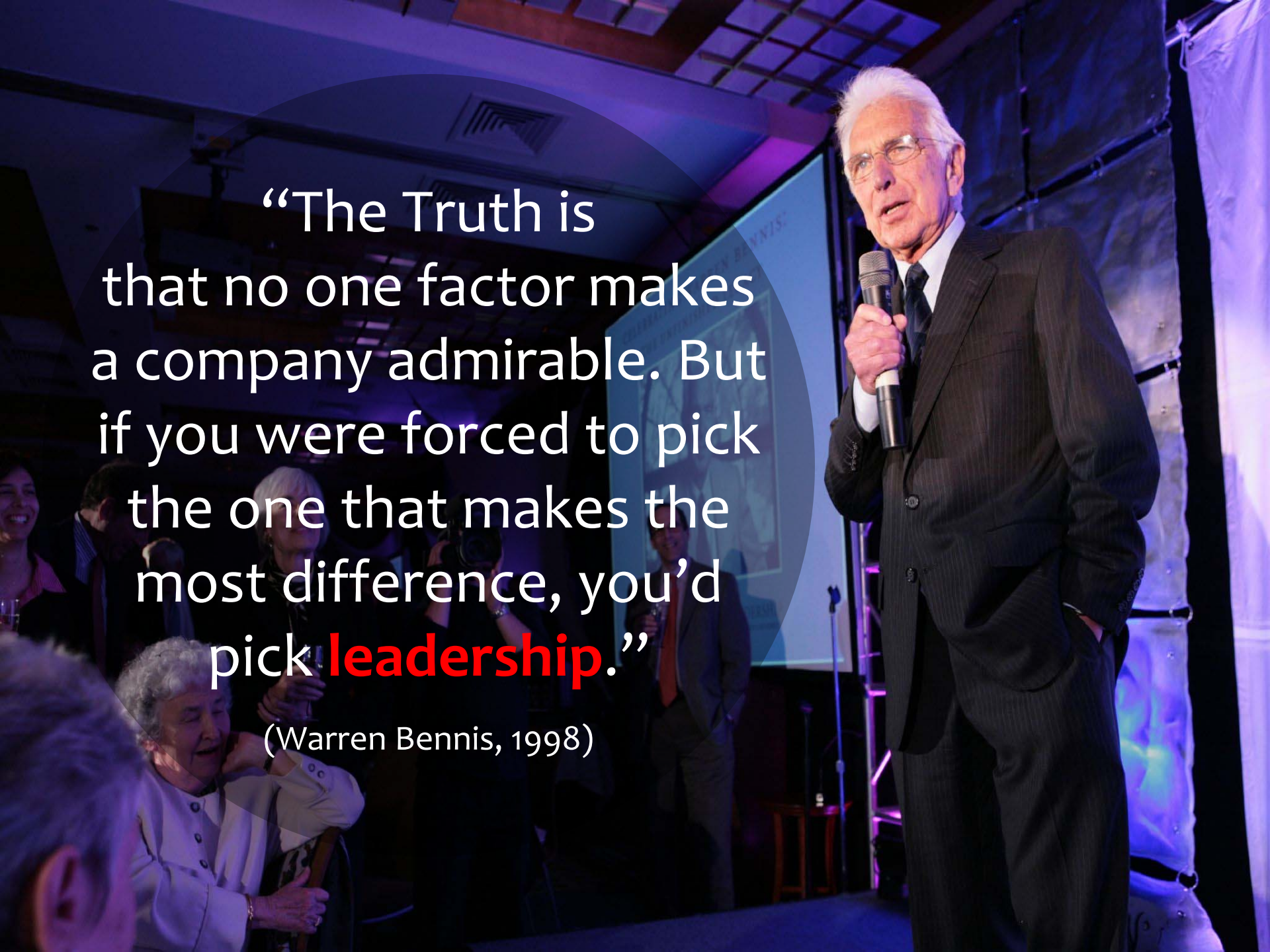


WHY?

leadership

A photograph of Warren Bennis, an older man with white hair and glasses, wearing a dark pinstriped suit and tie. He is standing on a stage, holding a microphone in his right hand and has his left hand in his pocket. The background is dark with blue and purple stage lighting. A large, semi-transparent circular graphic is overlaid on the left side of the image, containing the text. In the foreground, the back of an elderly woman's head and shoulders is visible, looking towards the speaker. Other audience members are blurred in the background.

“The Truth is
that no one factor makes
a company admirable. But
if you were forced to pick
the one that makes the
most difference, you’d
pick **leadership.**”

(Warren Bennis, 1998)

A stack of several books is shown against a dark background. The top book is open, showing its pages. A semi-transparent dark banner is overlaid across the middle of the stack, containing the text "Research on LEADERSHIP". The word "Research on" is in white, and "LEADERSHIP" is in red. The books below the banner have yellowish, aged pages.

Research on **LEADERSHIP**

the "stock price of **'well-led'** companies grew

by over **900%** over 10 years,

compared with **74%** for **poorly led**
companies"

the **quality of leadership** accounts

for some **15-20%**

of the total variance in companies'

performance.

