Leading From The Front

Leesburg SHRM
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Presenter — David Spungin, Sr. Consultant, Lead Star
Agenda

– **Content:**
  - Differentiate between the words “manager” and “leader”
  - Focus on several leadership qualities that make you a productive, impactful professional

– **Learning Environment:**
  - Presentation, group discussion, self-reflection

– **Goal:**
  - Have fun while learning about leadership!
You manage things.
You lead people.
A leader is someone who influences outcomes and inspires others.
Are leaders born or made? Both.
decisiveness
emotional resolve
credibility
authenticity
confidence

intelligence
sociability
persistence
charisma
Leading From The Front

Fundamental Leadership Practices

- Credibility
- Decisiveness
- Confidence
- Time Management
- Servant Leadership

- Accountability
- Communication
- Emotional Resolve
- Mentorship
- Self-Awareness
Leading From The Front

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LEADERSHIP PRACTICE

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DECISIVENESS
Making Your Choices Count
80%
Enemy #1 – Perfectionism
Enemy #2 – 100% Consensus
To-do
- write a to-do list

Enemy #3 - Procrastination
Enemy #4 – Fear of Responsibility
GROUP DISCUSSION

• Which of these common enemies of decision-making show up for you most often?
  – Perfectionist goals
  – 100% consensus
  – Procrastination
  – Fear of responsibility
PRACTICAL EXERCISE

“Here is what we are going to do”

Shift to Water

Shift to Ground

Shift to Fire
The Accountability Lens

Window and Mirror Behaviors

**WINDOW**
- Ignore the problem
- Wait
- Place blame

**MIRROR**
- See a solution
- Own the problem
- Fix it!
Focus on Accountability Challenge

I have to work with someone I really don’t like or respect.

CONTROL

- My actions
- My response to the person
- Time spent thinking about the situation
- How I treat others and this person
- Provide leadership to others who are impacted by this person

DON’T CONTROL

- Their actions
- Their thoughts
- Their appreciation of me
As Facebook’s demand increased, Lead Star developed leadership programs and provided executive coaching services for employees.

We develop LEADERS.

How We Serve Our Clients

FedEx.
We help our clients engage their small business customers.

CACI
From dynamic team building events to senior leader offsites, we create the right experience for the right time.

Bank of America.
Lead Star inspires greater diversity and inclusion.

ASTRO
We strengthen the leadership skills of physicians through their non-profit associations.

3M
We engage our clients through distance learning events.

Michigan
We collaborate and create dynamic, open enrollment sessions.

Norfolk Southern
We inspire greater leadership among critical employee populations.

Visit us online
www.leadstar.us

David Spungin
dspungin@leadstar.us