



THE 7TH C-SUITE SEMINAR

TOPIC: DEVELOPING THE LEADER WITHIN YOU

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Lake Naivasha Resort

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Leadership Quotes

- ❖ What you do has far greater impact than what you say - **Stephen Covey**.
- ❖ You don't have to hold a position in order to be a leader - **Henry Ford**.
- ❖ A man who wants to lead the orchestra must turn his back on the crowd - **Max Lucado**.
- ❖ To be a leader you have to make people want to follow you and nobody wants to follow someone who doesn't know where he is going - **Joe Namath**.
- ❖ Be faithful in small things because it is there your strength lies - **Mother Teresa**.
- ❖ Nearly all men can stand adversity, but if you want to test a man's character, give him power - **Abraham Lincoln**.
- ❖ A leader is a dealer in hope - **Napoleon Bonaparte**.
- ❖ I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel - **Maya Angelou**.
- ❖ Success isn't about how much money you make; it is about the difference you make in people's lives - **Michelle Obama**.

The Usual Leader

- ☐ Visible and immense power.
- ☐ Material wealth often obtained in unexplainable ways.
- ☐ Conspicuous consumption. Flashy lifestyle.
- ☐ Unreachable, untouchable even by the law.
- ☐ Pride and pageantry (behavior on the road, entry into ceremonies).



The Essence of Leadership

- Leadership is influence/ impact. Influence needs no title.
- “Leadership is one life influencing another.” John c. Maxwell.
- The key to successful leadership is influence not authority.
- Influence is all about who you are. Not what you have. (character).
- Real leadership is about serving others.
- “The greatest among you must be a servant”. Matthew 23:11
- Leadership the most important ingredient in any human endeavor.



Why obsession with Titles

- Titles make us feel important.
- Titles give us a job description.
- Titles show where we rank in the organization.
- Titles symbolize positional authority.
- Titles make you look credible.
- Titles tell who's the boss.
- Titles give us decision-making power.



Have we put too much premium on titles?

- Have you noticed the growth of titles?
- You are a leader with or without a title. Remember leadership is influence.
- It doesn't matter who's in charge. It matters who's taking charge.
- You are a leader because of how you think not by the titles you wear.



How to Lead without a Title.

- ❖ Give a helping hand to any that may be in need.
- ❖ Take initiative without being asked/told to do so.
- ❖ Speak up. Leaders have the courage to speak up which makes others listen to them. (speak respectfully but boldly)
- ❖ Bring ideas to the table. Always be innovative and creative. Do not be afraid to think outside the box.
- ❖ Possess a good attitude. Your attitude determines your altitude. Focus on the task at hand.



How to lead without a title. continued...

- ❖ Just be an example. People do what you do, not what you say (Ojiambo and kid)
- ❖ Be committed, consistent, dependable and responsible. Play your role.. Set an example in your speech, conduct, love, faith and purity. (1 Timothy 4:12)
- ❖ Master your craft. Improve yourself. Operate in a spirit of excellence..
- ❖ Leadership is about your craft. What you bring to the table.



Are you Leading self?

- Mastering self. Mastering others is strength. Mastering yourself is true power (Lao Tzu)
- Stubborn, bad habits, misguided notions, lost.....
- If you can't lead yourself, you can't lead others.
- Face your personal issues – clean up on all fronts. – integrity, laziness, pornography, cheating on your spouse or friend. Lying, not faithful in small things. (conferences and official outings and bad behavior)
- Remain strong so that you can help others. Body, mind and soul. “Secure your oxygen mask first before assisting others.”
- How to lead yourself: Regular exercise, healthy eating habits, sleeping well, good reading, good company, etc.



Two kinds of Authority.

1. Ascribed (title).

Ascribed authority can lead to manipulation and fear.

2. Earned (no title. Based on trust.)

Earned authority is the better option.

Earned authority has lasting impact/influence.



Five ways to develop Trust and Authority

- Listen more than you speak.
- Do what you say you will do – breaking your word destroys trust.
- Focus on helping – even if the work is not assigned to you.
- Be consistent. Authority, influence, trust and impact all take time.
- Care about people. Do not use people as a ladder to the way up.



