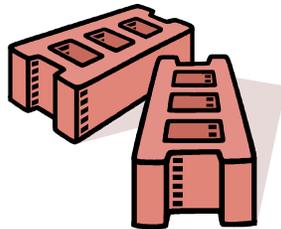


JYS Consultants- PosiPower Concepts, Inc.

www.posipowerconcepts.com



PosiPower Brick-By-Brick Leadership Training

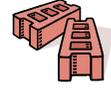


Presented By:

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PosiPower Brick-By-Brick Leadership Training



What makes a leader? How is a leader formed? Are leaders born or are they developed? We at *JYS Consultants, PosiPower Concepts, Inc.* believe it is a combination of eight components that we call bricks. Just like in the nursery rhyme, *The Three Little Pigs*, the pig that built his house out of bricks was able to weather the huffs and puffs of the big bad wolf. In this workshop, organizational managers will learn how to tap into their innate leadership qualities as well as develop ones that are vital to leading others. In this course, they will learn the following Eight PosiPower Bricks of leadership skills.

- A leader must possess a positive attitude
- A leader must have a vision for the future
- A leader must have personal values and morals
- A leader must have knowledge and expertise
- A leader must have the courage to lead
- A leader must be able to communicate effectively to a diverse staff
- A leader must have the ability to adapt and change
- A leader is committed to “the process”

AGENDA

Introductions: PosiPower introductions designed to create positive energy.

Open Discussion: **Critical Questions About Leadership**

Why is a positive attitude critical for good leadership?

What type of person makes a good leader?

What does a good leader do?

How does the situation contribute to the leader’s ability to “show their stuff”?

In what ways can a good leader use their power to effect change?

**Instructional: 1) The differences between leaders and managers
2) Building leadership brick-by-brick**

Group exercise & discussion

LUNCH

Instructional: Building leadership brick-by-brick-ctd.

Instructional: What does success mean?

Five (5) Leadership Styles

Group Activity:

10 tips to becoming an effective leader

Question/ Answer

Closing

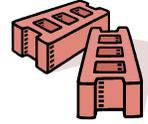
Self-Assessment

The following assessment is to help you evaluate where your strengths are as well as where you need improvement. In other words, where you will need to change in order to improve your life.

Respond with the first thought that comes to mind: Yes Sometimes or No

1. I have a positive self-image.
2. When I think of my future, I feel optimistic.
3. I don't like being told what to do.
4. I prefer to work alone on projects.
5. My staff would say I'm a good boss.
6. Most of the time I can handle everyday stress.
7. Delegating even small tasks cause me concern.
8. I am generally healthy.
9. There are not enough hours in the day.
10. I find that I sometimes have trouble controlling anger and anxiety.
11. I avoid stereotyping others.
12. My interpersonal communication is always positive and affirming.
13. I can easily ignore negative people and situations.
14. I talk positively about work.
15. I always respect ethnic and cultural differences.
16. I wish I'd never taken this job.
17. I like being in charge.
18. I often worry about losing my job.
19. My workers and I mutually respect one another.
20. I have trouble watching my weight, smoking, or drinking.
21. My superiors are incompetent jerks.
22. Often I find a drink or a cigarette can calm my nerves.
23. I am a workaholic.
24. My family is driving me nuts.
25. There are very few people that I like in my department.
26. Procrastination is a problem for me.
27. I feel great about my accomplishments.
28. Others will say I am a positive person.
29. I am a positive person.
30. When I wake up in the morning, I'm excited about beginning my day.

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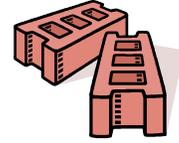
Group Exercise & Discussion

- 1. List five (5) negatives about being “the leader”.**

- 2. List ten (10) positives about being in a leadership position.**

- 3. What are three (3) leadership challenges you have on a day-to-day basis.**

- 4. Decide on six (6) POSITIVE ways to resolve the issues you identified above. (two solutions for each problem)**



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Group Exercise and Discussion

1. List five (5) expectations your staff has of you as their leader.

2. In what areas can you improve?

3. In what areas are you strongest?

Discuss the importance of a positive attitude in all leadership initiatives

Explore why

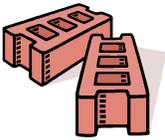
Discuss “the bricks” that make up leadership success

Explore the differences between a leader and a manager

Are you a Manager or a LEADER?

- 1. Managers monitor people; leaders inspire them**
- 2. Managers suffer over failure; leaders learn from them**
- 3. Managers manage the present; leader focus on the future**
- 4. Managers enforce the rules; leaders promote values**

--Mark Sanborn

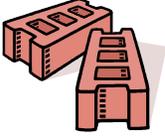


Brick # 1—A Positive Attitude

Positive attitude is the cornerstone of all leadership success.

Without a positive attitude, leadership and change are stressful

Leaders possessing PosiPower offer something special to their organizations

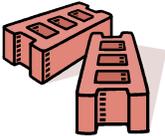


Brick #2—A Vision For the Future

Seeing the direction in which an organization needs to go is just as important as appreciating organizational success

The good leader presses for “buy-in” into the vision from key players on the team, making the team the focus of every effort

A well-articulated vision provides the stability and soundness for decision-making



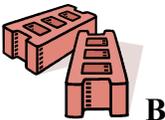
Brick #3—Personal Values and Morals

Personal integrity develops trust from the top to the bottom of the organization

The greater the trust, the stronger the emotional foundation on which the organization is built

The more balanced the emotional foundation, the easier it is to manage the direction of the organization

“Walking the talk” means setting the example, modeling appropriate behavior.



Brick #4—Knowledge and Expertise

The leader has the greatest knowledge about how to motivate and inspire people and create followers

All other knowledge, people can find for themselves

The leader knows what’s important to keep the team moving in the direction it must go

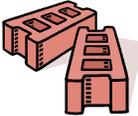


Brick #5—The Courage to Lead

The good leader lacks fear in the face of crucial challenges and confronts those challenges with a firm, unwavering hand

Courage at the top inspires risk-taking and innovation inside the organization

Vision without the courage to see it through makes the vision untenable

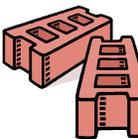


Brick #6—Effective communication

Effective leaders know the importance of and have the ability to communicate on many levels

They unconsciously use verbal, non-verbal communication as well as communication styles to great organizational advantage

They understand the language of appreciation and expect the best from their employees

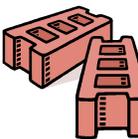


Brick #7—Adapting To Change

Leaders know how to manage change in stressful situations

Leaders have the ability to change direction quickly and effectively—at the right time

Flexibility, patience, insight and exceptional listening skills are all important when change is the issue



Brick #8—Commitment to the Process

Having a strong sense of why the goals of the organization must be achieved

Has unwavering belief in the necessity of the organization's role in its community

The leader has no other goal than the success of the organization for which the whole team is formed

Today and everyday, deliver more than you are getting paid to do. The victory of success will be half won when you learn the secret of putting out more than is expected in all that you do. Make yourself so valuable in your work that eventually you will become indispensable. Exercise your privilege to go the extra mile, and enjoy all the rewards you receive. You deserve them!

Og Mandino