



Placeholder page so that Drew knows the laptop has not shut off.

**Feel free to tweet comments or questions to
@DayOneDrew**

**Text “LEADERSHIP” to 647.559.1562 anytime if you like
what you hear and want more resources**

Creating Cultures of Leadership



What is your personal leadership philosophy?

Individuals who can clearly articulate their personal leadership philosophy...

- Rate their own leadership effectiveness 25% higher than those who cannot articulate a personal leadership philosophy.
- Are rated 40% more effective by those they lead.
- Have teams that report higher levels of:
 - Team Spirit
 - Organizational Pride
 - Commitment to the organization
 - Willingness to work hard
 - Trust
- Are 30% more likely to be trusted by those they lead.

(Kouzes & Posner, 2012)

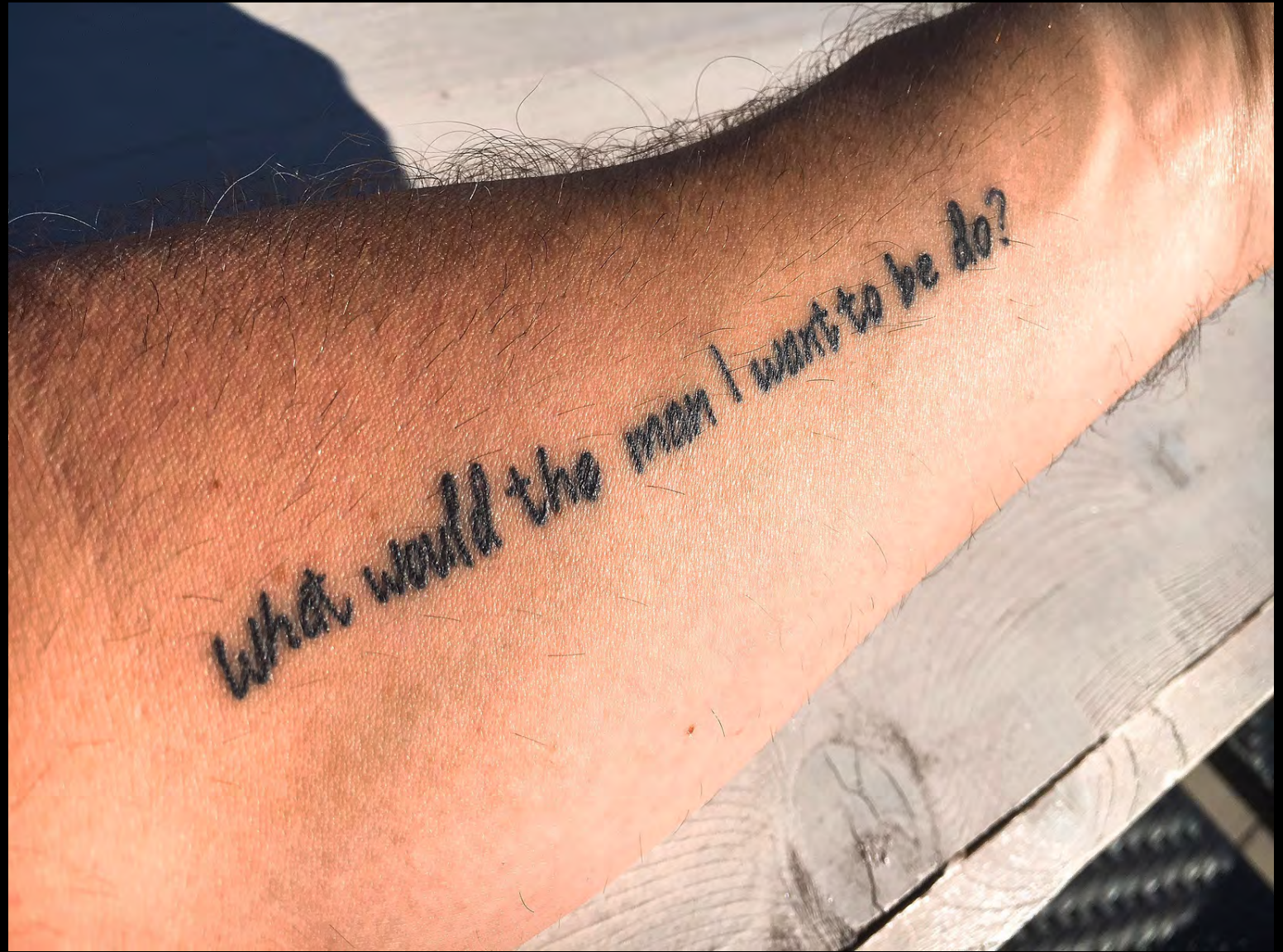
**My personal
leadership
philosophy...**

When you don't know what to do in a situation, ask yourself:

“What would the person who I **want** to be do in this situation?”

