



Leadership

BEYOND YOU



Allison Dunn

CERTIFIED BUSINESS EXECUTIVE COACH
CERTIFIED ENGAGE & GROW LEADERSHIP COACH

Inspiring Leaders Into **Action Every Day!**







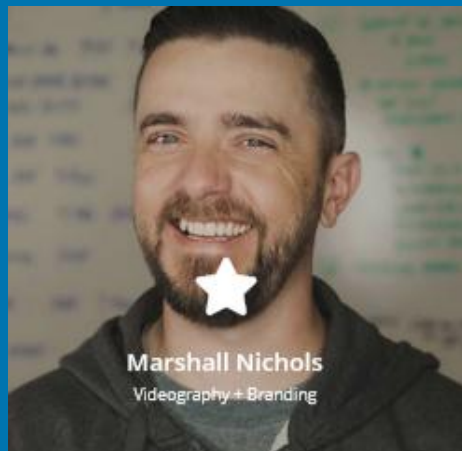
Mark Spear
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DELIBERATE

D I R E C T I O N S



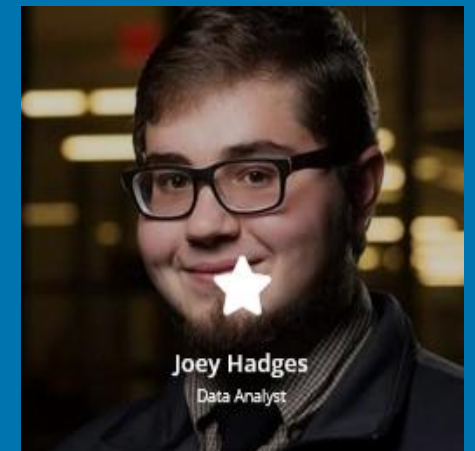
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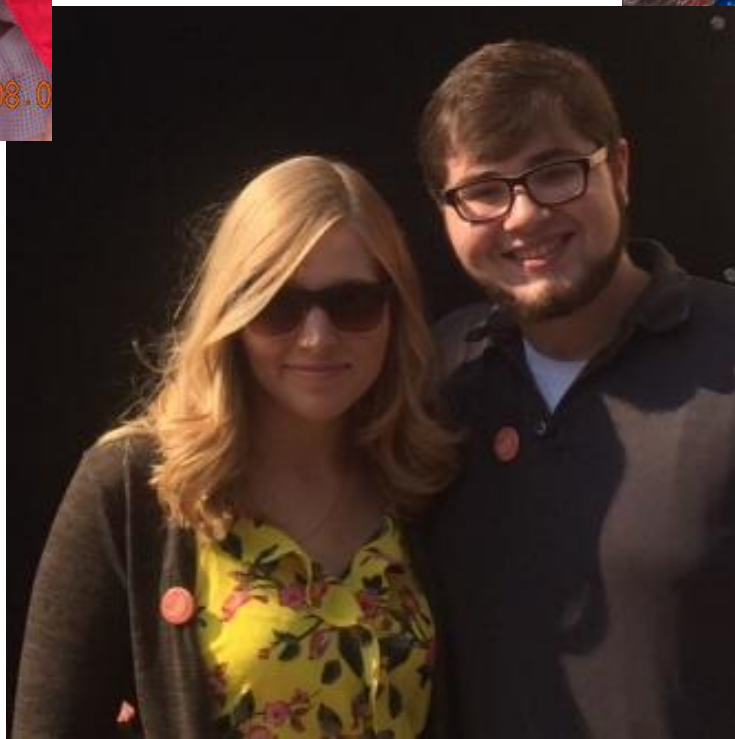
Marshall Nichols
Videography + Branding



Danielle Snelson
Event Production Manager



Joey Hedges
Data Analyst





Leadership

BEYOND YOU

FACT

MULTI-GENERATIONAL WORKFORCE

Traditionalists (born in 1945 or earlier)

Baby Boomers (1946-1964)

Generation X (1965-1980)

Millennials/Generation Y (1981-1996) **73 Million in U.S.**

Generation Z (1997 – 2012)

