



Building A Leadership Team

CSUSA Conference



With Purpose
Business & Leadership
Consultants

Chris Aird


Passionate about leadership and growth in family and community.

- 100+ years of combined experience developing organizations and people.
- Successfully implementing people into teams and growing leaders.



About Us

Made up of passionate individuals that have a heart for people and a mind for business.



Who is your leadership team?

Let's think about it

Take 2-3 minutes to write down your leadership team.

- Names.
- Title/Responsibility.
- What are their strengths?
- How do they help your chapter?



What Is Leadership?

And the varying styles



Leadership is...

- The art of motivating an individual or team to pursue objectives held or shared by the leaders and his or her followers.



Common Styles:

- Autocratic - leader makes all decisions without consultation.
- Democratic – leader involves team members but makes the ultimate decision.
- Charismatic – attraction based on charisma, passion
- Transformational – implementing effective communication and strive for a great culture.
- Servant – leads by meeting the needs of others first.
- Laissez-faire – Teams that are competent and at their best when working on their own.



Building The Team

What and who to look for



Considering the Team

Is about getting “the right people, on the right bus, sitting in the right seat” (Jim Collins – author of *Good to Great*). This is important for employees and volunteers.

- Cultural Fit
- Chemistry
- Work style and track record
- Vision, values and beliefs



Considering the team...

- An effective team needs to allow each person to challenge in a healthy and positive manner as well making sure that their voice is heard and validated.
- Find individuals that are not “yes” people.
- Surrounding yourself with people who are willing to offer new ideas and examine things from a unique perspective will help you achieve real change.

Possible Questions to ask:

1. Do you have a desire to grow?
2. Are you willing to grow?
3. Are you aware of your need to change?
4. Do you realize or is there a need for change within the organization?



Empower the team...

Empowering the individual and/or team is vital for an effective team.

- Goals & Objectives – Vision for team members so they can recognize the purpose.
- Change – Make sure that when decisions are made, they align with the vision, goals, and objectives.
- Communication – is to be transparent.
- Delegate – Assign responsibilities.
- Team work – Including decision making
- Behaviors – Should be aligned direction of the organization and proven in words and actions.






TRANSFORMATIONAL LEADERSHIP

How to Maximize Your Influence
You Have with Those You Lead





YOU'RE ABOUT TO
DISCOVER THE
MOST POWERFUL
WAY TO INFLUENCE PEOPLE
TO **EXCEPTIONAL**
PERFORMANCE



TRANSFORMATIONAL LEADERSHIP

- ✓ The quality of your leadership is determined by the quality of **relationship** you have with those you lead
- ✓ Never more than today has your success depended so much on the **willing collaboration** of others
- ✓ The **most important** skill to master in business today is the art and skill of influence



TRANSFORMATIONAL LEADERSHIP

- ✓ Management is the **measurement** of people, process and performance, leadership is the **development** of people, process and performance
- ✓ Influence is **not** bringing someone around to your truth, it's to bring them around to **their own**



TRANSFORMATIONAL LEADERSHIP

- ✓ When we give someone advice, tell them what to do, and provide them with the answers, we **deny** the person the opportunity to **think**
- ✓ We are ALL products of our environment. We have all been taught **WHAT** to think not **HOW** to think.
- ✓ This is not the industrial age anymore. Ideas are the new currency. Creativity is the new wealth. If you're **not** unlocking the creative abilities of those you lead, and you're **not** equipped to improve their quality of thinking, you're **limiting the potential** of your people



TRANSFORMATIONAL LEADERSHIP

- ✓ **Thinking** is the highest function of which we're capable
- ✓ The quality of a person's life will **always** be in direct proportion to the quality of thinking he or she is applying to their life



TRANSFORMATIONAL LEADERSHIP

- ✓ Mental activity does **NOT** constitute thought
- ✓ “Thinking is the **hardest** work there is, which is probably why so **few** partake in it” – Henry Ford
- ✓ If you’re to be a person of influence, equipped to take people beyond existing results, you **HAVE** to be a person **equipped** to help people **think**
- ✓ An **entirely** different skill set is required than the traditional, directive style of leadership

