

Optimists LEAD:

How to Become the Person in the Arena

Block 1: Introduction to Leadership – and Knowing Yourself



So you're considering a leadership role.





Block 1 Agenda



Introduction to Leadership

- Are leaders born or made?
- What does leadership mean?
 - Principles
 - Key attributes

To lead, first know yourself!

- Strengths & opportunities
- Personality
- Communication style
- Making a great first impression on your team

PART ONE: INTRODUCTION TO LEADERSHIP

Objectives:

- Expose Optimist LEADers to general leadership concepts
- Map some key leadership principles and attributes to what we all promise ourselves in our Optimist Creed



Are leaders born or made?



Leaders are born as leaders.



Leaders are made into leaders.

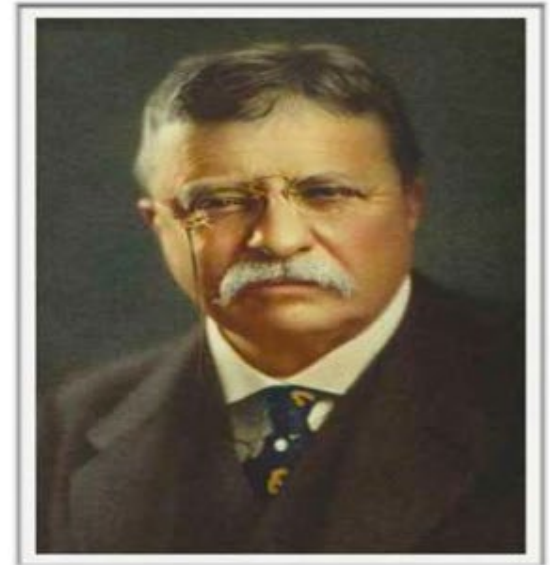


Or are leaders both born AND made?



The Man in the Arena

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds: who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.





The Optimist Creed



Promise Yourself

To be **SO STRONG** that nothing can disturb your peace of mind.

To talk **health, happiness and prosperity**
to every person you meet.

To make all your friends **feel** that there is something in them.

To look at the **sunny side of everything**
and make your optimism come true.

To **think** only of the best, to **work** only for the best and to
expect only the best.

To be just as enthusiastic about the **SUCCESS** of others
as you are about your own.

To forget the mistakes of the past and press on to the
GREATER ACHIEVEMENTS of the future.

To wear a cheerful countenance **AT ALL TIMES** and give
every living creature you meet a smile.

To give so much time to the improvement of yourself that you have
NO TIME to criticize others.

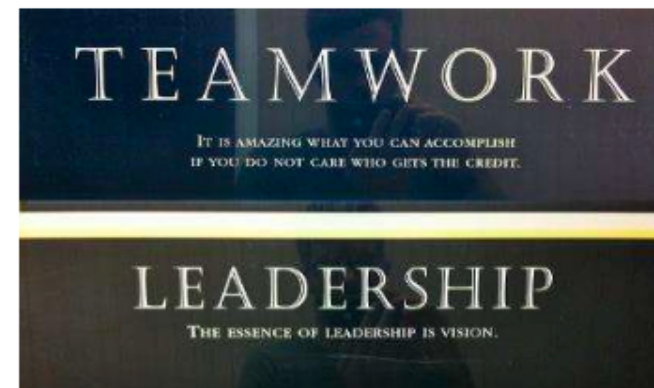
To be too large for worry, too noble for anger, too strong for fear,
and **too happy** to permit the presence of trouble.



Ten Leadership Principles for Success

(from: Mike Reiss, article about the NE Patriots under Bill Belichick, July 2016)

- #10: Don't delay hard decisions.
- #9: How you react to adversity defines your greatness.
- #8: Careful what you share with outsiders – keep your focus.
- #7: Celebrate and have fun along the way.
- #6: Leaders are needed, and leaders can lead in different ways.
- #5: It's about the details; continually emphasize the fundamentals.
- #4: Be true to yourself; always behave with integrity.
- #3: Hard core preparation facilitates adjustment "on the fly."
- #2: Always put the needs of the team first.
- #1: Do your job.





