Leadership vs. Management

An Edu-tainer, A Motivator and An Energizer!
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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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 –

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
<table>
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<tr>
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<th>The Three Types of Employees</th>
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<tr>
<td>1</td>
<td><strong>ENGAGED</strong> employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.</td>
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<td>2</td>
<td><strong>NOT-ENGAGED</strong> employees are essentially “checked out.” They’re sleepwalking through their workday, putting time -- but not energy or passion -- into their work.</td>
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<tr>
<td>3</td>
<td><strong>ACTIVELY DISENGAGED</strong> employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.</td>
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Leaders vs. Managers

Leaders:
- Inspires
- Pro-active
- Sets the pace
- Inspires loyalty
- Challenges the status quo
- Initiates Change

Managers:
- 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
• 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

- Initiate
- Network
- Strategize
- Partner
- Innovate
- Recognize
- Excel
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: Listen

Relationship: 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
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.
GET MORE INFO TODAY!

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Questions? Comments? Thoughts?
Thank you for your participation