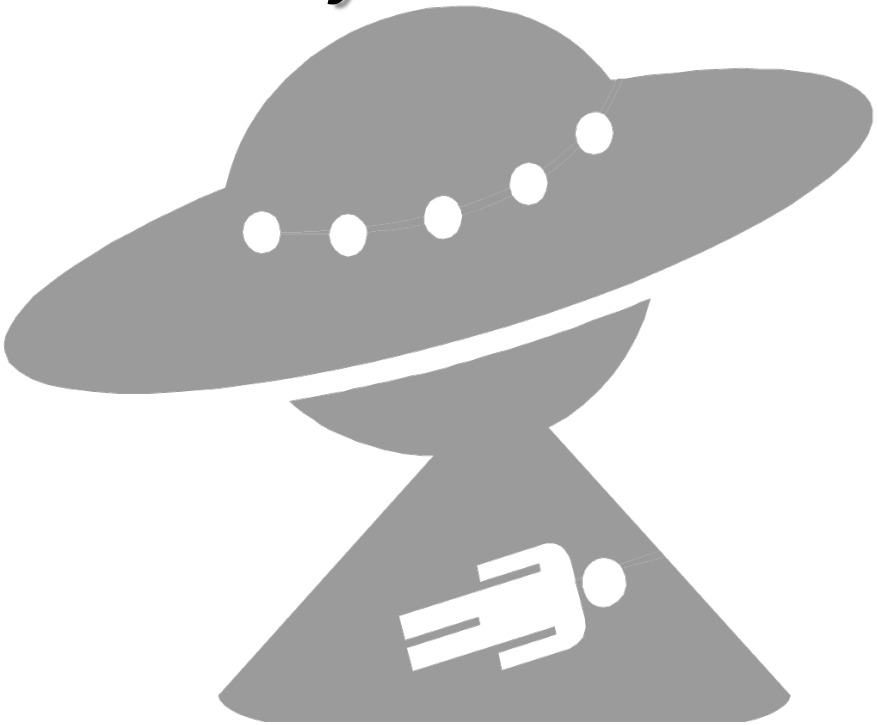
Take Me To Your Leader!