DESIRED ATTRIBUTES OF A LEADER ("Mapped to the Optimist Creed")

HAS INTEGRITY ("Be so strong...Too strong for fear...")

- Does the right thing – always.

CAN TRUST AND BE TRUSTED ("Think only the best...")

- Works at building and maintaining trust-based relationships.

DEPENDABLE ("Too large for worry...Make optimism come true...")

- Keeps promises.
- Follows through on assigned actions.

SOUND JUDGEMENT ("Make your friends feel...Nothing can disturb your peace of mind...")

- Knows when to act and when to reach out for help.

PROBLEM SOLVER ("Forget the mistakes...Press on...")

- Always goes beyond just identifying issues and problems.
- Always prepared with a recommended solution.

DOES NOT SURPRISE ("Work for and expect the best...")

- Communicates, communicates, communicates.
- "Gives points" for news – both good and bad.

TEAM ORIENTED ("Talk health, happiness, prosperity...Make friends feel valued...Look at the sunny side...Wear a cheerful countenance...")

- Recognizes that no one succeeds on their own.
- Effective at building, enabling, motivating, and rewarding teams.

PROVIDES AND USES FEEDBACK ("Friends feel there's something in them...")

- Always lets you know where you stand.
- Openly receives and uses feedback to improve.

ALLOWS DISSENT ("Be enthusiastic...No time to criticize...")

- Recognizes value of alternative points of view/courses of action.
- Encourages team to speak up when appropriate.

SATISFIES THE CUSTOMER ("Press on to great achievements...")

- Recognizes the multiple types and layers of "customers."
- Finds ways to make customers happy while turning a profit.

STRIVES FOR IMPROVEMENT ("Give time to the improvement of yourself...")

- Never satisfied with the status quo.
- Seeks out input from those closest to the work.
- Always seeks ways to do things "better, faster, cheaper."

PART TWO: KNOW YOURSELF

Objectives:

- Appreciate how your unique background, experience, strengths, personality and communication style has prepared you for leadership success.
- Motivate you to learn more about how to build and effectively lead teams





Where should you start your leadership journey?

- Start with yourself.
 - Who are you?
 - Strengths, learning opportunities, personality type, communication style
 - Describe the kind of leader you will be:
 - How you got here, how your background shaped you.
 - What you admire and respect in other leaders.
 - What you've learned about leading successful teams.
 - What you expect of yourself
 - What you expect from your team.
 - How your team will succeed – together.
 - What your commitment to your team looks like.



Where are you now?



Self confident, proven achiever



Somewhat capable but still cautious



Willing but wary learner



Enthusiastic beginner



Leadership Attributes: My Strengths and My Learning Opportunities



I have INTEGRITY.

I can TRUST and BE TRUSTED.

I am DEPENDABLE.

I am a PROBLEM SOLVER.

I demonstrate SOUND JUDGEMENT.

I am TEAM ORIENTED.

I PROVIDE and use FEEDBACK.

I allow DISSENT.

I STRIVE for IMPROVEMENT.

Your STRENGTHS are things you feel comfortable with.

Your LEARNING OPPORTUNITIES are things you would like to work on.

Leadership Attributes: My Personality Type



- What is your idea of a perfect vacation? Where are you going? What are you doing? Who (if anyone) is with you?
- Describe the common object placed on the front table.
- You're taking a walk in the woods and about 200 yards/meters from your house, you come upon Bambi, who is hurt and unable to move. What do you do?
- Your boss come to you and asks you to do a big project. What's typical of your first reaction?
 - Do you want to get busy right away organizing, planning and getting started?
 - Do you take time to think about the project and come up with some ideas that you will eventually get started on?



Introvert or Extrovert?

- An introvert prefers a quiet, restful vacation away from big crowds.
- An extrovert prefers a vacation where there is lots to do and new people to meet.

Thinking or Feeling?

- A thinker will be very practical or logical with their answer. Perhaps Bambi becomes freezer meat.
- A feeler will focus on ways to help Bambi or keep Bambi comfortable.