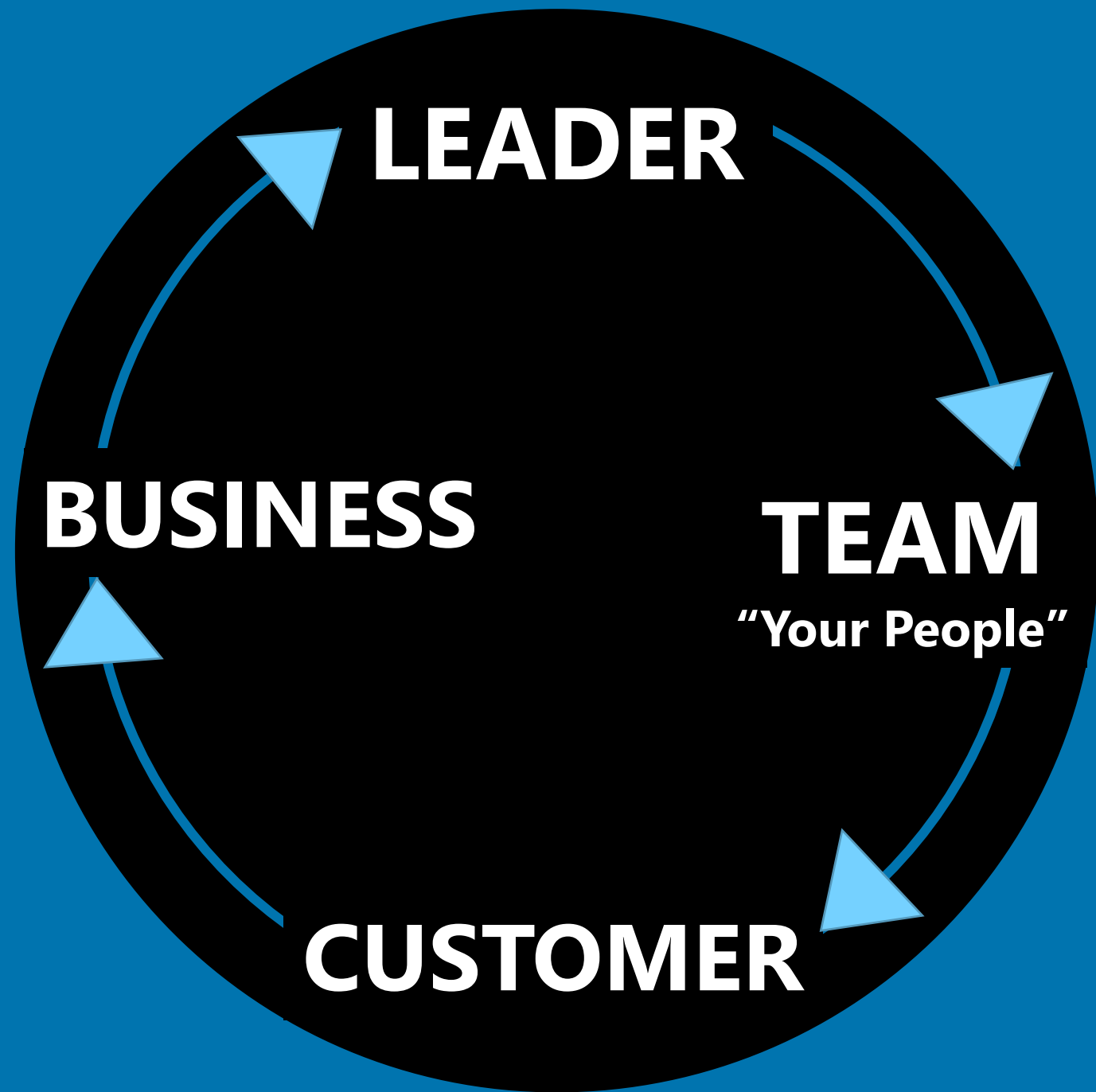
Millennial Workforce





A company consists of one thing: **People**

— RICHARD BRANSON



Leadership

BEYOND YOU

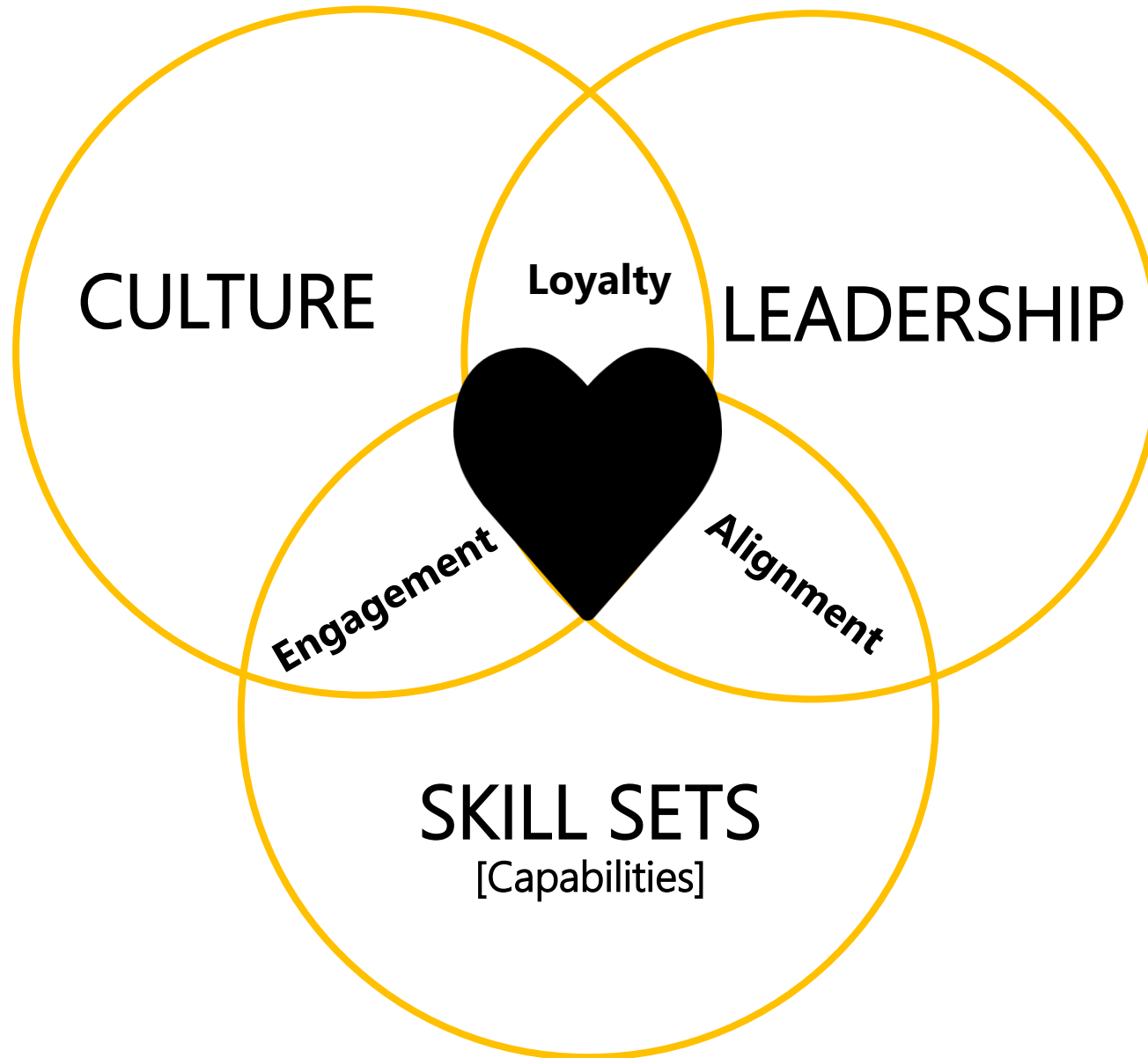
Is the act of developing and empowering the **people** in your organization to do what they do best and the benefits are increased...

Loyalty

Alignment

Engagement

3 Pillars



PILLAR

1

LEADERSHIP

We Are One: Team Alignment Is Key to Winning



LEADERSHIP

4 ACCELERATORS

- Clarity
- Vision & Values
- Leadership Development
- Reward & Recognition



Clarity – What is it?

PURPOSE

What needs to be different when we are done?

PROCESS

How will we get there?

ROLES

With whom?

