

Leadership

Can I Be a Leader Right Now?

WE MUST PREPARE THE NEXT GENERATION OF LEADERS

Did you know . . .

91% of Millennials want to learn to be leaders

Yet

53% say they are not getting adequate leadership training

WE MUST PREPARE THE NEXT GENERATION OF LEADERS

Did you know . . .

During times of dramatic change, effective leaders and high performing teams drive success

WE MUST PREPARE THE NEXT GENERATION OF LEADERS

Did you know . . .

The Big L Leaders of the most successful organizations commit to developing leaders at all levels

WE MUST PREPARE THE NEXT GENERATION OF LEADERS

We believe. . .

Developing the next generation of physical therapy leaders must start in physical therapy school and continue throughout every physical therapist's career

WE MUST PREPARE THE NEXT GENERATION OF LEADERS

So how do you get there?

Start with Followership

Followership Leads to Leadership

Trust . . . Empathy . . . Stability . . . Hope

WHAT IS FOLLOWERSHIP?

Team members show effective followership when they

Respect the leaders and direction of the organization

Grow their confidence in self and the team

Contribute proactively in ways that help the team

Are respected team players

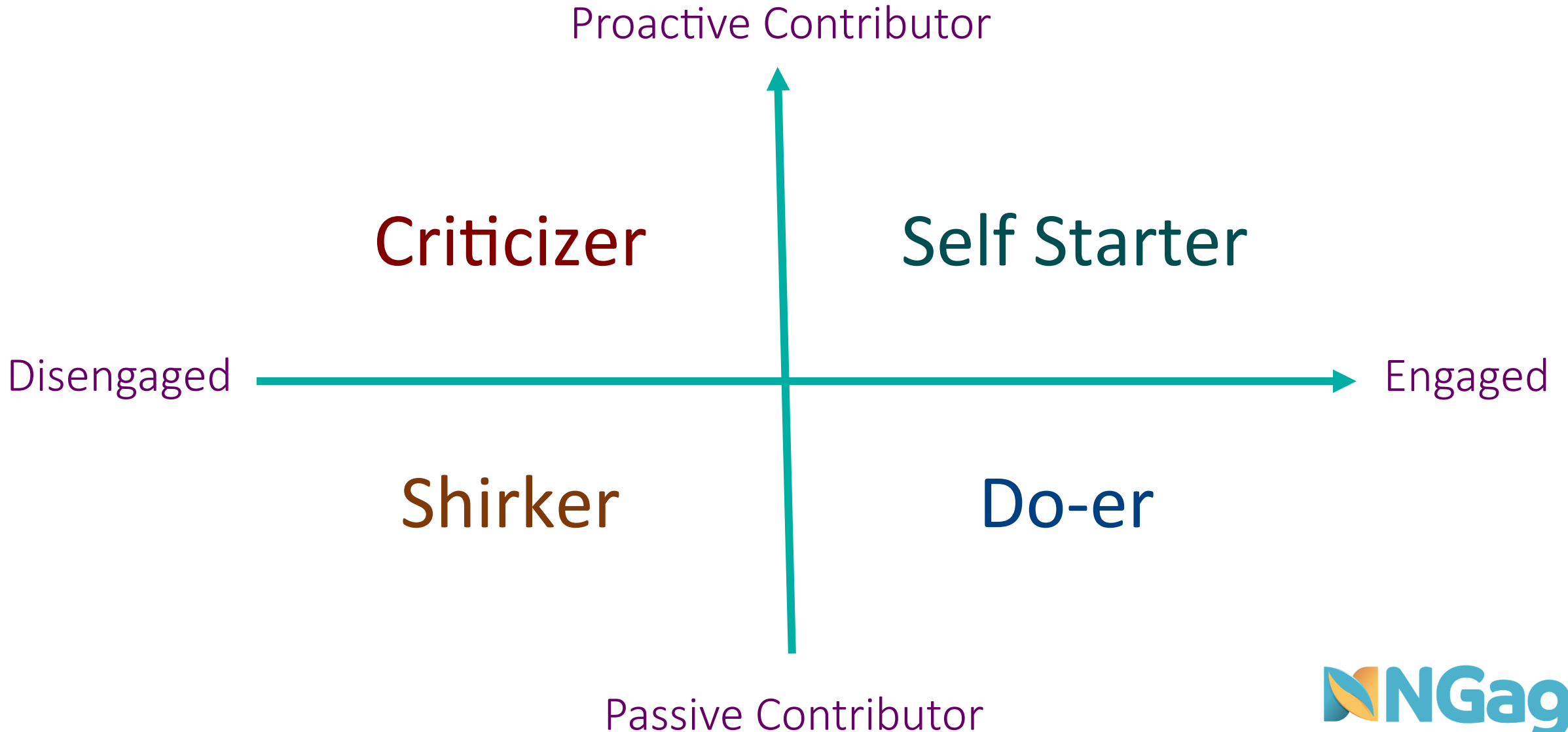
Seek challenges

Engage learning opportunities

Followership is the precursor to Leadership



THE 4 CATEGORIES OF FOLLOWERSHIP



SELF STARTERS ARE PROACTIVE SELF CONFIDENT ENGAGED

Proactive Contributor

The Self Starter



Passive Contributor



WHAT DOES THE SELF STARTER LOOK LIKE

Proactive Contributor

Driven to Learn

Open Minded

Self Confident

Sees "The Big Picture"

Risk Taker

Seeks Opportunities

Embraces Change

Positive

Criticizer

It's My Passion

Disengaged

Engaged

Shirker

Do-ers

Passive Contributor



THE KEY FOR A SELF STARTER . . .

