

# Breaking Bad . . . Leadership: *Where do you go from here?*

*October 17, 2013: Las Vegas, Nevada*

# Leadership...

- » *Search Amazon*: 105,239 results
- » *Search Google*: 316,000,000
- » *Lominger model*: 67 competencies
- » *FEG Reading list*: 9 books / 2,461 pp

...is challenging and complicated



## 5 Point Leadership Framework

I : It Begins (and ends)  
with You



# What is your definition of Leadership?

*“Leadership is an influence process.  
It is about working with people to  
accomplish their goals and the goals  
of the organization.”*

- Ken Blanchard

*“Leadership is about creating change you believe in. Leaders have followers. Managers have employees.”*

Seth Godin - *Tribes*

*“Leadership is what we do when the work to be done exceeds what we can accomplish by ourselves.”*

- Scott Patchin

# Core belief: Great Conversations

- » Start with a question
- » Key ingredient: **Trust**
- » Key outputs: **Truth** & Action

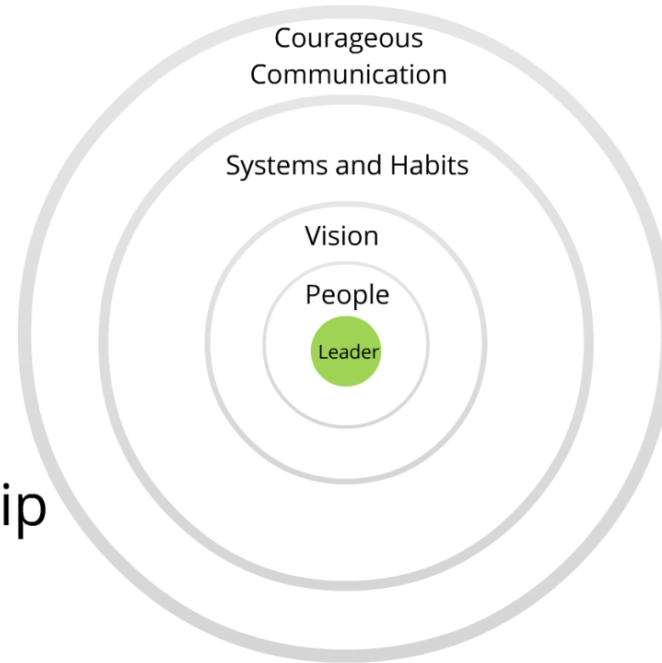


## trUPerformance™

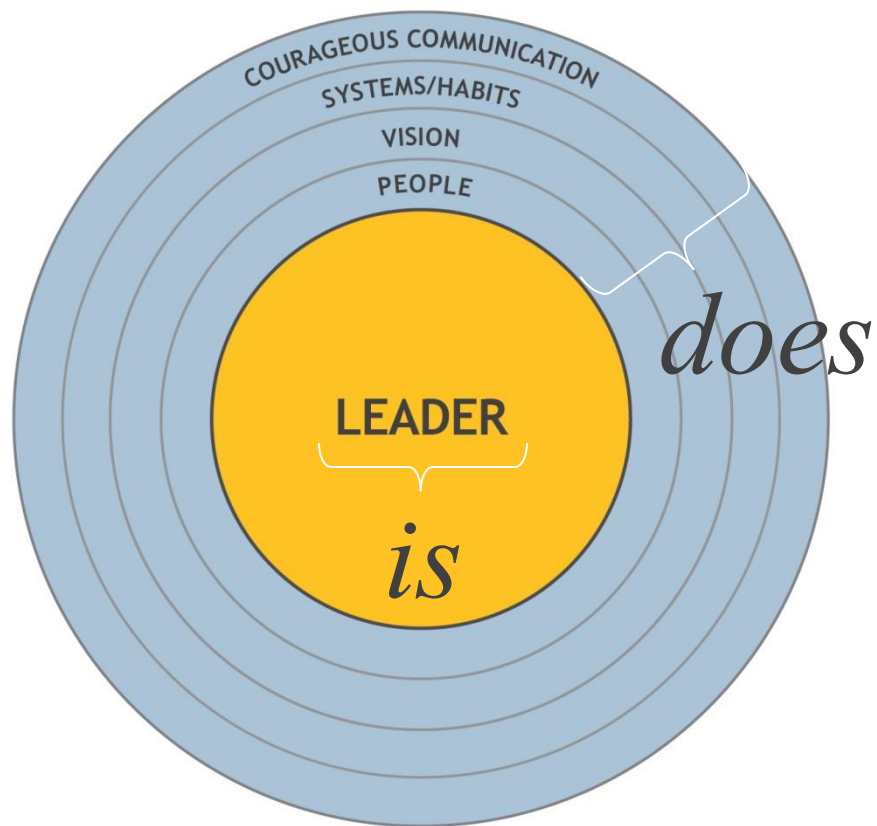




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# IQ vs. EQ (Emotional Quotient)

1. Self-Awareness
2. Self-Management
3. Social Awareness
4. Relationship Management

*\*Primal Leadership by Daniel Goleman*

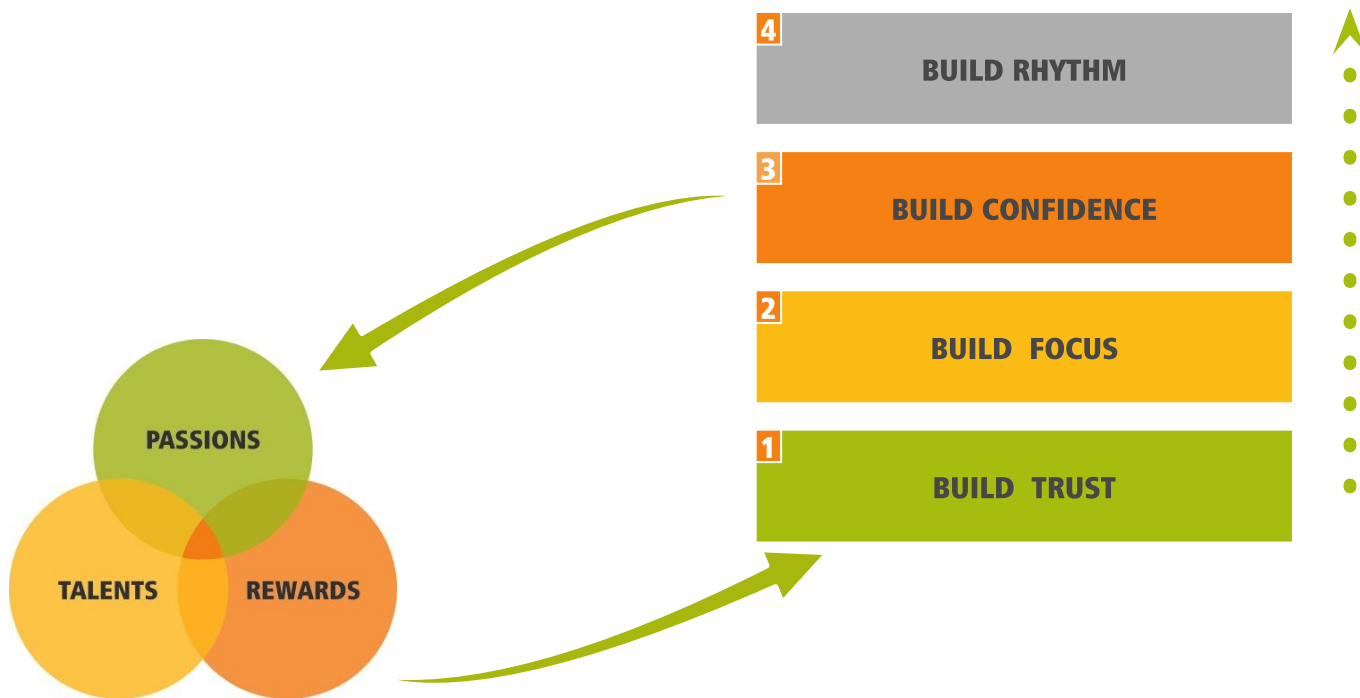
**TALENTS**

**PASSIONS**

**REWARDS**



## truPerformance™



# Talent

- » Gallup's Definition: *Thought, feeling or behavior that can be productively applied*
- » Talents: 24 x 7
- » Strength = Talent + Skill + Knowledge
- » Development is NOT about fixing weaknesses



# Self work: What are your talents?

1. Describe a project you were involved in that went well. What was your big contribution?
2. When you lose track of time - what are you doing?
3. When you are on a team - what is it that you repeatedly contribute?

