Becoming A Leader Worth Following.

Westmont College
May 16th
To Help Leaders:

**Become** Leaders Worth Following…

**Build** Leaders Worth Following…

**Lead** Organizations Where Everyone Wants to Work.
Who is the best leader with whom you have had the opportunity to work?

Describe the characteristics of what made them such an effective leader in your life...
Environment Matters!!!
SUPPORT CHALLENGE MATRIX

PROTECTOR
Culture of Entitlement and Mistrust

LIBERATOR
Culture of Empowerment and Opportunity

ABDICATOR
Culture of Apathy and Low Expectation

DOMINATOR
Culture of Fear and Manipulation

High Support

Low Challenge

High Challenge

Low Support
THE POWER TEST

POWER

WHAT IS YOUR INTENT?

FOR YOURSELF
(PROTECTOR)

FOR OTHERS
(LIBERATOR)

FOR YOURSELF
(DOMINATOR)

DISEMPOWER
SELF-PRESERVE
PASSIVE AGGRESSION

EMPOWER
APPRENTICESHIP
LIBERATE

OVERPOWER
CONTROL
MANIPULATION

FEELS: INCONSISTENT

FEELS: FOR ME

FEELS: AGAINST ME

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PAIRS EXERCISE

What quadrant best describes your personal leadership culture?
“What is it like to be on the other side of you?”
THE RESPONSIVE LEADER

**RESISTANT**
- Insecure
- Arrogant
- Prideful

**RESPONSIVE**
- Secure
- Confident
- Humble

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THE LIBERATOR’S INTENT

CALLING OUT

Others Experience:
“Against Me”
“For Themselves”

Leads to:
- Disempowerment
- Stifled Growth
- Conflict & Drama
- Domination

CALLING UP

Others Experience:
“For Me”

Leads to:
- Empowerment
- Fulfilled Potential
- Collaboration
- Liberation

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Liberating Others

Fight for the highest possible good in the lives of those they lead.

1. What specific support and challenge do they need from me?
2. What is the tendency or pattern most undermining their influence?
3. How do I help them get to the next level?

Source: Inspired by Kevin Weaver, REORIENT
CORE PROCESS

WHAT IS MY LEARNING OPPORTUNITY?

CALL IT

OWN IT

RESPOND

EXECUTE

LEAD YOURSELF

Source: Williamson, Kubicek, Cockram
KNOW YOURSELF TO LEAD YOURSELF

REALITY

CONSEQUENCES

KNOW YOURSELF

LEAD YOURSELF

TENDENCIES

(PATTERNS)

ACTIONS
5 CIRCLES OF INFLUENCE

INTENTIONAL

COMMUNITY
ORGANIZATION
TEAM
FAMILY
SELF

ACCIDENTAL
PAIRS EXERCISE

What are some of your negative tendencies and what kind of reality have they shaped for you as leader?

What patterns might you need to disrupt in your leadership behavior (accidental or intentional) in order to strengthen your influence with others?
PAIRS EXERCISE

Where would you plot your self in each of the 5 Circles and why?
5 VOICES

**Nurturer**
- Champion of... People, relational harmony and values
- 43% of the population

**Creative**
- Champion of... Future ideas, innovation and organizational integrity
- 9% of the population

**Guardian**
- Champion of... Due diligence, resources, and efficient systems and processes
- 30% of the population

**Connector**
- Champion of... Relational networks, collaboration, and effective communication
- 11% of the population

**Pioneer**
- Champion of... Strategic vision, results-focused, and problem-solving
- 7% of the population
BUILD THE BRIDGE

“The vision is compelling, we will find a way.”

“The vision may be compelling but without a bridge I’m not coming.”

PIONEER
CREATIVE CONNECTOR

Future Oriented

GUARDIAN
NURTURER

Present Oriented
Transforming Team Communication

Experience the power of the 5 Voices in this series of online and interactive workshops designed for you to facilitate with your team. Together you will deepen relational trust, unlock your team’s true potential and accelerate its performance.

The typical outcomes you will experience:

- Increased self awareness and confidence as each person discovers their Leadership Voice
- Deeper relational trust
- Greater collaboration
- Honest conversations being the norm with fewer tensions and challenges
- Richer and better decision making
- Increased team performance against your metrics

The Workshops

Each workshop comes with an online film for the team to watch, learning guides to support the exercises and clear, practical take aways.

1: Discover Your Leadership Voice
Learn the behaviors and value of each of the 5 Voices and identify the foundational Voice you use.

2: The Power of Your Voice
Celebrate the contribution your Voice brings and learn the negative impact your Voice can have on others.

3: The Art of Collaboration
Get the best from each person in your team by learning to leverage and trust the strengths of their Voices.

4: Optimizing Team Performance
Learn how to create team alignment and synergy by harnessing the contribution of all 5 Voices.

5: Team Kryptonite
Apply practical tools to avoid the five main reasons why your team will not achieve its potential.

5voices.com/communication
TAKE AWAYS & LEAVE BEHINDS

What is one thing you are going to take with you from today?

One thing you want to leave behind?
THANK YOU!!!