

Leadership Without Limits

By

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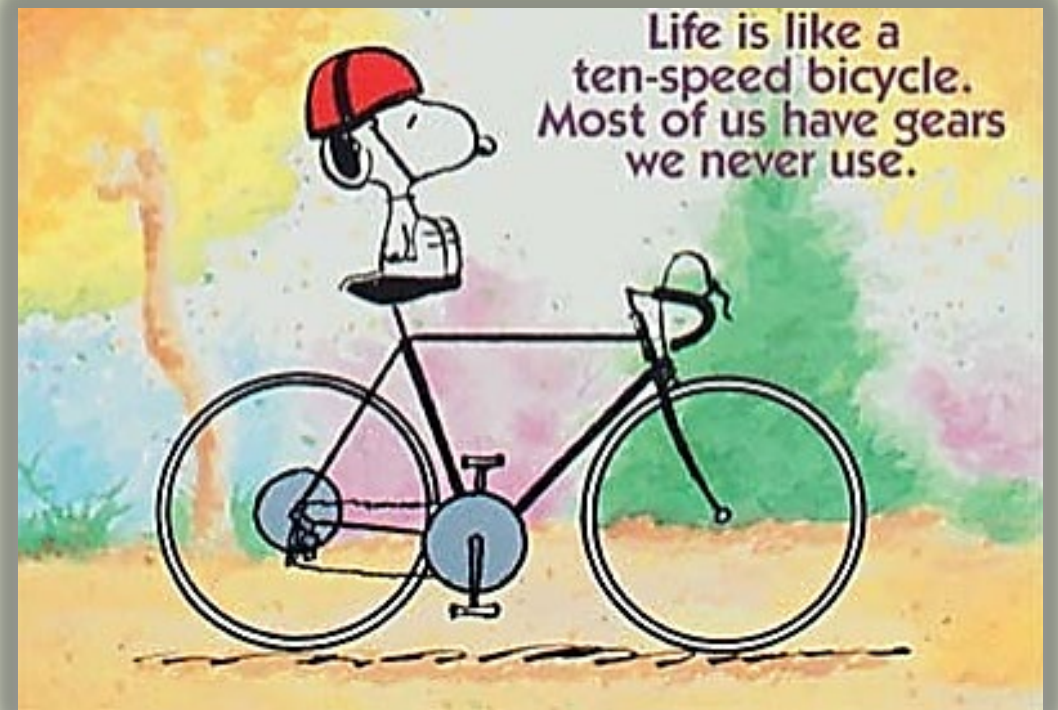
Your Leadership Capacity

- ▶ Reality is your friend during high-risk times
 - ▶ When taking big risks, you can't rely on hype or wishful thinking
 - ▶ Look at worst case scenarios and look at reality dead in the eye
- ▶ You must learn to become comfortable outside of your comfort zone
 - ▶ It is okay to have some fear, you just cannot be controlled by it
- ▶ Good leadership gives you a greater chance for success
 - ▶ Create a pro-risk environment so that team members can deal with their fears and take steps forward outside of their comfort zones
- ▶ The bigger the risk, the more help you'll need from others
 - ▶ You can't do everything yourself, you need diversified talent
- ▶ Taking risks always requires personal courage
 - ▶ You need to gather the courage to do what others might not do, because you see the potential reward

Awareness Can Lead To Further Achievement

Define or re-define your world via the possibilities that exist – without limitations

- If you don't know what is limiting you, how will you remove it?
- Most of us have caps on our capacity; some caps are fixed, but most are not
- You can become aware of the possibilities that can make you better
- Who we are determines how we see others



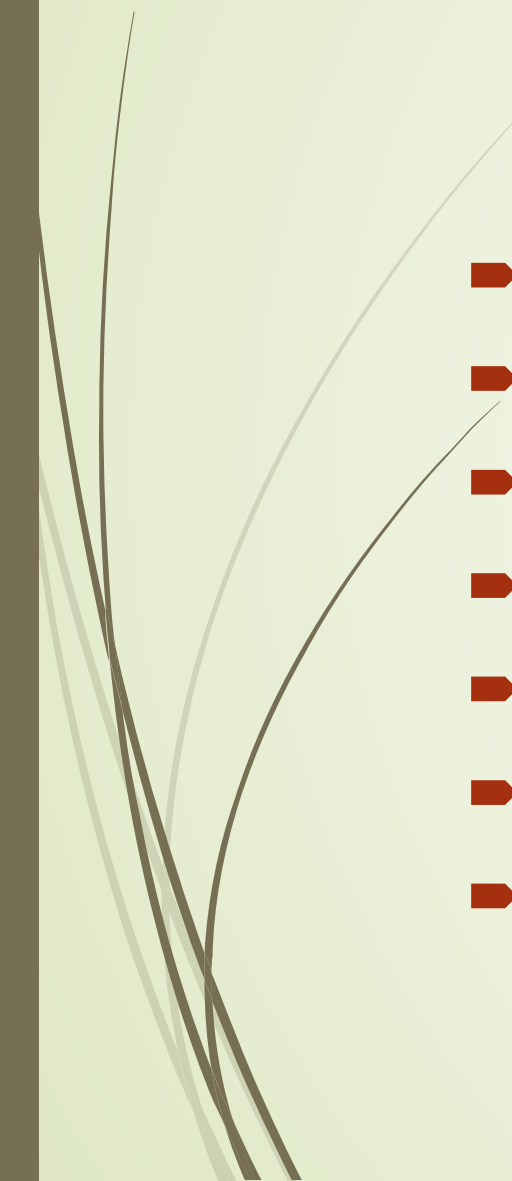


Caps We Put On Ourselves That Need Elimination

- Looking for approval from others
 - Do the right things for the right reason and the right people will follow you
- Living in a limiting environment
 - Look for environments that help you grow, learn, and expand your potential
- Having few expansive models of success
 - The models of success can change depending on where you are in your life
 - Who are your mentors and what can you filter from them?
- You have to have a firm belief in yourself
 - Who is in your circle of support? Who needs to be added? Who may need to be eliminated?




