



## **Style and Dimension of Leadership**

### **1. Overview**

Leadership is the ability to influence others; getting people to believe in what you do and having people want follow. We will explore the skills and characteristics needed to be an effective firm leader. We will address the question: "What is the difference between leading and managing a firm"?

### **2. Book**

In preparation for the Leadership Webinar it is suggested that you read the following sections of the Smart Manager FAQ book by Rex Gatto:

### **3. Leadership**

- What do famous leaders have in common?
- Behaviors of Successful and unsuccessful leaders in your firm

4. Leadership - process by which leaders guide and develop themselves and others by communication and taking action during change.

### **5. John Kotter**

Define what the future should look like, align people with that vision, and inspire people to make it happen despite the obstacles

### **6. Leadership by adaptation**

- Vision: where are we headed
- Clearly define the job: set stretch goals



7. Open Communication: open communication in all directions – up and down and across your firm

- Accountability for Results: in the end, it's performance that counts. YOU are responsible for results

8. Be Visible:

- Make a point of getting out of your office and talking to the people who work for you; meet people
- Performance: employee performance; give employee credit
- Be a Role Model: employees respond more to your actions than to your rhetoric. Lead by example.
- Change: changing business; needs ask for input
- Work Environment: open trusting, respectful and honest work atmosphere

9. Examples leaders

- Carly Fiorina
- Jack Welch
- Walt Disney
- Angela Merkle

10. What does the book good to Great teach us?

- Make the organization more successful for the next generation
- Know that we created a strong company
- Want my successor to be better and greater
- NO ME it's WE

11. Style of leadership

- Controlling
- Coach
- Participate
- Empower

12. Six dimensions of leadership

13. Summary