

# **The Power of Leadership**

## **Reflection**

**Why did you go into leadership?**

**What is the downside of being a leader?**

## 3 Things...

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

## 3 Things...

- **Projecting ahead to your retirement or going away party where your time with your company is being celebrated...**
- **What three things do you want people to say about you and your leadership style and/or practices? What do you want your legacy to be?**

## 3 Things...

- You're away from the office and your fellow team members are engaged in some water cooler chit chat about you.
- What three things will people say about your leadership style and/or leadership practices?
- This is personal information – *we will not be sharing this.*

***What is  
important  
to you?***



**Become a  
Catalyst  
Leadership**

## **Catalyst Leadership**

***Focus on the "Basics"***

## **Strategic Leadership**

- ***Business/Operational Results***
- ***Team Member Excellence***
- ***Customer/Guest Excellence***

***Every leader  
is telling a  
story about  
what he  
or she  
values.***

# Vision

Every leader is  
telling a story  
about what he  
or she values.

CHAPTER ONE:

**VISION**

CHAPTER TWO:

**INVOLVEMENT**

CHAPTER THREE:

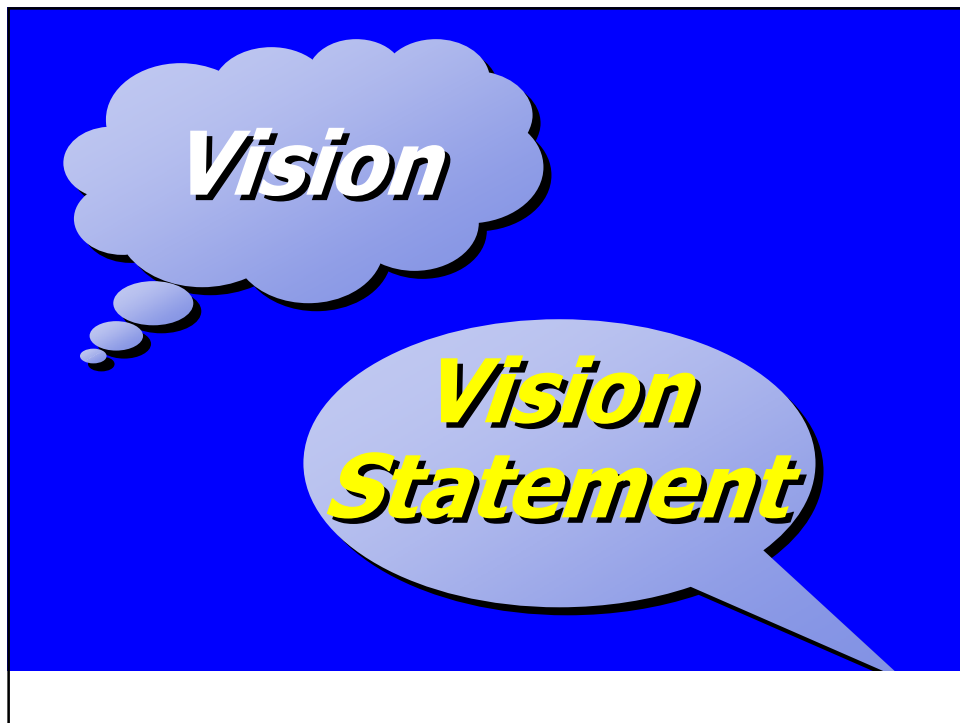
**ORGANIZATION**

CHAPTER FOUR:

**CHANGE**

VALUES

BEHAVIORS



## **Vision**

**A picture of the future that is created in the imagination and motivates action.**

# **Vision Statement**

**A collection of words that summarizes what an organization is intended to look like.**

## **An effectively communicated vision:**

- **Creates a shared and meaningful purpose**
- **Inspires passion and interest**
- **Guides decision making and strategy**
- **Conveys values**



