

It Doesn't Come with a Title: *Uncommon-Practice Leadership*

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Nan Russell

The Challenge?

Get results ... but

Don't report
to you

Limited
authority

Lack tools

Today

- **What research says**
- **5 common mistakes**
- **5 uncommon tips**
- **What uncommon-practice leadership “looks like”**
- **Four cornerstones**

What Is ...

Uncommon-Practice Leadership?

"Common sense but uncommonly displayed behaviors that, when practiced, create positive influence, enhance results, and initiate natural followership."

~Nan S. Russell

Three Key Findings

Gallup Research 2009

1. **“There is no one strength that all good leaders possess.”**
2. **“The most effective leaders are always investing in strengths.”**
3. **“Best leaders are not well-rounded; the best teams are.”**

Engagement

Gallup Research 2009

- When leaders fail to focus on individual strengths ... the odds of an employee being engaged are 9%.
- When leaders focuses on the strengths ... odds soar to almost 73%.

No Universal Leadership Set

Instead, Four Domains:

- 1. Executing**
- 2. Influencing**
- 3. Relationship Building**
- 4. Strategic Thinking**

Domains

- E – Executing** (turn ideas into reality; work tirelessly to get things done; implement solutions)
- I – Influencing** (sell team's ideas inside and out; take charge; speak up; be sure group is heard)
- R – Relationship Building** (glue; bring people together; turn individuals into team; keeps energy high)
- S – Strategic Thinking** (keep people focused on what could be; pull into future; analyze information to help team make better decisions)

10,000 Followers

Gallup Research 2009

“People follow leaders for very specific reasons and describe with remarkable clarity these four needs: trust, compassion, stability, and hope.”

Being Labeled a Leader Doesn't Make You One

**Five
Common
Leader Mistakes**

**Five
Uncommon-Practice
Leader Tips**

U-P Leader TIP#1 Understanding Trust is Given

Common Leader Mistake #1:
Thinking Trust is Earned

Trust is Currency

Gallup Research 2009

- Chances of staff being engaged when they don't trust leaders are **1 in 12.**
- Chances of staff being engaged are better than **1 in 2** if they do trust the leadership.

What Does Trust “Look Like?”

**“I would rather be the man who
bought the Brooklyn Bridge
than the one who sold it.”**

~ ~ Mark Twain

U-P Leader TIP#2 Being Ego-Detached

Common Leader Mistake #2:
Equating Title With Influence

U-P Leader TIP#3
Tell Them What It
“Looks Like”

Common Leader Mistake #3:
Using Round Words - Assuming
Understanding

U-P Leader TIP#4 Differences Make Us Stronger

Common Leader Mistake #4:
Trying to Remove
vs. Use Conflict

Makes Us Stronger

Use – not remove - differences to:

- ✓ **Enhance or improve the relationship**
- ✓ **Clarify misunderstanding**
- ✓ **Consider new possibilities**
- ✓ **Develop new ideas or reflective thinking**
- ✓ **Create an opportunity for personal growth**

U-P Leader TIP#5 Recognizing the Power of Words

Common Leader Mistake #5:
Using Weasel Words

Needed: Thick Skin

***"If you want to limit yourself,
that's fine. But don't let other
people do it for you."***

~ From the Movie, *Gracie*

An Inside Job

Four Cornerstones:

- ❖ **Self-Alignment**
- ❖ **Possibility Seeds**
- ❖ **Soul-Courage**
- ❖ **Winning Philosophies**

Winning Philosophy

"Consciously operating with a foundational perspective that when we're all winning we all win."

~ Nan S. Russell

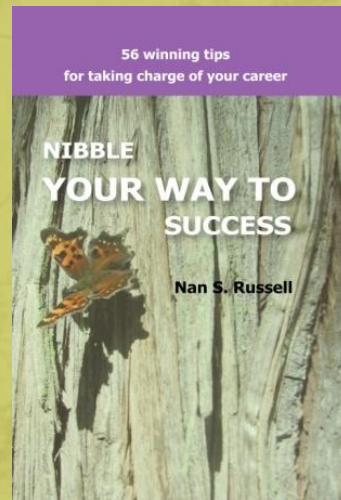
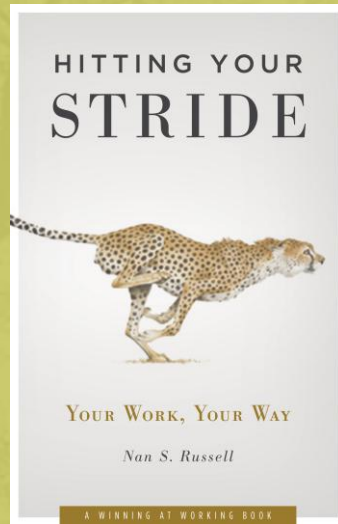
 *Nan Russell*

Memorable Results

**A lesson
from
Beijing**

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Additional Resources



*Complimentary
eSubscription to:
Winning at
Working*

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