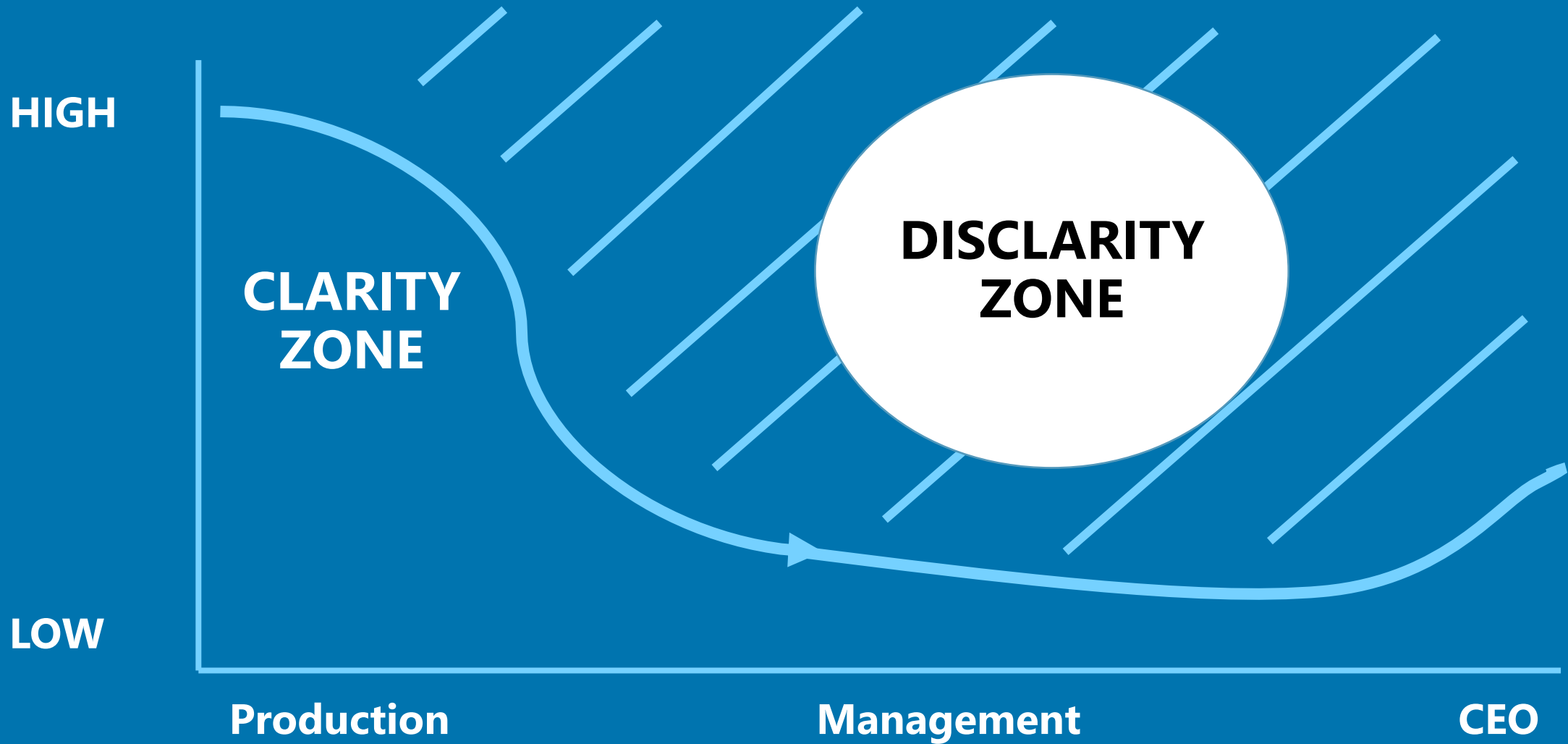
CLARITY QUIZ



- A. None, I'm so confused
- B. Maybe an hour a day
- C. 25% of time

- D. No more than 50% of the time
- E. 50-75% of the time
- F. 100% - The entire day!

Where is Clarity the Greatest?



Source: Ann Latham, Uncommon Clarity



WHERE THERE IS NO VISION,
THE PEOPLE PERISH.

PROVERBS 29:18

VISION, VALUE AND BEHAVIORS

Creates alignment

Creates a common goal

Creates the rules of the game

Creates clarity for decisions

Creates a structure for systems





LEADERSHIP IS NOT A
POSITION OR A TITLE;
IT IS ACTION AND
EXAMPLE

LEADERSHIP DEVELOPMENT

Leadership Acts

Leadership Asks "How can I help?"

Helping vs Hoarding

Mentor – Protégé

Share your resources

Questions to ask yourself...

Who are you bringing along with you?

Who is coming along behind you?

Who needs a little empowerment?

A young child wearing a white and blue striped long-sleeved shirt, a yellow and blue patterned scarf, and a white hat with a blue visor. The child is holding a wooden paper airplane up to their face, looking at it intently. The background is a clear blue sky with some light clouds.