An Exploration in Personal and Team Leadership Dynamics



Timothy J. Pagano

&

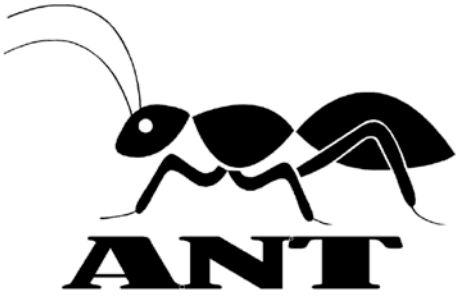
Heather K. Davis

Session Objectives

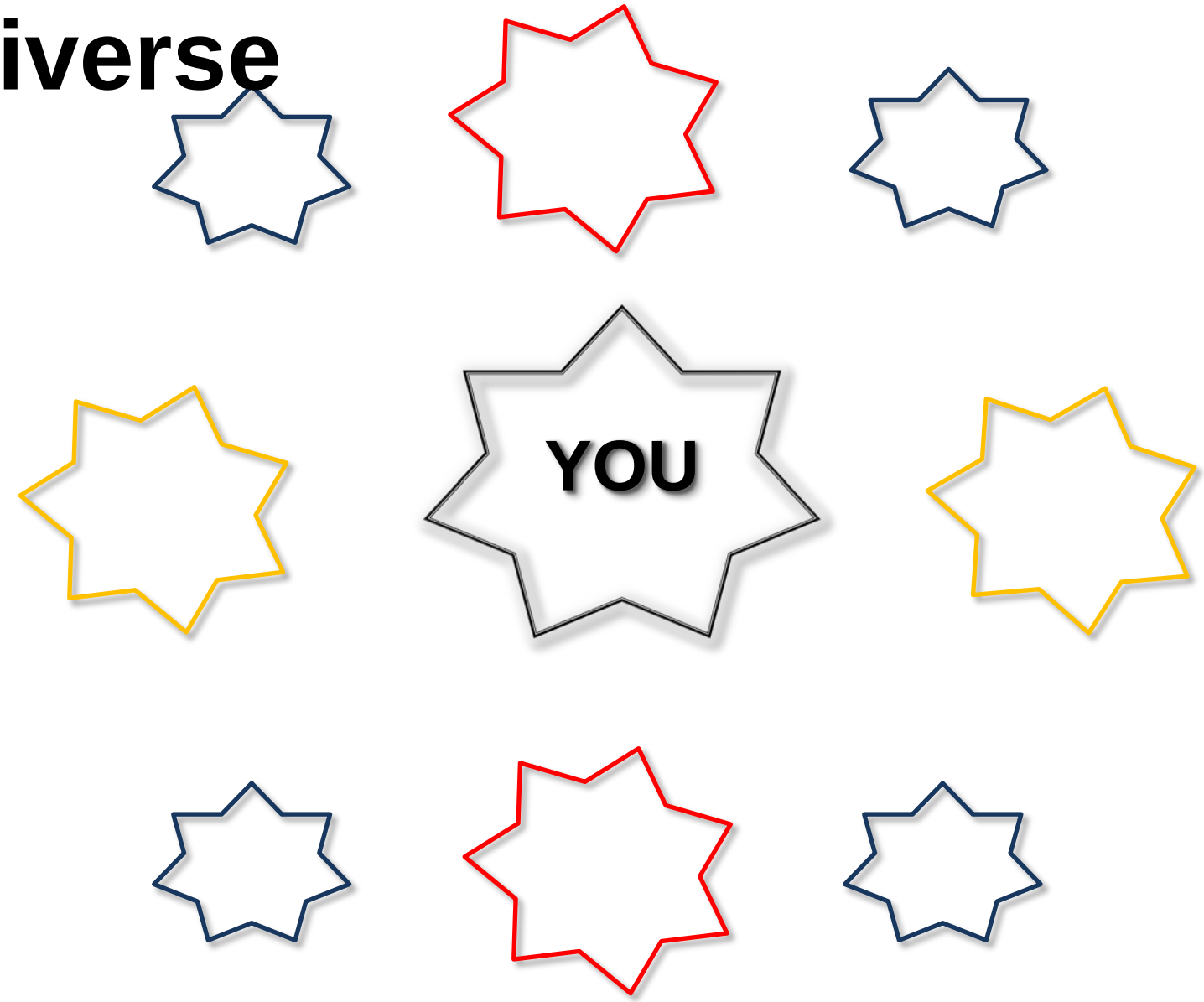
- **Discover ways to work more effectively with our team**
- **Increase our ability to communicate efficiently with our peers**
- **Identify a more direct way to engage our participants**

Hat Trick Inspirations

Animal Circus



Center of Your Universe



Things to Avoid

- **Avoid calling Lion's lazy or unmotivated**
- **Don't interrupt, or be indecisive**
- **Focusing overly on social matters, details or emotions**

TRY: "We have a great opportunity for you"

Things to Avoid

Avoid competition and hostility

- **Do not use confrontation and negativity**
- **Being distant, uninterested in topic, being dismissive**

TRY: "We need you to motivate people on this project"

Things to Avoid

- Using unsubstantiated statements based on emotion
- Leaving out details and jumping to conclusions
- Trivializing the need for structure and plans

TRY: "You can be in complete control of this one"

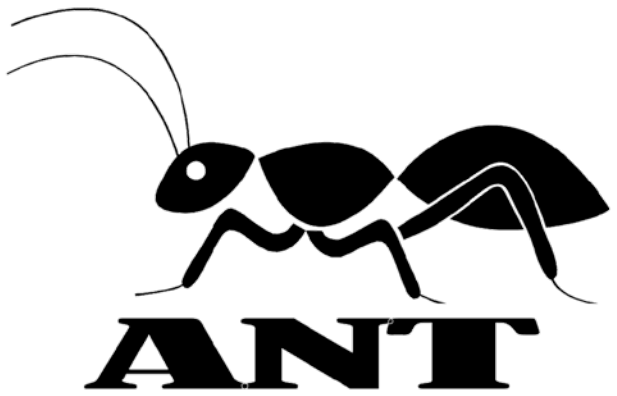
Things to Avoid

Emotional decision making or personalizing issues

- **Forcing them to decide quickly**
- **Making decisions without their input**

TRY: "We need you to solve a problem we're experiencing"

