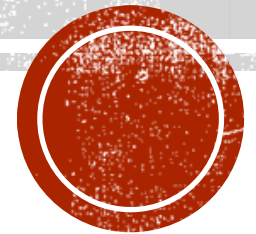


ON THE TRACK TO LEADERSHIP



WHY DO IT!?

Motivation—Why do leaders decide that they want to lead?

- Power? Control? Money? Ego? To make a difference in their organization/community/world at large? Because someone encourages them to take a leadership role? Because they feel they could do a better job than other leaders by whom they have been led? A self description at a young age as a leader? Because no one else wanted the job?
- You are perhaps in this auditorium because you would like to be a leader. What is YOUR motivation?



WHAT IS IT?

- Bernard Montgomery, a British Field Marshall, defined it as "the capacity and will to rally men and women to a common purpose and the character which inspires confidence."

There are many ways to lead, which of the ways below have you experienced?

- Fear based? (Chinese Communist Party story)
- Greed based?
- By example? Servant leadership? By inspiring others to share in a vision? By results? By reflection of core values? I'll provide first and second hand accounts of my own experience with various types of leadership and share some stories from DMO leaders that I've interviewed for these remarks.
- Plus-a war story about my Dad.



A LOOK AT SOME SHARED TRAITS OF LEADERS

- Listening skills (Roosevelt story) (Cherokee story)
- Communicating clearly and simply (Lincoln story)
- Ability to inspire confidence
- Ability to create trust
- Contagious passion
- Hiring well
- Ability to make decisions solving
- Delegate fully and let go
- Accountability
- Decisiveness
- Lead by example



MORE TRAITS

- Ability to take risks
- Being approachable
- Ability to have a clear vision (past president of Mexico Miguel Aleman story)
 - Positive energy
 - Problem solving
- Delegate fully and let go
 - Accountability
 - Decisiveness
 - Lead by example



WHAT LEADERS ARE SUPPOSED TO DO

- We're all descended from cave dwellers, who were led by alphas-how did that work and how is it still working?
- Alpha may have eaten first but then insured that everyone else got to eat.
- Good leaders are not “in charge”, but rather take care of those “in their charge”
- Not responsible for “the work”, but responsible for the people who “do the work”.
- Consequently a leader's job is often to take the blame and giveaway the credit.
- Most companies promote leaders as a reward for doing good work, and then provide no leadership training and as a result, many managers will micromanage simply because they're better at the work than their staff. That's why they got promoted!



FIRST HAND STORIES FROM LEADERS I KNOW

- Brad Smyth
- Mark McGarrah
- Cathy Ritter
- Casandra Matej
- Dan Decker
- David Teel
- Amy Long
- Julie Chase



STORY ABOUT MY DAD



DAD'S MEDAL



DAD'S MEDAL —HOW HE GOT IT

Staff Sergeant Bobby J. Dunham 18107311, Field Artillery, United States Army. For gallantry in action at Leyte, Philippine Islands, on 27 February 1945. During the Leyte operation, Sergeant Dunham acted as a member of a forward observer party with an infantry battalion for a period of eighteen days. During that time the troops to which he was attached were in constant and active contact with the enemy. On 27 February 1945, one of the infantry companies was ordered to withdraw from contact with the enemy to its base in Abijao. In doing so it had to pass down a narrow valley, the surrounding hills of which were occupied by groups of Japanese. While passing down the valley at about 1800, the company was taken under heavy and accurate fire by the enemy who were located at about 300 yards distance. Many of our troops were killed or wounded. Sergeant Dunham led part of the forward observer party through the valley and then returned with the forward observer in the face of enemy fire to carry wounded men to safety. They returned twice carrying a total of two men from the field and helped apply first aid to them and several others. He then returned into the valley a third time to search for one of the artillery men who was missing at the time. Sergeant Dunham's coolness under fire and complete disregard for his own personal safety was an outstanding example of leadership that won him the respect of the platoon he was later to command. Home address: Mr. Harry B. Dunham (father), 708 Kaw Street, Perry, Oklahoma.

