

Leveraging Leadership

Special Olympics Indiana

October 28, 2017

The Law of the Picture: *People* _____ *what people* _____.

Leadership is highly _____.

You _____ what you _____ AND you _____ what you _____.

_____ leaders work _____, _____ and _____ on _____.

Rate yourself: 1= I'm not a great example for others. 10= I'm the model of perfection for "being and doing."

1 2 3 4 5 6 7 8 9 10
low high

It is easier to _____ than it is to _____.

You can _____ what you _____, but you can only _____ what you _____.

NOTES

Rate yourself: The Law of the Picture

0 = you never do this | 1 = you rarely do this | 2 = you occasionally do this | 3 = you always do this

____ 1. If I observe an undesirable action or quality in team members, I check for it myself first before addressing it with them.

____ 2. I am continually working to try to make my actions and words consistent with one another.

____ 3. I do what I should rather than what I want because I am conscious that I am setting an example for others.

____ **Total**

An action step I need to take to improve is _____.

The Law of The Big MO: Momentum is a _____ best _____.

Momentum:

- is a great _____. It makes things look _____ and _____ than they really are.
- helps _____ perform _____ than they are.

Rate yourself: What is the status of your momentum?

1 2 3 4 5 6 7 8 9 10
low high

Is it on the rise or the decline? _____

What is the one thing you need to focus on to change the momentum in your organization?

Build momentum by getting some _____, _____ wins.

What are some “quick wins” that you could implement right away?

1. _____
2. _____

Momentum is the _____ powerful _____.

NOTES

The Law of Empowerment: *Only* _____ *leaders* _____ *power to* _____.

Empowering others means you:

- find out their _____
- _____ those
- _____ them
- _____ them
- give _____ to them.

One reason people don't _____ others is due to their _____ to _____.

Empowerment encourages people to _____ and _____.

It is important to empower the _____ people, at the _____ time for the _____ reason.

NOTES

To empower with support:

- State your _____ clearly
- Set a _____ to touch base on _____
- Be _____ for _____

Rate yourself: The Law of Empowerment

0 = you never do this | 1 = you rarely do this | 2 = you occasionally do this | 3 = you always do this

___ 1. I embrace change easily and become dissatisfied with the status quo.

___ 2. I believe no matter how talented the people who work for me are, my position is secure.

___ 3. It is my regular practice to give people I lead the authority to make decisions and take risks.

___ Total

Who has empowered you? _____

What specifically did they do? _____

Template for Empowering

1. Who is the person you want to empower? _____
2. What are their specific strengths? _____
3. What do you want to empower them to do? _____
4. How will you express your belief in them? _____
5. When will you begin and what's your desired timeline? _____
6. How often will they check in? _____
7. How will you support them? _____

Questions for Reflection

The Law of the Picture

1. When have you held onto the belief that the other person needed to change, instead of facing what changes you needed to make?
2. What picture are you seeing from your boss?
3. What picture are you displaying to others?
4. What examples from your own life come to mind where you've seen "people do what people see?"

The Law of Empowerment

1. What reasons do you have (and perhaps struggle with) for not wanting to empower others?
2. What examples can you think of in your own life when someone empowered you?
3. When have you experienced the exhilaration of accomplishing something with a team that you were leading because they were empowered?

The Law of the Big MO

1. When have you experienced starting momentum, or sensed that momentum was dying?
2. What specific actions are you taking or could you take to help create momentum within yourself?
3. What specific action could you take to help create momentum for a project where you work?