the cause for the removal of CEOs

Ineffective leadership

in **73%** of cases

exceeded only by

financial or ethical malpractice
mental or **physical** incapacity

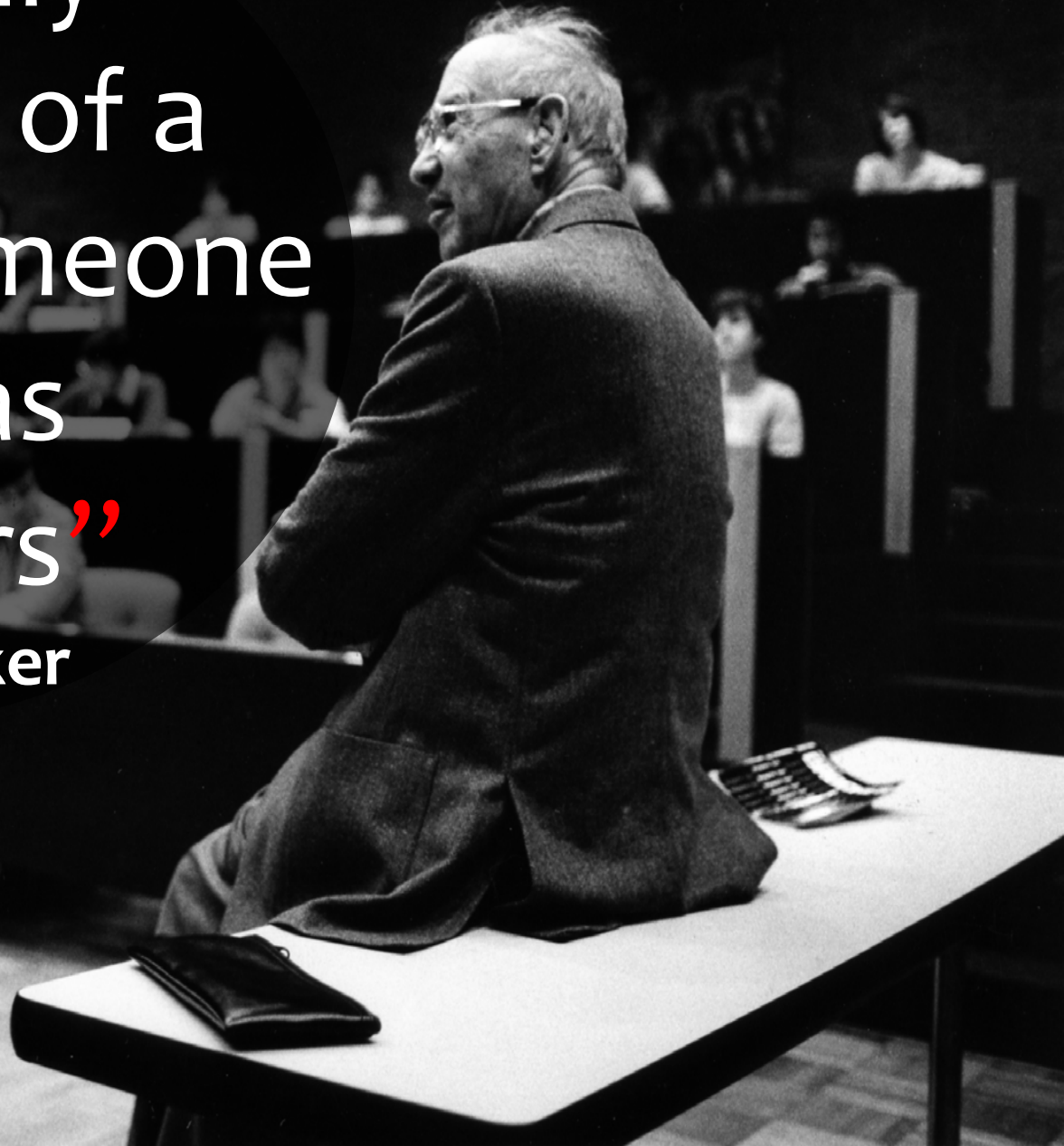
LEADERSHIP

DEFINED



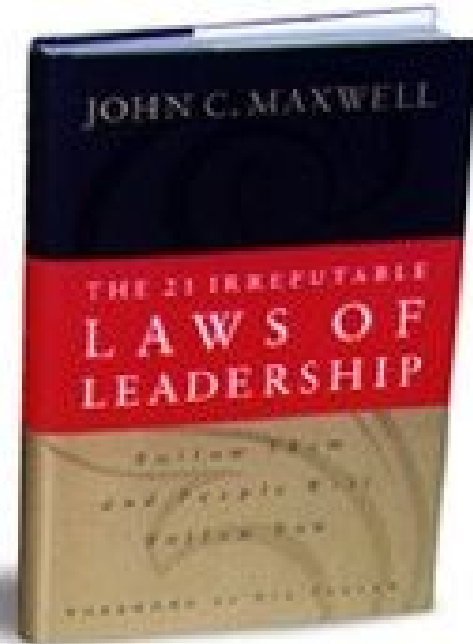
“The only
definition of a
leader is someone
who has
followers”

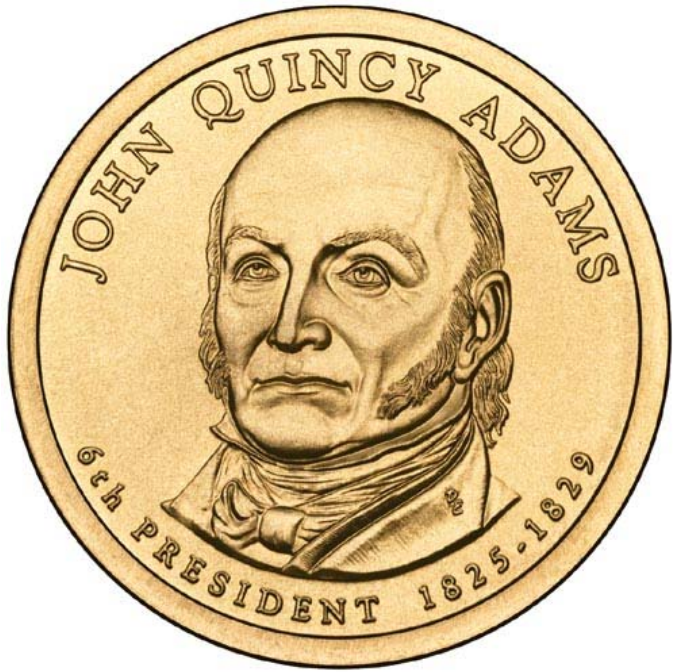
Peter Drucker



“leadership is
influence
nothing more,
nothing less”

John C Maxwell

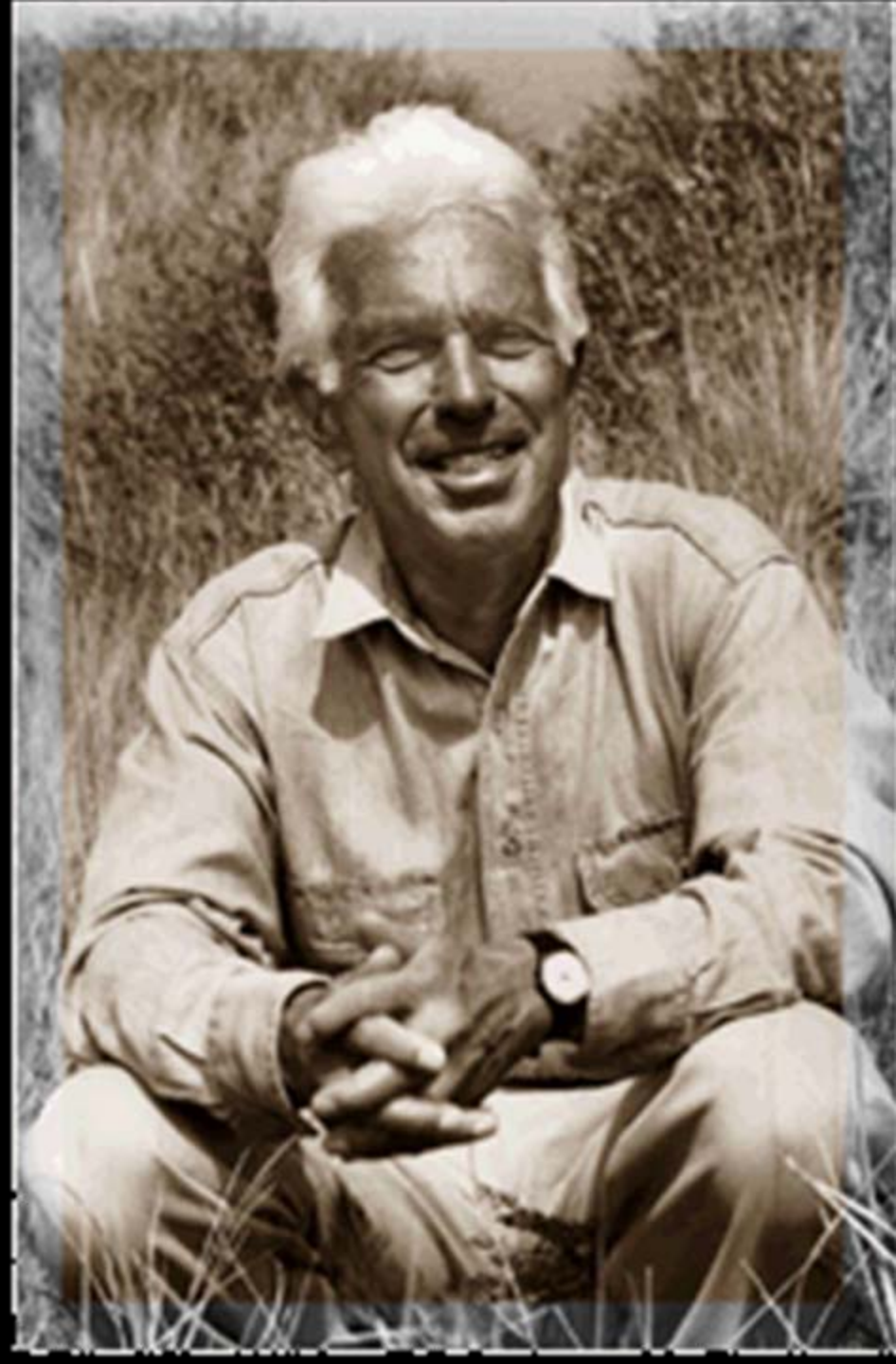




“If your actions
inspire others to
dream more,
learn more,
do more &
become more,
you are a
leader.”

"Leadership is a function of **knowing yourself**, having a **vision** that is well **communicated**, **building trust** among colleagues, and taking **effective action** to realize your own **leadership potential.**"

Warren Bennis



SO What is Leadership?



