

Welcome to the Energy Exemplar Xcellence Program

Structured Program- Official Start
Session 1 –Exemplary Leaders Pt1



Today's Agenda



Assessments

CAL / Pre-program / Psych

- Welcome to Xcellence
- Introductions
- Ground Rules?
- Program Buddies
- Credible Leadership
- Fundamentals of Exemplary Leadership
- What the Research Says / EE Data
- Walk through 5 Practices & 10 Commitments
- Personal Bests / Current Challenge (time permitting)
- Core values (private reflection)
- Wrap Session 1



Introductions

- Name or Preferred name
- Location & Role
- Length of time with EE

Program Buddies

Your Buddy

1. Tiana & Rebekah
2. Allyson & Stan
3. Jonathon & Layla
4. Clint & Victor
5. Ryan & Sean & Sarah

Buddies can be useful to discuss

- Key learnings
- Sharing ideas and opinions
- General discussion partner
- Expanding your internal EE network
- Discussing EQ Objectives and Personality Strengths & Challenges

It's up to you – suggest 1 per month

If you miss any sessions, please connect with your buddy and review the session materials together.

This will help both of you!

Ground Rules

How would you like the group to work together?





Credible Leaders Discussion

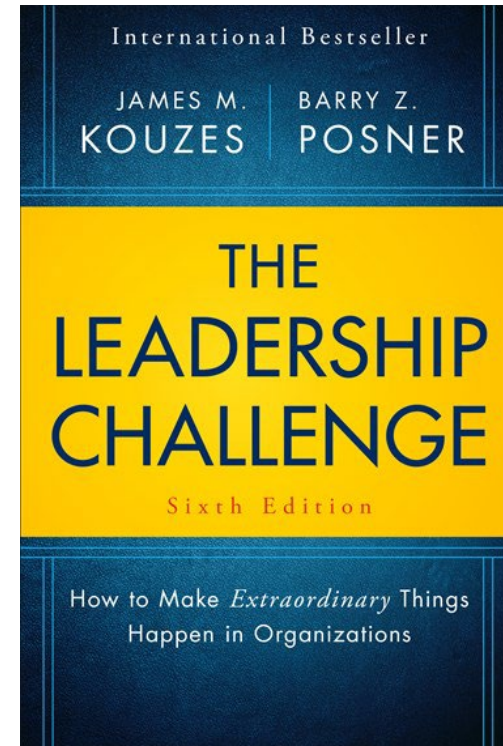
Can your group identify 3 Credible Leaders?

What makes them credible?

Why would you be prepared to follow them?

Leadership Experience Fundamentals

- Leadership is everyone's business.
- Leadership is a relationship.
- Leadership development is self-development.
- The best leaders are the best learners.
- Leadership development is an ongoing process.
- Leadership development takes deliberate practice.
- Leadership is an aspiration and a choice.
- Leaders make a difference.



What the Research Says

NORMS	CHARACTERISTIC	NORMS	CHARACTERISTIC
16	Ambitious	89	Honest
35	Broad-Minded	17	Imaginative
22	Caring	4	Independent
68	Competent	69	Inspiring
25	Cooperative	48	Intelligent
25	Courageous	18	Loyal
34	Dependable	15	Mature
25	Determined	10	Self-Controlled
39	Fair-Minded	36	Straightforward
71	Forward-Looking	35	Supportive

Americas Gr2 Data

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	Courageous		Loyal
	Dependable		Mature
	Determined		Self-Controlled
	Fair-Minded		Straightforward
	Forward-Looking		Supportive

‘Leadership is not about personality it’s about behaviour’



Video by Barry Posner on Credibility

The recording of the session will be on the web page

<https://www.youtube.com/watch?v=QmMcSBQvQLQ>



5 Practice of Exemplary leadership

10 Commitments



- Model the Way
 - Clarify values by finding your voice and affirming shared ideals
 - Set the example by aligning actions with shared values



