



## Being a Leader Regardless of Your Role

Our Agenda

### *Leadership Distinctions*

Leading vs. Managing

#### ***What Behaviors or Attributes Do The Powerful Leaders You Know Exhibit?***

Our Leadership Attribute List

Integrity

Reasons or Results?

Do As I Say

Integrity in Communication

Self-Interest

Leadership Self-Assessment

#### ***Creating a Culture of Ownership and Accountability***

A Culture of Accountability

Developing Ownership Versus Helping

Ownership Does NOT Mean

Ownership Is...

- Raising your hand and saying “I will!”
- Thinking about the things you own even when you’re not working on them
- Planning for the things you own to improve or succeed
- Taking responsibility for all aspects of those things
- Showing the initiative to learn things to help you tend the things you own and going out and getting information you need (not waiting for it to come to you)
- Delegating elements of the things you own – empowering others to participate but not abdicating!
- Following through to, and beyond, the end of the finish line for the things you own
- Admitting flaws and errors, taking constructive criticism, and making changes in the things you own
- Communicating with others on the things you own

Helping Sometimes Sounds Like...

- It’s not my job
- I don’t have time
- That’s someone else’s department
- Someone else will do it (or catch it, or fix it, or finish it)



- She's someone else's client
- I don't want to get in trouble
- I don't want to make a mistake
- I didn't consider that
- I hadn't thought about that yet
- I don't have a plan for it yet
- I'm waiting for someone else

Our Organizing Principles

Roles Grid Examples

How Are You Doing?

Being Accountable

A Foundation for Accountability

Big Idea: Meeting Recaps!

Return and Report

How Accountable Are You?

Where Do You Start?

Applying These Ideas

Thank You!

### ***Next Steps***

### ***Resources***