STATE MIND OF





Leadership is about **Character**

VISION



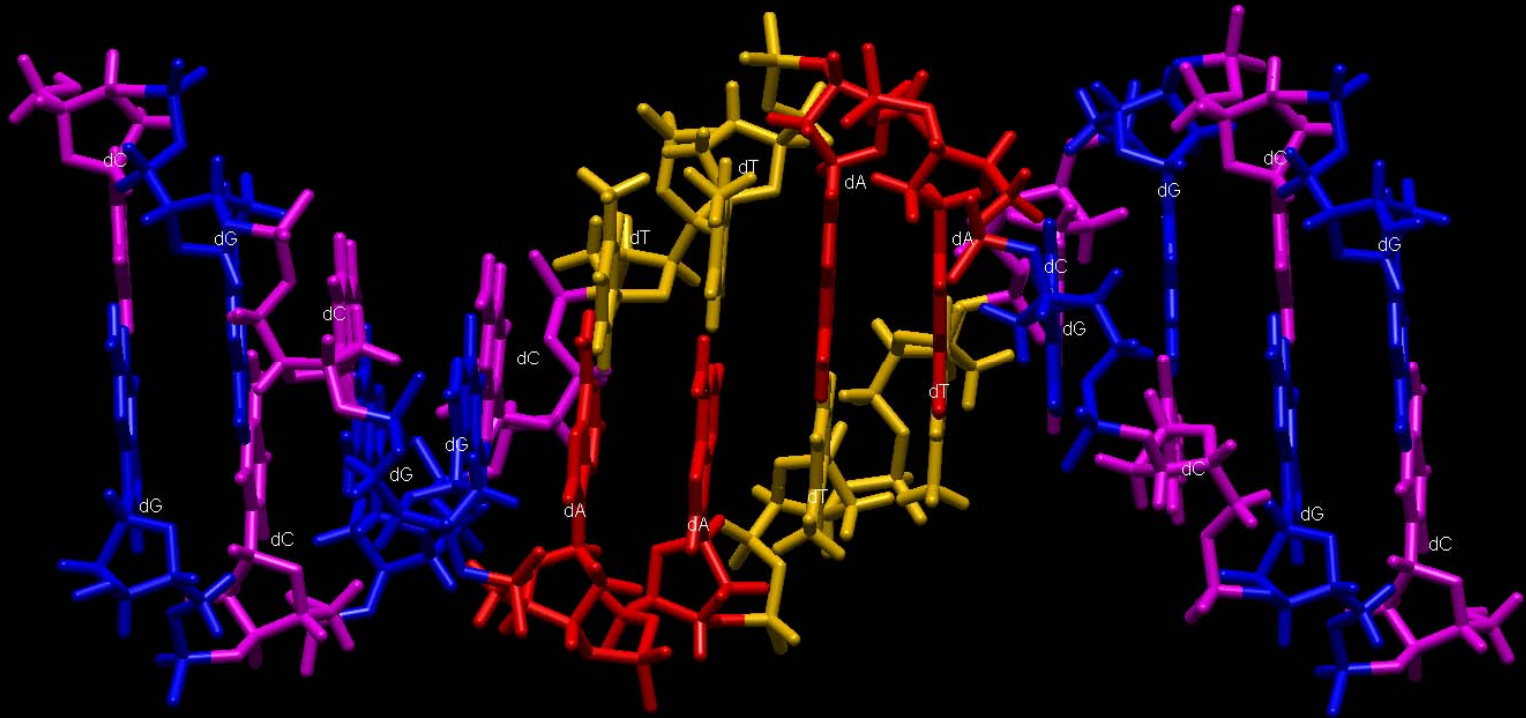


ABILITY TO
Create a Bond



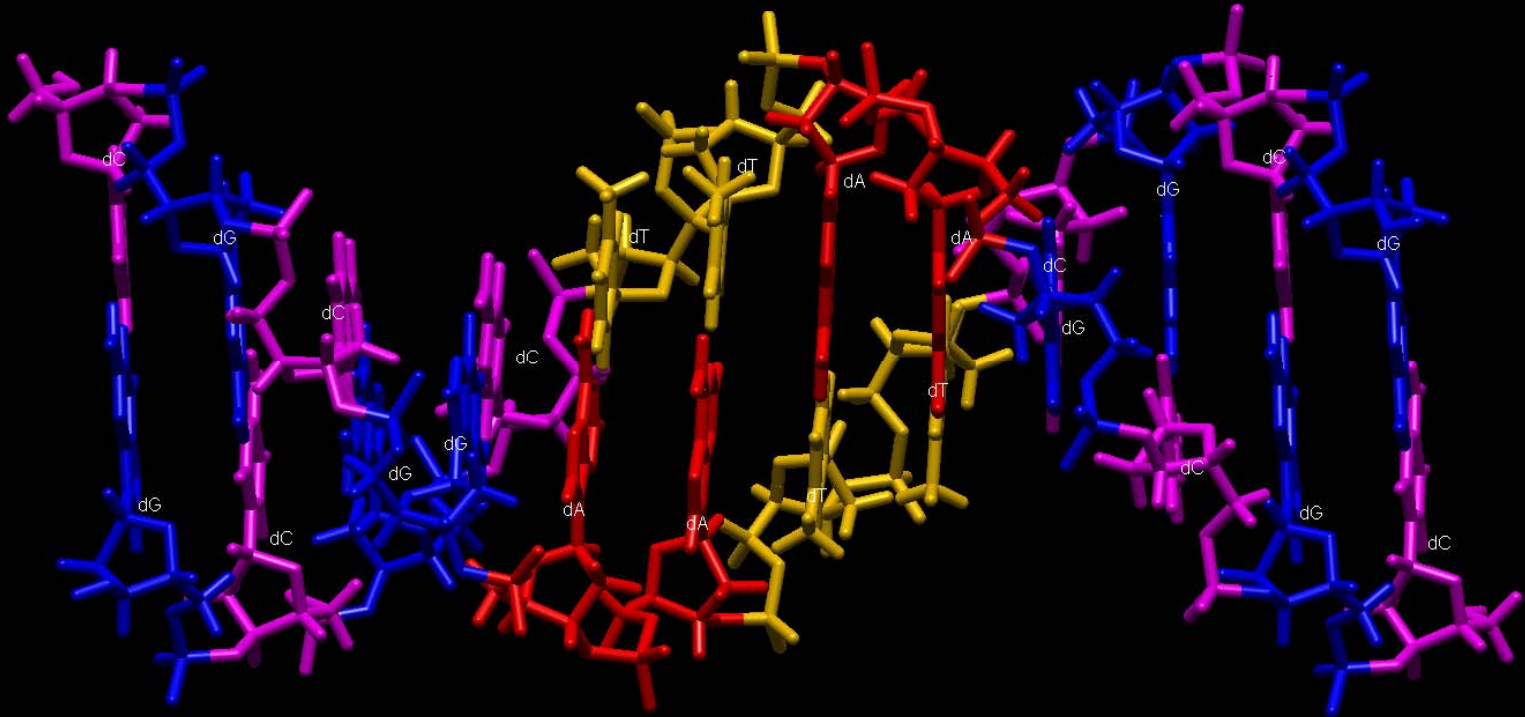
Make people work **together**

Leader DNA



1

Drive & Passion

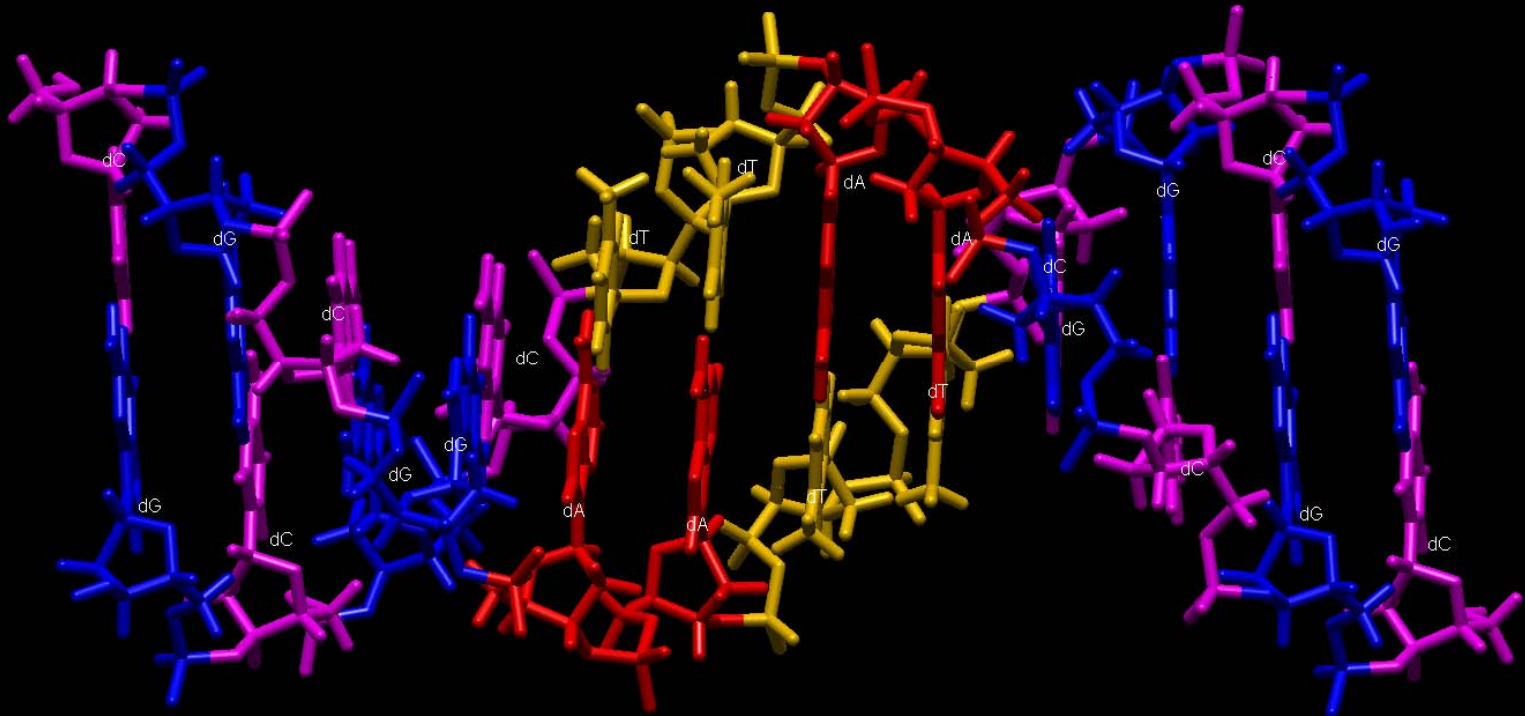


1

Drive & Passion

2

Desire to lead



1

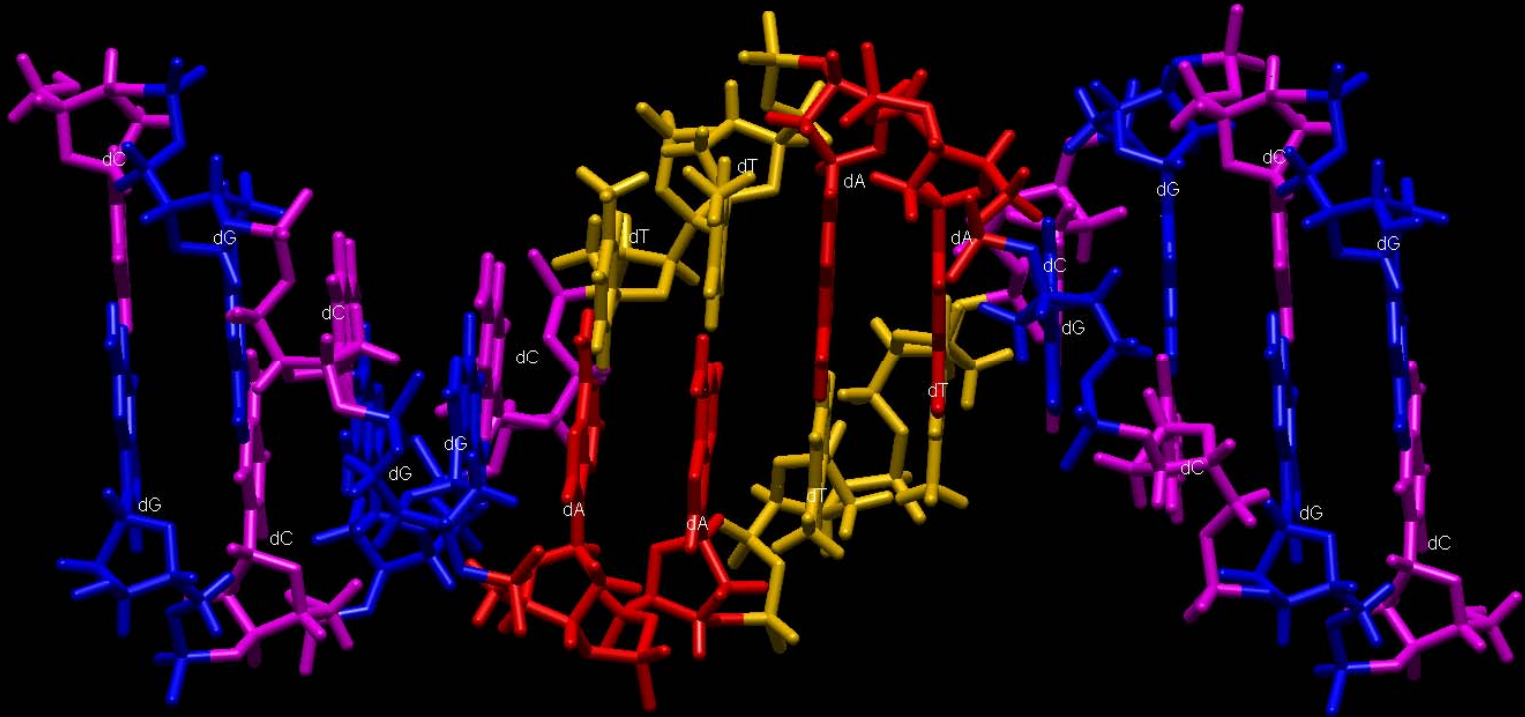
Drive & Passion

2

Desire to lead

3

Integrity



1

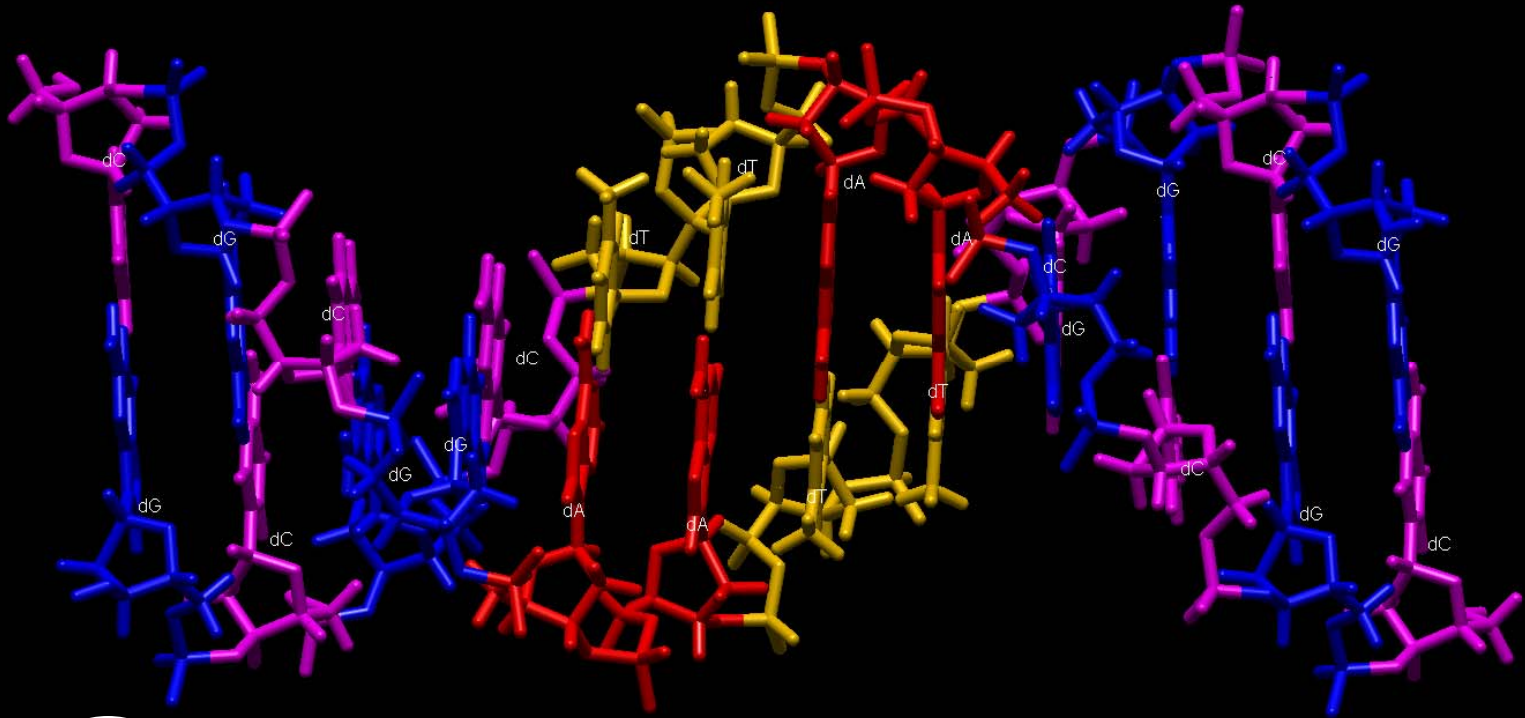
Drive & Passion

2

Desire to lead

3

Integrity



4

Self Confidence

1

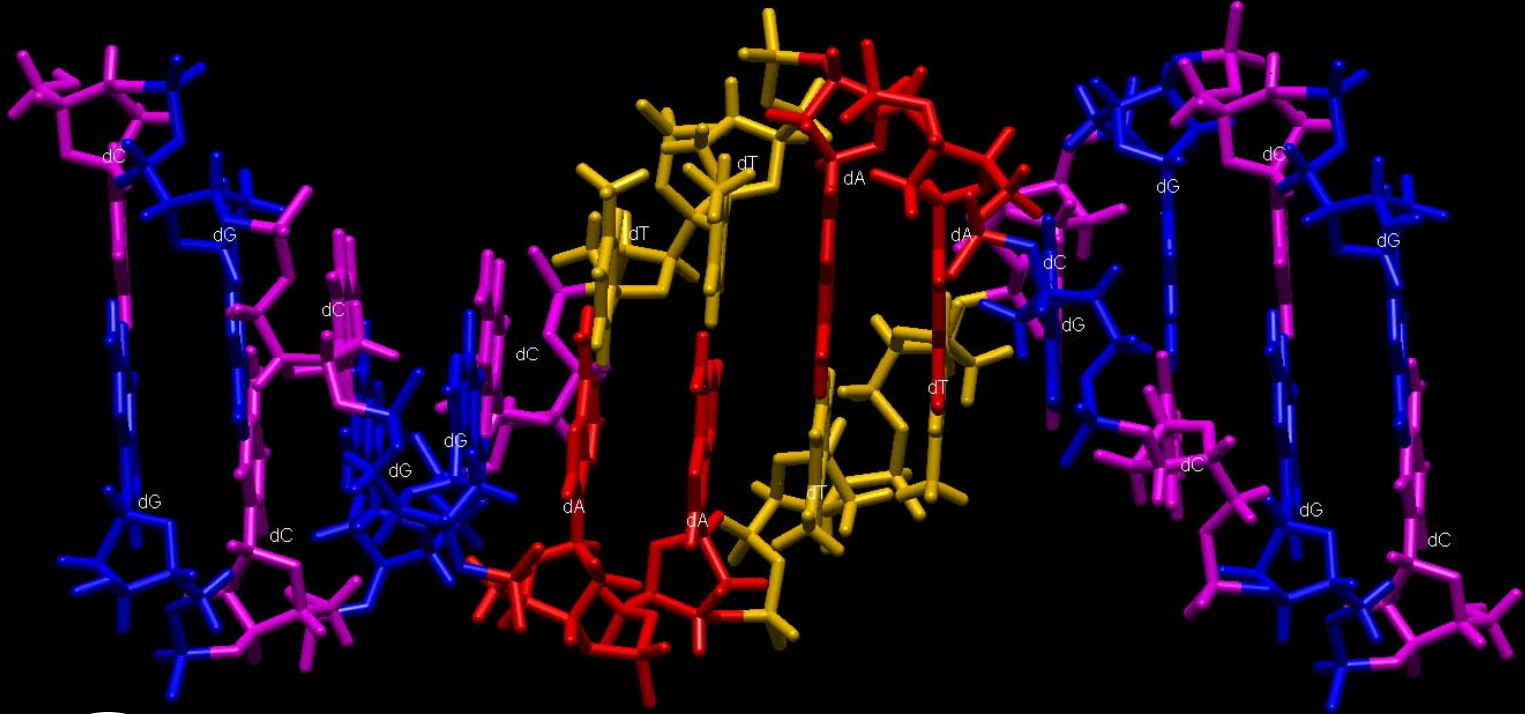
Drive & Passion

2

Desire to lead

3

Integrity



4

Self Confidence

5

Intelligence

1

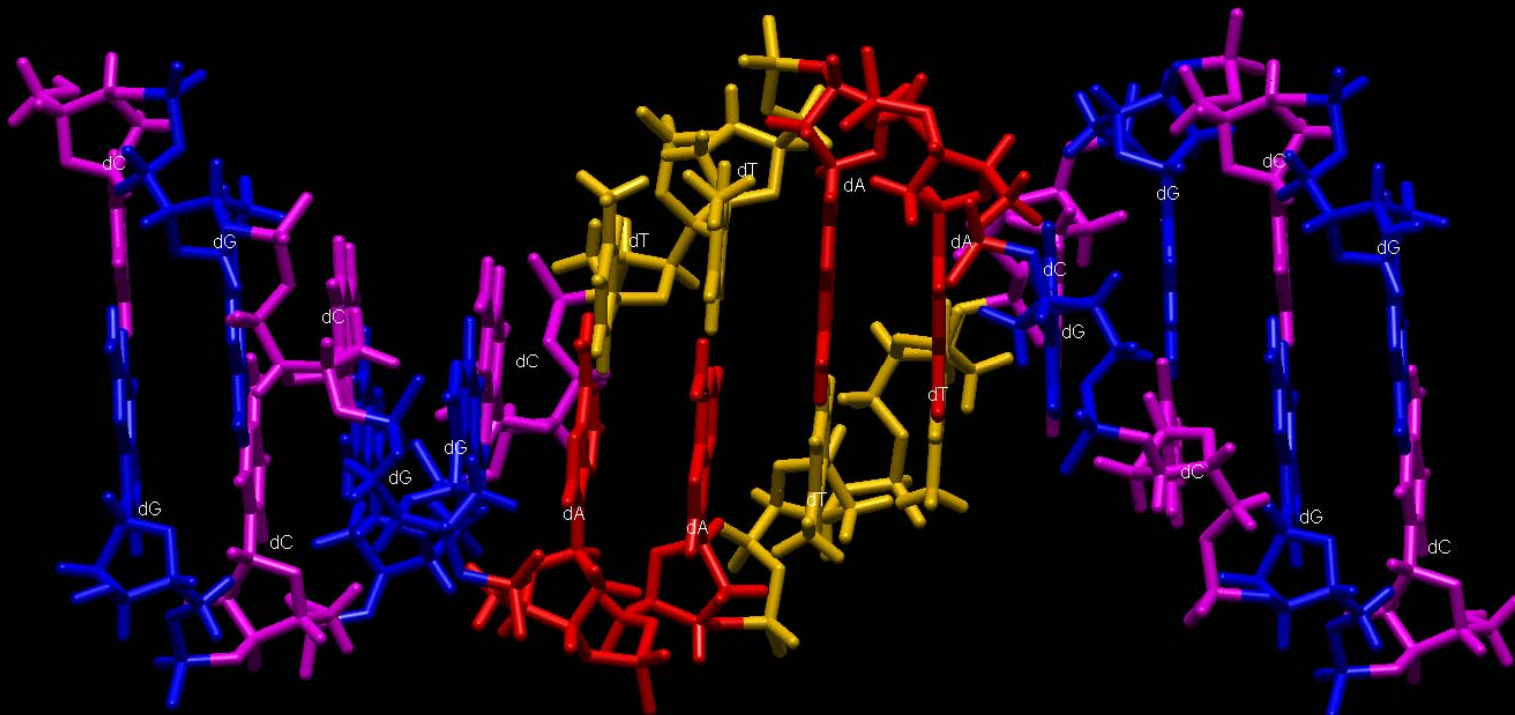
Drive & Passion

2

Desire to lead

3

Integrity



4

