



Becoming an Indispensable Leader

Bob Heavers



1



Poll Question

What part of the world are you from?



2



Poll Question

What kind of leader are you?



3

Poll Question



What would you like to see leaders do better?


4

Leadership Crisis



What is Leadership?


5

Leadership



“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.”

Cheryl Sandberg, COO, Facebook


6

Leadership



"The ability to engage others in a shared and worthwhile Vision and inspire performance that turns intentions into action."



7

Becoming an Indispensable Leader



1. Know Yourself
2. Be Yourself
3. Forget Yourself in Loving Others
4. Believe in Something Bigger than Yourself
5. Belong to Everyone



8

1. Know Yourself



Always remember the mentors who have most influenced your life for the better.



9

Poll Question



Who was your most memorable mentor?



10

Success Defined

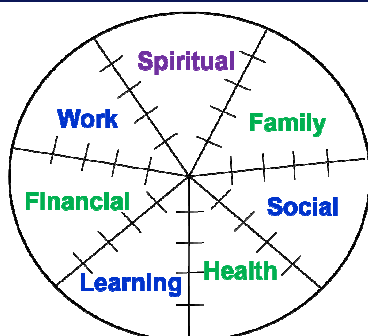


Success is little more than moving
(at whatever pace you choose)
in the direction of things that are most
important to you.



11

1. Know Yourself – 'Balance'



12

Webinars

Poll Question

What is most important to you in the Work part of your life?



13

Webinars





14

Webinars

2. Be Yourself

Who do you say you are?

What is your 'Purpose'?



15

Discovering Your Purpose



Make a list of times in your life when you felt the best about yourself.

- Where were you?
- What were you doing?
- Who else was there?
- What did you do that made you feel so good or so proud of yourself?



16



I feel best about myself when I am _____

Others seem to appreciate me most when I _____



17

Purpose Statements



I am a _____ woman(man).

I make a difference in the world and enrich the lives of my family, my friends and my coworkers by _____



18

Purpose (an example)

I am a very caring man.

I make a difference in the world and enrich the lives of my family, my friends and my coworkers by helping people bring out the very best in themselves.

19

3. Forget Yourself in Loving Others

To everyone else life is not about me ...

It's about them.

Everyone wants to know they matter.

What a great career it is to let everyone else know how much they matter!

20

3. Forget Yourself...

Practice the 'Platinum Rule'

Treat others the way they want to be treated.

21

4. Believe in Something Bigger than Yourself



Your God
Your Country
Your Team

The Organization

A Shared Vision, Values and Goals

"Nobody Is Smarter than Everybody."



22

Mission ... A sentence or less



Pizza in 30 Minutes

We Build Great Neighborhoods.

Deliver a competitive and sustainable rate of return to shareholders by **developing, acquiring and exploring for oil and gas resources vital to the world's health and welfare.**

We educate the leaders of America and beyond



23

Mission



At Microsoft, we work to **help people and businesses throughout the world realize their full potential.** This is our mission. Everything we do reflects this mission and the values that make it possible.



24



Values by which We Operate

Service – We listen carefully and exceed the expectations of every customer.

Productivity – We plan carefully and collaborate as 'one team' to deliver extraordinary results.

Profitability – We are profitable enough to live up to our Values and reward all stakeholders.

26

Values by which We Operate

Team Relationships – We are Mission-driven, have fun and help each other succeed.

Image – We are known as an indispensable partner to the industry we serve.

Growth and Innovation – We embrace change and are relentless in our pursuit of excellence.

27

‘Vision’

**What would it look like if
we were able to live up to our Values
to the nth degree?**

Commitment + Motivation = Empowerment
(Clear Values) (Clear Vision)

28

Values to Vision

‘Aggressive Hospitality’

Remember: “Nobody is smarter than
everybody.”

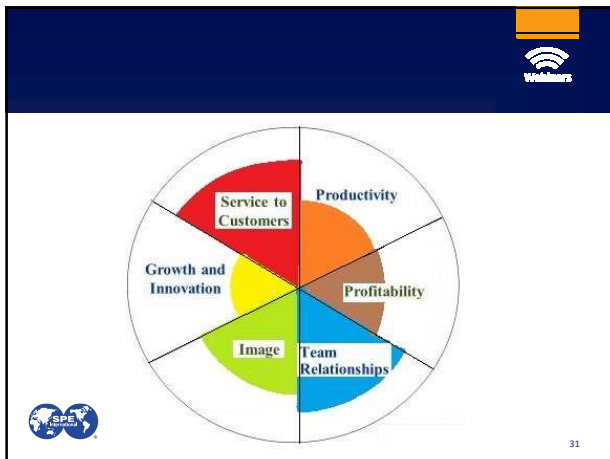
29

Current Reality ... An Evaluation

In each strategic area, how well are we
doing right now ... compared to the
very best organization we can imagine?

This helps to set strategic priorities
...Initiatives

30



Turn Intentions Into Action

Set **SMART** Goals

Develop a **Plan of Action**

Poll Question

What do you like best about being a manager?

5. Belong to Everyone


Belong to everyone so they can belong to you.

Enjoy being part of the team more than assessing the team.

Be accessible.

How many people will you mentor?



34



Fall in love with being an indispensable leader.

What if the leader we are all looking for is living in your mirror?



35



'Questions and Comments'



36