Proactive Contributor

SEIZE
OPPORTUNITIES

Criticizer

Disengaged

Engaged

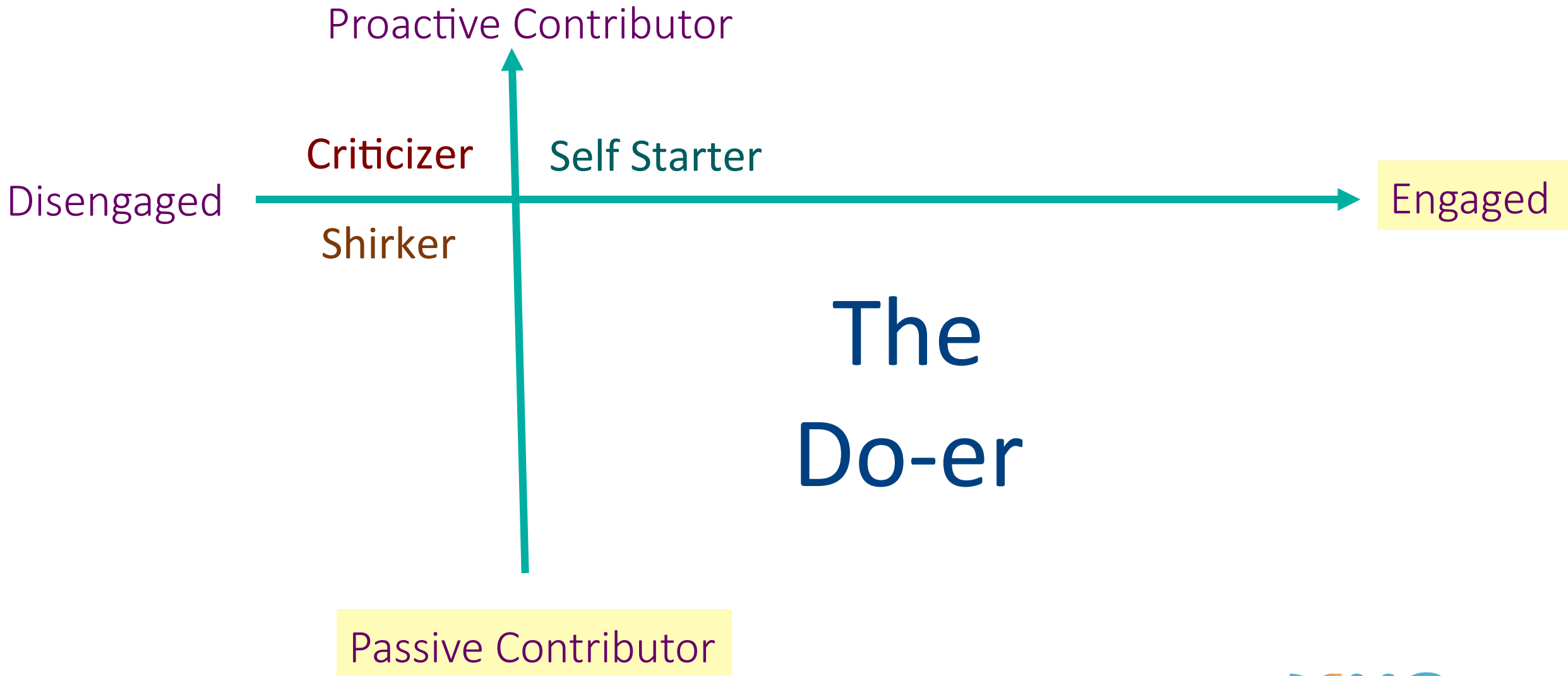
Shirker

Do-ers

