

THE
FUTURE
IS
NOW

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART



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and Training



Building a Leadership Culture: Inspiring and Developing Tomorrow's Leaders





Overview

Introduction

Leadership Culture

Decision Making

Leadership Development

Evaluating Effectiveness

Wrap-Up



STEVE – need a new title for the Poll

1

Hesitated in investing in leadership training and development opportunities for myself and others.

2

Told myself I can't delegate something because it won't be done right.

3

Focused on the work right in front of me and neglected strategy conversations.

4

I avoid encouraging others to take on increasing leadership responsibilities and make lateral moves.

5

Rarely or never checked on employee engagement to measure leadership.

Will You Step Into The Arena?



It is not the critic who counts...

The credit belongs to the man who is actually

IN THE ARENA

*Whose face is marred by dust
and sweat and blood,*

Who strives valiantly;

Who errs, who comes short again and again...

*And who at the worst, **if he fails, at least fails while***

DARING GREATLY

- Theodore Roosevelt

About Me



22 Years in Quality Engineering Leadership

Served as a trainer to Fortune 500 organizations

Influenced and managed company-wide change management activities

Transforms organizations and leaders through coaching and workshops, increasing engagement and retention.

Avid mountain biker, Father, life-long learner



Leadership vs. Management

ASPECT	LEADERSHIP	MANAGEMENT
Focus	<i>Vision, inspiration, people</i>	<i>Tasks, processes, systems</i>
Decision-Making	<i>Innovative, strategic</i>	<i>Analytical, procedural</i>
Motivation	<i>Inspires and motivates</i>	<i>Coordinates and directs</i>
Adaptability	<i>Embraces change and uncertainty</i>	<i>Maintains stability and order</i>
Outcome	<i>Creates change, leads towards a vision</i>	<i>Ensures tasks are completed, maintains order</i>

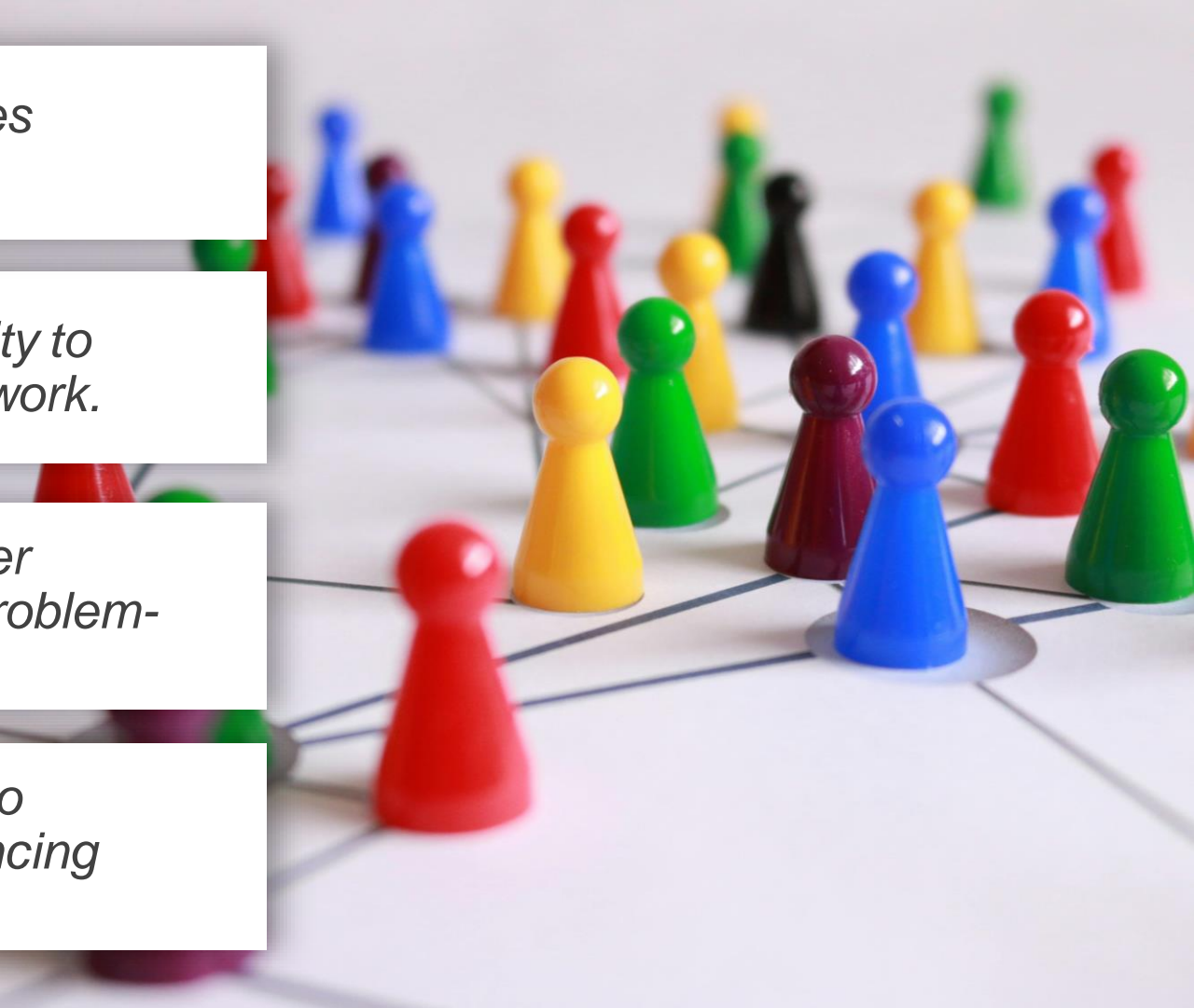
What is a Culture of Leadership?