# Talent *hints*

- » Yearnings
- » Rapid Learning
- » Satisfaction

# Conversation: What are your talents?

- » Stand up and find a partner - 5 minutes
  - » Introduce yourself
  - » Question: Tell me about yourself  
3 Talents - 1 Weakness



What gets in the way of us  
leading / performing at our best?



## Conversation: At your table

- » How will I know you are stressed?
  - » How has it gotten in your way?
  - » How do you manage it?

# STRESS



## Myth

We are at our best under stress?

## Truth

Stress provides an important ingredient for development: Tension

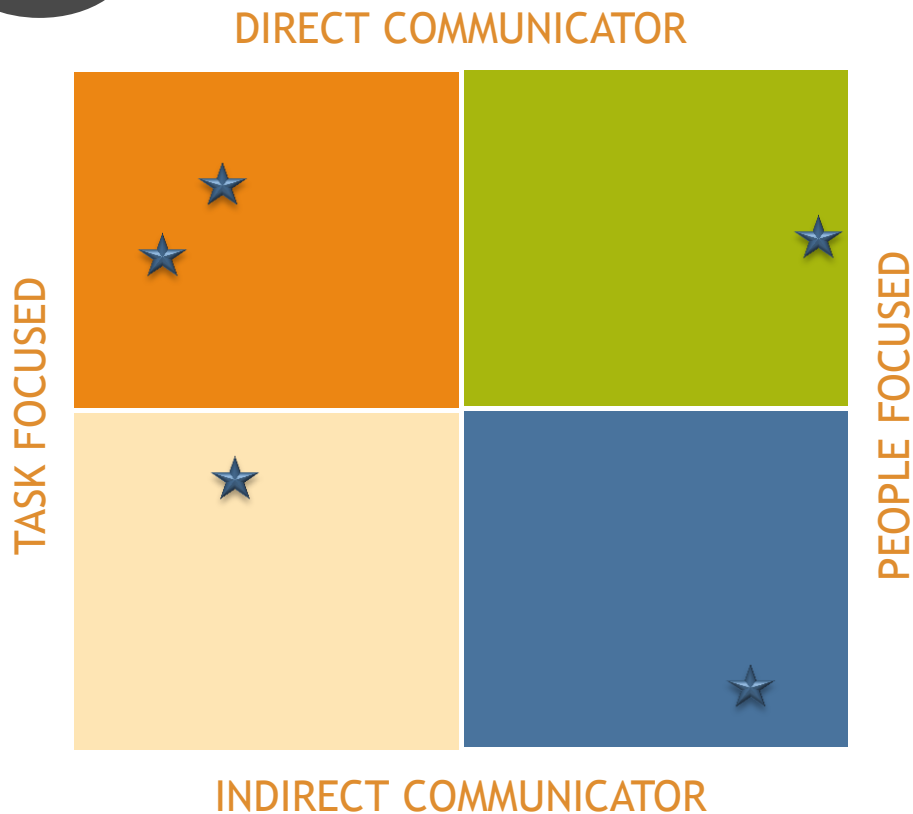


# STRESS



## Impact of Stress

Birkman *Usual* Style

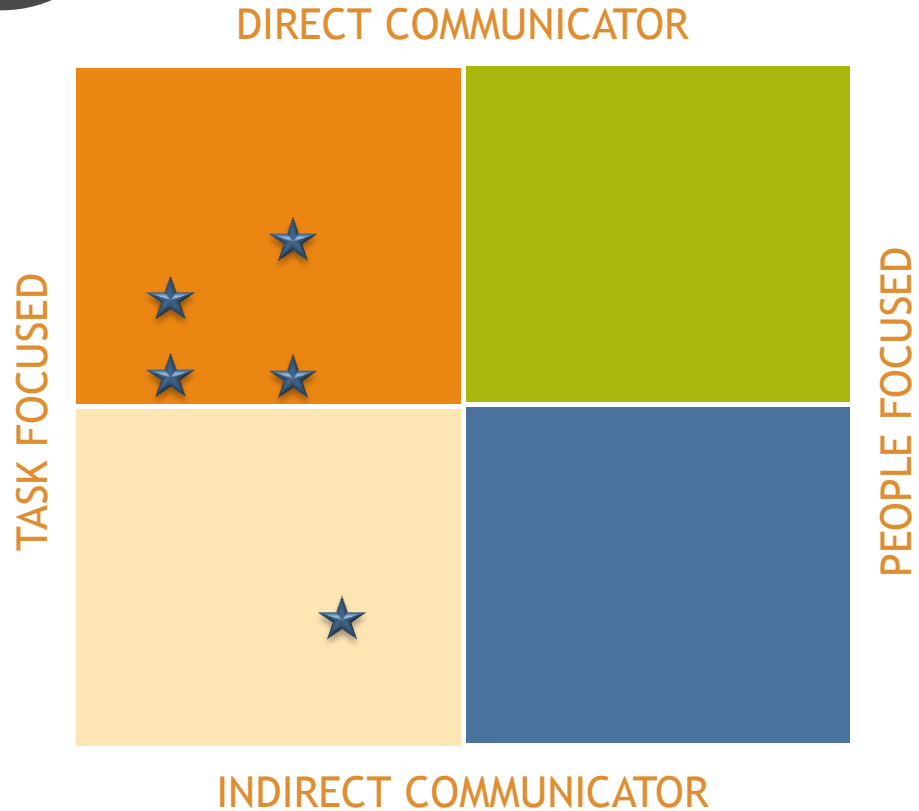


# STRESS



## Impact of Stress

### Birkman *Stress* Style



# Application: EQ

- » Self-Awareness
- » Self-Management
- » Social Awareness
- » Relationship Management

## 3 Words For Your Journey

- » Capacity