Self Confidence

5

Intelligence

6

Job Relevant knowledge

1

Drive & Passion

High **Efforts**

High **desire** to **achieve**

High **Energy** level

Show **Initiative**

persistent





2

Desire to lead

Desire to **influence**

Willingness
to take **responsibility**

3

Integrity



Trust

Consistency

Role Model

4

Self Confidence

No Self Doubt

Expose

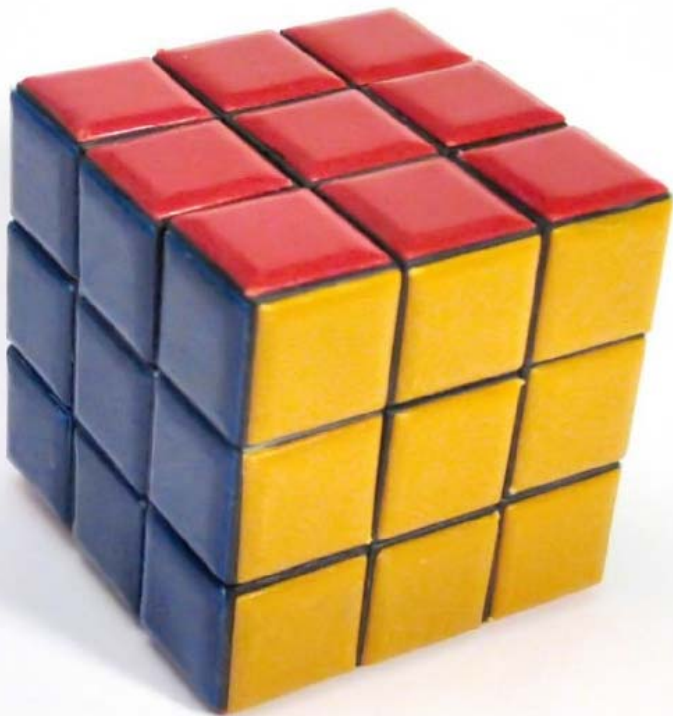
self confidence

Convince followers



5

Intelligence



Ability to

Gather

Analyze

Interpret

Create visions

Solve Problems

Make **correct** decisions

6

Job Relevant knowledge

Know about
Company/Industry

Understand
technicalities



Leader **Role**





Create Vision

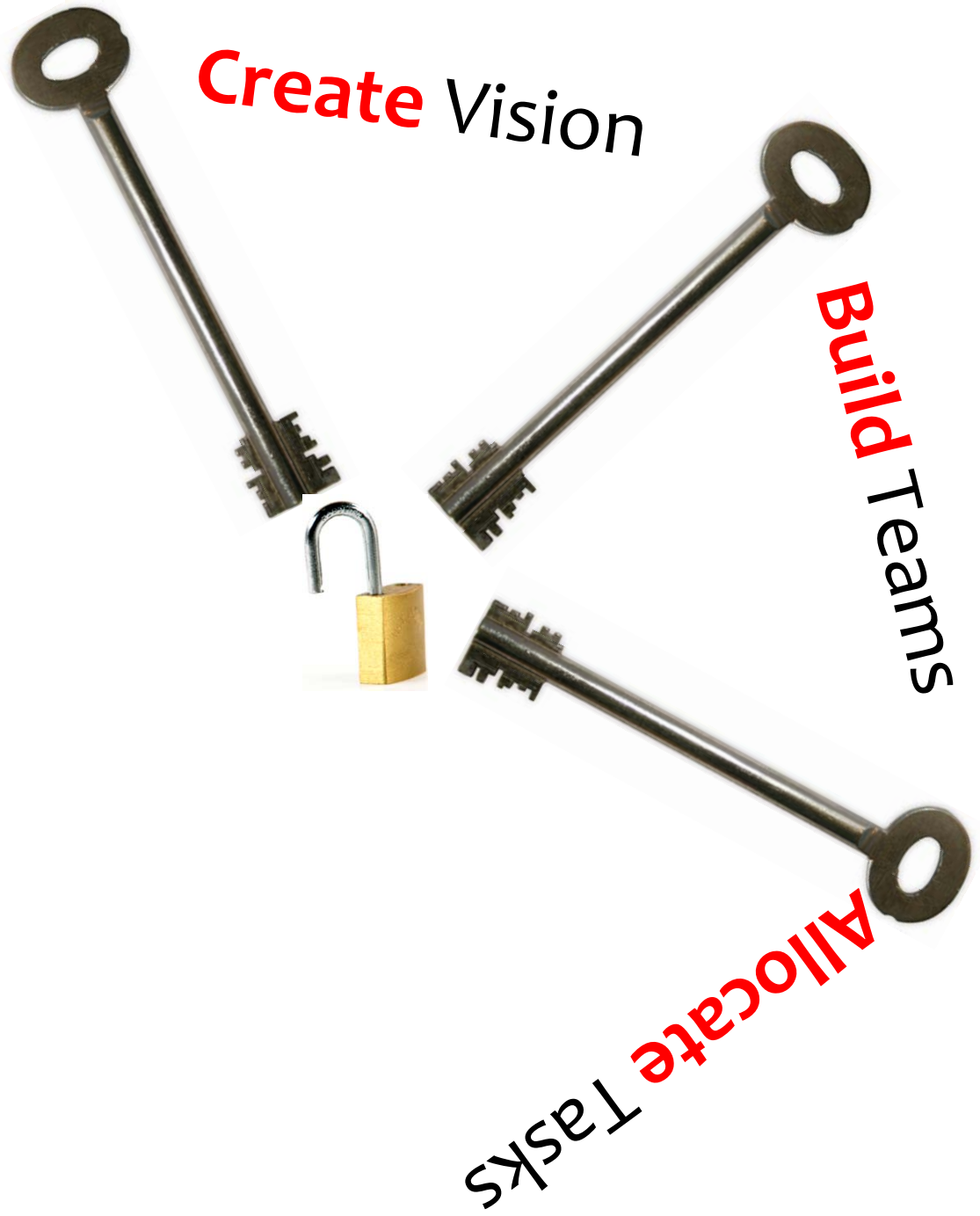




Create Vision



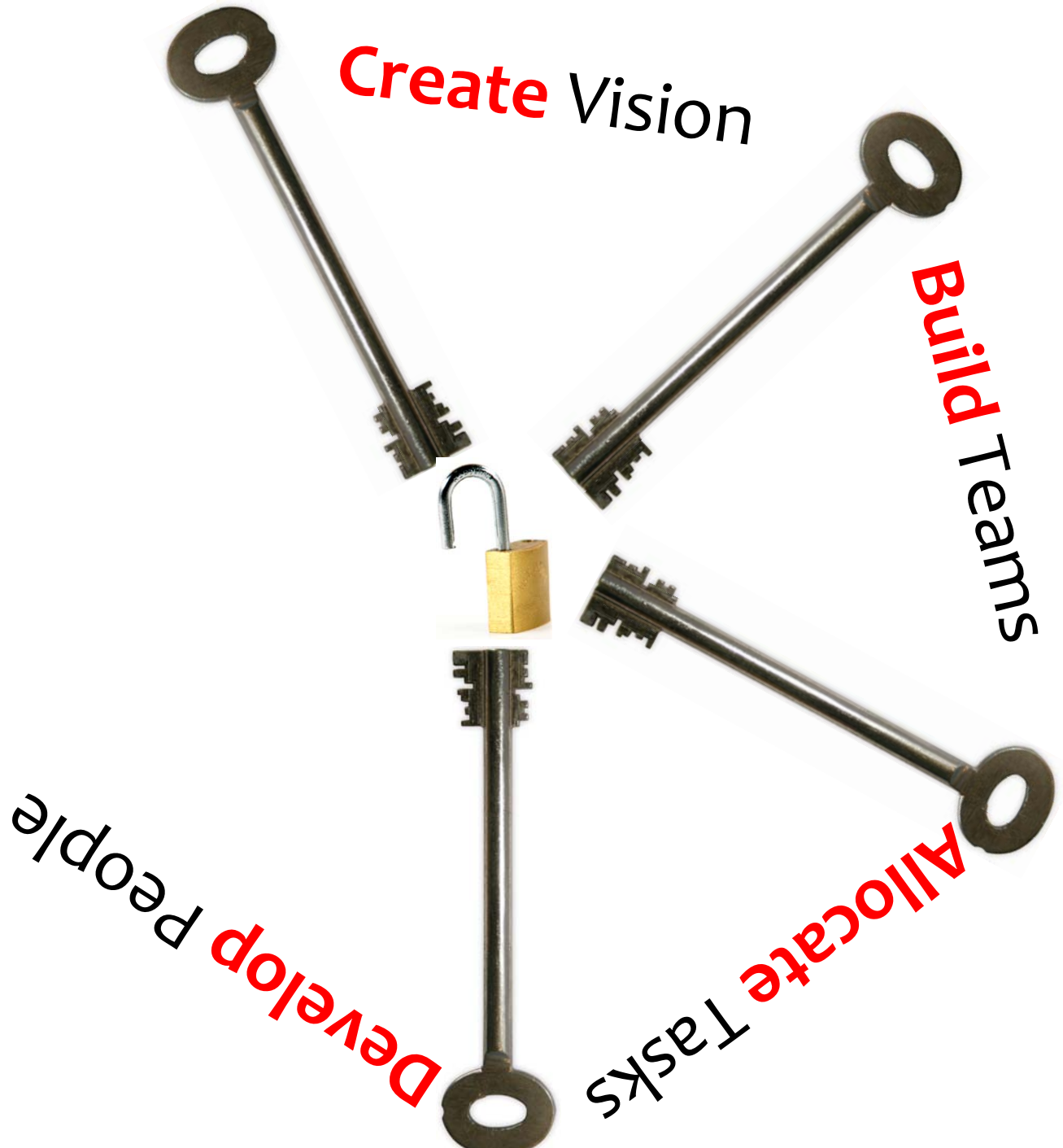
