

The art of Leadership in the 21st century

The lessons and meaning of leadership in a rapidly changing world.....



The meaning

- People need leaders more than ever
- Grass roots leader vs. command & control leader
- Leading by example and setting the DNA/culture early and often
- Top down, hard nosed, kick ass-take names type leader? NO!
- The democratization of the work place (inspire vs manage thru fear)
- Leaders - authentic, trustworthy, sober and accessible come to mind
- Leaders protect people from danger and expose them to reality
- Emphasize courage, humility and commitment to change, accountability
- Listen well, but then you must want to listen
- Communicate well, and simplify strategy however complex it may be
- Abusive management is like abusive parenting – a negative cycle

Lance Armstrong's winning formula

LEARNING POINTS:

- Understand the importance of teamwork
- Learn how Lance recognizes and supports his team as a leader
- See how planning and tactics play a key role in success
- Understand how goals are set and adjusted in order to win
- If you get a second chance - go for it!
- Know the competition, however don't obsess over them
- Quitting is never an option

The Bionic manager

- Be a discerning judge of talent
- Budget your time with great discipline
- Do not get emotional, but stay rational and unpretentious
- You need to have enough vision to see the opportunities
- Stamina, energy, and a nagging focus on execution
- Rigor, toughness (yet affable) and a white hot desire to win
- Character + methods + strategy
- What is the legacy you want to leave behind? How do you want to be known?

Closing thoughts – everyday wisdom

- Be open, communicate well and create a meritocracy around you
- Never neglect the details – execution is as important as innovation
- Be bold, dynamic and passionate about your pursuits. To be a winner you must want to be one
- Great business leaders have a controlled ego. Manage thru inspiration, not fear
- Focus on doing a few things really well, be number #1 or 2 in your chosen field
- Choice not chance determines destiny
- Let excellence flourish but not get in the way of EXCEPTIONAL! Get to Game Over

Enlightened leadership (my notes)

- Leaders get out in front and drive the rest of the team when it comes to execution & implementation.
- A growth-oriented company leader must be open to hearing the ideas of others, recognize an idea that will be useful, and seize the opportunity to drive the initial momentum of the project.
- The “line” leader identifies passionate champions—people who believe in the idea as much as he or she does but are more technically capable of executing it—and teams up with them, driving the idea forward.
- Once you decide to lead a project, be 100 percent behind it from the get-go.
- Emphasize and pursue development in your employees. Make it a priority for your company to have the best-qualified and best-trained people in the business. Use your project pace to test and to develop leadership in others.
- Run your company like a volunteer organization, not a dictatorship. Listen closely to what your employees out in the field think and say.
- The best ideas don’t come from the top. The best ideas come from those closest to the customer.
- In an everybody wins culture, people need free rein to act in their own best interests under the rubric of clear principles. Encourage people to be creative and energetic in their pursuit of success. In a high-trust, entrepreneurial environment, this will only benefit your organization.
- When looking into a new idea, choose your early explorers carefully. It is critical to get accurate scouting reports of the terrain ahead before sending a team into a project.
- Create an exciting environment around a project. Make it a place where people can feel welcome to share their ideas, needs, and experiences. The project will become an embodiment of something that everyone wants to see succeed.
- The finished product should reflect the people and the spirit of the company, thereby strengthening the corporate culture.