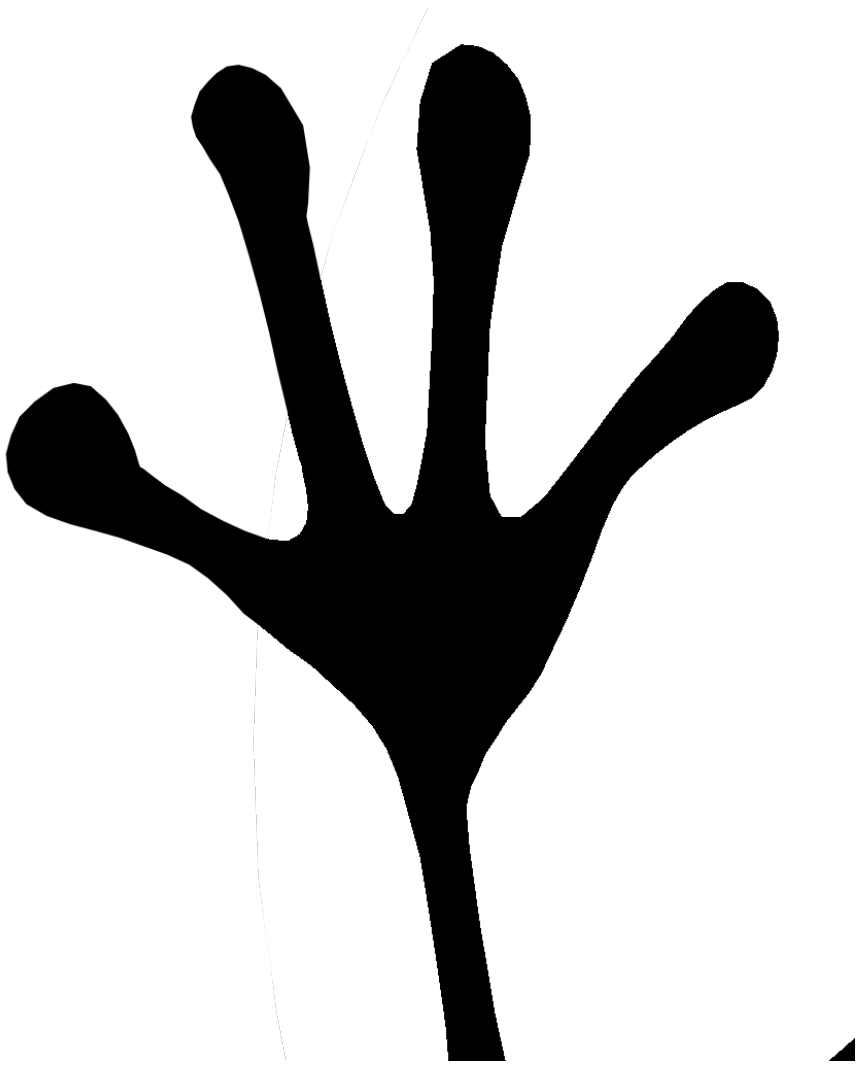
Things to Avoid



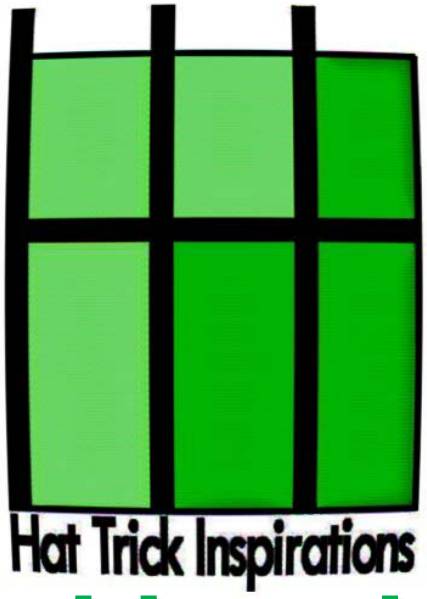
- **Limiting ideas, trivialize collaboration**
- **Being rigid or dogmatic**
- **Express concern for dependence on others**

