

Fuller Coaching

Leadership Habits

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Agenda

- **Leadership**
- **Covey's 7 Habits +8th Habit +...**
- **Discussion Team Topics**
- **Your Best Next Step**

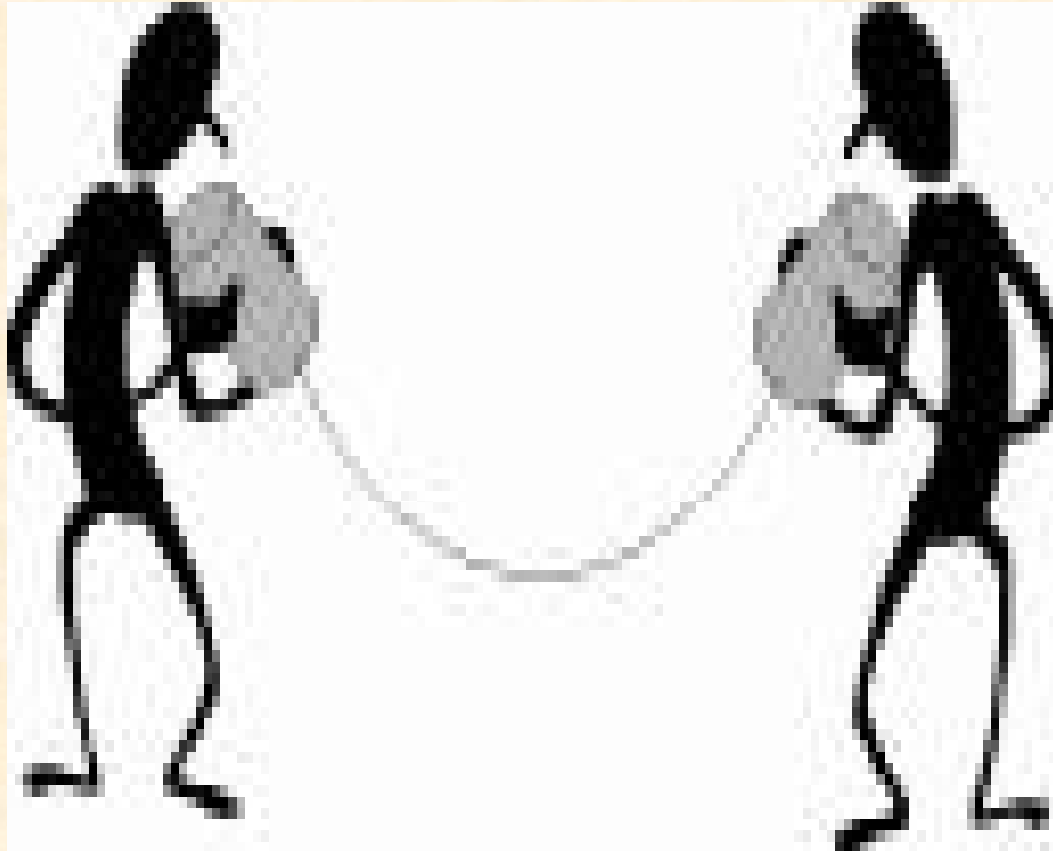
The Pain – xQ Survey*

- **Harris Survey: 23K professionals**
- **20% ‘line of sight’ my goal > HQ goals**
- **20% fully trusted their organization**
- **15% felt enabled**
- **10% strong accountability culture**
- **<http://www.franklincovey.com/tc/resources/view/xq>**

The Pain – xQ Survey*

- **13% high trust, cooperation with other departments**
 - **37% clear understanding of what their organization trying to achieve & why**
 - **If Soccer team, 4 of 11 players would know their team goal**
- **Execution GAP**

Did He/She Hear ME?