Build Teams



Create Vision

Build Teams

Allocate Tasks

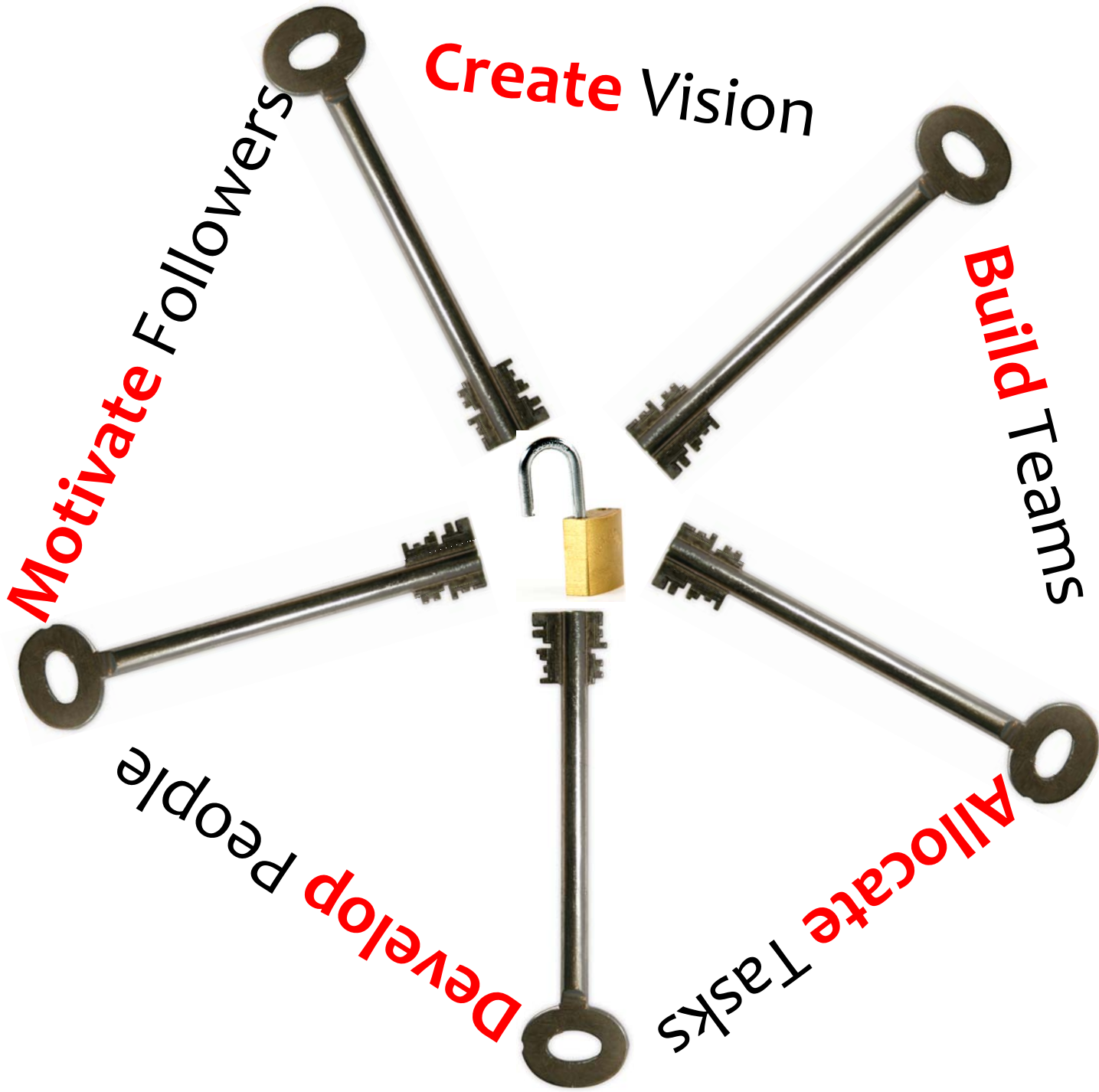


Create Vision

Build Teams

Allocate Tasks

Develop People





Create Vision

Identify your **Vision**



Set Goal(s)





Set Goal(s)

Difficulty



Set **Goal(s)**

Difficulty

Specification



Set Goal(s)

Difficulty

Specification

Feedback



Set Goal(s)

Difficulty

Specification

Feedback

Participation



Set **Action Plan**

A photograph of a railway track with a worker in the background. The track is made of wooden sleepers and metal rails, curving slightly to the left. A worker wearing a white hard hat and dark clothing is visible on the left side of the track, working on the ground. The background shows a field of dry, brown grass