TRY: "Gather up your team and see what you come up with"

Four Things I Will Take Back With Me



Questions, Comments, Insights

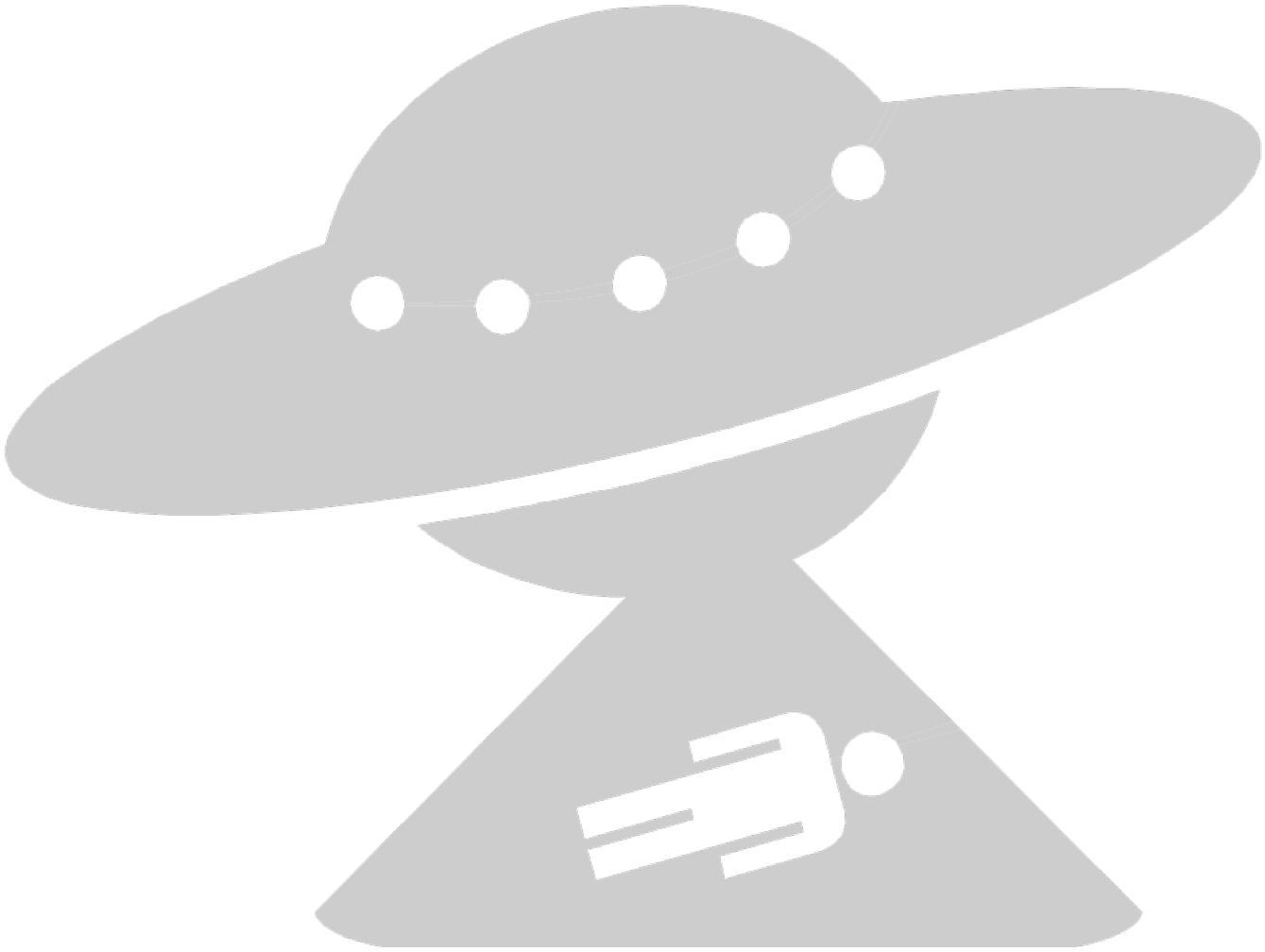


www.hattrickinspirations.com

info@hattrickinspirations.com

Take Me To Your Leader!