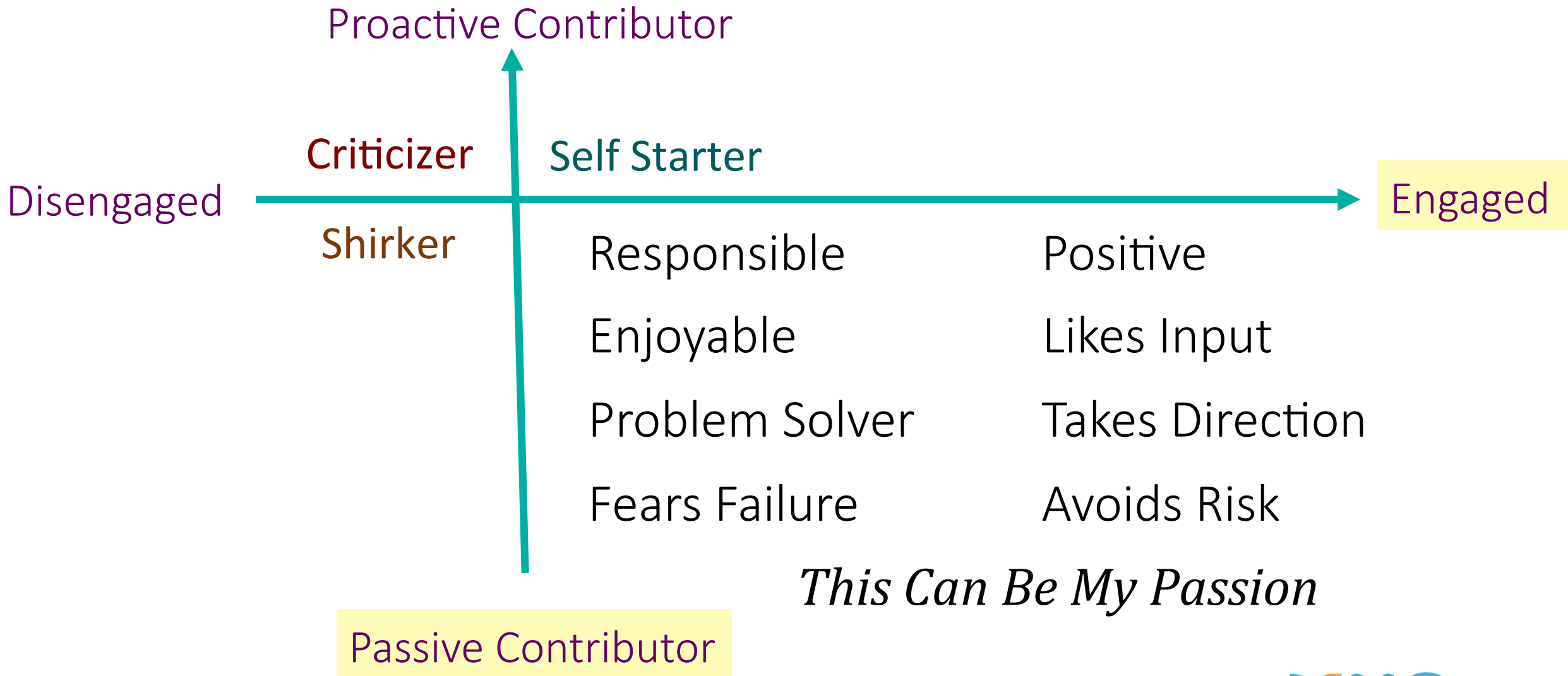
Passive Contributor



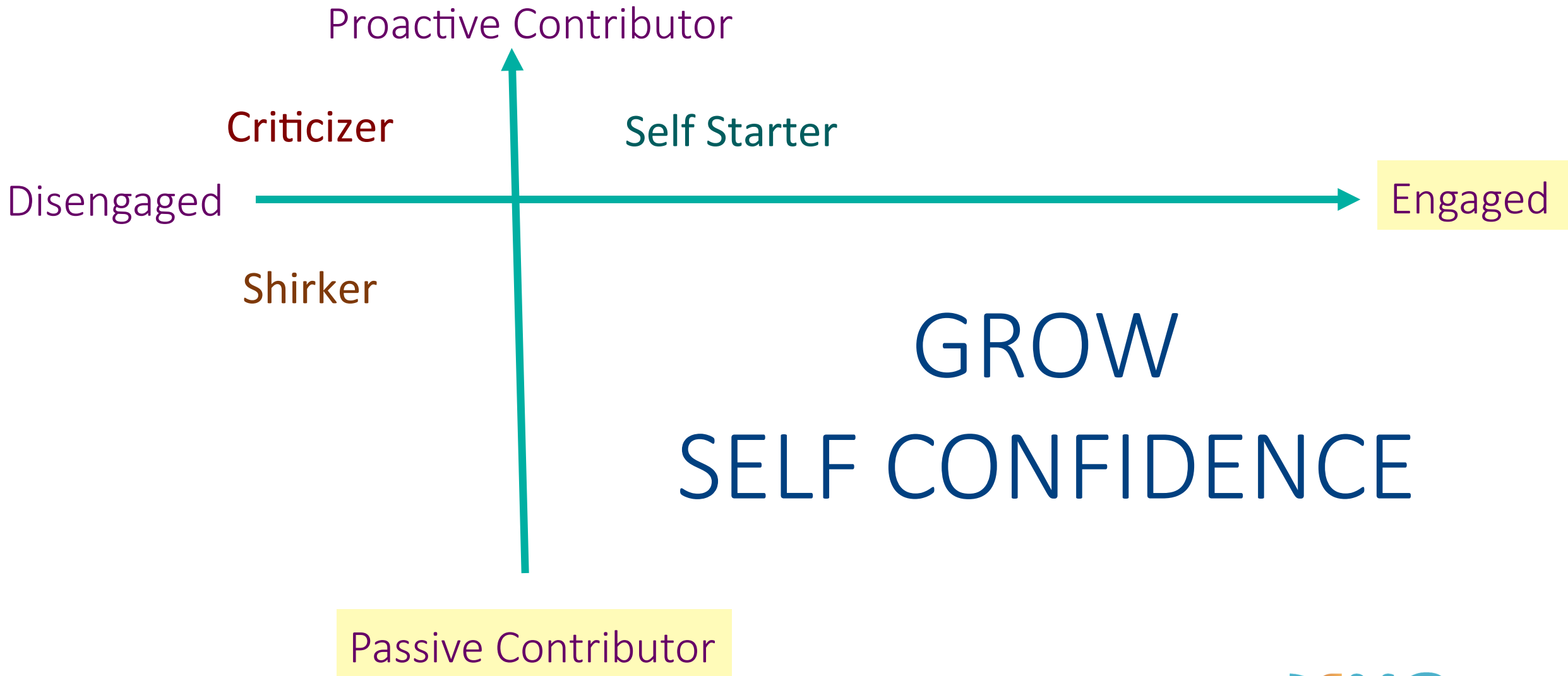
THE DO-ER IS ENGAGED BUT LACKS SELF CONFIDENCE



