Thank You!

Mahmud Hassan
LaToya Battle-Brown
Anabel Damacela
Sandhya Baskar
Rohini Putcha
Amelia Seecharan
The Road to Leadership...
...Is Actually a Journey
My Path
What leadership is

“Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.”

KEVIN KRUSE
What leadership isn’t

• Seniority, title, or your position in company hierarchy
• Reliant on personal attributes
• Management

Managers manage things.
Leaders lead people.
Leadership Experts Say…

Know your why

Determine how your skills support the organization’s Why

Learn the rules of the game

Observe MVPs…what do they do to be valued?

Commit to continuous learning and take responsibility for your growth and development

“It doesn’t matter what you do, it matters why you do it. Why is the purpose, cause or belief.”

SIMON SINEK

Kevin Kruse  Employee Engagement 2.0
Rosina Racioppi  Women Are Changing The Corporate Landscape
Simon Sinek  Start With Why
Success Behaviors

- Be intentional and deliberate about your path
- Continuously assess your skill set and seek opportunity to develop
- Seek out mentors at all levels...and mentor others
- Seek feedback often and with purpose
- Identify individuals who can serve as a True North...a Board of Directors
- Communicate articulately and with impact
- Engage people personally to establish professional relationships
- Learn from everyone
- Network effectively and with intention
- Take risks, make decisions, and be flexible
- Enjoy the game – passion shows
“TO LOVE WHAT YOU DO AND FEEL THAT IT MATTERS, HOW COULD ANYTHING be more fun?”

KATHERINE GRAHAM
Hierarchie of Leadership

Level 5 Executive
Builds enduring greatness through a paradoxical blend of personal humility and professional will.

Effective Leader
Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.

Competent Manager
Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.

Contributing Team Member
Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.

Highly Capable Individual
Makes productive contributions through talent, knowledge, skills, and good work habits.

Jim Collins  From Good to Great
Great leaders...

- Have high expectations for themselves
- Have personal humility and professional will
- Ambition for the institution, not themselves
- Persevere without exception
- Are authentic and honest
- Are strong communicators
- Ask for help and advice, and are open to feedback
- Join the right teams and hire the right people
- Are courageous
- Have a broad network
A Great Leader in Action
Road to Leadership Wrap-up
What questions do you have?
“70% to 80% of all corporate positions are acquired through personal and professional connections.”

ROBERT HALF
MANAGEMENT RESOURCES
Why Network?

Networking is the key to success in business.

• Find jobs
• Recruit talent
• Win new customers
• Discover investors who will support your ideas
Why Don’t We Network?

Viewed as insincere or fake
Viewed as manipulative
Lack of confidence
Fear of rejection
“I am shy”
Not enough time
Bad past experience
Don’t know where to begin

SUCCESSFUL NETWORKING

“Building intimate, sincere relationships based on mutual generosity, not duplicity.”

-KEITH FERRAZZI-
Networking Dos

- **Start small:** start with familiar faces
- **Stop apologizing:** view networking as relationship building vs. and imposition; mutual benefit
- **Ask for introductions:** give others an opportunity to help you
- **Be generous:** “be authentic, share your passions, and help other people feel good about themselves or be successful” – Keith Ferrazzi
- **Be prepared:** know what you want to say and accomplish in advance; practice it!
- **Follow up:** share information—website, article, report, contact; always deliver on your commitment to the other person to create the mutual benefit and accountability of the relationship
- **Get over your fear of rejection:** not everyone will be a match! Not everyone wants to network...but you are missing out on the great people who do if you let fear of rejection take over!
- **Appreciate:** thank the person for networking—demonstrate sincerity by being specific about what you gained from them

Adapted from How to Network: 12 Tips for Shy People; Meridith Levinson, 12.11.2007; cio.com
Networking Don’ts

- Talk only to people you know
- Be focused on your needs: think about how you can help others
- Monopolize one person
- Be afraid to end a conversation politely to ensure that you meet others
- Forget to smile!
### 30-second Personal Branding Introduction

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
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<tbody>
<tr>
<td>Who are you?</td>
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<td>What do you do?</td>
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<td>What makes you unique/qualified/unusual? For what are you the “go-to” person?</td>
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<td>What are you looking for from networking? (Introductions, friendships, refer business, opportunities, perspectives, assistance on an issue, support?)</td>
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<td>What can you provide or bring to the networking relationship?</td>
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Activity: Networking in Action (15 minutes)

- Find 2 new people in this room to network with
- Practice utilizing your personal branding introduction to open the discussion
- There are worksheets provided to capture your notes from your discussions

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<th>Event/Date</th>
<th>Person</th>
<th>Key Information</th>
<th>Contact Info.</th>
<th>Follow-up</th>
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Thank you for coming!