Your Experience - Discussion

**If you were to ask team in another dept/co,
guess what % you'd hear:**

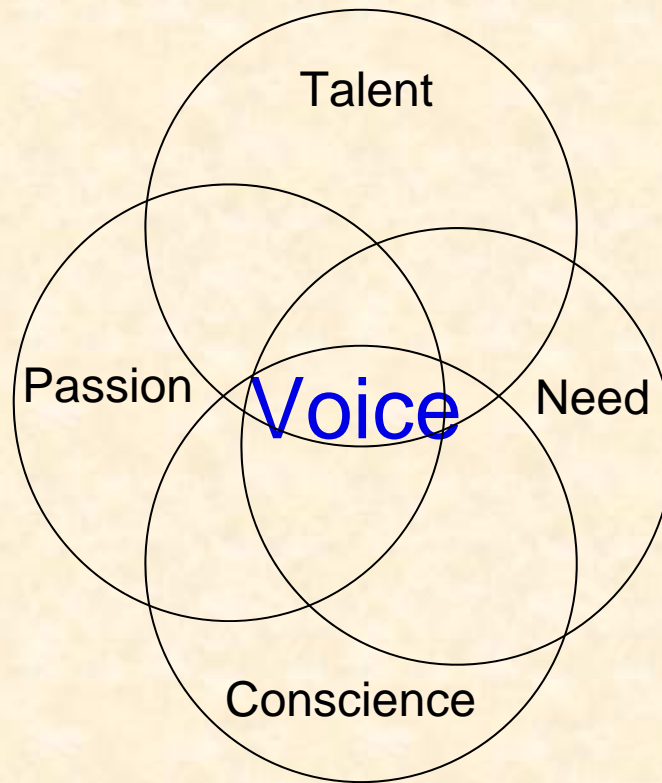
- **'Line of sight' my goal > HQ goals**
- **Trust their unit or other departments**
- **Strong accountability culture**
- **Understand organization goals**

Covey – 7 Habits*

- 1) Be proactive
- 2) Begin with the end in mind
- 3) Put first things first
- 4) Think win-win
- 5) Seek first to understand, then be understood (translate)
- 6) Synergize
- 7) Sharpen the saw

- *The 7 Habits of Highly Effective People by Covey

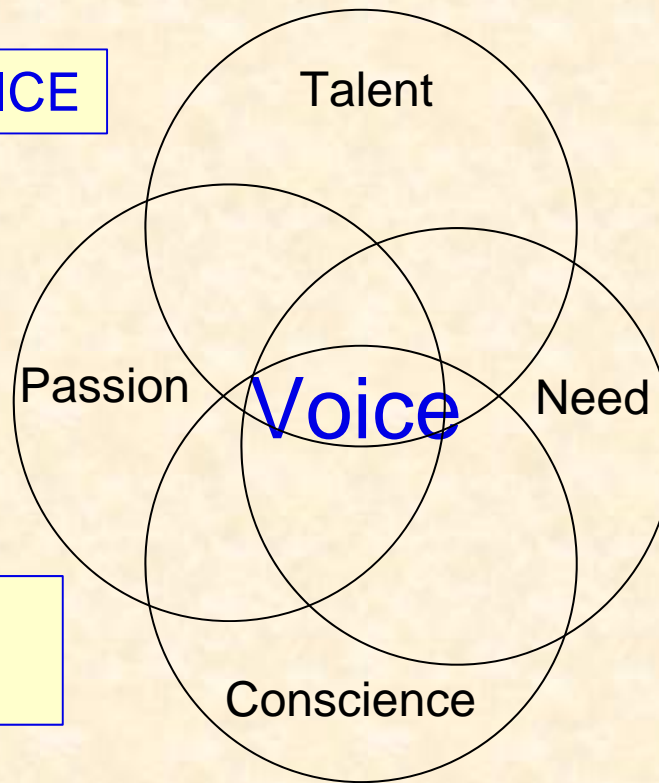
Voice = Unique Personal Significance



***The 8th Habit: From Effectiveness
to Greatness by Stephen Covey**

8TH HABIT VOICE

1) FIND YOUR VOICE



2) HELP OTHERS
FIND THEIR VOICE

8th Habit Step 1

☐ Find YOUR Voice:

- ✓ *reflect/decide your unique personal significance*
- ✓ Integrate YOUR
 - Passion
 - Talent
 - Need
 - Conscience

8th Habit Step 2

☐ **Help Others Find Their Voice:**

- ✓ *Sense their individual innate worth and their potential for greatness*
- ✓ Contribute their talents, passion, and conscience mapped to how they can best accomplish the organization's highest priorities in a principled way.