- Inspire a Shared Vision
 - Envision the future by imagining exciting and enabling possibilities
 - Enlist others in a common vision by appealing to shared aspirations



5 Practice of Exemplary Leadership

10 Commitments



- Challenge the Process

- Search for opportunities by seizing the initiative and looking outward for innovative ways to improve
- Experiment and take risks by constantly generating small wins and learning from experience



- Enable others to Act

- Foster collaboration by building trust and facilitating relationships
- strengthen others by increasing self-determination and developing competence



- Encourage the Heart

- Recognise contributions by showing appreciation for individual excellence
- celebrate the values and victories by creating a spirit of community

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Model the Way



I'm not going to believe the MESSAGE
If I don't believe the MESSENGER

DWYSYWD

VALUES

CLARIFY • UNIFY • INTENSIFY

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Inspire a Shared Vision

1. Envision the future by imagining exciting and enabling possibilities
2. Enlist others in a common vision by appealing to shared aspirations





Personal Bests Discussion

Share your experience with your colleagues in an informal discussion

- Tell the story of a time when you did your very best as a leader!
(Personal and or Professional)



What are your Current Leadership Challenges?

Your Core Values



Our world has changed, and we are told that many people are re-thinking who they are and what is important to them. Clarifying or revisiting your core values is a useful activity and will quite possibly impact how you develop as a Leader. Some considerations might be, are your personal and professional values the same or different? There are no rules or boundaries. Select up to 10 that truly reflect who you are. You can select as many as you like however up to 10 is good place to start. Think about what each word means to you and how what it to manifest in your life. Circle them to start with then distill them down to the 10 most important.

- | | | |
|--------------------|-------------------|---------------------|
| 1. Accomplishment | 34. Focus | 67. Presence |
| 2. Accuracy | 35. Forgiveness | 68. Productivity |
| 3. Acknowledgment | 36. Freedom | 69. Recognition |
| 4. Adventure | 37. Friendship | 70. Respect |
| 5. Authenticity | 38. Fun | 71. Resourcefulness |
| 6. Balance | 39. Generosity | 72. Romance |
| 7. Beauty | 40. Gentleness | 73. Safety |
| 8. Boldness | 41. Growth | 74. Self-Esteem |
| 9. Calm | 42. Happiness | 75. Service |
| 10. Challenge | 43. Harmony | 76. Simplicity |
| 11. Collaboration | 44. Health | 77. Spaciousness |
| 12. Community | 45. Helpfulness | 78. Spirituality |
| 13. Compassion | 46. Honesty | 79. Spontaneity |
| 14. Comradeship | 47. Honour | 80. Strength |
| 15. Confidence | 48. Humour | 81. Tact |
| 16. Connectedness | 49. Idealism | 82. Thankfulness |
| 17. Contentment | 50. Independence | 83. Tolerance |
| 18. Contribution | 51. Innovation | 84. Tradition |
| 19. Cooperation | 52. Integrity | 85. Trust |
| 20. Courage | 53. Intuition | 86. Understanding |
| 21. Creativity | 54. Joy | 87. Unity |
| 22. Curiosity | 55. Kindness | 88. Vitality |
| 23. Determination | 56. Learning | 89. Wisdom |
| 24. Directness | 57. Listening | 90. _____ |
| 25. Discovery | 58. Love | 91. _____ |
| 26. Ease | 59. Loyalty | 92. _____ |
| 27. Effortlessness | 60. Optimism | 93. _____ |
| 28. Empowerment | 61. Orderliness | 94. _____ |
| 29. Enthusiasm | 62. Participation | 95. _____ |
| 30. Environment | 63. Partnership | 96. _____ |
| 31. Excellence | 64. Passion | 97. _____ |
| 32. Fairness | 65. Patience | 98. _____ |
| 33. Flexibility | 66. Peace | 99. _____ |

My List

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

Core Values Check-In

What are your personal values?

Do they align with what you do?



“

Well
done
today!

”

Wrap for Session 1