Sensing or Intuitive?

- If you are sensing, you will have made a very literal and factual description.
- If you are intuitive, you will have described context, patterns or possible uses of the object.

Judging or Perceiving?

- A judger will not waste time and will immediately get to work.
- A perceiver will spend some time thinking about the challenge and potential approaches.

What is Your Preferred Communication Style?



Systemic Communicator

- Likes a lot of data and specific information.
- Will generally ask a lot of questions.
- Likes things explained in a logical or step by step manner.
- Thrive when shown patience.

Spirited Communicator

- Gets excited easily and doesn't necessarily think everything through before speaking.
- Reacts to pressure and stress by arguing, possibly out of fear.
- Doesn't need all the facts.
- Thrive when motivated and excited.

Direct Communicator

- Likes to do things their way, be in charge and "win."
- Wants to know how something will ultimately help them or be an advantage for them.
- Results oriented.
- Thrive when conversations are to the point.

Considerate Communicator

- Asks a lot of "why" questions.
- Needs to be able to see why things must be done a certain way.
- Wants to be liked and responds well to a Pat on the back. And shuts down when pushed too hard.
- Thrive when feel cared about.



Communication Styles: How would you handle this?



- One of your team members (a Systemic Communicator) just ignored a club safety policy.
- One of your peers (a Direct Communicator) just challenged your decision to change the weekend project's schedule.
- During a recent club meeting, one of the other members (a Spirited Communicator) throws a wrench on one of your ideas for a new club project.
- One of your peers



Communication Style: Key Take Aways



Human interaction is complex.

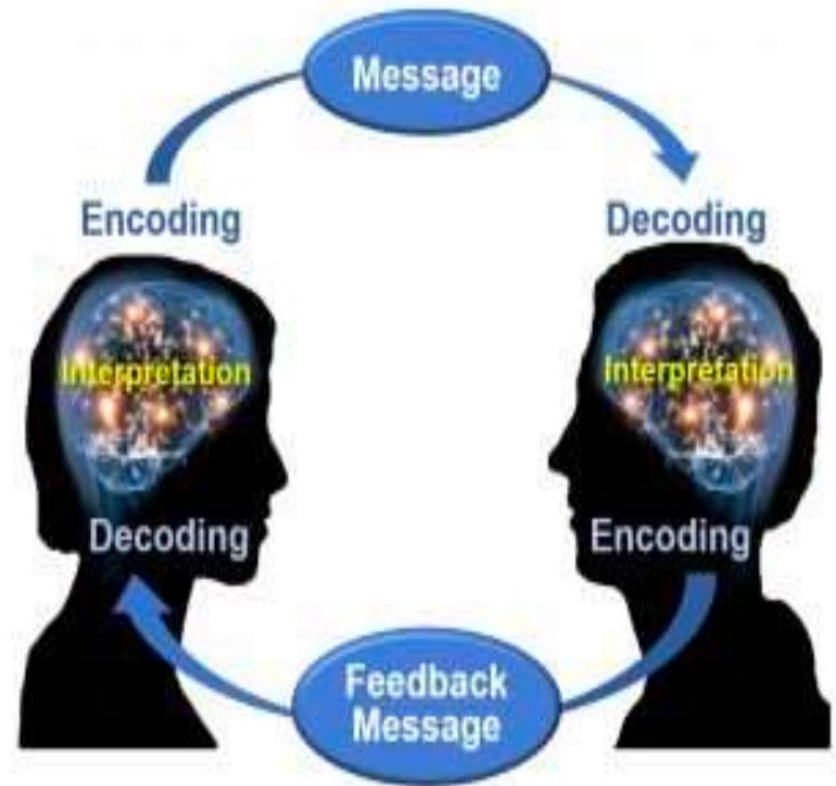
- Many personality types
- Many communication styles

You have a “go to” style.

- Your style is a mix of verbal and nonverbal

Your team likely has a full range of preferred “go to” styles.

You can't use your “go to” style 100% of the time.