Then do that.

My personal leadership philosophy...



A hypothetical...

Respect
Integrity
Impact
Honesty
Courage
Accountability
Gratitude
Empowerment
Friendship
Self-Respect



**Define the
things you
want to
define you.**



Plan to matter.



IMPACT

A commitment to creating moments that cause people to feel as if they are better off for having interacted with you.



Choose One:

“I can do this!”

“Can I do this?”



Choose One:

“I can do this!”

“Can I do this?”



The Zeignarek Effect

The Question/ Behavior Effect (QBE)



IMPACT

A commitment to creating moments that cause people to feel as if they are better off for having interacted with you.

QUESTION:

What have I done today to recognize someone else's leadership?



My Six Questions

IMPACT

What have I done to recognize someone else's leadership?

GROWTH

What have I done today to make it more likely someone will learn something?

COURAGE

What did I try today that might not work, but tried anyway?

EMPOWERMENT

What have I done today to help someone else move closer to a goal?

CLASS

How did I elevate instead of escalating today?

SELF-RESPECT

What did I do today to be good to myself?

Why Does it Matter?

Value Clarity and Organizational Commitment (Kouzes & Posner)

Employees were asked about:

1. Their level of personal value clarity
2. Their level of organizational value clarity
3. Their levels of
 - Commitment to the organization
 - Pride in the organization
 - Motivation and productivity
 - Job Satisfaction

Why Does it Matter?