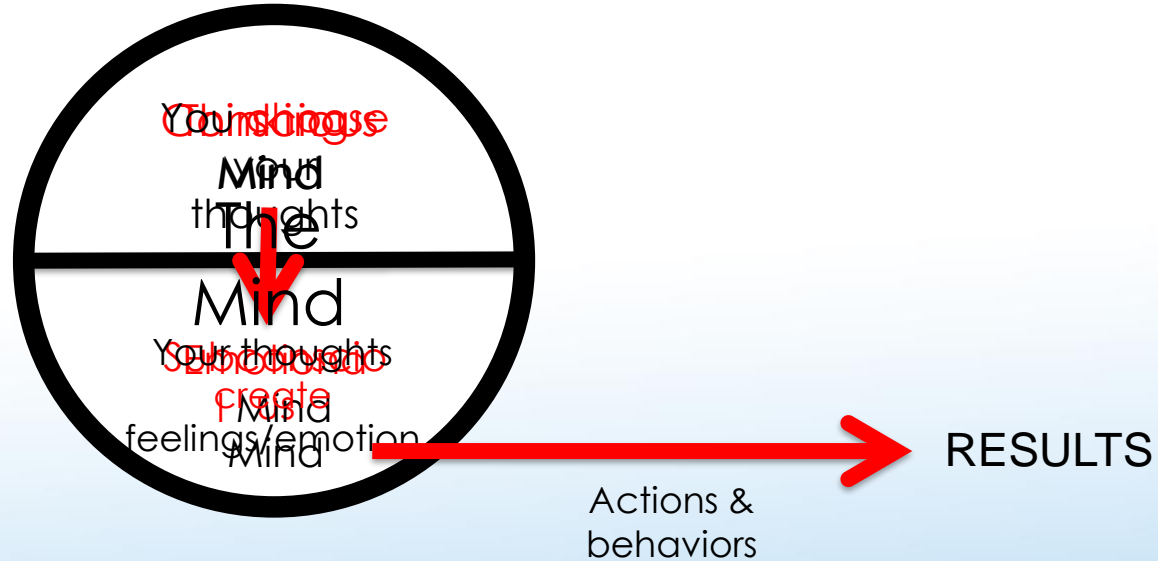


TRANSFORMATIONAL LEADERSHIP

- ✓ **Coaching** is the **most powerful** means of **influencing** another person to greater success. It differentiates a manager from a leader
- ✓ Most people completely **misunderstand** what coaching is
- ✓ Coaching is the **most important** skillset of a leader
- ✓ The mind to a leader is like the engine of a car to a mechanic. If a leader is to influence others to **greater** results, he or she has to get “under the hood” and influence at the **cause** of the **effects**

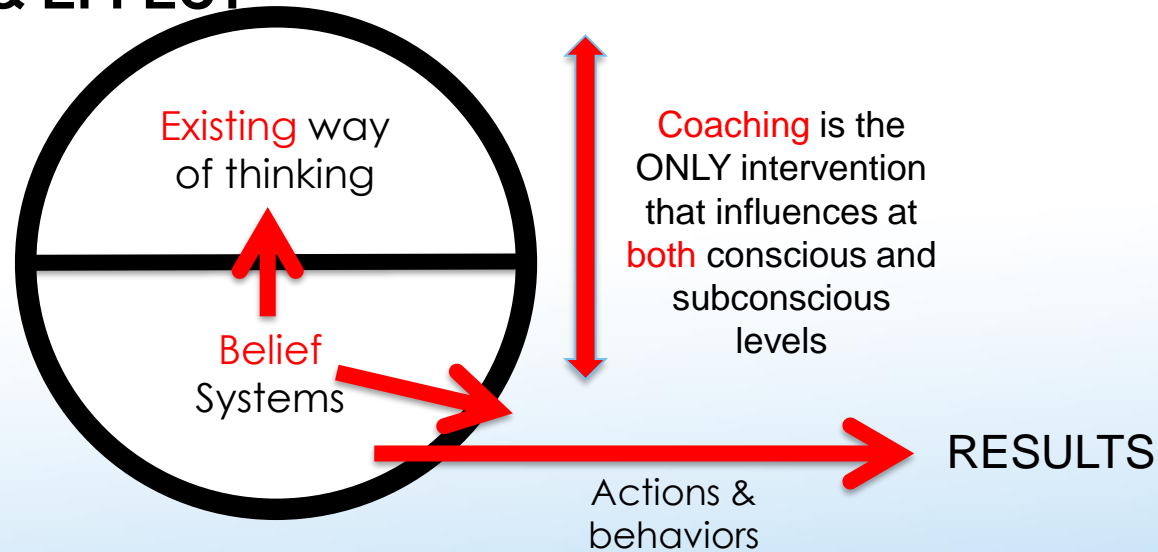


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CAUSE & EFFECT



WHAT IS YOUR NEXT STEP?

QUESTIONS?



THANK YOU!

CONTACT INFORMATION:

Chris Aird

(480) 280.6505 office

(623) 523-1150 cell

chrisaird@withpurposellc.com

www.withpurposellc.com

