

ARE YOU TRAPPED IN A LEADERSHIP BOX?

How to get unstuck and increase leadership capacity throughout your entire organization

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Professional EOS Implementer®

THE JOURNEY

Leadership Defined and Measured

5 Leadership Abilities

5 Leadership Practices



LEADERSHIP DEFINED & MEASURED



LEADERSHIP DEFINED

LEADERSHIP # POSITION

LEADERSHIP # AUTHORITY



LEADERSHIP DEFINED

LEADERSHIP =

- PERSONAL INITIATIVE
- THAT CREATES AN IMPACT
- THAT MAKES A DIFFERENCE
- THAT MATTERS



LEADERSHIP MEASURED

IMPACT

IS THE CORE MEASURE OF LEADERSHIP!



5 LEADERSHIP ABILITIES





THE FIVE LEADERSHIP ABILITIES

- Simplify
- Delegate
- Predict
- Systemize
- Structure



5 LEADERSHIP PRACTICES



PRACTICES	
WHEN LEADING MY DIRECT REPORTS:	Y N
I AM GIVING CLEAR DIRECTION	
Creating the opening	
A compelling vision	
 V/T0™ 	
I AM PROVIDING THE NECESSARY TOOLS	
• Resources	
Training	
 Technology 	
• People	
Time and attention	
I AM LETTING GO OF THE VINE	
 Delegate and Elevate™ 	
• GWC™	
I ACT WITH THE GREATER GOOD IN MIND	
 Company vision (V/TO™) 	
My actions	
My decisions	
Walk the talk	
Company needs first	
I AM TAKING CLARITY BREAKS™	
"On" the business	
Creating clarity	
Protecting my confidence	
Daily, weekly, or monthly	
Blank legal pad	

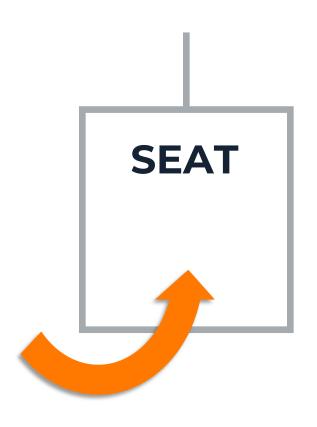


I am giving clear direction

Creating the opening



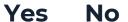
CREATING THE OPENING





I am giving clear direction

- Creating the opening
- A compelling vision
- V/TOTM









Yes

No

I am giving clear direction

I am providing the necessary tools

- Resources
- Training
- Technology
- People
- Time and attention



	Yes	No
I am giving clear direction		
I am providing the necessary tools		
I am letting go of the vine		



I am giving clear direction

I am providing the necessary tools

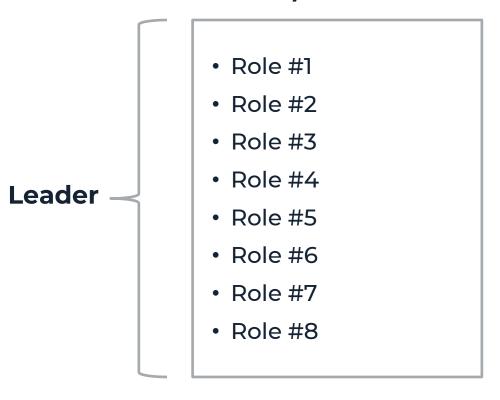
I am letting go of the vine

Delegate and Elevate[™]



DELEGATE AND ELEVATE

60 hours / 40 hours = 150%



DELEGATE AND ELEVATE

LOVE / GREAT	LIKE / GOOD
· Role #2	• Role #6
· Role #4	• Role #8
DON'T LIKE /GOOD	DON'T LIKE / NOT GOOD
• Role #1	• Role #3
· Role #5	
· Role #7	



I am giving clear direction

I am providing the necessary tools

I am letting go of the vine

- Delegate and Elevate[™]
- GWCTM



	Yes	No
I am giving clear direction		
I am providing the necessary tools		
I am letting go of the vine		
I act with the greater good in mind		

- Company Vision (V/TO)
- My actions
- My decisions
- Walk the talk
- Company needs first



"A leader doesn't just get the message across—a leader is the message."