RECOGNIZE THE
EXCELLENCE AND HARD
WORK OF TEAM MEMBERS.

REWARD AND RECOGNITION

Acknowledge quality behaviors

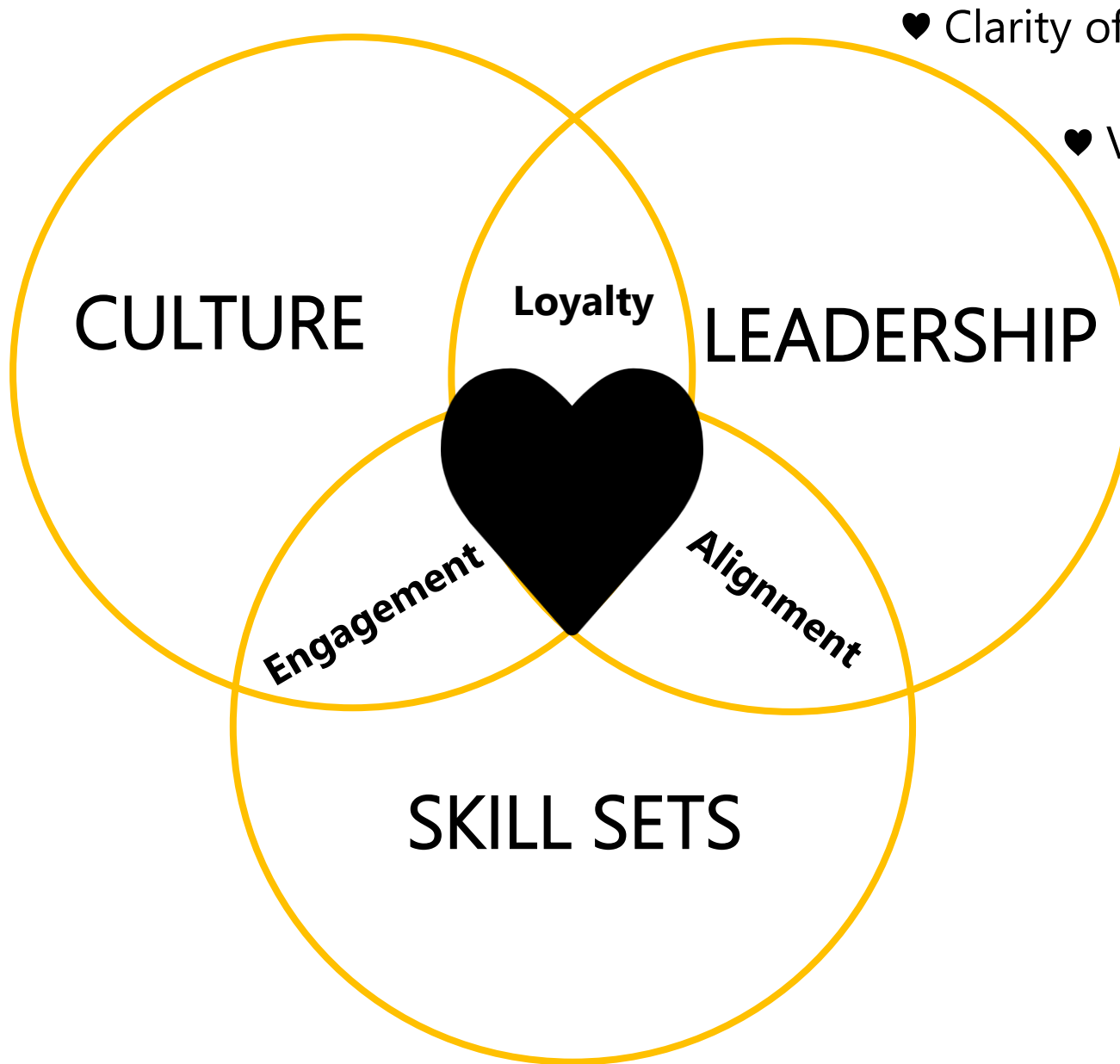
Leaders learn by hearing and doing

Creates a dynamic culture

Creates high performing teams

How, when and who:

- Add it to your weekly team meeting agenda.
- Each participant chooses someone on the team to recognize and shares 'why'.