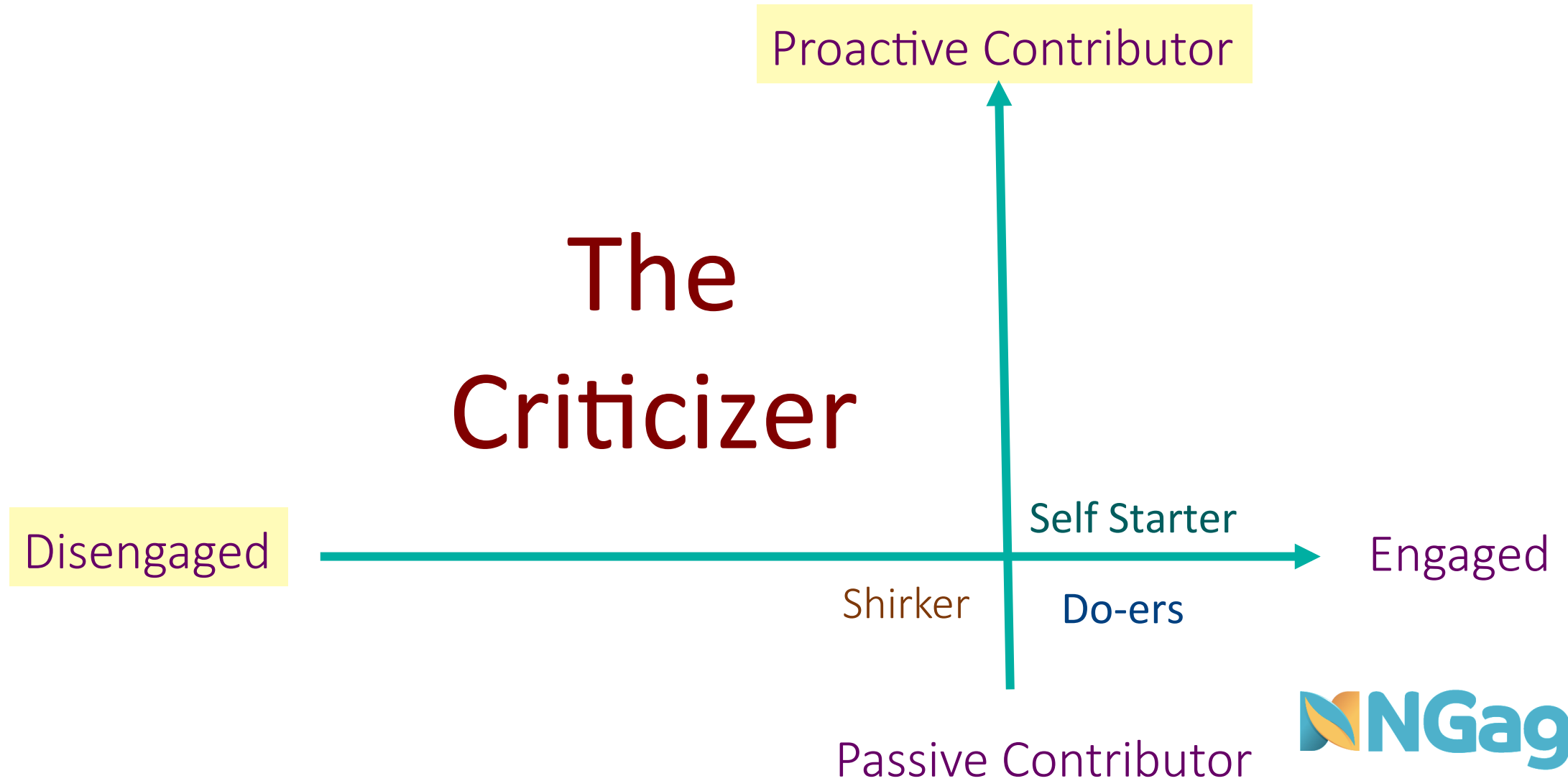
WHAT DOES THE DO-ER LOOK LIKE



THE KEY FOR A DO-ER IS . . .



