Embedding Leadership in Everything You Do

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TOPIC 1: CRUCIAL CONVERSATIONS

FEEDBACK
- Feedback is a gift
- Give and receive with grace

TIPS on giving feedback:
- Do it SOON
- Be SPECIFIC
- Be DIRECT, yet KIND

Vulnerability sounds like truth and feels like courage. Truth and courage aren’t always comfortable, but they’re never weaknesses.
- Brene Brown

Courage is not the absence of fear, but rather the assessment that something else is more important than fear.
- Franklin Roosevelt

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TOPIC 2: THE POWERFUL ASK

Become more powerful by eliminating the following communication habits:
- Hedging - Just, Actually, Kind of, Almost
- Apologies - Sorry, but; Just a minute; A little bit
- Qualifying Phrases - I'm not an expert, but; I could be wrong, but
- Undermining - Uptalk, substituting a question for a statement

Source: Playing Big by Tara Mohr

How to get an ANSWER and incite ACTION
- Be clear - leave no room for confusion
- Explain WHY you are asking
- Give a WIFM. What's in it for them?

Train others to follow the same guidelines
- Help me understand?
- Do you understand?

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TOPIC 3: EQ IN ACTION

EQ = emotional quotient, a measure of a person's adequacy in such areas as:
- Self-awareness
- Empathy
- Dealing sensitively with other people

EQ = Emotional Intelligence is the capacity of individuals
- To recognize their own, and other people's emotions
- To discriminate between different feelings and label them appropriately
- To use emotional information to guide thinking & behavior
- To manage and/or adjust emotions to adapt to environments to achieve one's goals

Victim vs. Player Mentality

A Victim: focuses on things beyond their control
- Does not take responsibility for actions
- Makes excuses
- Blames others
- Is never at fault

A player: focuses on things within their control
- Proactively solves problems
- Creates his/her own destiny
- Bounces back from setback

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TOPIC 4: AN IMPORTANT EQUATION

Events happen. You choose how to respond and an outcome is produced. The only thing you, I, or anyone has control over in that equation - in life - is how to respond. We call it "The R Factor", and it makes the difference between a good team and a championship team. It's not bench press or 40 time or the right play call. It's how you respond when situations get difficult.

Eleven Warriors

\[ E + R = O \]

Event + Response = Outcome

How will you choose to respond?

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FRAMEWORK 1: THE CARE / COMPETENCY MATRIX

Read the blog post: smalltownleadership.com/matrix

More resources: smalltownleadership.com
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FRAMEWORK 2: LEADING COURAGEOUSLY

Read the blog post: smalltownleadership.com/alive

Source: Margie Warrell - Lead from Within: 7 Acts of Courage for Women Leaders

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REFLECTION

What actions am I going to take TODAY to be the type of leader I aspire to be?

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