

“Breakthrough Leadership: Managing Yourself and Leading Others”

Presented by Doug Lennick
For 2007 Quality Fair - University of Minnesota
Thursday, January 25, 2007

Lennick Aberman
group

Agenda

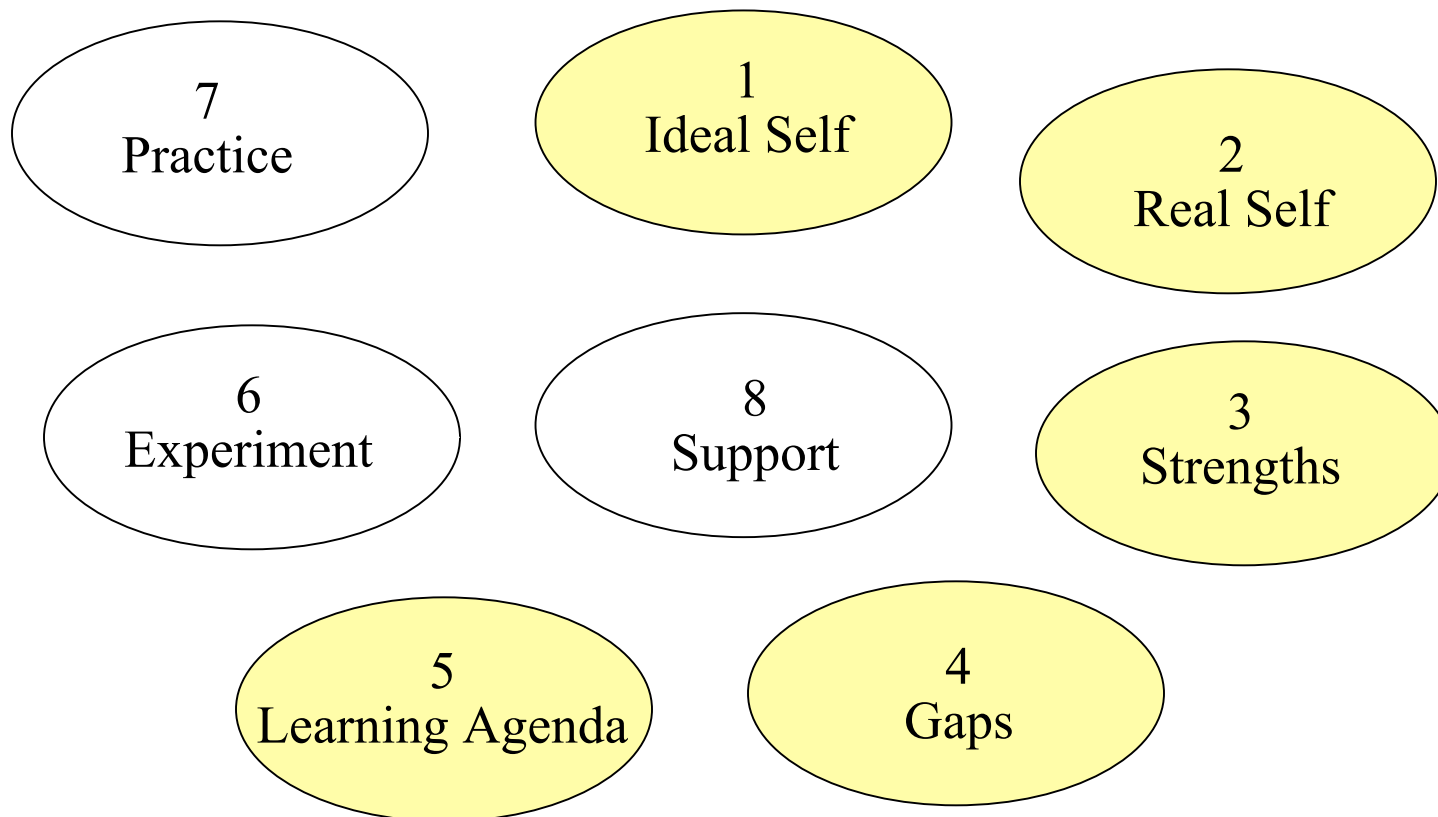
- A Short Group Quiz
- Deciding What to Learn and Learning How To Learn It
- The Alignment Model . . . a High Performance Roadmap for Individuals and Organizations
- Understanding and Developing Differentiating Competencies
- Five Profoundly Simple Steps for Goal Achievement
- A few Insights to Remember

