



Leadership Development – Maintaining Peak Performance

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Agenda

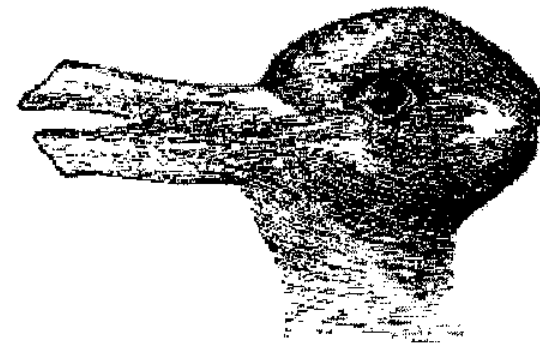


- “How Many Squares” Exercise
- Leadership Defined
- Success Formula
- Goals
- Performance Formula
- Recap/Close

“How Many Squares”



Other Mind Games





Purpose of Exercise



- We often see things a certain way which prevents us from seeing things that are right in front of us.
- We have been conditioned to see things the way we do.
- Our conditioning impacts the way we view the world and ourselves.
- It impacts how we view leadership and our roles as leaders.

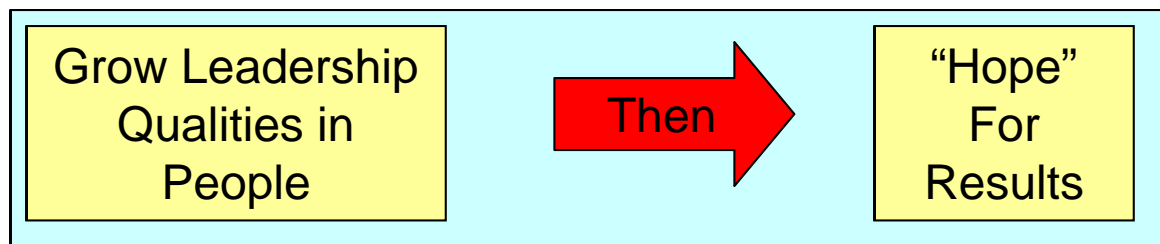


Leadership Defined



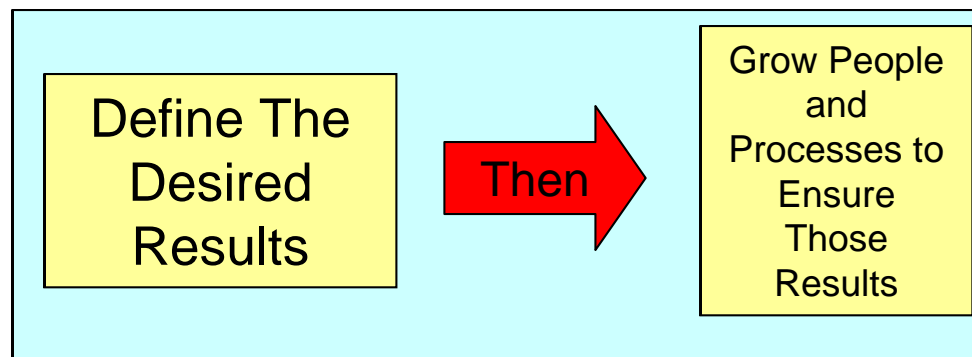
Competency-Based Model

- What do you think leadership is?
- Identify the traits and characteristics of someone you admire as a great leader.
- “Born with” or “Developed”
- Complete Leadership Exercise (Page 3 of Workbook)



Success Formula

“Results-Based” Model



$A(SK) + \text{Goals} = \text{PBC} \rightarrow \text{IR}$

A = Attitude
S = Skills
K = Knowledge

PBC = Positive
Behavior
Change

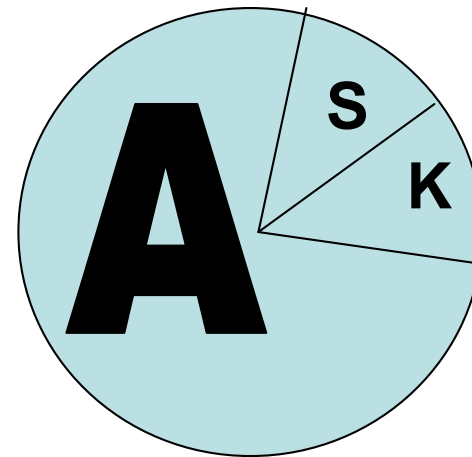
IR = Improved
Results

A(SK)

Skills = How to do it

Knowledge = What to do

Attitudes = A force multiplier of skills and knowledge. It is the WHY we want to do it



So what are attitudes?

