

# **How to Get Things Done When You're Not in Charge**

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# No Matter Your Role

- **Create natural followership**
- **Build influence**
- **Lead others (with or without authority)**

# **titleless leader \ noun. \**

- 1. individual who delivers results without title or authority using common sense, but uncommonly displayed behaviors that, when practiced, create trust, influence, and followership.**
- 2. an inner-work to outer-work approach sprouting from cornerstone behaviors.**
- 3. a self-chosen leadership style available to anyone no matter their position or role.**

# Today

- ✓ **What a titleless leader “looks like”**
- ✓ **How to build influence and get results today (truths/myths)**
- ✓ **Common mistakes**
- ✓ **Common behaviors**
- ✓ **Q & A**

# Being Labeled a Leader Doesn't Make You One

**Common  
Mistakes**

**Uncommon  
Behaviors**

# Titleless Leader UB#1

## Operate with Today's Truths

### Common Mistake #1

**Wishing & Hoping for  
the Way Things Were**

# Truth or Myth?

- 1. Lack of resources is the biggest cause of workplace stress – T/M?**
- 2. Money is the top motivator at work – T/M?**
- 3. People naturally focus on the negative – T/M?**

# Truth or Myth?

4. **Valuing someone's time is the new work etiquette – T/M?**
5. **The majority of people prefer to work in groups – T/M?**
6. **The generations are more alike than they are different – T/M?**



# Truth or Myth

1. **Lack of resources is the biggest cause of workplace stress - Myth**
2. **Money is the top motivator at work - Myth**
3. **People naturally focus on the negative - Truth**

# Truth or Myth

4. Valuing someone's time is the new work etiquette - **Truth**
5. The majority of people prefer to work in groups – **Myth**
6. The generations are more alike than they are different – **Truth**

# Surprise!

## Few Meaningful Differences

***"Results are not supportive of generational stereotypes that have been pervasive in the management literature and the media. Specifically, few meaningful differences were found between the three generations."***

***~ Kenexa High Performance  
Institute Study, 2011***

# Titleless Leader UB#2 Paint Word Pictures

## Common Mistake #2

**Making it easier for you  
instead of others**

# Titleless Leader UB#3 Operating with Trust

Common Mistake #3  
Forgetting that trust  
has two sides

# 3 Trust Essentials

1. **Performance Trust** – the fulfillment of a claim, promise, or request
2. **Self-trust** – the reliance on self, confidence in self and actions
3. **Relationship Trust** – the way of operating grounded in authentic trust

# Titleless Leaders

**Understand the power  
behind **their** beliefs  
and expectations**

# Want to Increase Your Odds?

- ✓ **Raise your own bar**
- ✓ **Expect the best**
- ✓ **Decide on the thoughts that fill your day**



# A Titleless Leader

*No one needs to appoint you,  
promote you, or nominate you.  
You decide. It's not your rank that  
will get you results, it's your actions.*

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# Q & A

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