An Exploration in Personal and Team Leadership Dynamics



© Heather K. Davis & Timothy J. Pagano

© Heather K. Davis & Timothy J. Pagano

Notes

© Heather K. Davis & Timothy J. Pagano

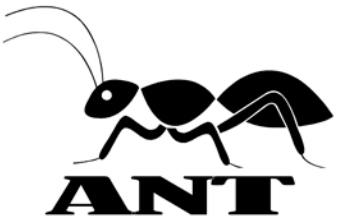
Leadership Styles

"It is not fair to ask of others what you are unwilling to do yourself."
-Anna Eleanor Roosevelt

Power
- Motivated by being part of the decision making process – voice must be heard
- Visionaries – sees the big picture
- Communicates quickly – it's all about the end result

Project
- Motivated by setting the process to get the job done
- Focused – does best by dealing with one project at a time
- Communicated slowly and when ready

People
- Motivated by doing a good job – and being recognized for it (pat's on the back)
- Energetic & enthusiastic
- Communicates sporadically, often jumps subjects quickly & seeks approval



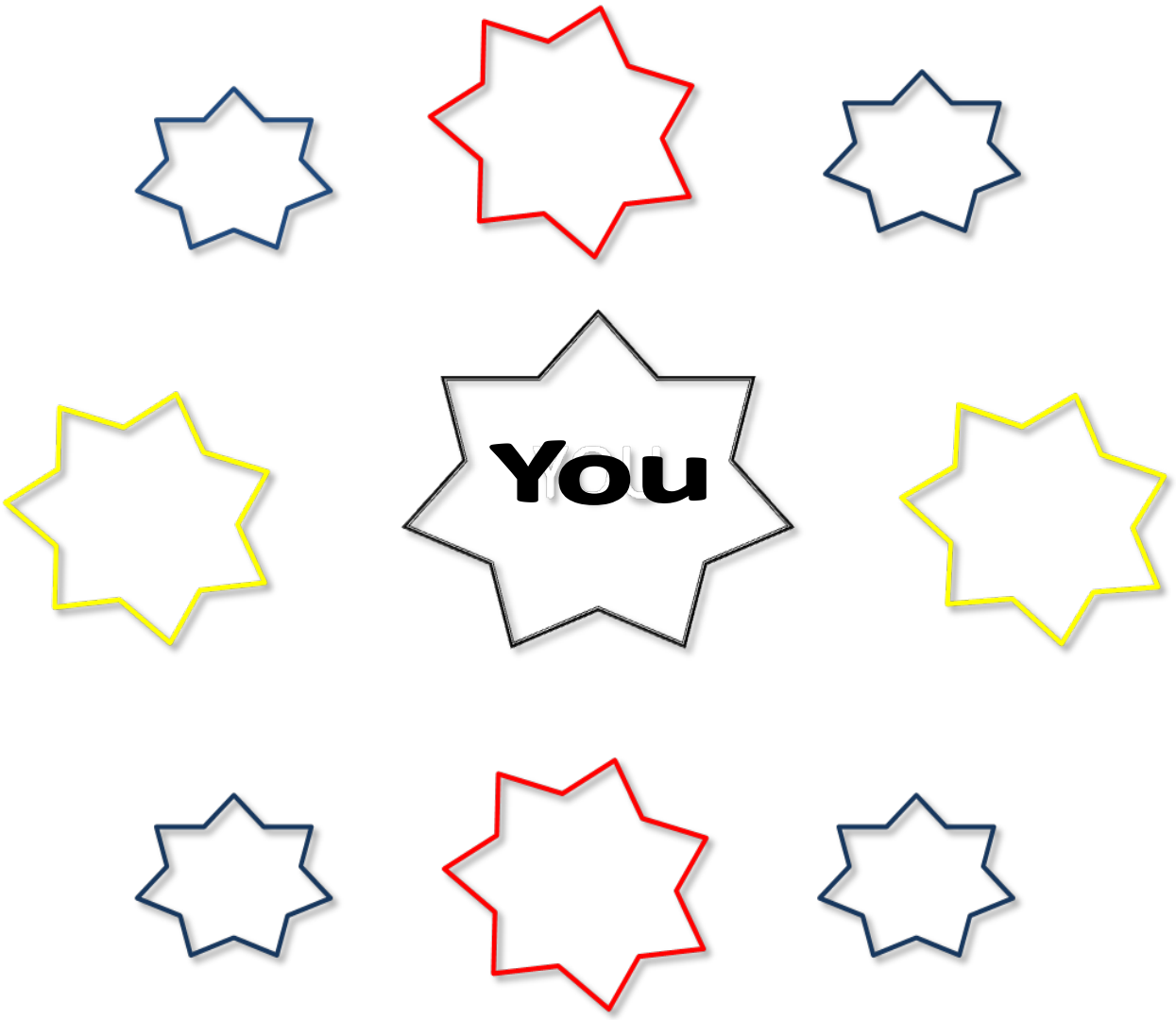
Team
- Motivated by being part of something bigger with purpose
- Team builders & team players
- Communicates with tasks/lists, often verbally and frequently

