

Big Ideas on Leadership

*“Choose a job you love and you’ll never work another day
in your life.”
Confucius*

Effective leaders have two key challenges:

First, find what makes your heart sing by discovering
your gifts and talents.

Second, help others find what makes their hearts sing.

Help others find jobs that bring them joy and set them up
to succeed.

What does a Highly Effective Team Look Like?

1. They trust one another
2. They engage in unfiltered conflict around ideas.
3. They commit to decisions and plans of action.
4. They hold one another accountable for delivering those plans.
5. They focus on the achievement of their collective results.

What does an Ineffective Team Look Like?

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

The 3 Things Leaders Get from their People

The Behaviors YOU Exhibit.
Behaviors you demonstrate recur.
The Behaviors YOU Reward.
Behaviors you praise repeat.
The Behaviors YOU Tolerate.
Behaviors you allow persist.

**As a Leader,
Are you serving carrots, eggs or tea?**