CRITICIZERS ARE PROACTIVE BUT DISENGAGED



WHAT DOES A CRITICIZER LOOK LIKE

Proactive Contributor

- Strong Ideas
- Not Confident in Team
- Critical of Leaders
- Creates Negative Energy
- Confident in Self
- Feels Unappreciated
- Tries to Convert Others
- Hurts the Team

I Don't Like This

Disengaged

Self Starter

Engaged

Shirker

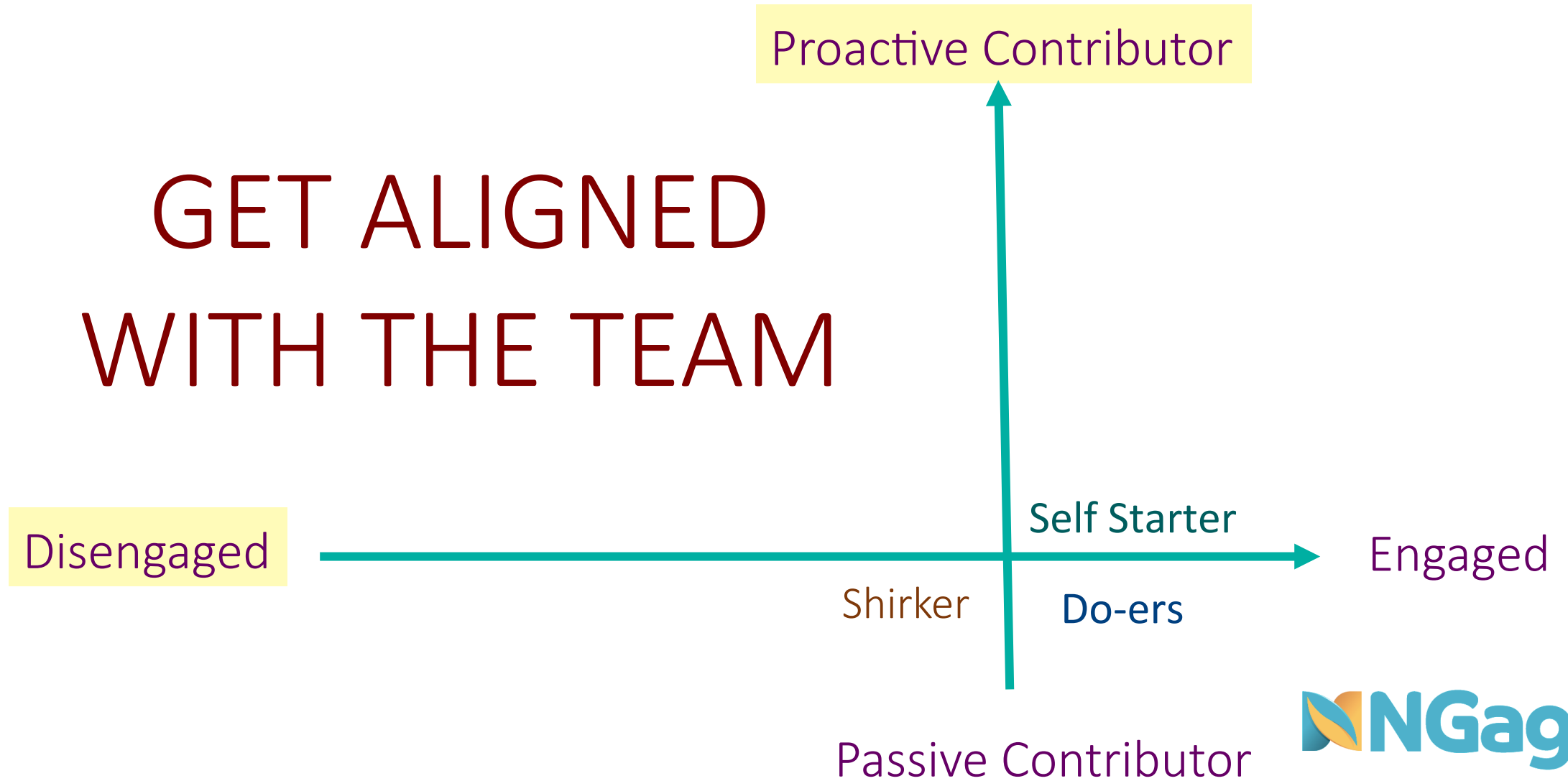
Do-ers

Passive Contributor

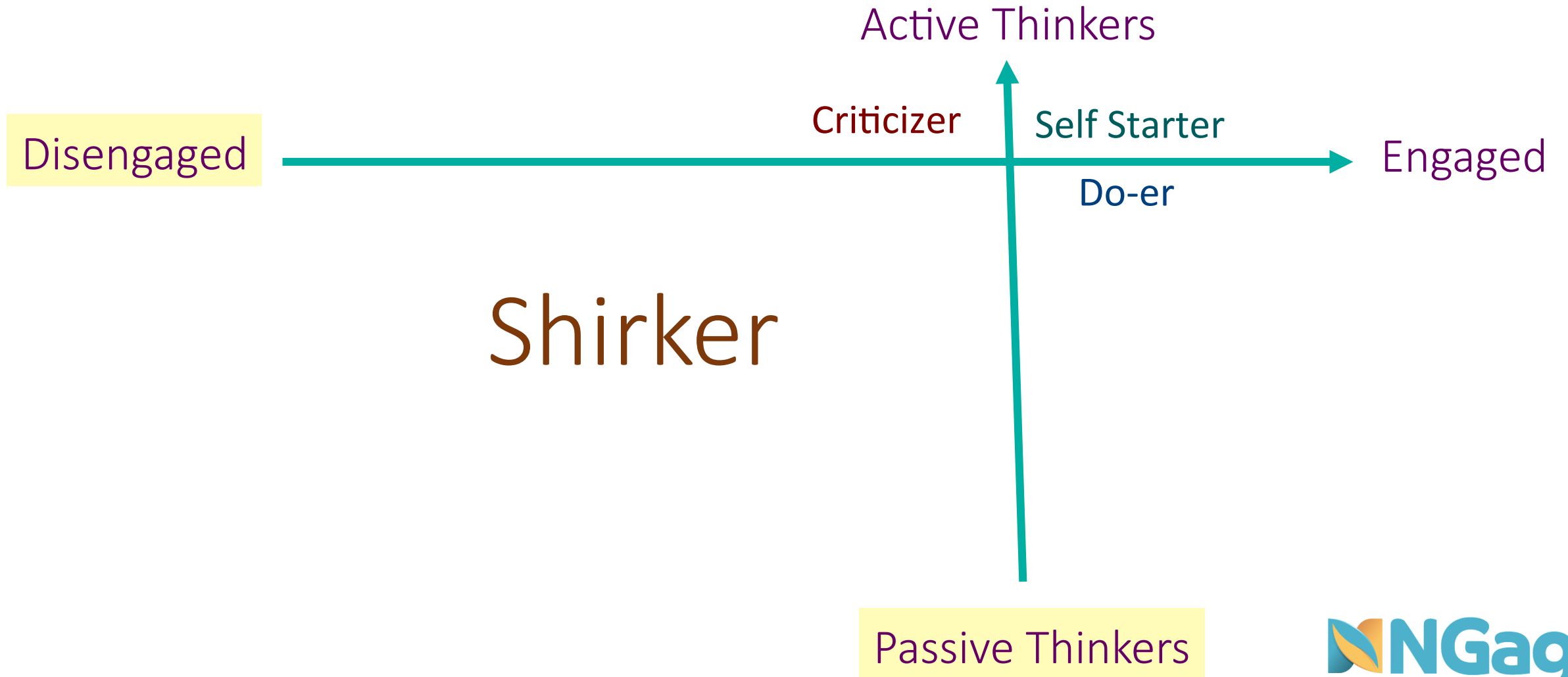


THE KEY FOR A CRITICIZER IS . . .