under a clear sky. The word "Tools" is overlaid in red text on a white semi-transparent banner across the middle of the image.

Tools

Set **Action Plan**

A photograph of a railway track with a worker in the background, overlaid with a white semi-transparent banner containing text. The track curves and then straightens out towards the horizon. The worker is wearing a white hard hat and is positioned on the left side of the track. The text is in a bold, sans-serif font, with 'Tools' and 'Path/Map' in red and 'Set Action Plan' in white.

Tools Path/Map

Set **Action Plan**



Tools
Path/Map
Priority

Set Action Plan



Tools
Path/Map
Priority
Time

Set **Action Plan**

Monitor & Help Achieve

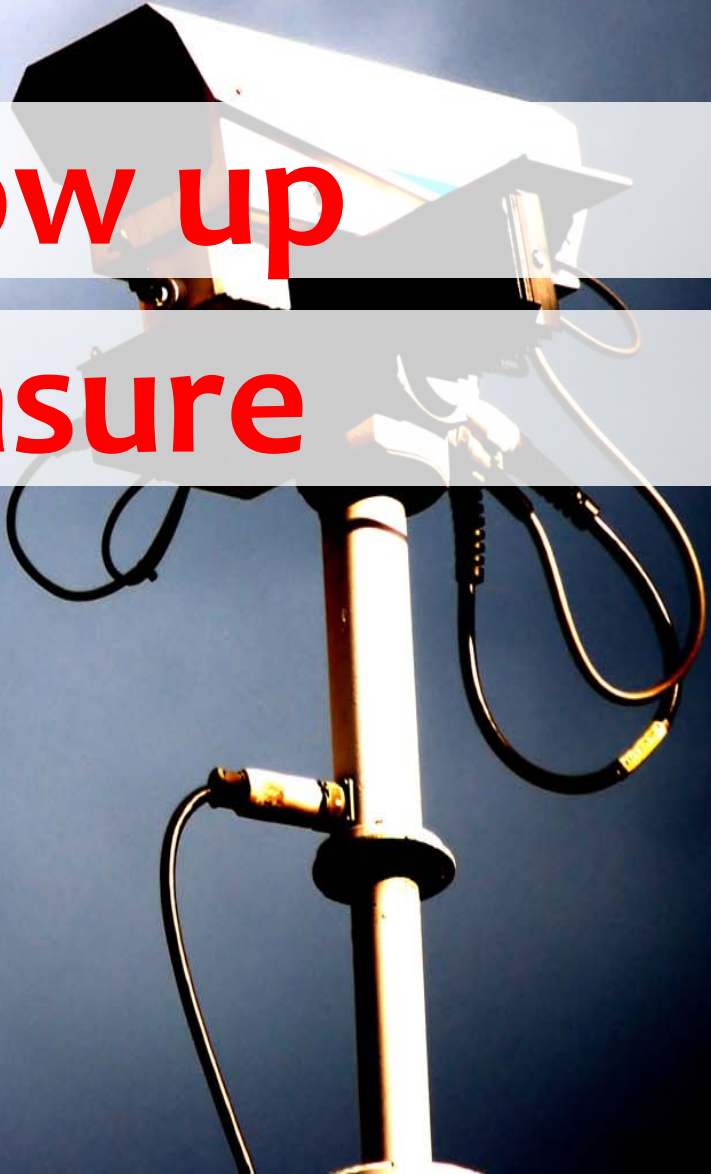


Monitor & Help Achieve

Follow up



Monitor & Help Achieve

A security camera mounted on a silver metal stand, positioned against a clear blue sky. The camera is white and black, with several cables connected to its side. The scene is brightly lit, suggesting a sunny day.

**Follow up
Measure**

Monitor & **Help** Achieve

A security camera mounted on a silver stand, positioned against a blue background. The camera is white and black, with a lens and a small display screen. Cables are visible hanging from the side of the camera.

Follow up
Measure
Validate

Monitor & **Help** Achieve

A security camera on a stand is positioned in the center-right of the frame. The background consists of a dark blue gradient with several horizontal white stripes. The text is overlaid on these stripes.