Establish Credibility

- ✓ The foundational elements that establish credibility.
- ✓ Integrity, intent, capabilities and results.
- ✓ Integrity is being honest – walking the talk.
- ✓ Intent – motives. Ensure your motives are clearly understood.
- ✓ Capabilities. Acquire adequate skills to perform your job well.
- ✓ results,. Accomplish tasks, maintain good track record.



Working with others.

- Leadership not a solo act, but an orchestra. Everyone matters.
- Seek to understand the needs, motivation, values of others – show sincere commitment about what matters to others.
- Clarify expectations. Define the results and clearly communicate them to all.
- Practice accountability. Beginning with self before others.
- Share your passion. Passion produces energy. Don't fake passion. It must be real and authentic.
- Be open to influence. Learn from others. Be open to others' skills and viewpoints.

Effective Leaders

- ✓ Inspire, persuade and encourage.
- ✓ Tap knowledge and skills of the group.
- ✓ Points individuals to a common goal.
- ✓ Draw out commitment to achieve results.



Four key Skills to Influence

- ☐ Organizational intelligence. Understand the organization well – including politics.
- ☐ Promote team effort: Working well with others for greater gain.
- ☐ Build Trust in the team: essential for real success.
- ☐ Leveraging networks. Empowerment through connection with others.
- ☐ Emotional intelligence: Build strong relationships.



Are you a Bad Leader?

- Research shows that the state of leadership is poor.
- Work is generally more for reward monetary and otherwise.
- Few motivate employees .
- Very few delegate effectively.
- Very few employees trust direct managers.
- Far too many managers take credit for the work done.

Mentorship and Coaching skills

- The terms are related but different
- Both are about transmission of skills and experience to others
- Mentoring generally informal. Coaching much more formal and structured.
- The methods are strong tools in creating influence and impact.
- How are you in helping less experienced or knowledgeable person?



Levels of Leadership

➤ Level 1.

Position: The lowest level of leadership. The entry level. It requires no ability or effort to achieve. At this level people only follow if they believe that they have to

➤ Level 2:

Permission. Based in relationship. People choose to follow because they want to. They give you permission to lead them. Need to work on relationships. Trust is the big thing here.

➤ Level 3.

Production: Stage of high production. The best leaders know how to motivate their people to get things done. The leader builds influence and credibility to produce results. The leader can become change agent.

➤ Level 4:

People development. This level can be summed up in one word. Reproduction. You reproduce yourself.

The goal is to identify and develop as many leaders as possible by investing in them and helping them grow.

This step ought to be very intentional .



Levels of Leadership continued....

➤ Level 5.

Pinnacle: The highest level of leadership – the most challenging to attain. It requires longevity and intentionality.

You invest in the lives of others for the long haul and you stick to the plan. Creating opportunities for others; legacy, positive reputation.

The leader transcends position, organization and even industry.

All the levels build on each other.

Above all else you must know where you are going.

1. Position.
2. Relationships.
3. Results.
4. Reproduction.
5. Respect.

Characteristics/Qualities of a Good Leader

- ✓ Integrity.
- ✓ Ability to delegate.
- ✓ Communication.
- ✓ Self-awareness.
- ✓ Gratitude.
- ✓ Learning agility.
- ✓ Empathy.
- ✓ Courage.
- ✓ Respect.

Ability to make Peace.

- Commit to peace – without which little will be achieved.
- Peace the most sought after but the most elusive commodity.
- Wherever two may be it is not “if” but “when” disagreements will occur.
- The workplace is highly conflicted. **(Monday blues)**
- Conflicts can be very destructive with resultant loss to the company and the individual.
- Some companies and careers have been ruined by conflicts and disputes.
- Learn mediation skills for sustainable peace.
- Teach the organization the value of peace and impart mediation skills.
- Create an organization skilled and practicing mediation skills.

Advantages of Mediation

- Restored dignity.
- Maintain confidentiality.
- Win/win protects personal pride.
- Efficient – quick dispute resolution.
- Enhanced teamwork.
- Relatively less expensive – saves time and money
- Repairs relationships.
- Sustainable peace.



What Can You do to Promote Mediation in your workplace?

- Actively recommend/promote mediation for dispute resolution in your workplace. The alternative is destructive.
- Take personal responsibility to understand how mediation works. Training.
- HR practitioners to adopt mediation as the default method in dispute resolution.
- Establish mediation rooms at the workplace.



*Thank
you*



QUESTION AND ANSWER SESSION