



Follow the Leader

Leadership Lessons from a Children's Game



Tuesday, March 11, 2014



Management vs. Leadership

◆ Define Management

◆ Define Leadership



Management vs. Leadership

- ◆ **Management:** process of assuring that the program and objectives of the organization are implemented.
- ◆ **Leadership:** Casting and communicating a vision and creating an environment in which people are motivated to achieve that vision.



Knowing how to do a job is the accomplishment of labor.

Showing others is the accomplishment of a teacher.

Making sure the work is done by others is the accomplishment of a manager.

Inspiring others to do better work is the accomplishment of a leader.

Leadership Snapshot

1. Leadership has little to do with your place on the hierarchy.
2. Leadership is about influence not position.
3. Leadership is the ability to get followers.
4. We need leaders at every level of the organization.

“Everyone of us continually exerts influence, either to heal, to bless, to leave marks of beauty; or to wound, to hurt, to poison, to stain other lives.”

(J.R. Miller, author, pastor – Beaver County PA)



Follow The Leader

More Than A Children's Game



Rules for Follow the Leader

1. First a leader or "head of the line" is chosen.
2. Then children line up behind the leader.
3. The leader moves around and everyone mimics the leader's actions.
4. Anyone who messes up or does not follow the leader is out of the game.
5. The last person standing other than the leader is now the new leader.

Who is the Line Leader?

1. Oldest/most experienced?
 2. Popularity contest?
 3. Everyone gets a turn?
 4. Winners?
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1. What are the characteristics of a good leader?
2. How *are* leaders selected?
3. How *should* leaders be selected?
4. Name a leader you respect and why.

Kid's Game - Line Up!

1. You line up behind the leader because that is the rule.
2. You hope that if you stay in line and do what you are supposed to, one day you'll get to be the leader.

Just because people are following you doesn't mean they are supporting you or your vision.

Follow...a word by any other name

- ◆ Go after
- ◆ Go behind
- ◆ Pursue
- ◆ Chase
- ◆ Trail
- ◆ Track
- ◆ Tag Along



Leadership?

Real World Line Up

1. Success requires more than a line of followers.
2. Leadership results in people *wanting* to follow rather than feeling they have to.
3. Leaders create excitement and opportunity.
4. Leaders listen and communicate.
5. Leaders develop others' talents to prepare them for leadership.
6. Leaders step out of the way and let others achieve results.