# Involvement

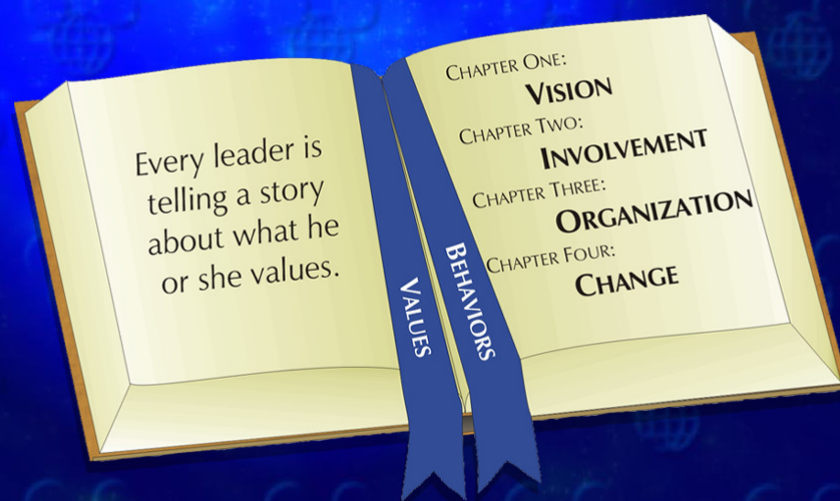


## Barriers to Involvement

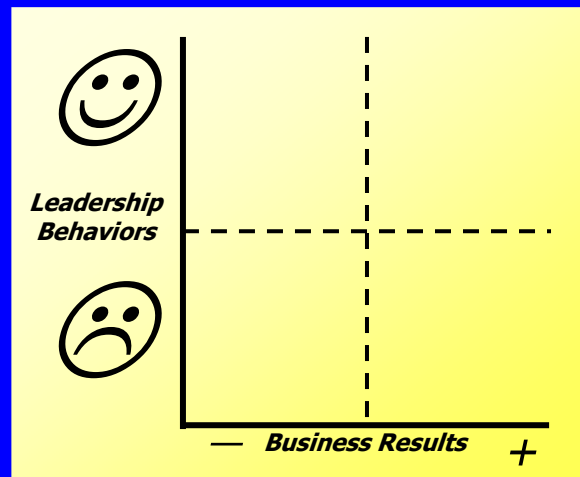
## How to create Involvement?

- *Transfer power and decision-making authority.*
- *Allocate the appropriate resources to allow Cast Members to do their jobs.*
- *Provide Cast Members with opportunities for education.*
- *Create an environment that contributes to the sharing of information.*

## Organization



## The Leadership Accountability Matrix



## Leadership Strategies for Your Organization

**Design a structure that supports the business model and contributes to the delivery of positive results.**

# **Structure**

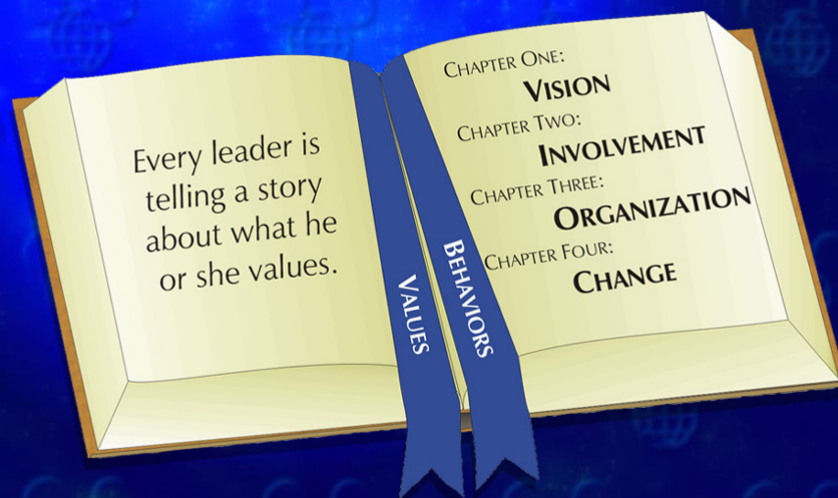
- **Reporting structure**
- **Job descriptions**
- **Processes**
- **Methods of communication**