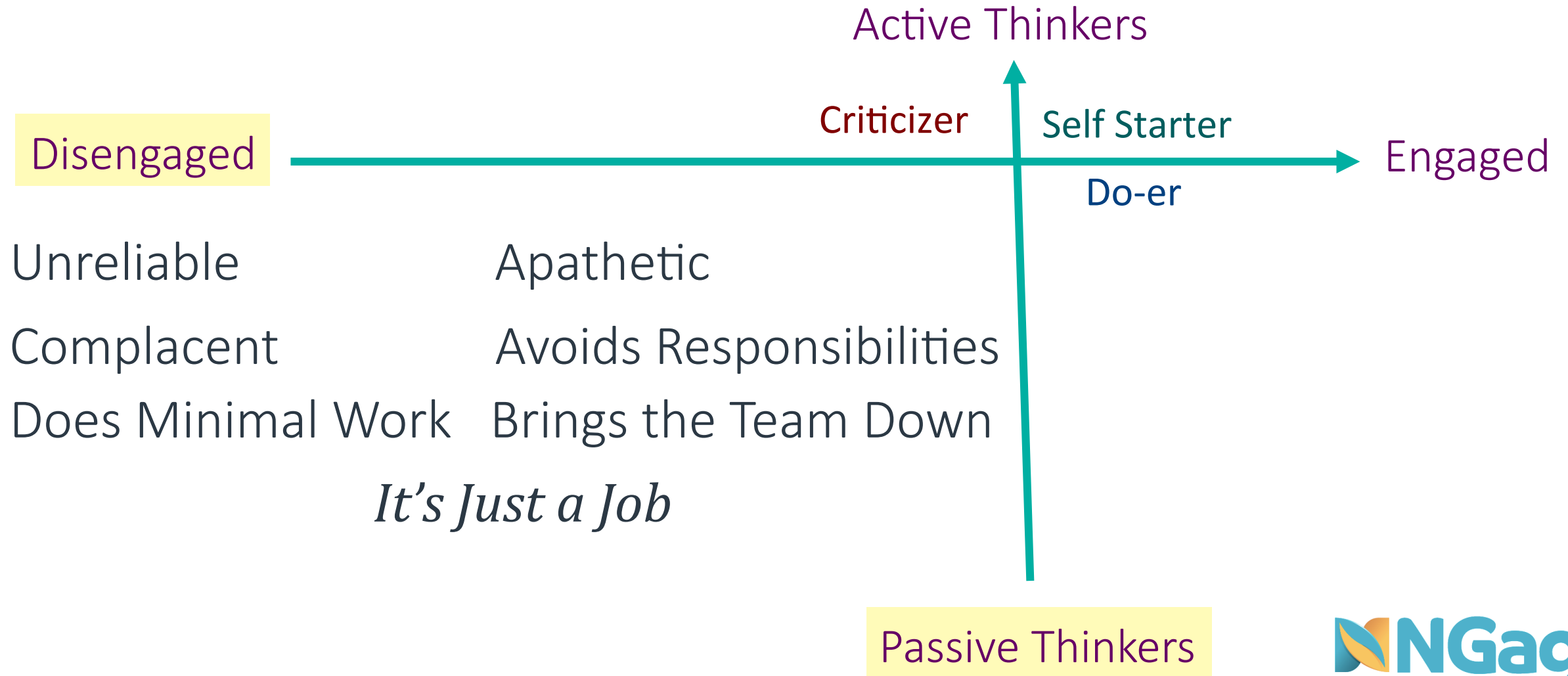
GET ALIGNED WITH THE TEAM



SHIRKERS ARE PASSIVE AND DISENGAGED

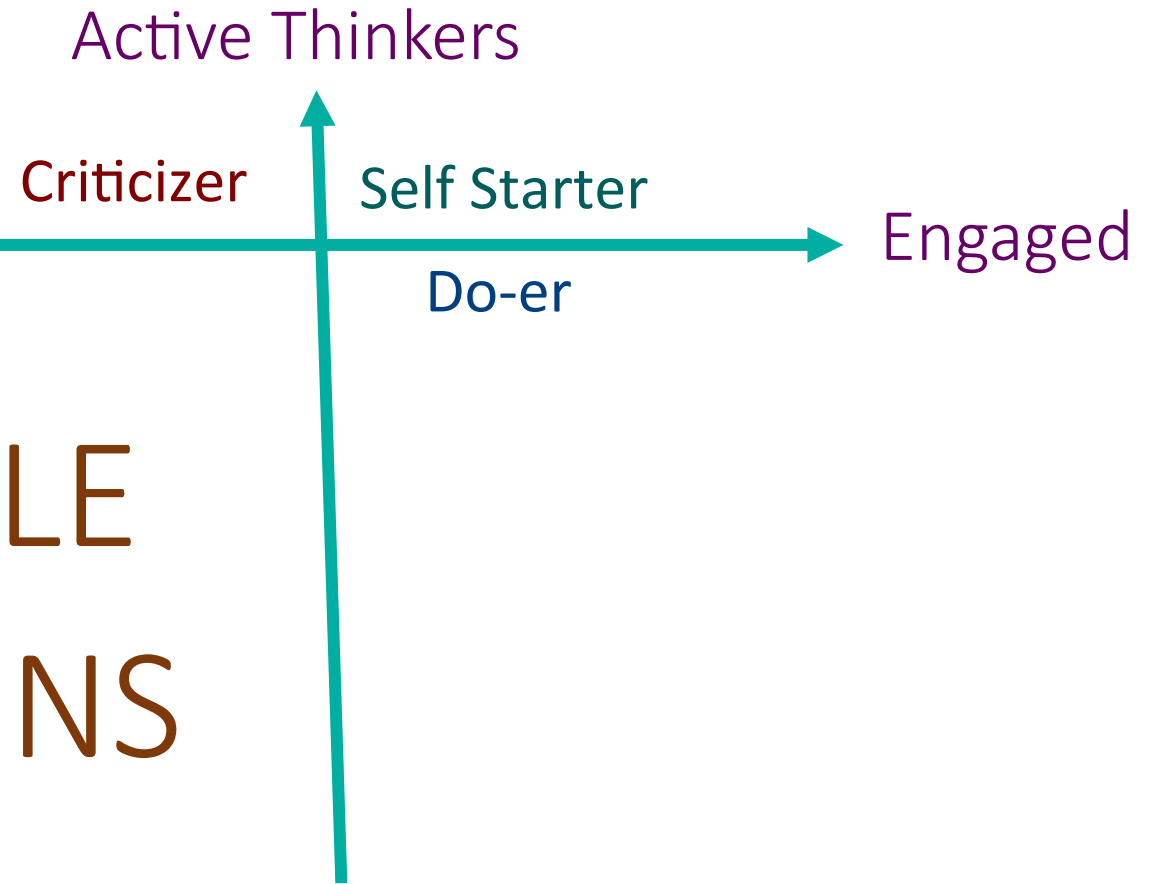


WHAT DOES THE SHIRKER LOOK LIKE



THE KEY FOR A SHIRKER IS

Disengaged



BE ACCOUNTABLE
FOR EXPECTATIONS

Passive Thinkers



SO WHAT DOES THE FOLLOWERSHIP JOURNEY LOOK LIKE

It's OK to start out as a Do-er

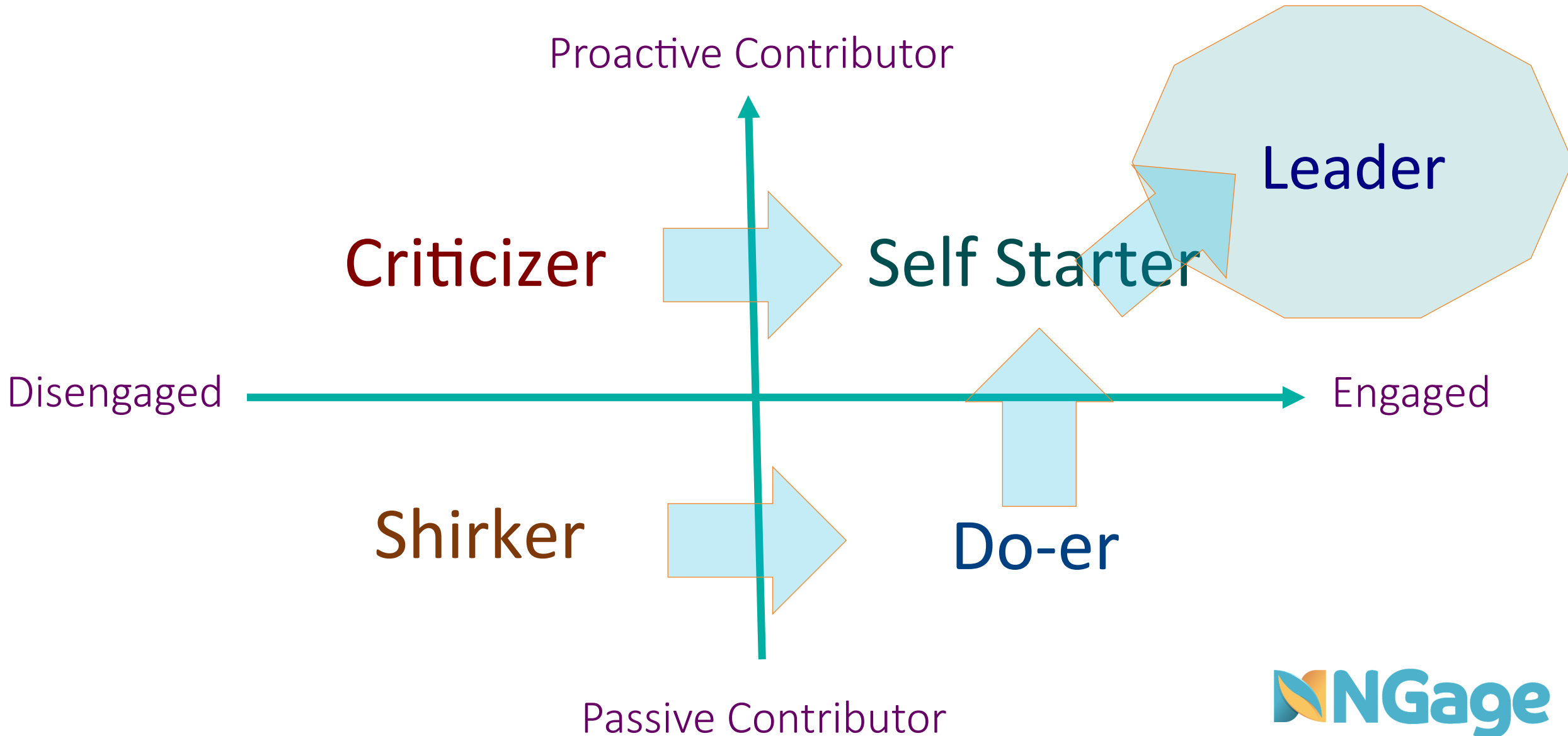
Strive to grow to become a Self Starter . . . one small win at a time

But realize . . . depending on the situation . . . it's normal to 'float' between Do-er and Self-Starter

It's not fair to yourself or those around you to be a Criticizer or Shirker . . . but if you find yourself being either one . . . work your way out

Grow your self confidence and be engaged

YOUR FOLLOWERSHIP JOURNEY LEADS TO LEADERSHIP



Big L Leaders Small L Leaders

Leader-Managers

Great organizations value leadership and
develop leaders at all levels . . .

