



Leadership vs. Management

An Edu-tainer, A Motivator and An Energizer!



Milton Hunt

Milton Hunt

- Virtual Trainer
- Employee Training
- Motivational Speaking
 - Opening and Closing Keynote
 - Workshops
 - Seminars
 - Breakout Sessions
- Employee Coaching
- Staff & Organizational Development



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GET MORE INFO TODAY!



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**What would
you like to learn from
today's training session?**

Desired Outcomes for Today

- We will learn the difference between leadership and management, and when to apply it.
- What employees need from you and what they must get to stay engaged.
- We will re-visit some principles of leadership and determine which do you need to employ more of.
- We will learn the importance of TRUST in the workplace.

The thought behind the training

“If you don’t like
something, change it.
If you can’t change it,
change your attitude”

Maya Angelou

Leadership

“Nothing can stop the man with the right mental attitude from achieving his goal; nothing on earth can help the man with the wrong mental attitude.” *Thomas Jefferson*



Leadership

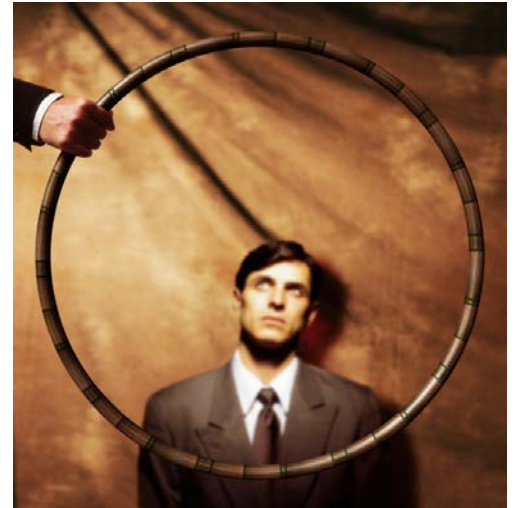
Leadership –

The ability to create an environment where individuals willingly apply their unique abilities to a common mission. Leadership is about the relationship between leaders and their team.

Management

Management –

All actions are focused on accomplishing the tasks in an organization.



The 3 P's of Management



Policy

Personalities

Performance

The Three Types of Employees

1

ENGAGED employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.

2

NOT-ENGAGED employees are essentially “checked out.” They’re sleepwalking through their workday, putting time -- but not energy or passion -- into their work.

3

ACTIVELY DISENGAGED employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.

Leaders vs. Managers

Inspires

Pro-active

Sets the pace

Inspires loyalty

Challenges the status quo

Initiates Change

Controls

Reactive

Follows procedures

Seeks discipline

Accepts current practice

Adjusts to Change

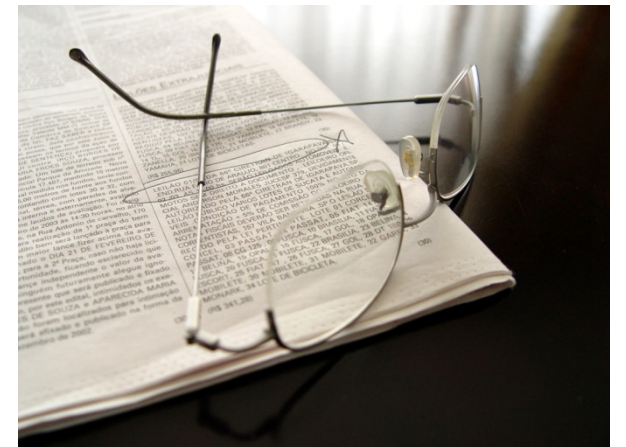
Traits of the Excellent Leader

- Excellent leaders **HAVE**:
 - A vision and purpose
 - Clear goals
 - Strong Commitment
 - Flexibility
 - An understanding of change
 - Active listening skills
 - Confidence to take risks



Traits of the Excellent Leader

- Excellent leaders **ARE**:
 - Knowledgeable about the total organization
 - Able to learn from mistakes
 - Excellent communicators / listeners
 - Able to speak clearly and effectively
 - Resourceful
 - Realistic



Leaders Inspire

- **I**nitiate
- **N**etwork
- **S**trategize
- **P**artner
- **I**nnovate
- **R**ecognize
- **E**xcel



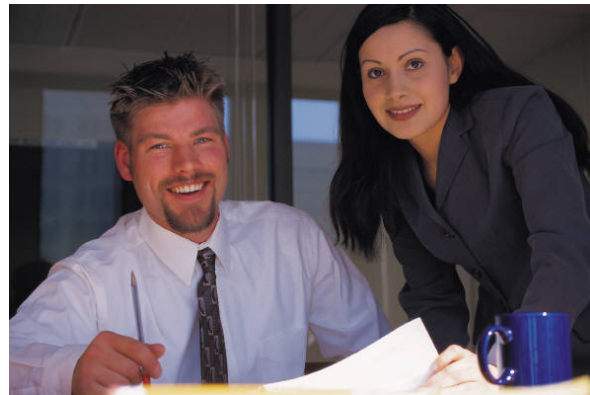
INITIATE

Don't just sit there, do something!



NETWORK

Communicate and share your
ideas with others



STRATEGIZE

Prior planning prevents poor performance!



PARTNER

Teamwork, collaboration, & building partnerships expands your reach and can leverage important resources.



INNOVATE

Think creatively and build on strengths to realize breakthroughs in performance.



RECOGNIZE

Make sure you share credit for success with other contributors on your team.



EXCEL

Excellence is what breeds success!



Coaching Is..

Helping someone expand and apply skills, knowledge and abilities, by

- Teaching
- Motivating
- Listening
- Encouraging
- Setting Goals



TRUST

Communication

Relationship

➤ *Listen*

➤ *Time*



Acceptance

**You are trusted to the degree
that people believe in your
ability, your consistency,
your integrity, and your
commitment to deliver**

Do People Believe in You?

Let's Define Trust

- Trust is a confident belief in someone or something. It is the confident belief in an entity:
 - **To do what is right**
 - **To deliver what is promised**
 - **To be the same every time, whatever the circumstances**

WHO DO YOU
TRUST?

Barriers to Trust

- The most common barriers to trust in the workplace are:
 - Baggage
 - Personality
 - Culture
 - Myths

How Do We Build Trust?

- Listen more than you speak. ...
- Solicit and act on feedback. ...
- Show appreciation every day. ...
- Empower your team by **trusting** them first. ...
- Encourage coaching. ...
- Practice consistency. ...
- Focus on nonverbal communication and soft skills. ...
- Create an inclusive culture.

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Questions?
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**Thank you for
your participation**



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