Quiz

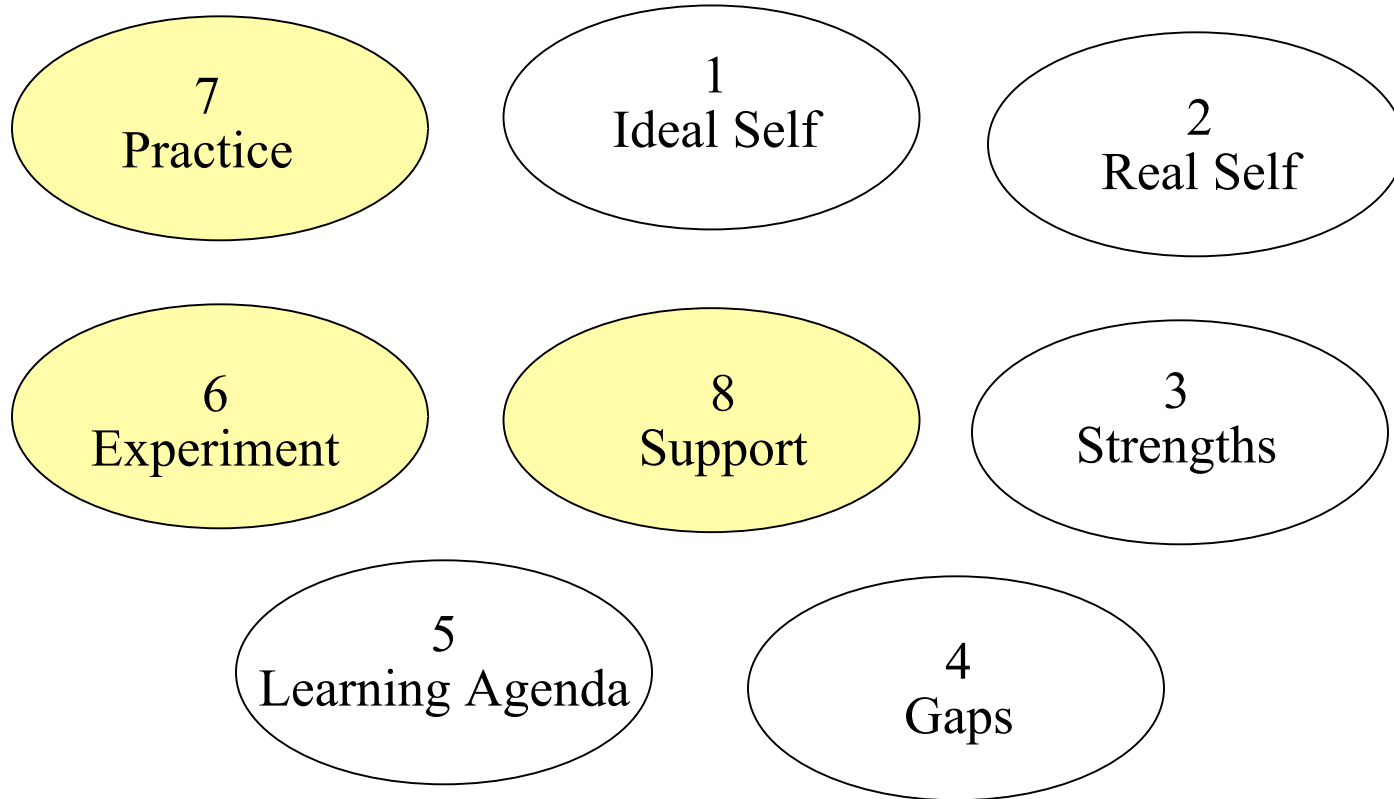
True or False?

1. Emotions play a role in decision-making and performance.
2. Written individual goals and written individual plans make little difference to the performance of a group.
3. Effective leadership of others is primarily a function of effective management of oneself.
4. A “values right” culture is a function of selection and leadership.
5. Moral and emotional competencies are as important to performance as intellectual and technical competencies.