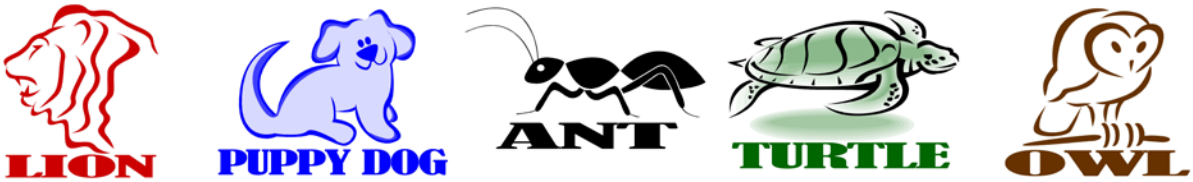
Process
- Motivated by setting the 'rules' and order for things to happen
- Intentional and methodical
- Communicated with lots of detail and statistics

© Heather K. Davis & Timothy J. Pagano

Leadership Team Dynamics

Identify the people on your team… what animals are they?
Is the team balanced?
Is there more of one style than another?
Which animals are missing from the team?
Are they leaders or managers? Are you a leader or a manager?





© Heather K. Davis & Timothy J. Pagano

Leaders think long term: The mentality isn't "This is the way we have always done it, so we are going to continue to do it this way." The mentality should be, "How do we take what we have done already and make the product/service/program progressively better."

Leaders see the big picture in everything: Leaders do not evaluate events in their lives according to how they will be personally affected. Leaders try to see everything in terms of the entire organization and beyond.

Leaders desire to find "a better way": Managers often rely on rules to make sure the processes they oversee stay on track. To move beyond the "Management Mentality", Leaders are constantly thinking outside the box, seeking to make improvements, and they like to see progress.

Leaders put the emphasis on things that are not usually measured: Leaders enjoy dealing with things like team and individual morale, motivation, organization momentum, and attitudes. Being a Leader means that you have to be comfortable and confident in dealing with things that cannot be measured physically.

Leaders invest power in others: Management is often about control. Leading, on the other hand, isn't about controlling; it's about letting go. Effective Leaders give their power away. Leaders look for people they can invest in to the point where they can be released and empowered to perform.