Attitude

Attitude = Habits of Thought



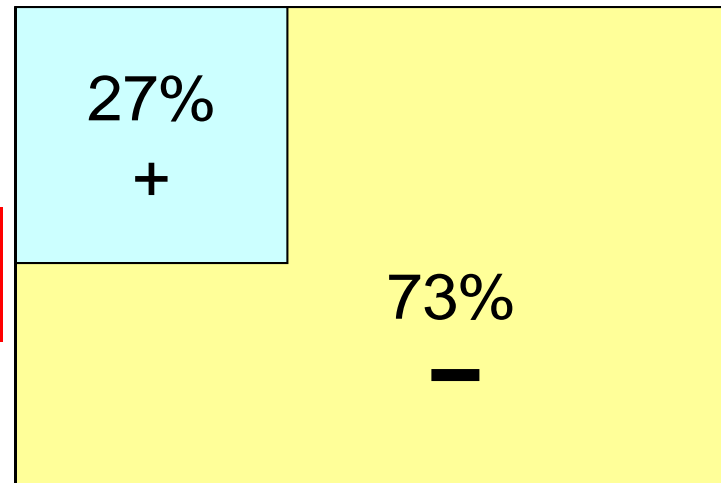
Attitude

Impacts

Behavior

Impacts

Results



Where do attitudes
Come from?



(S&K)



- Skills = How to do it
- Knowledge = What to do

How we learn

- Inspiration: Light bulb moments, inspired by a speaker, aha (2%)
- Impact: Dramatic/traumatic event (2%)
- Spaced Repetition: 5 to 6 times

“Knowledge is Power” vs “Applied Knowledge is Power”



Goal Achievement Process



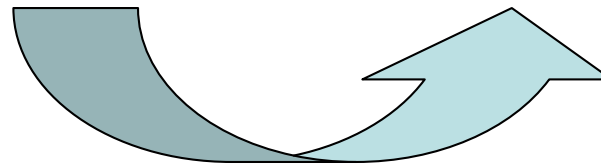
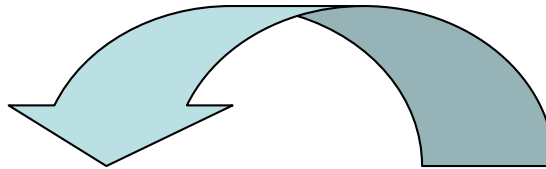
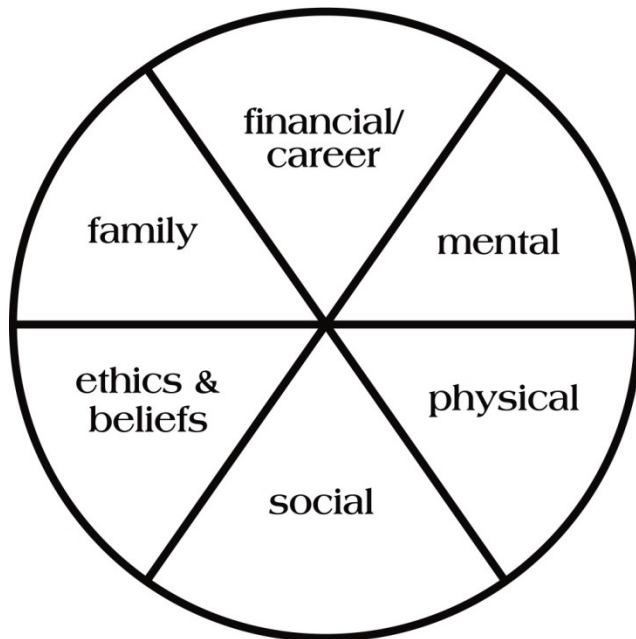
$$A(SK) + \boxed{\text{Goals}} = PBC \longrightarrow IR$$

- Write a “*SMART*” Goal
- Determine Rewards and Consequences
- Identify Obstacles
- Find Possible Solutions
- Establish Action Steps
- Create Target Dates
- Delegate/Assign Responsibility

Goal Categories

Personal

Organizational





Performance Formula



$$P = p - o$$

Performance = potential - obstacles

What obstacles get in your way of accomplishing your goals?

Internal ← Categories → External



Recap/Closing



- Remember how we learn?
 - After 24 hours, you'll retain 50%
 - After two days, you'll retain 25%
 - After 16 days, you'll retain 2%

Remember Spaced Repetition!

Leadership

Attitudes

Skills and Knowledge

Goal Achievement

Performance Formula/Potential

Goal Categories

Obstacles



- THANK YOU!!
- PROGRAM CRITIQUE