Deciding What to Learn . . . Boyatzis' Self-directed Learning Model . . . with Emphasis on 1 - 5

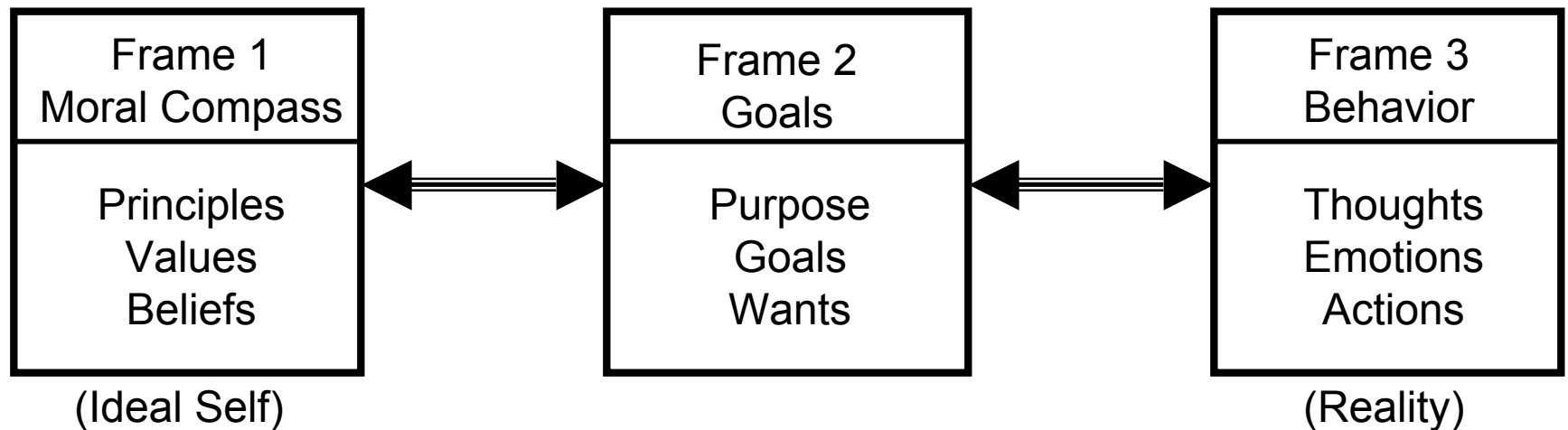


Learning How to Learn It . . . Boyatzis' Self-directed Learning Model . . . with Emphasis on 6 - 8



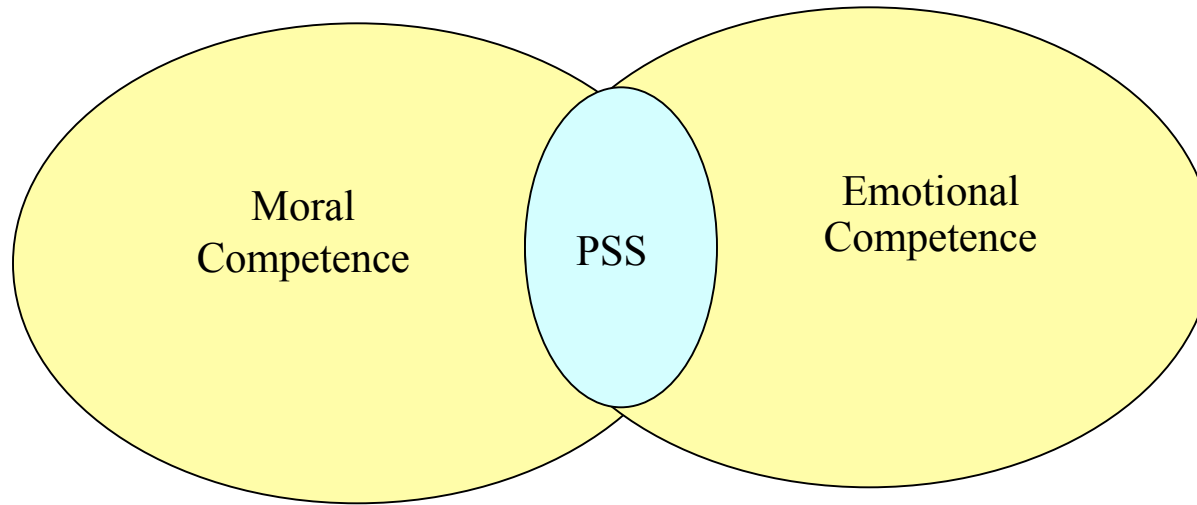
The Alignment Model

The Most Effective Leaders Live In Alignment & Help Their People Live In Alignment



•Based on material from Doug Lennick and Fred Kiel book. *Moral Intelligence – Enhancing Business Performance and Leadership Success*, Wharton School Publishing, 2005

Differentiating Competencies and the Performance Sweet Spot (PSS)



- Cognitive and technical competencies are threshold competencies, necessary but not sufficient.
- Moral and emotional competencies are differentiators.