♥ Clarity of Purpose, Process and Roles

♥ Vision, Values and Behaviors

♥ Leadership Development

♥ Reward & Recognition

PILLAR

2

SKILL SETS

Work for Your Team - Be Deliberately "Beyond You"

SKILL SETS

4 ACCELERATORS

- Benchmarking and Feedback
- Mental Skills and Conditioning
- Self Assessment
- Skills Development Plan

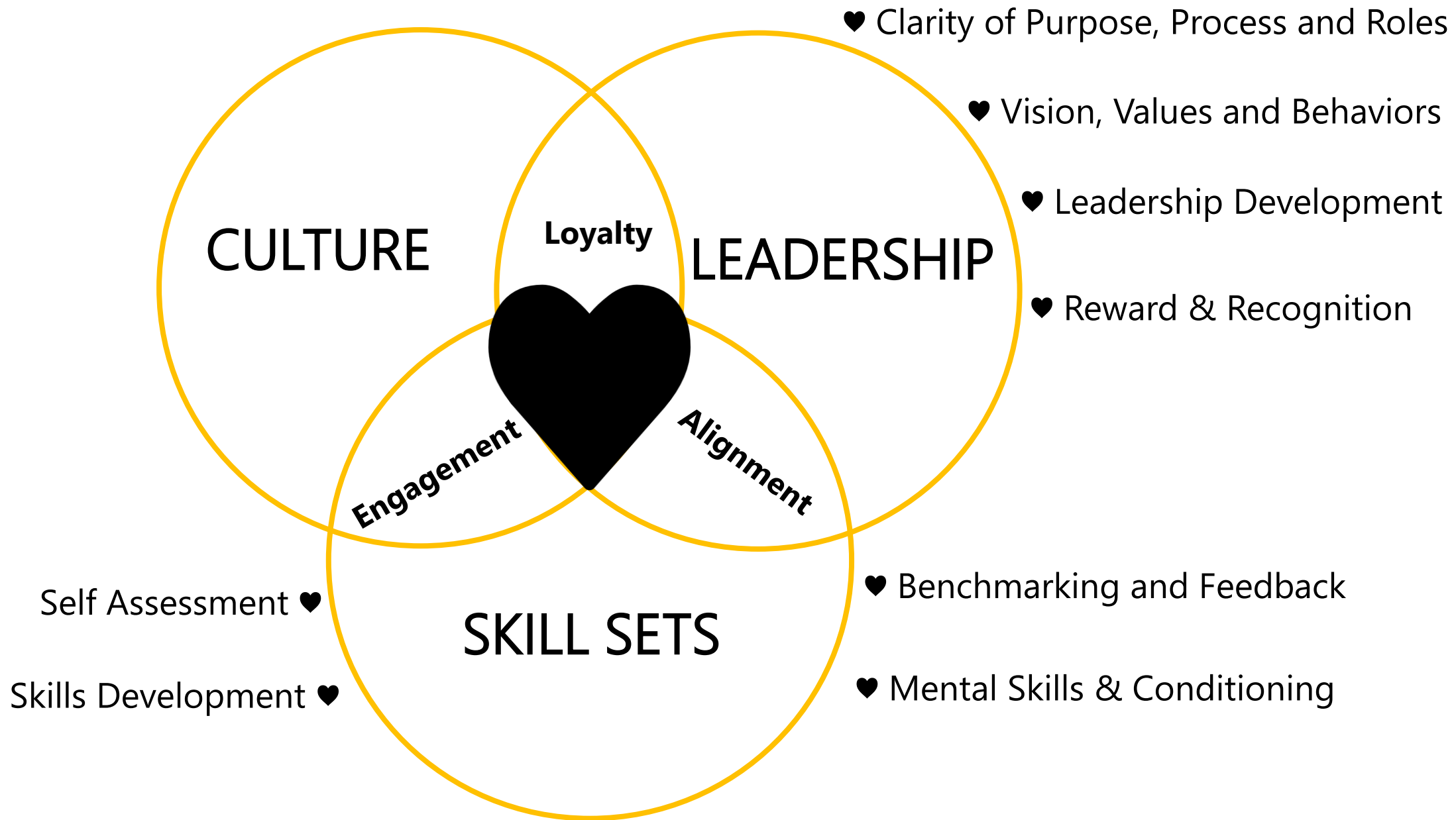
Hone your skills

SKILL SETS

- Industry Benchmarking
- 360 Feedback
- Mindset Practices, Skills and Conditioning
- Self Assessment and Self Awareness
- Skills Development Transfer Plan