- » Adaptability (not Flexibility)
- » Mastery

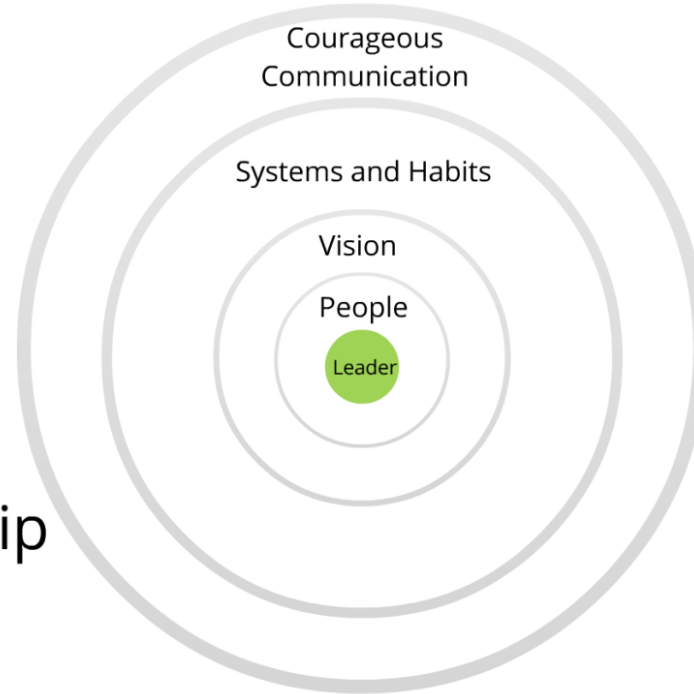
## Two questions

- » *What is one thing I am going to do differently Monday?*
- » *What support do I need to be successful?*



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## *About the Speaker – Scott Patchin*

Scott has a core belief that the habits leaders practice and the conversations they have with their people are the keys to their success. He launched his own leadership development company, The trU Group, in 2009 around the mission of helping others realize the excellence they were born to achieve.

He has work experience manufacturing, healthcare, and banking/mortgage industries. He is an author, blogger, coach, and delivers a *hands-on* keynote. He resides in Michigan and has spoken across the Midwest on leadership and individual development.

*Learn more:* | [LinkedIn](#) | [www.thetrugroup.com](http://www.thetrugroup.com)