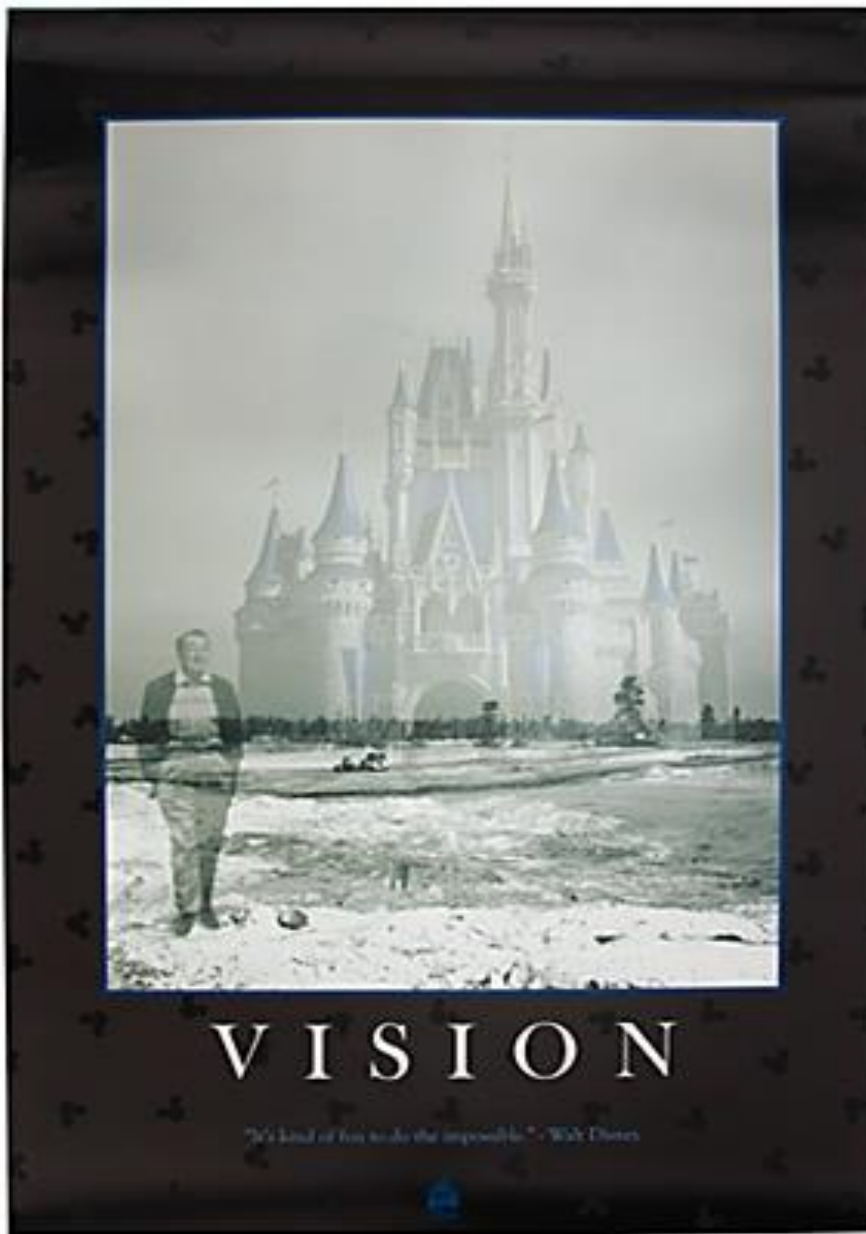
Understanding the Power of Vision

- ◆ Without a vision, efforts can dissolve into confusing, incompatible and time-consuming projects.
 - ❖ Usually, going in different or the wrong directions.
- ◆ Vision has to guide decision-making – every day.
- ◆ You must be able to describe your vision in less than 5 minutes and get understanding and interest.

“If you don’t know where you are going, you’ll probably end up somewhere else.”

Leading The Vision

- ◆ People won't make sacrifices just because you say so -- even if they are unhappy with the status quo.
- ◆ Benefits of following your vision have to be attractive to them and their situation.
- ◆ People have to believe real transformation is possible.
- ◆ Without credible communication and action, individuals' hearts and minds are never captured.
- ◆ Nothing undermines change and opportunity more than leaders who don't role model what they say.



“It’s kind of fun to
do the impossible.”

-Walt Disney




Kid's Game – Mimic the Leader

1. Do what the leader does.
2. Even if you think what the leader is doing is silly, you still have to do it.
3. If you don't do what the leader does, you are out.
4. There is no coaching, no second chances; either you get it or you don't.
5. If you don't, you wait for another chance to get in line and try again.



Real World – Mimic the Leader's Actions

1. You can't expect others to do what you aren't willing to do.
2. Followers take their cue from leaders.
3. Integrity is critical. Are you the same person whenever, wherever, and with whomever?
4. People don't need a motto to follow. They need a model.
5. Leaders coach and prepare people to succeed.
6. Leaders create an environment where people want to help achieve goals and realize visions.



We teach
what we know, but
we reproduce
what we are.



Perspective Matters



Out of the Box and Into the Open

Power	→	Empower
Rules	→	Role Model
Direct	→	Delegate
Titles	→	Influence
Manage	→	Trust
Protect	→	Prepare
Secrets	→	Communication

Leading For Results

- ◆ The Power of the box isn't as effective.
- ◆ The Power of openness and influence is.
- ◆ It is about fundamentals.
- ◆ It is about consistency.
- ◆ It is about living what you believe.
- ◆ It is about inspiring others to the vision.



Kid's Game – You're Out

1. If you don't do *exactly* what the leader does, you are out.
2. You sit out and watch while everyone else continues to play.
3. You watch and learn and figure out what you have to do to win the next time.

Real World – Depends on the Leader

1. A leader is great not by his or her power, but rather his or her ability to empower.
2. Set the vision; coach and encourage followers to use their skills and expertise to achieve results.
3. Your way is not the only way.
4. Don't punish innovation and creativity.
5. Leaders aren't threatened by strong followers.



Kid's Game – Last Follower Wins

1. If you do exactly as the leader says...
2. If you never make a mistake...
3. And, you can hold out longer than the other players...

