



# Fierce Leadership

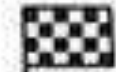
<https://www.youtube.com/watch?v=XQpGaAwlrkA>

# Welcome!

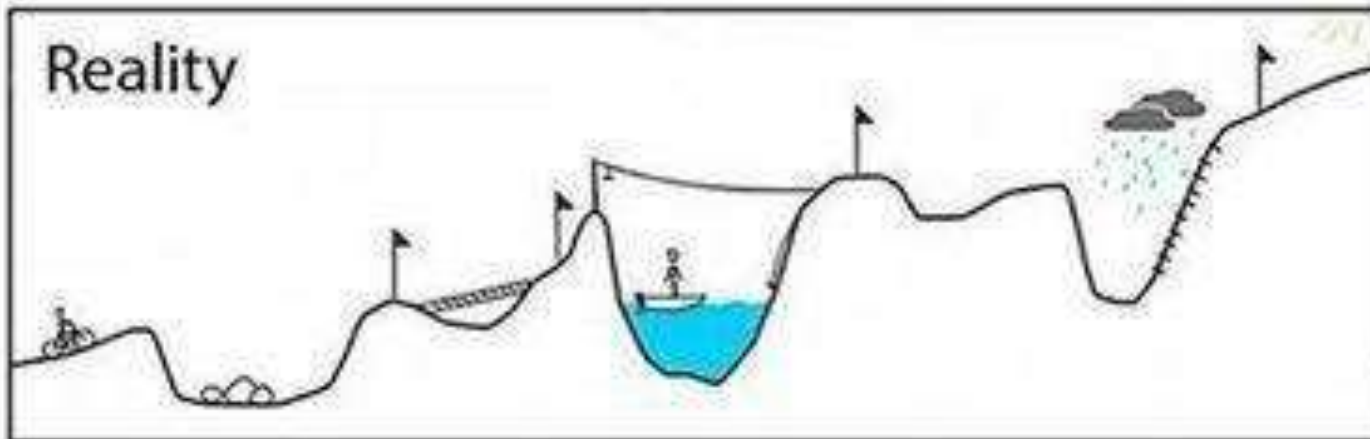
Who is in the room?

- Aspiring to leadership?
- New to leadership? 1-5 years
- 6-10 years?
- 10-20?
- 20+?

Your plan



Reality



# My Story

1. Competencies

2. Courage and discomfort- Life begins at the end of your comfort zone-Falcone

3. Connections



## Develop Knowledge and Skills

- Principles
- Tools

# Principles

1. Master the courage to interrogate reality
2. Come out from behind yourself into the conversation and make it real
3. Be here, prepared to be nowhere else
4. Tackle your toughest challenge today
5. Obey your instincts
6. Take responsibility for your emotional wake
7. Let silence do the heavy lifting

# Tools

1. Delegation
2. Team Facilitation/Beach Ball
3. Coaching
4. Confrontation



# Going Broader and Deeper-All Employees

Effectiveness Institute-Seattle

## Personality Profiles

- Teams That Work
- People Skills
- Navigating Conflict
- Managing for Performance



# Courage

- “Can you accept the fact that everyone is not going to love everything you do?”
- Confront
- Stick to principles
- Tell the truth as you know it
- Reach out to loved ones and mentors
- Get quiet, be alone, dig deep, own your humanity, learn from it, get real

# Glasser

“Happy people constantly evaluate themselves. Unhappy people constantly evaluate others.”

# Connections

- Great leaders want to share-2 in one day!
- Good Old Girls' Network
- Find people who...
  - Challenge you
  - Believe in you
  - Make you laugh
  - Convince you to keep going
- Look around this room-hand out cards and connect

# Other Connections

- Susan Colantuono-Leading Women: *Ted Talk-The Career Advice You Probably Didn't Get-The Missing 33%*
- George Myers-Effectiveness Institute, *Teams that Work*
- Carmen Allison-Williams and Sonoma, VP Global Talent Development
- Richard Finnegan-*The Stay Interview*
- Participants, session presenters, and speakers at this conference

## Final Thoughts

- Principles and Tools
- Learn Leadership
- Build your Courage
- Build your Club-Be Present

# Find Your Own Inspiration

- Books
- Movies
- People
- Music





Thank You!