Clarity of Organizational Values

High

4.87

6.26

Low

4.90

6.12

Low

High

Clarity of Personal Values

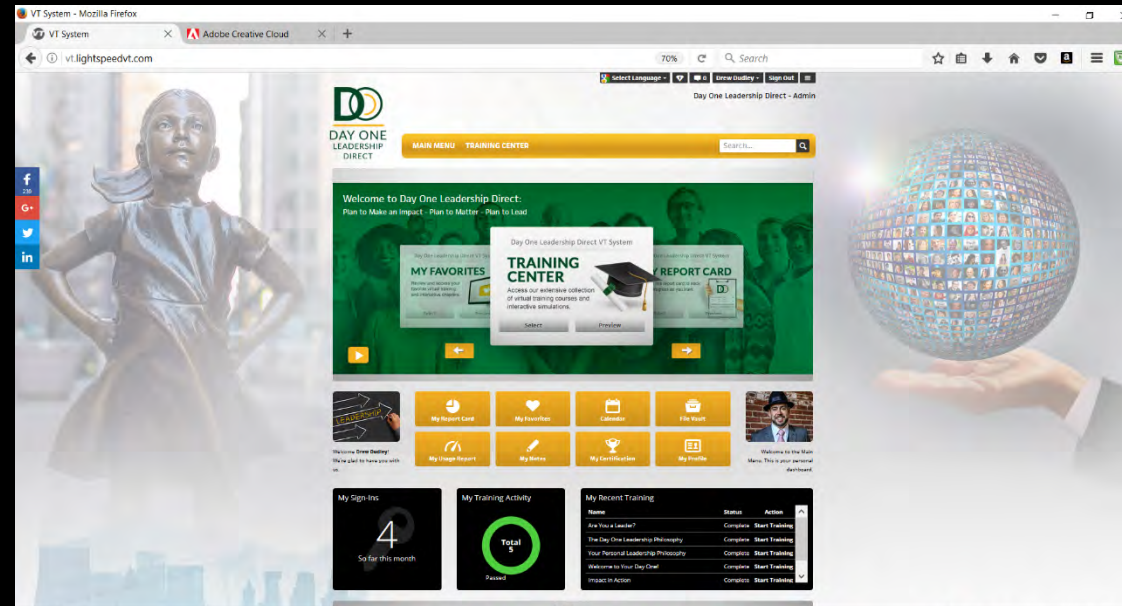




**What you
expect from
yourself...**



**Want these
slides?
Want to
surface your
own values?
Looking for
resources?**





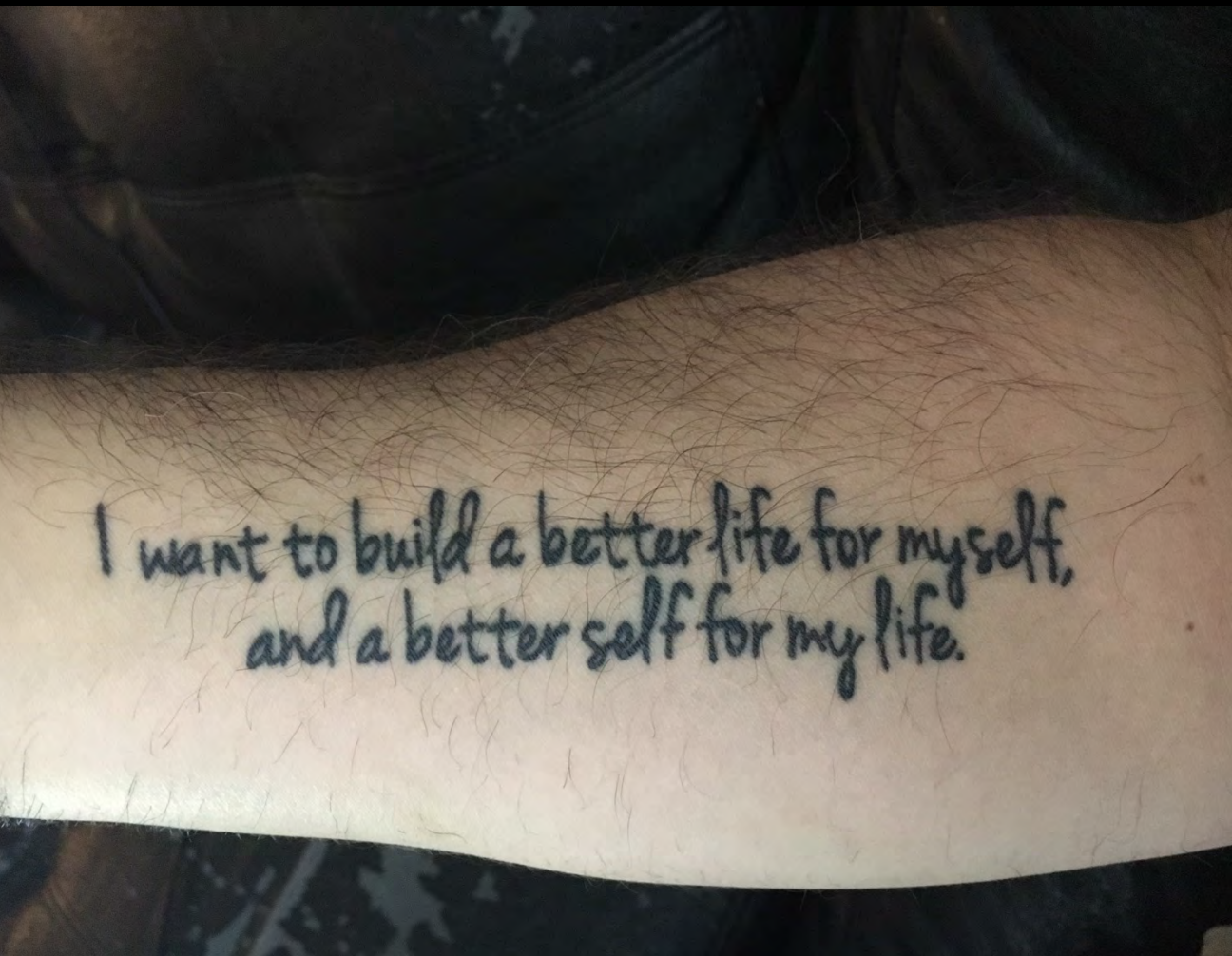
Text
“LEADERSHIP”
to
647.559.1562

Change =
Uncertainty



One Big Decision





Drew Dudley

drew@drewdudley.com

@DayOneDrew

drewdudley.com

1.855.685.3253

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647.559.1562

@DayOneDrew