Distributed Leadership: Leadership qualities encouraged at all organizational levels.

Empowerment: Individuals have the authority to make decisions and take ownership of their work.

Collaboration: Team members work together towards common goals, sharing ideas and problem-solving collectively.

Continuous Improvement: A commitment to ongoing learning and development for enhancing processes and outcomes.



Benefits of a Strong Leadership Culture

High Quality Leadership

Leadership Role Models

Internal Service Quality

Employee Satisfaction

Enhanced People Outcomes

Employee Satisfaction

Discretionary Effort

Intent to Stay

Productivity

External Value

Enhanced Business Impact

Customer Satisfaction

Customer Loyalty

Revenue Growth

Profitability

Decision Making in a Strong Leadership Culture

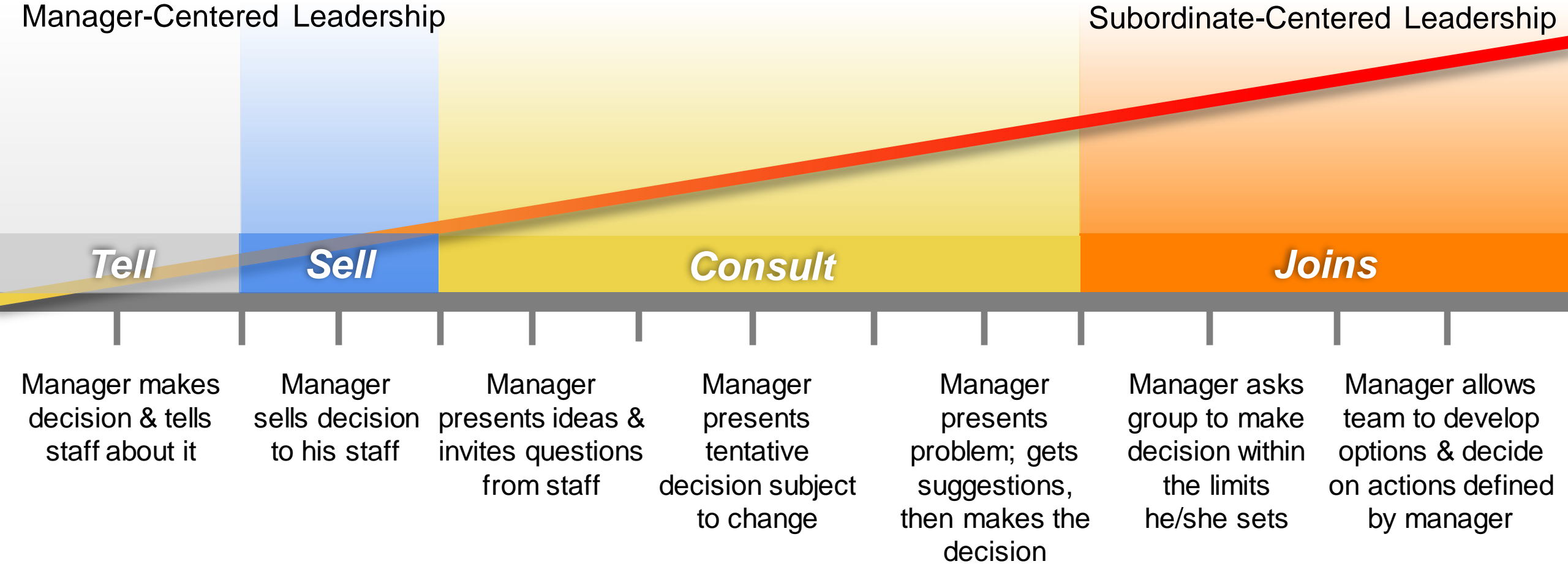
Distributed

**Quick
Consultative
Turnaround**

**Values-
Based**

**Leadership
Outcome
Ownership**

Continuum of Leadership



Tannenbaum and Schmidt

The Phrase That Pays

“I INTEND TO”

You Can Respond With?

Sounds Great!

*That Might Work, What
About XYZ Risk?*

*I Love The Initiative, and
What if We ?*

Tell Me More About That.

Leadership Development

What Is It?

Intentional, ongoing process of building leadership capabilities and opportunities at every level of the organization.