Definitions

- **Emotional Intelligence** is:
 - The ability to stay focused on the goal in the face of competing emotions.
 - The capacity to create alignment between your goals, actions, values and moral intelligence.
- **Emotional Competency** is:
 - The application of our emotional intelligence.

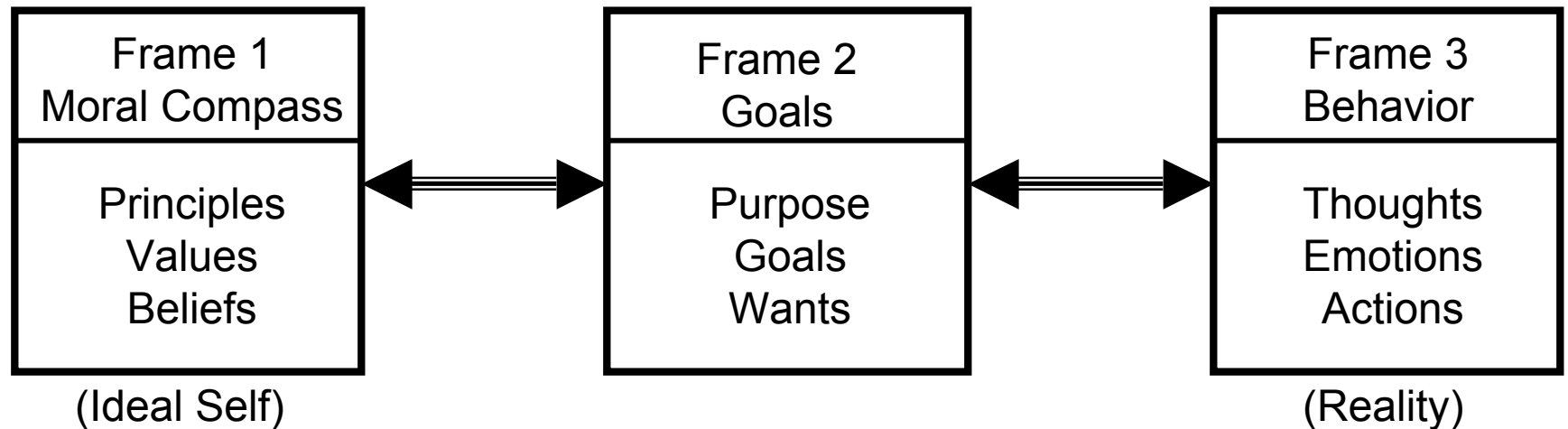
Definitions

- **Moral Intelligence** is our mental capacity to determine how universal principles – like integrity, responsibility, compassion and forgiveness – should be applied to our personal values, goals and actions.
- **Moral Competence** is our ability to act on our moral principles.


Universal Principles

Principles	Related Moral Competencies
Integrity	<ul style="list-style-type: none">• Acting consistently with principles, values and beliefs• Telling the truth• Standing up for what is right• Keeping promises
Responsibility	<ul style="list-style-type: none">• Taking responsibility for personal choices• Admitting mistakes and failures• Embracing responsibility for serving others
Compassion	<ul style="list-style-type: none">• Actively caring about others
Forgiveness	<ul style="list-style-type: none">• Letting go of one's own mistakes• Letting go of others' mistakes

Goal Achievement is about Aligning our “Reality” with our “Goals” and our “Ideality”



Based on material from Doug Lennick and Fred Kiel book. *Moral Intelligence – Enhancing Business Performance and Leadership Success*, Wharton School Publishing, 2005



Goal Achievement is Simple but Not Easy . . . WDYWFY
(What Do You Want for Yourself?) . . . Five Profoundly
Simple Steps

1. Have a goal
2. Have a plan
3. Implement your plan
4. Control your direction
5. Throw off discouragement
(Effectively channel all emotions)



WDYWFY

(What Do You Want For Yourself?)



Have a Goal

Acid Test:
Can I/Will I Afford It?



Have a Plan

Identification of Key Activities
“I Must Do”



WDYWFY?

Goals

Key Activities



Implement the Plan

Do It!



Control Direction

Keep Score
Redirect



Throw Off Discouragement

Emotional Competence



A few Insights to Remember:

- Effective leadership of others is primarily a function of effective management of oneself.
- Effective self-management begins with self-awareness and ends with living in alignment.
- Living in alignment is all about thinking and doing what one must in order to achieve goals while honoring principles, values and beliefs.



THANK YOU . . .
I wish you well!!!!

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