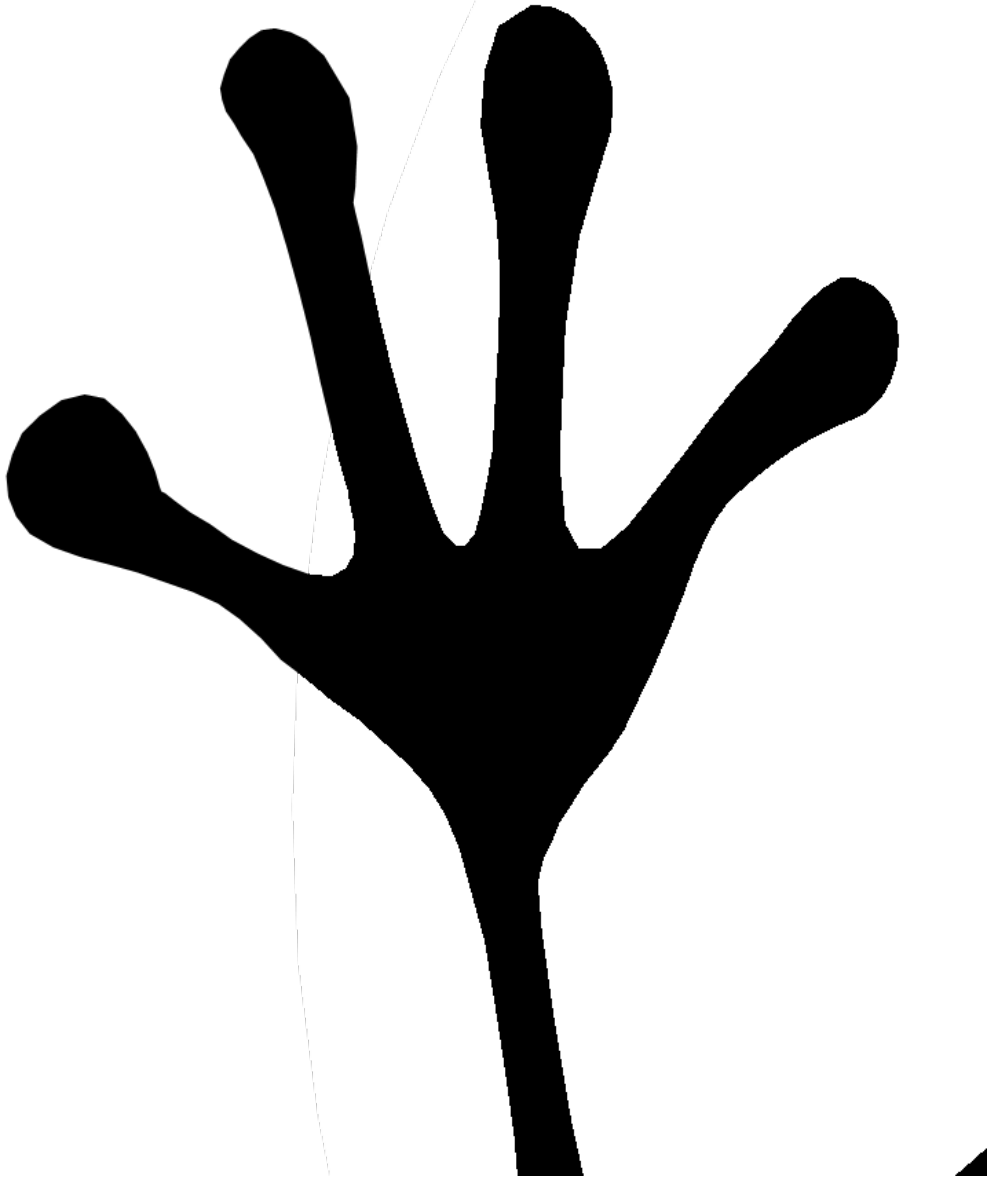
Leaders see themselves as Agents of Change: Leaders desire innovation and progress. They love new challenges. They do not want to become stagnant in their thinking or in their abilities.

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."

-Rosalynn Carter

© Heather K. Davis & Timothy J. Pagano

What I learned today…



© Heather K. Davis & Timothy J. Pagano