Leadership Development Business Case

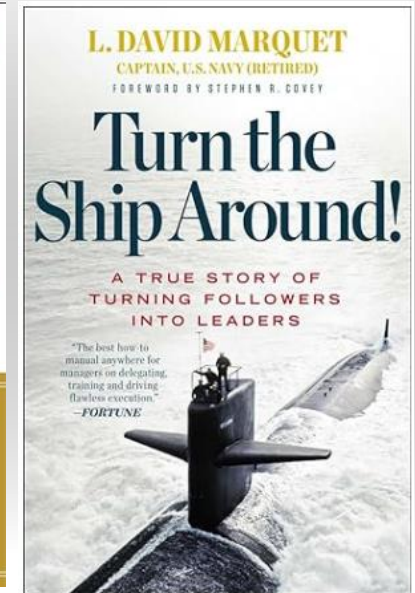
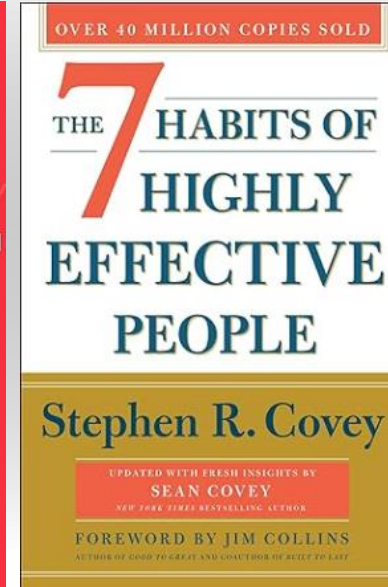
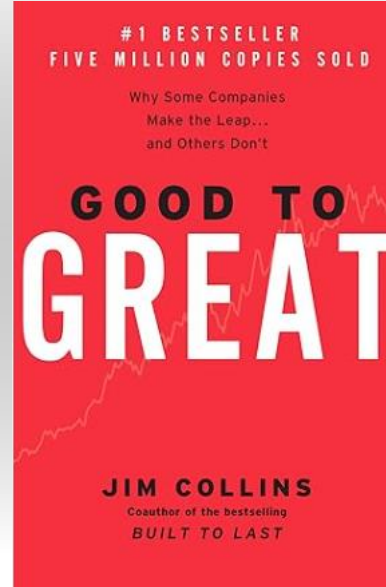
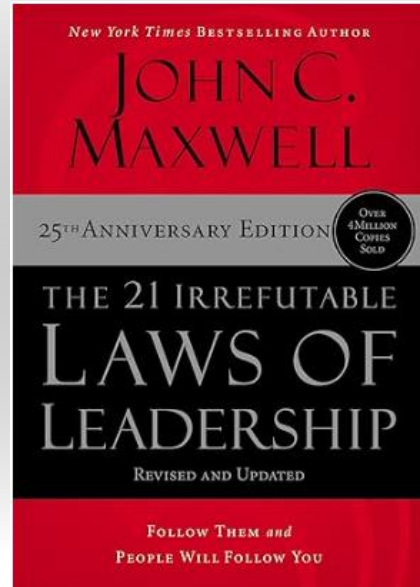
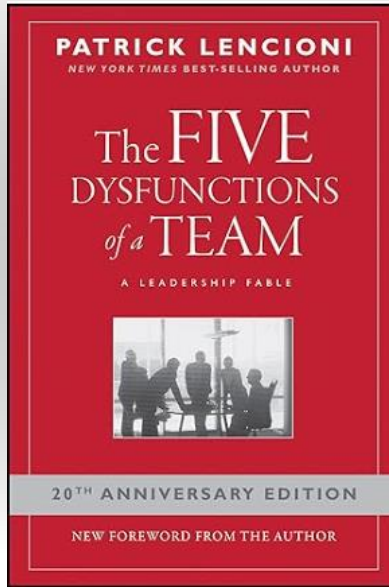
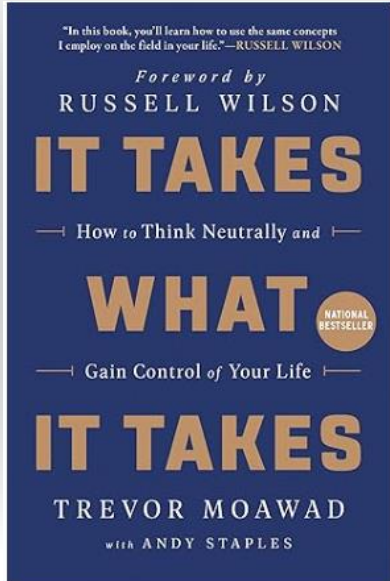
Research by Dr. Paul Leone shows that

ONE DOLLAR SPENT

yields a return on investment of



Leadership Development



There are Alternatives to Hitting the Books, of Course!

