

DEVELOPING YOUR NEXT LEADERS

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OLD SCHOOL THOUGHT

RETHINK PROMOTIONS BASED ON:

- **LONGEVITY**
- **TECHNICAL SKILLS**
- **CARBON COPY OF OTHER LEADERS**
- **DON'T KNOW WHAT ELSE TO DO WITH THIS PERSON**



NEW SCHOOL THOUGHT

PROMOTIONS BASED ON:

- **PEOPLE SKILLS**
- **EMOTIONAL INTELLIGENCE**
- **DIVERSIFICATION OF SKILLS**
- **EMPATHY & CONFLICT MANAGEMENT SKILLS**
- **PERFORMANCE DURING CHALLENGING TIMES OR PROJECTS**



LEADERSHIP MYTHS IN THE WORKPLACE

- **THE POSITION:** *I CAN'T LEAD IF I AM NOT AT THE TOP*
- **THE DESTINATION:** *WHEN I GET TO THE TOP, THEN I'LL LEARN TO LEAD*
- **THE INFLUENCE:** *IF I WERE ON TOP, THEN PEOPLE WOULD FOLLOW ME*
- **THE INEXPERIENCE:** *WHEN I GET TO THE TOP, I'LL BE IN CONTROL. THINGS WILL BE BETTER*
- **THE ALL OR NOTHING:** *IF I CAN'T GET TO THE TOP, THEN I WON'T TRY TO LEAD*



5 LEVELS OF LEADERSHIP INTELLIGENCE

- **PINNACLE: I RESPECT YOU AND WHAT YOU REPRESENT**
- **PEOPLE DEVELOPMENT: I SEE WHAT YOU DO FOR PEOPLE**
- **PRODUCTION: I SEE WHAT YOU DO FOR THE ORGANIZATION**
- **PERMISSION: I GRANT YOU PERMISSION TO LEAD**
- **POSITION : I HAVE TO FOLLOW**

EMOTIONAL FRUSTRATIONS IN WORKPLACE

- **TENSION**
- **INEFFECTIVE LEADERSHIP**
- **MULTI-HATS**
- **EGO**
- **VISION**
- **INFLUENCE**

WHAT IS THE EMOTIONAL CULTURE OF YOUR ORGANIZATION? DO ACTIONS ALIGN WITH WORDS?

WHY GOOD LEADERS SINK

- **REALISTIC AND HONEST CONVERSATIONS REGARDING TIME AND EXPECTATIONS DOES NOT HAPPEN PRIOR TO LEADERSHIP ROLE.**
- **INHERIT ISSUES OR PROBLEM EMPLOYEES THAT SHOULD HAVE BEEN ADDRESSED YEARS PRIOR.**
- **TIME OFF IS NEVER TIME OFF**



MENTORSHIP

- **TAP PEOPLE ON THE SHOULDER**
- **HONEST CONVERSATIONS**
- **BOOKS & WORKSHOPS WITH FOLLOW-UP**
- **JOB SHADOWS**
- **LEADERSHIP PROJECTS**



WHAT IS AN EMPLOYEES “SWEET SPOT”



- **80% OF TIME FOCUSED ON STRENGTHS**
- **15% OF TIME LEARNING**
- **5% OF TIME IN AREAS NECESSARY**

OBSERVE HOW EMPLOYEES MANAGE EMOTIONS



MANAGE STORIES, THINKING & WORDS



**How do employees
handle conflict
and crucial
conversations?**

HOW THE STORY BECOMES REAL

PERCEPTION

EMOTION

REACTION

HOW DOES A HIGH POTENTIAL USE THE FINGER:

HELP ME UNDERSTAND...

IN ORDER FOR US TO BE SUCCESSFUL AS A TEAM...

ASKS CLARIFYING QUESTIONS

BLAME “THOSE PEOPLE IN MANAGEMENT”



LEAD UP

LEAD ACROSS

LEAD BELOW

HOW DOES A HIGH POTENTIAL COMPLETE THE LOOP?