Not just at the top

Check out what one of the country's Top 10
Business Schools has to say about
Leadership . . .

UNC KENAN-FLAGLER SCHOOL OF BUSINESS

Great Organizations Prize

Leadership



Leadership

Great Leaders Act with

Integrity



Integrity

Great Leaders Strive for

Excellence



Excellence

Great Leaders Foster

Team Work



Team Work

JEFF SATURDAY – NFL PLAYER . . . BUSINESSMAN . . . LEADER

A graduate of the University of North Carolina's Kenan-Flagler School of Business, a former NFL All-Pro center and Super Bowl Champion for the Indianapolis Colts . . . talks about Leadership

What do Great Leaders DO?



5

Leadership Keys

JEFF SATURDAY – WHAT DO LEADERS DO



1

Leaders communicate a
Shared Vision

Everyone must be on the Same Page - with 1 Voice

JEFF SATURDAY – WHAT DO LEADERS DO



2

Leaders set meaningful
Team Goals

Team members set personal goals aligned with the team's goals



JEFF SATURDAY – WHAT DO LEADERS DO



3

Leaders foster and support

Team Work

Know your strengths . . . Value your role . . . Respect others

JEFF SATURDAY – WHAT DO LEADERS DO



4

Leaders know . . . before you can lead, you must

Learn to Follow

Respect the Big L Leaders . . . Show you care about others . . . Be engaged



JEFF SATURDAY – WHAT DO LEADERS DO



5

Leaders know you must
Survive the Storm

Failure describes an event, not a person - Learn and grow from mistakes



Develop Leaders
at All levels . . . in All roles

Big L Leaders - Leader Managers - Small L Leaders

3 LEVELS OF LEADERSHIP IN AN ORGANIZATION

Big L Leaders

*Set the Direction ...
Provide Vision ...
Define the Culture ...
Drive Change*



Leader-Managers

*Embrace Vision ...
Plan ...
Assess ...
Accountability*



Small L Leaders

*Positive Spirit ...
Team Players ...
Create the Culture ...
Get Great Results*

You Don't Need a TITLE
to be a
Leader

Start Leading Today