeking Responsibility First
How to Lead When You are Not in Charge
The Accountability Lens

Window and Mirror Behaviors

**WINDOW**
- Ignore the problem
- Wait
- Place blame

**MIRROR**
- See a solution
- Own the problem
- Fix it!
**Focus on Accountability Challenge**

I have to work with someone I really don’t like or respect.

**CONTROL**

- My actions
- My response to the person
- Time spent thinking about the situation
- How I treat others and this person
- Provide leadership to others who are impacted by this person

**DON’T CONTROL**

- Their actions
- Their thoughts
- Their appreciation of me
Leading From The Front
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As Facebook’s demand increased, Lead Star developed leadership programs and provided executive coaching services for employees.

We develop LEADERS.

How We Serve Our Clients

FedEx - We help our clients engage their small business customers.

CACI - From dynamic team building events to senior leader offsites, we create the right experience for the right time.

Bank of America - Lead Star inspires greater diversity and inclusion.

ASTRO - We strengthen the leadership skills of physicians through their non-profit associations.

3M - We engage our clients through distance learning events.

Michigan - We collaborate and create dynamic, open enrollment sessions.

Norfolk Southern - We inspire greater leadership among critical employee populations.