Develop The Capacities You Already Possess

- Energy Capacity – Your ability to push on physically
 - Emotional Capacity – Your ability to manage your emotions
 - Thinking Capacity – Your ability to think effectively
 - People Capacity – Your ability to build relationships
 - Creative Capacity – Your ability to see options and find answers
 - Production Capacity – Your ability to accomplish results
 - Leadership Capacity – Your ability to inspire and lead others
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Living So That You Are Fully Charged

- Meaning – Do something that benefits another person
 - Interactions – Creating far more positive than negative moments
 - Energy – Make choices that improve your mental and physical health
 - Live in your gift zone
 - Invest in your family and friends
 - Add value to others
 - Become a catalyst for growth and building
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Identify Your Energy Sources That Help Replenish You

- Music – The songs that lift you
 - Thoughts – The ideas that speak to you
 - Experiences – The activities that rejuvenate you
 - Friends – The people who encourage you
 - Recreation – The fun events that invigorate you
 - Soul – The spiritual exercises that strengthen you
 - Hopes – The dreams that inspire you
 - Home – The family members who care for you
 - Memories – The recollections that make you smile
 - Books – The messages that change you
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Increase Your Emotional Capacity

Emotional capacity is the ability to handle adversity, failure, criticism, change, and pressure in a positive way.

Emotionally strong people are good at the following:


- Are proactive in dealing with their emotions
- Minimize or eliminate wasting time feeling sorry for themselves
- Don't allow others to control their relationships
- Eliminate wasting energy on things they cannot control
- Stop making the same mistakes
- Proficient in not allowing the highs or lows to control their lives
- They understand, appreciate, and grow through their struggles

Increasing Your People Capacity

- ▶ Value people every day and care about them
- ▶ Make yourself more valuable in your relationships
- ▶ Work on improving yourself and your situation with the purpose of giving to others
- ▶ Put yourself in their world
- ▶ Focus your relationships on benefitting others and not yourself
- ▶ Be a consistent friend in your relationships
- ▶ Create great memories for people
- ▶ Move towards the relationships that you desire in your life

Nine Principles of Highly Productive People

- Visualize the perfect outcome
 - It is not about getting to perfection, it is about where you begin that journey
- Start working before you know how to achieve the vision
 - Eliminate “I can’t because” thinking
- Fail Fast, Fail First and Fail Often – Failures are stepping stones to success
 - Did you get closer to your vision of perfection as a result of past failures?
- Stay focused longer than other people do
 - Sometimes it is the extra that you put into something, that can yield great results
- Take inventory of your skills and resources
- Stop doing what you are not great at doing and focus on what you do best
- Tune in to your team everyday – engage with them and listen, especially to what they are not saying
- Make decisions every day to move yourself and the team forward
- Continually reevaluate what could work better



Group Exercise: If there is so much evidence that having a good attitude makes people happier and more productive, why do you believe people still choose to have negative attitudes? What could you do to encourage others to choose to have more positive attitudes?

- You have 7 minutes to discuss with your neighbor the reasons why people have bad attitudes.
- Then create a short list for what you could do to help others become more positive.

Character and Abundance Capacity

- Good character is defined by; a choice you make every day, speaks louder than words, is consistent in all areas of life, engenders trust, is tested in times of trouble, always takes the high road and delivers on its promises

You can choose to believe there is more than enough

- Abundance thinking people are; those who possess a high belief about everything, they understand the power of perspective and are generous to others

Increase Your Leadership Capacity

- ▶ Ask questions and listen to understand as you find your people

Questions + Listening = Quality Conversations

Quality Conversations = Quality Leadership

- ▶ Connect with people before asking them to change
 - ▶ Let team members know you value them
 - ▶ Identify the value they place on themselves
- ▶ Demonstrate transparency before challenging people
 - ▶ Be authentic, transparent, and share your story
- ▶ Put others ahead of yourself
 - ▶ As the challenge escalates, the need for teamwork elevates

Advice Quotes from EDD's Enterprise Leaders and Me

Lisa Wheeler – Deputy Director Tax Branch

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

- President John Q. Adams

Greg Williams - Deputy Director Unemployment Insurance Branch (Ret.)

"Invest time in yourself, not just for a specific position, but for whatever future uncertainties life will hand you next. Read books, listen to TED talks, reach for opportunities, volunteer, and take intelligent and meaningful risks"

Dennis Petrie – Former Deputy Director Workforce Services Branch/Associate Secretary - Future of Work Realignment at California Labor and Workforce Development

"Leadership is the ability and capacity to see what needs to be done, inspire others to see the same vision, and then organize the effort to actually accomplish the goal with you at the head of the line to do so."

Sharon Hilliard – EDD Director

"Leadership comes down to behavior, behavior, behavior. Be sure to regularly assess your actions and overall behavior to ensure they reflect a leadership philosophy that you are proud of and would share with your family."

Rob Claudio – Deputy Division Chief

"Let the choices in your life make you proud of who you are today and who you want to be tomorrow"



Conclusion and Final Questions

Be The Leader
You Would Follow!