**Develop a culture  
that requires the  
demonstration of  
appropriate  
behaviors.**

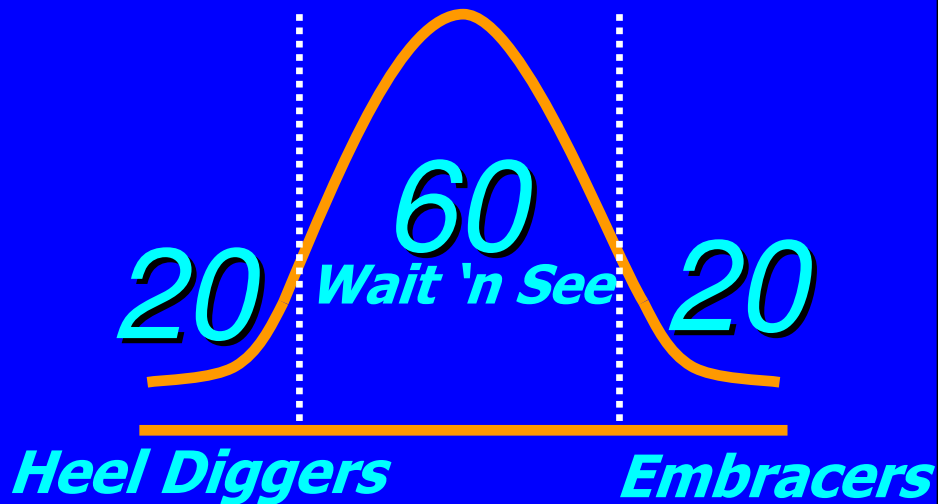
# Culture

- Heritage and traditions
- Traits and behaviors
- Quality standards
- Organizational values

# Change



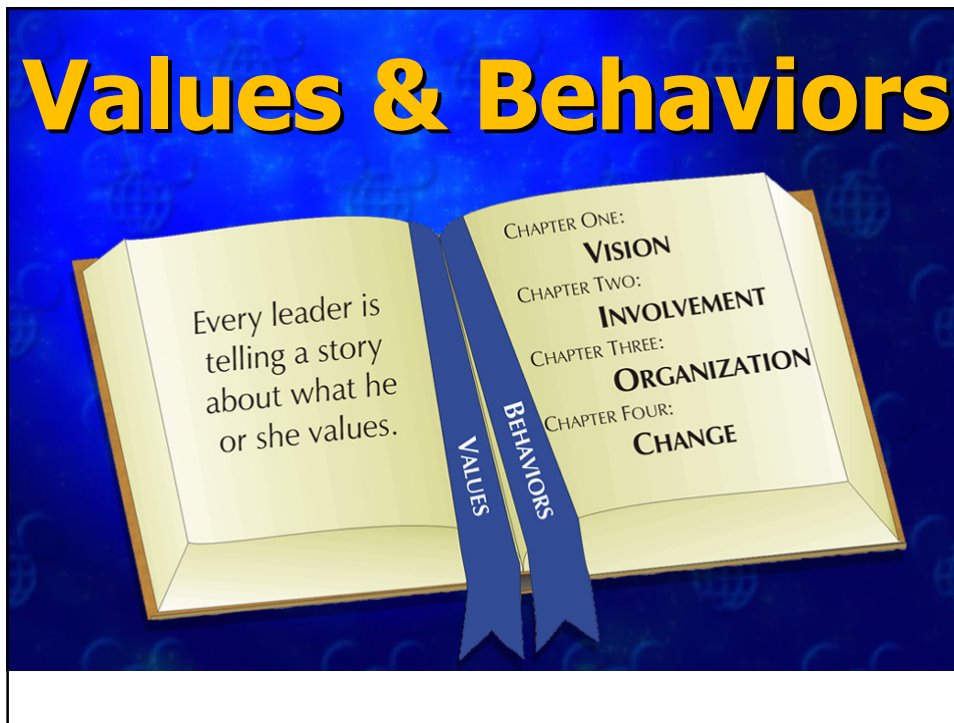
## Reality of Change



## Tactical Steps for Proactive Change

- Seek out new ideas.
- Measure and communicate results.
- Recognize and celebrate.
- Share new knowledge.

# Values & Behaviors



## Strategies for Character

- Set the example for others to follow.
- Create relationships for life.
- Spark excitement and enthusiasm in others.

**Every leader is telling a  
story about what he or  
she values.**

**What is Your  
Story?**



***Vind de juiste toon!***

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