Mentoring, Executive Coaching and Leadership Development





PILLAR

3

CULTURE

Keys to Building a Healthy Culture

CULTURE

4 ACCELERATORS

- Buy In
- Ownership
- Accountability
- Trust

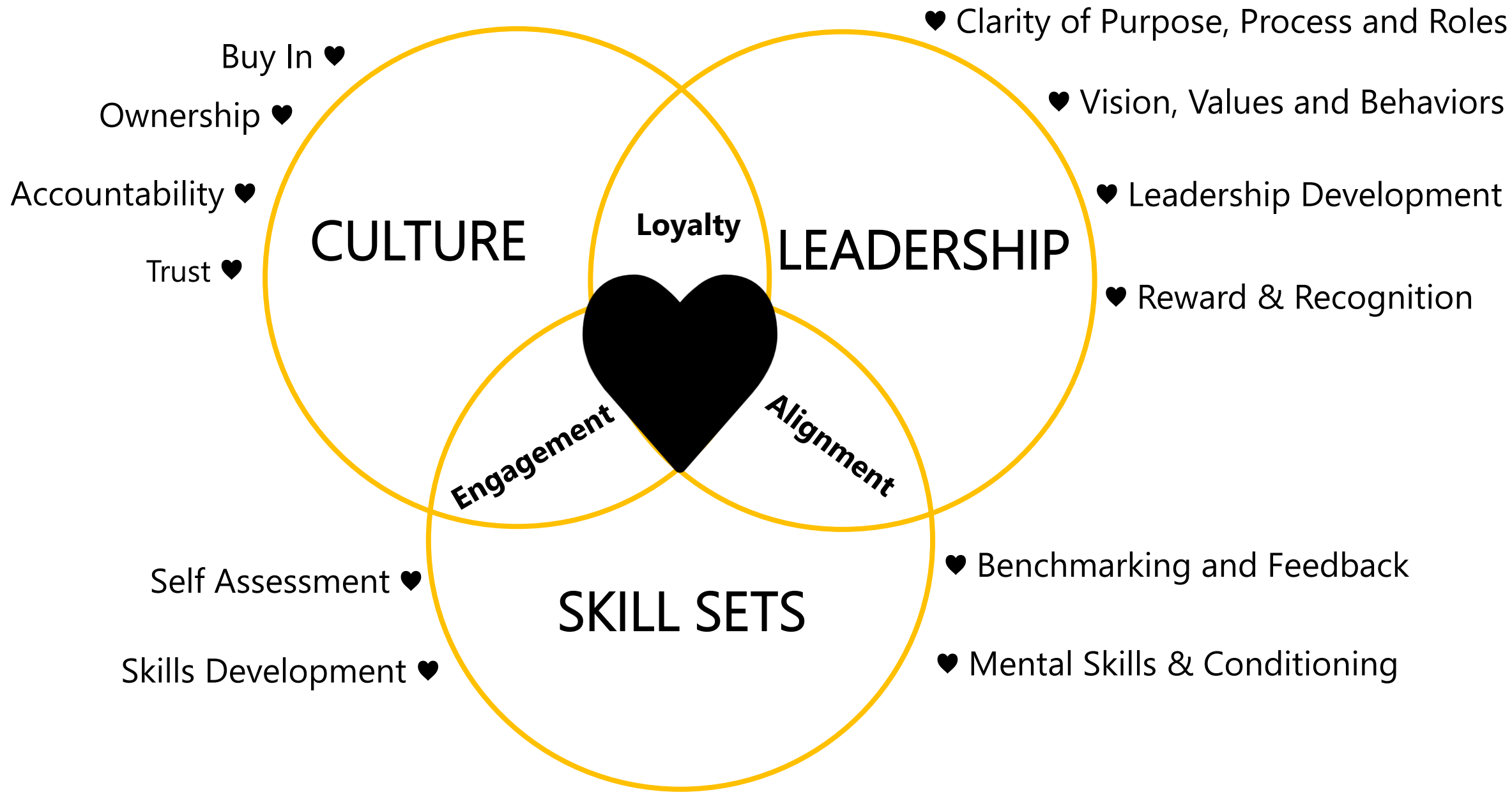


CULTURE

Culture is created by the habits, rituals & ceremonies that are practiced by the people in the workplace.

- Habits – Individual
- Rituals – Team
- Ceremonies - Company





Step 1

How are you doing?