Who was your Best Manager and Why?



8th Habit Leader Disciplines

- Focus on the Wildly Important Few Goals
- Create a Compelling Scoreboard
- Translate Goals into Specific Actions
- Hold Each Other Accountable.....
All the Time

8th Habit Leader Disciplines

- Model 8th Habit
- Pathfind Shared Vision & Goals
- Pathfind Execution & Scorecards
- 'Do' Empowerment : Seek 3rd Alternative:
translate control to self control

8th Habit Leader Disciplines

- Continuously Align Goals/Results
- Direct your Energy:
 - Mental Energy > Vision
 - Physical Energy > Self-Discipline
 - Emotional Energy > Drive
 - Meaning/Values Energy > Conscience

8th Habit Launch

- Inside Out: Change Self, then Model
- Call yourself Trim-tab
- Pathfind for others
- Choose & Persist

YOUR Edge - Discussions

- 1) What 8th Habit elements are worth adopting/refocus for you?**
- 2) Where can the 8th Habit help your ability to deliver strategic objectives?**
- 3) In your group/company, who could benefit from 8th Habit Leadership approach?**
- 4) Where isn't it a fit for focus now?**

Resources

1) Book: 8th Habit From Effectiveness to Greatness

1) Appendices for Getting Started

2) Workbook: The 8th Habit Personal Workbook

3) Execution Gap Quotient (XQ) SURVEY

❑ <http://www.franklincovey.com/tc/resources/view/xq>

4) 8th Habit Website

1) Theme Video's / Other resources

5) Book: 7 Habits of Highly Effective People

6) Book: Mindset by Dweck

Q&A

Thank you!

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Appendix

Sample Leadership / 360 Models

CCL* Benchmark Sample

*Center for Creative Leadership

Meeting Job Challenges

- Resourcefulness
- Doing What It Takes
- Being A Quick Study
- Decisiveness

Leading People

- Leading Employees
- Confronting Problems
- Participative Managem't
- Change Management

Respecting Self /Others

- Building/Mending Relations
- Compassion
- Sensitivity
- Straightforwardness
- Composure
- Life Balance
- Self Awareness
- Putting People at Ease
- Differences Matter
- Career Management

PDI 360 Profilor Sample

*Personal Decisions International

Thought Leadership

- Make Sound Decisions
- Act Strategically
- Think Creatively
- Use Financial Data

Results Leadership

- Meet Customer Needs
- Build Realist Plans
- Manage Execution
- Show Drive/Initiative

People Leadership

- Build Support
- Motivate Others
- Develop Others
- Promote Teamwork
- Foster Open Communication
- Establish Relationships

Personal Leadership

- Establish Trust
- Show Adaptability

Lominger Leadership Architect Model

Factors

- Strategic Skills
- Operating Skills
- Courage
- Energy & Drive
- Organizational Positioning Skills

Executive Success Profile

- Business Acumen
- Command Skills
- Customer Focus
- Decision Quality
- Intellectual Power
- Learning on the Fly
- Problem Solving
- Drive for Results

Lominger Leadership Model

Career Architect Success Factors

- Vision
- Knowledgeability
- Managing for Results
- Empowerment
- Making People Calls (hiring/feedback)
- Relating

- Drive
- Personal Productivity
- Continuous Improvement
- Trust
- Managing Personal Pressure

Good to Great

*Good to Great, Collins

Level 5 Leader

- Resourcefulness
- Doing What It Takes
- Being A Quick Study
- Decisiveness

Leading People

- Leading Employees
- Confronting Problems
- Participative Management
- Change Management

Respecting Self /Others

- Building/Mending Relations
- Compassion
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Good to Great Leader Disciplines

*Good to Great, Collins

- L5 Executive: humility+ will
- Effective: vision+ performance
- Competent: organizes for goals
- Contributing Team Member:
contributes to goals, works in team
- Individual: contributions and skills