Making Your First Impression as a Leader



Once you know yourself, you need to communicate effectively with your team.

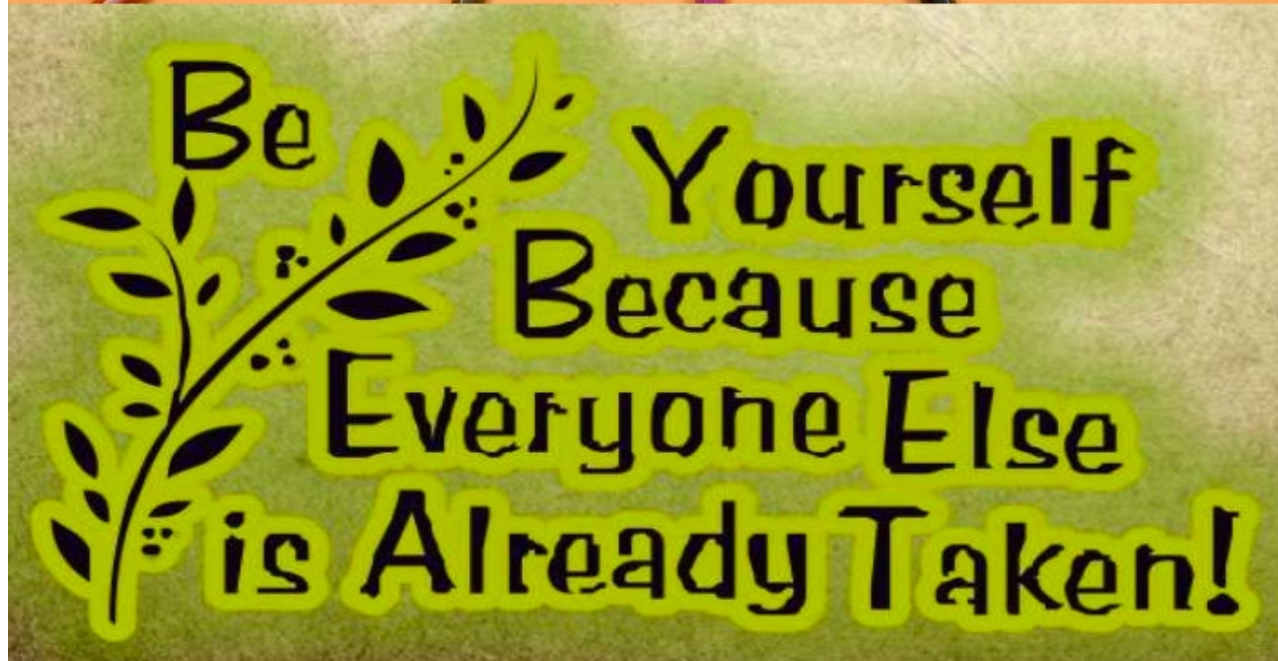
- Your strengths, growth opportunities, personality type and communication style.
- Relevant background that brought you to this team and how it has shaped you.
- What kind of leader you want to be.
- What you admire and respect.
- What you've learned about how to succeed.
- What you expect from yourself as a leader . . . And what your team can expect from you.
- What your expectations are for your team.



Notes for Your First Meeting with Your New Team



Topic	My Thoughts
My strengths and growth opportunities	
My personality type	
My communication style	
My relevant background	
What inspires me	
Things I admire and respect	
What I've learned about how teams succeed	
What I expect from myself and my team	
My expectations for you	
My commitments to you	





Any Questions?





What's Next

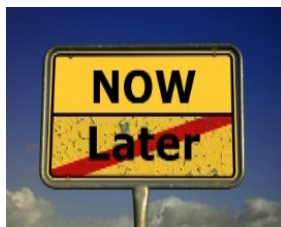
Q2 Conference: Block 2 – Leading Teams



Q3 Conference: Block 3 – The “Tools” You Need



2025 Convention: Block 4 – Urgency, Flexibility, Improvement



Times change,
people change,
situations change,
relationships change.
The only thing
constant is change.
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