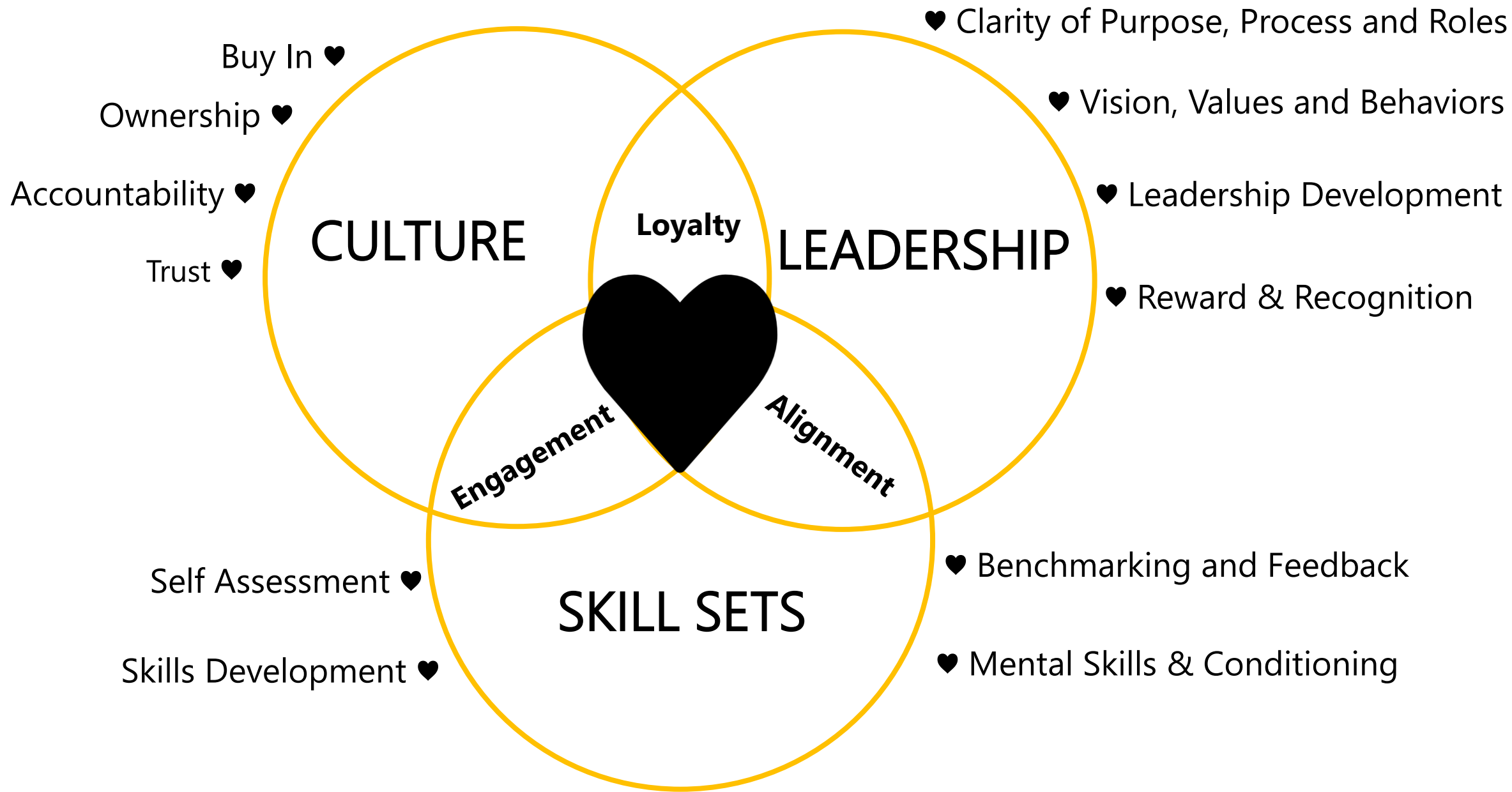
IDENTIFY

Where are you doing well?

Where are you doing just okay?

Where are you failing?







Step 2

Identify action steps for where you know you can make the biggest difference.

DEFINE

Who | What | Where | When | Why

Step 3

TAKE ACTION

Need helpful ideas?

**Text 44222
DELIBERATE**

35 Ways to Become a Beyond You Leader

BONUS:

Emerging Leader Development plan



Be a Beyond You Leader

THANK YOU

TEXT 44222 DELIBERATE