



The Essence of True Leadership



September 16, 2014

Today Agenda

- Managing vs. Leading
- Cultivating Trust
- Taking Risk & Sharing Rewards
- Finishing Strong – Perseverance
- Being A Life-long Learner
- Exuding Emotional Intelligence

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Managing versus Leading



Managing

The Process

- Planning/Organizing
- Staffing/Resources
- Controlling/Follow-up
- Problem Solving

SMART

Leading

The Heart

- Clarity of the vision
- Aligning people
- Motivating/Inspiring

HEALTHY



Create Results

Cultivating Trust



High
Trust

Trust – The Foundation of Leadership Credibility

➤ Disciplined mindset of trustworthy behaviors

Low
Trust

➤ Demonstrate inner trust

➤ Extend trust – Hold others high!

➤ Genuine interest and concern for others



Why Trust?

- Who are three people you trust the most in your life currently, and why?
- If you asked your employees, would one of their three be you? Why?

Trust: Merriam-Webster Dictionary

Assured reliance on the character, ability, strength, or truth of someone or something; one in which confidence is placed

competent in doing their job or fulfilling a role; a willingness to be a lifelong learner

Ability

Strength

exudes determination and courage in the face of challenges; always doing what is right

Character

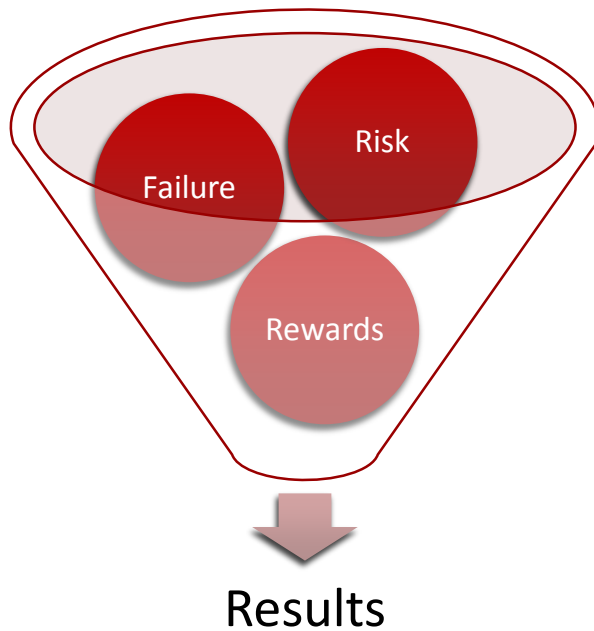
Purpose

TRUST

aligned to stated values and principles; exuding fairness and honesty, while avoiding hypocrisy

intentions are for the mutual benefit of all involved; motives inspire win-win outcomes

Risk and Rewards



“Only those who will risk going too far can possibly find out how far they can go.” - T. S. Eliott



Bear Grylls supporting Tamron Hall in overcoming her fears!

Finish Strong



“The only thing that stands between a person and what they want in life is the will to try it and the faith to believe it is possible.”

- Rich Devos

Expanding Our Mind and Capabilities:

Growth of character

Development of well-rounded intelligence

Evolving Personalities

Encouraging continuing education

Intellectual and professional growth

Life-Long Learning

Ongoing, voluntary, and self-motivated pursuit of knowledge



Create Results

Emotional Intelligence

IQ: Cognitive Intelligence	EQ: Emotional Intelligence
fixed at birth	Flexible skill that can be taught and learned
One's ability to think, reason and learn	One's ability to recognize, understand, use and manage emotions in oneself and in others.

Book: Emotional Intelligence 2.0
Travis Bradberry and Jean Greaves

True Leaders

➤ True leaders demonstrate trust through four areas of Credibility

➤ True leaders ...

- Take risks and share rewards
- Finish strong – over come adversity
- Focus on lifelong learning
- Display Emotional Intelligence



“Leaders who are trustworthy, competent and dynamic drive many results, not the least of which are higher worker productivity and heightened organizational performance”

Douglas J. Matthews

Chief learning Office Magazine; Trust Me: Credible Leadership Delivers Results 2012

➤ True leadership is not about superiority, position, or prestige. It's about authenticity, commitment and standing up for principles, even in the face of strong opposition. It's revealing and releasing the potential of those around you. Leadership is not about the power of one, but facilitating the greatness of many.

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