The Power of Partnership
LEADERSHIP
GROWTH MINDSET
Self

Team

Self

Business

Culture of High Performance
Components of Leadership

- Emotional Intelligence and Self Management
- Communication
- Cultural Competency
- Relationship Management
- Coaching
- Leadership

Strategic Thinking
- Anticipate
- Think Critically
- Interpret
- Decide
- Align
- Learn

Trusted Leader
Honest Self Reflection
• Lead and inspire others
• Create an environment that promotes inclusion and innovation
• Role model for setting higher standards of behavioral accountability

What Great Leaders Do
Leadership Begins With Self Analysis
Great Leaders Don’t Set Out To Be A Leader. They Set Out To Make A Difference. It’s Never About The Role—Always About the Goal

Leadership Is Based On Inspiration Not Domination, On Cooperation Not Intimidation

Leadership Is The Challenge To Become Something More Than Average

Leadership Is Service

People Buy Into The Leader Before They Buy Into The Vision

True Leaders Don’t Create Followers. They Create More Leaders

Good Leadership Requires You To Surround Yourself With People Of Diverse Perspectives Who Can Disagree With You Without Fear Of Retaliation

Leadership Is Influence

Great Leaders Don’t Set Out To Be A Leader. They Set Out To Make A Difference. It’s Never About The Role—Always About the Goal

Leadership Is Based On Inspiration Not Domination, On Cooperation Not Intimidation
Are you a leader? What’s your story?
What TMRS story will we create together?
INFLUENCE
Positive Traction

From

“Producer and Executor”

To

“Partner and Influencer”
Influencing Styles

- Rationalizing
- Asserting
- Negotiating
- Inspiring
- Bridging
### Influencing Styles

<table>
<thead>
<tr>
<th>Influencing Style</th>
<th>Description</th>
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<tbody>
<tr>
<td>Rationalizing</td>
<td>Do you use logic, facts, and reasoning to present your ideas? Do you leverage your facts, logic, expertise, and experience to persuade others?</td>
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<tr>
<td>Asserting</td>
<td>Do you rely on your personal confidence, rules, law, and authority to influence others? Do you insist that your ideas are heard and considered, even when others disagree? Do you challenge the ideas of others when they don’t agree with yours? Do you debate with or pressure others to get them to see your point of view?</td>
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<tr>
<td>Negotiating</td>
<td>Do you look for compromises and make concessions in order to reach an outcome that satisfies your greater interest? Do you make tradeoffs and exchanges in order to meet your larger interests? If necessary, will you delay the discussion until a more opportune time?</td>
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<tr>
<td>Inspiring</td>
<td>Do you encourage others toward your position by communicating a sense of shared mission and exciting possibility? Do you use inspirational appeals, stories, and metaphors to encourage a shared sense of purpose?</td>
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<tr>
<td>Bridging</td>
<td>Do you attempt to influence outcomes by uniting or connecting with others? Do you rely on reciprocity, engaging superior support, consultation, building coalitions, and using personal relationships to get people to agree with your position?</td>
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Harvard Business Review, What’s Your Influencing Style?
MOTIVATION
Be of Service – Authentic Service and Leadership: The expression of authentic self through fully giving of one’s talents and abilities in service to others; empowering and inspiring others, and leading through demonstration and service.

Be in Relationships (Relationship Management): The ability to use awareness of your emotions and the emotions of others to manage interactions successfully. Letting emotional awareness guide clear communication and effective handling of conflict.

Know Others (Social Awareness): The ability to accurately pick up on emotions in other people and understand what is really going on;

Be Responsible (Self Management): The ability to use awareness of your emotions to stay flexible and positively direct your behavior.

Know Yourself (Self Awareness): The ability to accurately perceive your emotions and stay aware of them as they happen.
Using MOTIVATION to increase performance!
What motivates you?
What motivates your team?
How well do you know those around you?
Do you know what matters most to people?
What inspires individuals to want to achieve more?

Pull Through With Your Team
Power of Partnership

You Raise The Bar

You Set The Tone

You Drive The Future
Diving In