- WARREN BENNIS



	Yes	No
I am giving clear direction		
I am providing the necessary tools		
I am letting go of the vine		
I act with the greater good in mind		
I am taking Clarity Breaks		
 "On" the business Daily, weekly or monthly 		

Creating clarity
 Blank legal pad

Protecting my confidence





CLARITY BREAKS

CLARITY BREAK[™]

One discipline that all great leaders practice is taking time on a regular basis to rise above the everyday demands of their jobs to reflect and think at the thirty-thousand-foot level.

To stay sharp, confident, and at your best for your people, you must take Clarity Breaks. By definition, a Clarity Break is time you schedule **away from the office**, out of the daily grind of running the department, to think and to work on your business, department, or self.

Stepping back to think will create clarity for you and restore your confidence. This is important because the normal course of day-to-day business pulls you deeper and deeper into the minutiae of your work. As a result, you sometimes can't see the forest for the trees. You start to feel overwhelmed and you become short with your people.

MAKE THE TIME TO SAVE TIME.

Therefore, at intervals, you must elevate yourself above the day-to-day activities "in" the business so you can work" on't the business. Schedule an appointment with yourself. Put it down on your calendar. If you don't schedule the time, it will never mapically happen. At first you may be concerned about when you! If ind the time. The irony is, you! a daculally save time by taking Clarity Breaks. When you are clear about your bigger objectives, you gain the confidence to simplify more dures and create efficiencies.

MINIMIZE DISTRACTIONS AND ALLOW YOURSELF TO JUST THINK.

Use this scheduled break wisely, though. This is not time to catch up on email or complete a to-do list. It's time to think, to see things clearly and restore your confidence. Faced with a blank legal pad or journal, with no agenda, no interruptions or distractions, you'll be challenged at first to actually think. Use these Clarity Break questions get started.

CLARITY BREAK QUESTIONS

- . Is the Vision and Plan for the business/department on track?
- What is the number one goal?
- Am I focusing on the most important things?
- Do I have the Right People in the Right Seats to grow?
- What is the one "people move" that I must make this quarter?
- How strong is my bench?
- If I lose a key player, do I have someone ready to fill the seat?
- Are my processes working well?
- · What seems overly complicated that must be simplified?
- Do I understand what my direct reports truly love to do and are great at doing?
- Am I leveraging their strengths?
- . What can I delegate to others in order to use my time more effectively?
- . What can we do to be more proactive versus being reactive?
- · What can I do to improve communication?
- . What's my top priority this week? This month?



"You should sit in meditation for 20 minutes a day. Unless you're too busy, then you should sit for an hour."

- ZEN PROVERB



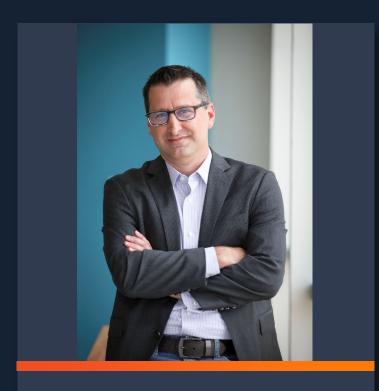
	Yes	No
I am giving clear direction		
I am providing the necessary tools		
I am letting go of the vine		
I act with the greater good in mind		
I am taking Clarity Breaks		



"Our job as leaders is to create an environment where accountable people thrive."

- JIM COLLINS





Jason Clubb PROFESSIONAL EOS IMPLEMENTER® **Driven By:** truth, clarity, results, impact

Mantras:

Clarity creates impact. "Kind Of" will kill you.

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