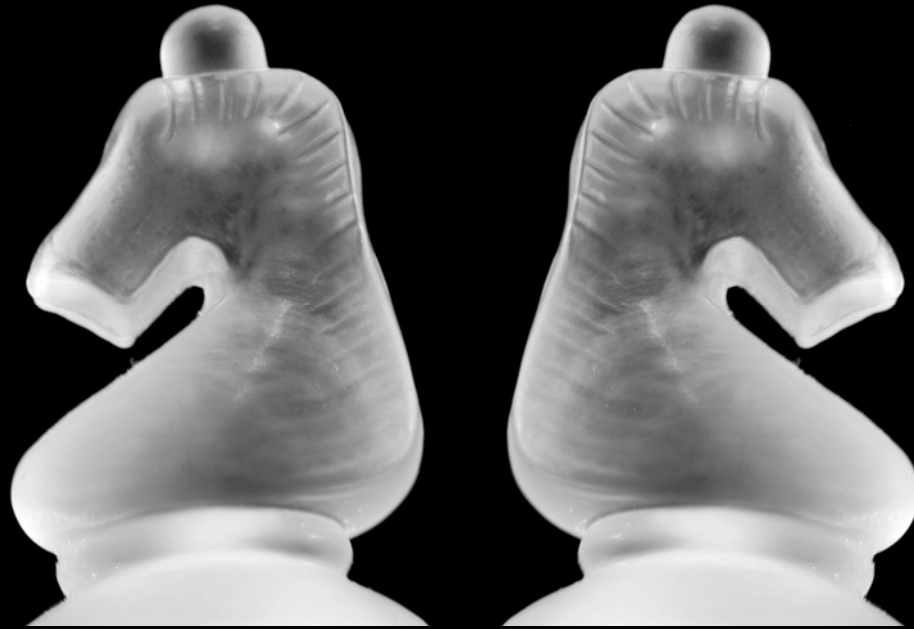
Follow up
Measure
Validate

Demonstrate Commitment

Build Teams

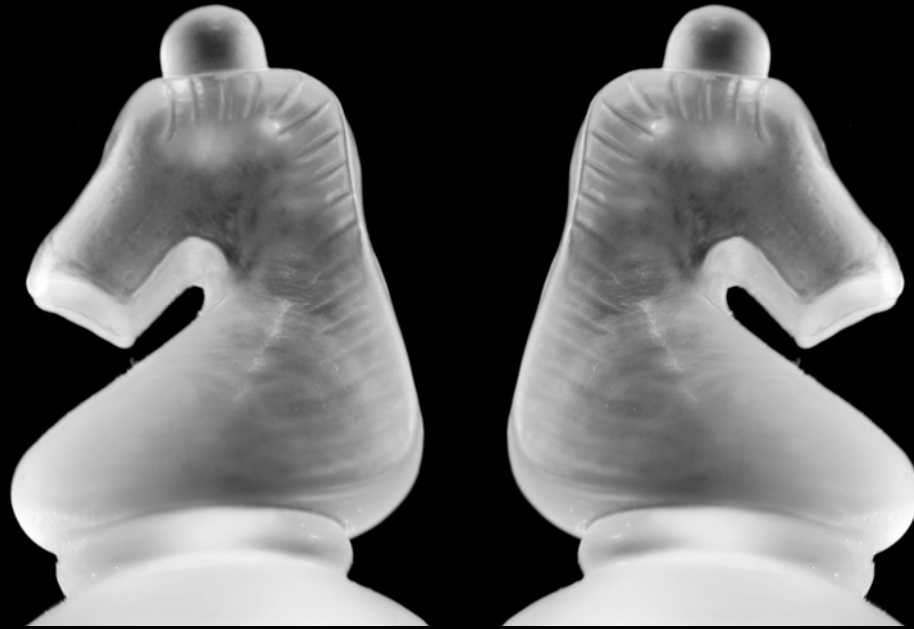


Leaders **develop**



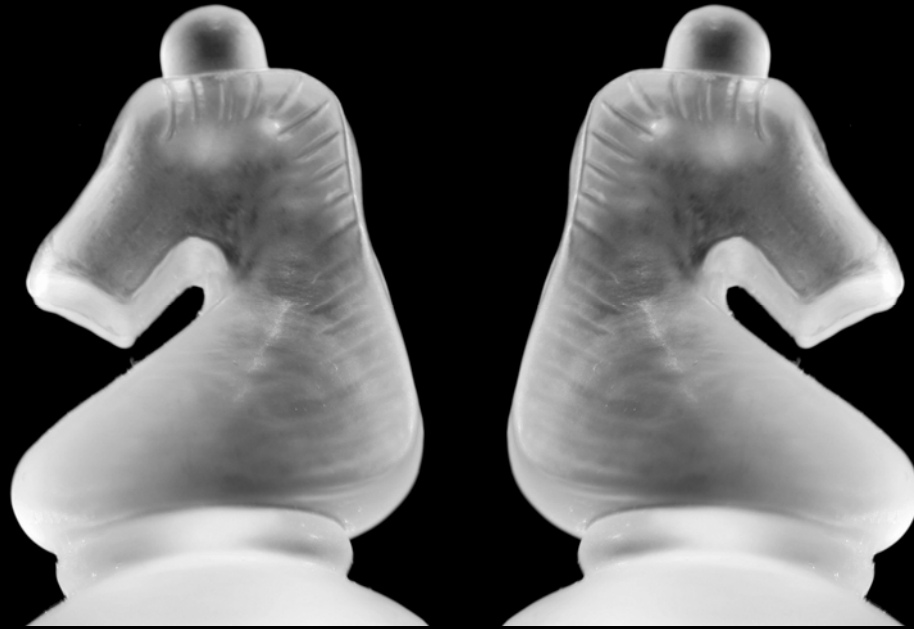
Leaders **develop**

**T
A
S
K
S**



Leaders **develop**

**T
A
S
K
S**



**P
E
O
P
L
E**

Nurture a **cohesive** Team





Cultivate

Team Problem Solving

A close-up photograph of several hands of different skin tones stacked together in a circle, with fingers pointing towards the center. The hands are positioned in a way that suggests a team huddle or a gesture of solidarity. The lighting is warm, highlighting the texture of the skin and the natural curves of the fingers. A dark, semi-transparent horizontal band is overlaid across the middle of the image, containing the text.

Loyalty above all



Help

& Care



Allocate Tasks

What is Delegation



What is **Delegation**

Assign **Authority**



What is **Delegation**

Assign **Authority**

Decision making **Shift**



The delegation Manual

What, How & to Who we delegate

The “**WHAT**”

Routine Tasks

Tasks that develops skills & knowledge

Occasional Duties

Tasks with someone else area of expertise

The delegation Manual

What, How & to Who we delegate

The “**WHAT**”

Routine Tasks

Tasks that develops skills & knowledge

Occasional Duties

Tasks with someone else area of expertise

The “**HOW**”

Assign Clearly

Specify Guidelines

Share the task setting

Inform others

Monitor Results

The delegation Manual

What, How & to Who we delegate

The “**WHAT**”

Routine Tasks

Tasks that develops skills & knowledge

Occasional Duties

Tasks with someone else area of expertise

The “**HOW**”

Assign Clearly

Specify Guidelines

Share the task setting

Inform others

Monitor Results

The “**WHO**”

Someone able & willing

Someone wants to learn

Someone wants

to be challenged

The delegation Manual

What, How & to Who we delegate



Develop People

Leaders create Leaders



Not Followers



Identify Core Competencies



Identify **Core Competencies**



Understand **Needs and Style**



Motivate Followers

Stimulate Motivation

If a man
hasn't discovered
something that
he will **die for**, he
isn't fit
to live.

Martin Luther King



Motivation 4C



Motivation 4C



Collaboration

Motivation 4C



Collaboration
Content

Motivation 4C



Collaboration

Content

Choice

Motivation 4C



Collaboration

Content

Choice

Credit

Inspire by Example





Exploit your human side

Share **stories**



Be Clear & Enthusiastic



Focus on others **Dreams**



Get to know **People**





Share Excitement

**“Leadership is
action,
not position”**

A silhouette of a person standing on a cliff or ledge, looking out over a sunset. The sun is low on the horizon, creating a bright glow behind the person. The person appears to be wearing a hat and a jacket. The background is a gradient of orange and yellow from the sunset.

Donald H. McGannon

Involve Everyone





Look for **talents & abilities**



Communicate

Refresh your Vision



An **army** of a thousand is easy to find,
but, ah, how difficult to find a **general**



Chinese proverb

THANK YOU

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