

Leadership that Transforms & Delivers™

Transformation is an inside job

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Leadership that Transforms & Delivers™

- Characteristics of great leaders?
- How great am I?
- What challenges am I facing?

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Leadership that Transforms & Delivers™ Management vs. Leadership

- Managers
 - Improve organizational efficiencies
 - Exchange rewards and promises for our efforts
 - Recognize what we want from work and give it if our performance merits it
 - Responsive to self-interests if met by getting work done

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Leadership that Transforms & Delivers™ Management vs. Leadership

- Leaders
 - Steer organizations to a better course of action
 - Concentrate on terminal values of integrity & fairness.
 - See responsibility for organization's development and impact on society
 - Increase awareness:
 - What is right
 - What is good
 - What is important

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Leadership that Transforms & Delivers™ Values & Vision

- Values
 - Knowing & sharing yours
 - Discovering others'
- Vision
 - What's the legacy you want to leave?

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Leadership that Transforms & Delivers™ Trust & Integrity

Trust and integrity are the foundation of credibility

- Communication
- Support
- Respect
- Fairness
- Predictability/Reliability
- Competence

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Leadership that Transforms & Delivers™ Motivating Style

People don't want to work for a company. They want to work for a cause that transcends the dullness of their everyday duties.

Studs Terkel
Working

- Meaning & value determined by individual
- Connect individual values with organizational goals

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Leadership that Transforms & Delivers™ Planning

A vision without a task is but a dream. A task without vision is drudgery. A vision with a task is the hope of the world.

Dinah Craik

- Planning – why bother?
Only YOU can prevent corporate fire-fighting

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Leadership that Transforms & Delivers™ Execution

Execution is THE great, unaddressed issue in the business world today.

Larry Bossidy, Ram Charan, Charles Burck
Execution: The Discipline of Getting Things Done

1. Assess conditions
2. Act
3. Detect effects of action
4. Monitor results and improve processes

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Leadership that Transforms & Delivers™ Learning

Leaders are responsible for building organizations where people continually expand their capabilities...

Peter Senge
The Art and Practice of the Learning Organization

- Leaders design:
 - Purpose – vision, core values
 - Structure – organization & policies
 - Learning processes – enabling people to deal with critical issues

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Leadership that Transforms & Delivers™

- Self-rating: 7 components
 - Values, vision, trust/integrity, motivating, planning, execution, learning
- Where do I need to improve?
- How would those improvements impact my career?
- What actions will I now take?
- What might derail me?
- How can I avoid those potential derailments?

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About the presenter

As an **executive/business coach** and **performance improvement consultant**, **Loretta Love Huff** helps leaders optimize performance and accomplish goals. She teaches for the graduate divisions of the University of Phoenix and Ottawa University and conducts workshops on leadership, performance management, career development and conflict resolution.

Loretta is the author of *6 Keys for Dissolving Disputes: When 'Off with their Heads!' Won't Work* (www.DissolvingDisputes.com), certified by the International Coach Federation, and a regular guest on *Fox10 Morning News-Phoenix*. Loretta holds a B.S. in Psychology from Howard and an M.B.A in Finance from the University of Chicago.

Sign up for the **6-part Leadership teleclinic** beginning May 15 at www.TransformAndDeliverLeadership.com/

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