

BUILDING (AND KEEPING) A STRONG LEADERSHIP TEAM

presented by

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TAKE INVENTORY

“The greatest of faults, I should say, is to be conscious of none.”

- Thomas Carlyle

TAKE INVENTORY

- **Know your current needs**
- **Honestly assess your existing team**
- **Know your culture and what you want to do with it**

FILL THE GAPS

**“The function of leadership
is to produce more leaders,
not more followers.”**

-Ralph Nader

FILL THE GAPS

- **Prepare to impress**
- **Hiring options**
 - **Internal**
 - **External**
 - **Special circumstances**
- **Hold out for the right people**

CREATE THE CULTURE

“The strength of the team is each individual member...the strength of each member is the team”

- Phil Jackson



Create the culture

- **Focus on the “main things”**
 - ❑ Provide an environment to be successful
 - ❑ Provide superior service to your customers
 - ❑ Make a profit

- **Create a fantastic work environment (Top 3)**
 - ❑ Honest and open - “I can trust my boss”
 - ❑ Challenging and valued - “If I am not there, I will be missed”
 - ❑ Permission to take risks and make decisions - “Don’t give me tasks, let me make decisions”

REWARD THE PERFORMERS

**“Your greatest asset is the right
people... Your biggest liability
is the wrong people ”**

-Tony Pearce

Reward the performers

- **Know your team**
 - ❑ Superstars
 - ❑ Middle Stars
 - ❑ Falling Stars

- **Invest in your superstars**
 - ❑ Financially
 - ❑ Time
 - ❑ Recognition
 - ❑ Flexibility

- **Address problem performers**

LOOK IN THE MIRROR

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others”

-Jack Welsh



Look in the mirror

- **Set your ego aside and be honest with yourself**
- **Get feedback**
- **Guard your integrity**
- **Deal with issues**
- **Be visible and approachable**
- **Communicate**
- **Be accountable and hold others accountable**
- **See what is important to others**

MAKE IT HAPPEN

“Even if you are on the right track, you will get run over if you just sit there.”

-Will Rogers

Make It Happen

➤ Homework Assignment

- ❑ Determine your purpose
- ❑ Honestly evaluate your team with fresh eyes
- ❑ Commit to being a better leader

➤ Five Principals for Leadership and Life

- ❑ Be a role model
- ❑ Put people first
- ❑ Do right
- ❑ Don't Settle
- ❑ Share