Leadership Development



*Microlearning
Platforms*



*Mentorship
Programs*



*Job
Rotations*



*Training /
Workshops*



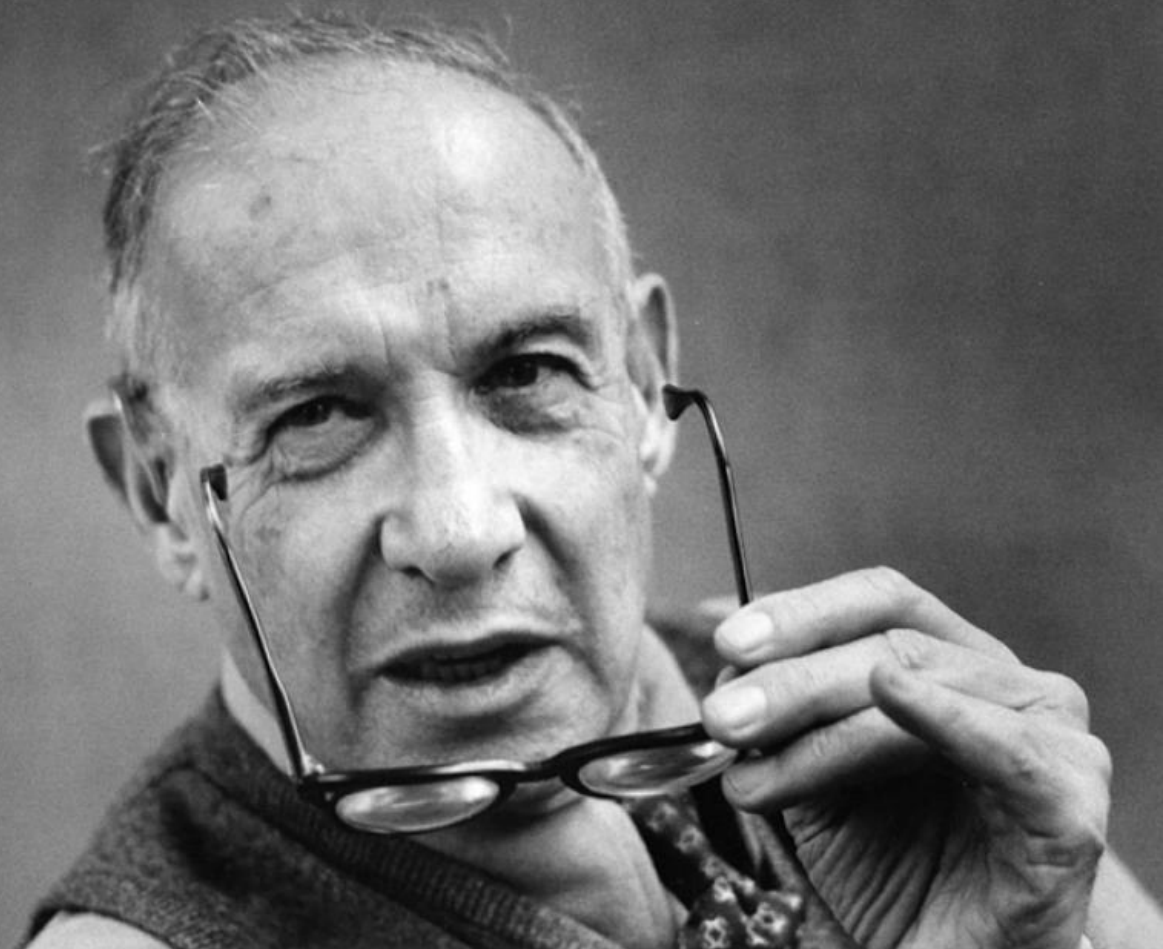
*Group
Coaching
Programs*



Leadership Effectiveness

“What gets
measured gets
improved”

– *Peter Drucker*



Leadership Effectiveness Measurements

Annual Engagement Surveys – Gallup Q12

Skip Level Or Anonymous Pulse Checks Of Manager Relationships

360 Reviews

External Organizational Health Assessments

Vision Exercise

Time travel to *5 years* from now...

You Have a Thriving Leadership Culture

BEHAVIORS

What do teams look like in meetings and projects?

GROWTH

How are people developing new skills?

DECISIONS

How do priorities and resource allocation operate?

REWARDS

How does the system recognize, compensate and celebrate?

Wrap-Up

Three Biggest Elements of a Leadership Culture

*Distributed Decision Making – Drive Empowerment from ‘Tell to Consult – To Joins’
Provide Leadership Development Opportunities – 400% ROI
Measure Leadership Effectiveness and Continuously Improve*

Call to Action

Clarify YOUR Vision for your Culture of Leadership

Connect with me on LinkedIn | Open to Questions | Happy to Share Resources!



Questions?

If You Have Any Questions – *Please Reach Out!*



Let's Connect

Steven English, PCC