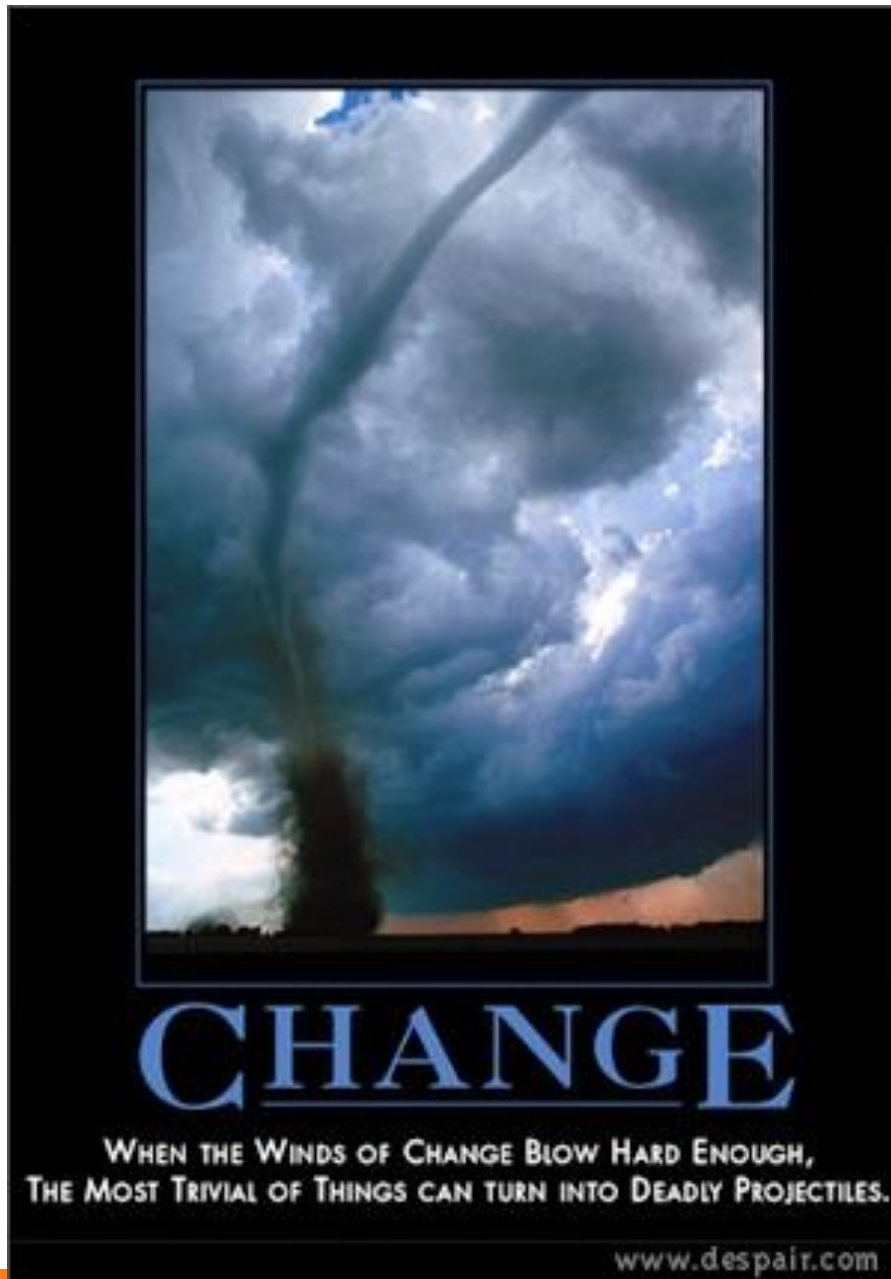
You win!

(p.s. – everyone else loses)

Real World – More Winners = Better Leader

1. Leadership isn't a game of survivor.
2. You don't want to wear people down; you want to build them up.
3. If your followers' goal is to “ride it out,” you aren't leading.
4. Winning is about achieving a goal – together.
5. When you develop leaders and empower individuals...

Everyone wins!



Little Things Can Have A Big Impact

- Positively or negatively
 - The words you use.
 - The things you reward.
 - The things you ignore.
 - The behaviors you support.



Uninspired people
rarely do inspired
work.



How Can You Inspire Others?

List examples of how you can inspire others to create the extraordinary.



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