

Maximizing Leadership Through Self Awareness

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- ❑ Defining Great Leadership
- ❑ The Effects of Personality & Personality Types on Leadership
- ❑ Strengths (Talent) as an Outgrowth of Personality
- ❑ The Relationship between Personality & Strengths on Leadership Ability
- ❑ The Impact of the Life Journey
- ❑ When do You Know which Leader You Need?
- ❑ A Process for Identifying & Developing Great Leaders
- ❑ Conclusion & Call to Action

What are some examples of bad leadership from your own experience?

- ❑ There are 2 fundamental types of people in this world
 - ❑ Those that accomplish great tasks
 - ❑ Those that develop great people

- ❑ Great leadership must be about leaving a lasting legacy
 - ❑ Task-oriented leadership (alone) is not enough
 - ❑ People-oriented leadership is required

- ❑ Great leadership must be defined as influencing others in a positively transformational way

❑ **Great leaders tend to practice the following 10 principles:**

- 1. Self-Improve**
- 2. Team Build their Inner Circle**
- 3. Build Relationships**
- 4. Prioritize & Plan**
- 5. Motivate/Inspire**
- 6. Empower/Delegate**
- 7. Serve & Sacrifice**
- 8. Execute: Produce Results**
- 9. Develop People/Leaders**
- 10. Leave a Legacy**

These principles can be practiced

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❑ **Great leaders tend to have the following personal qualities:**

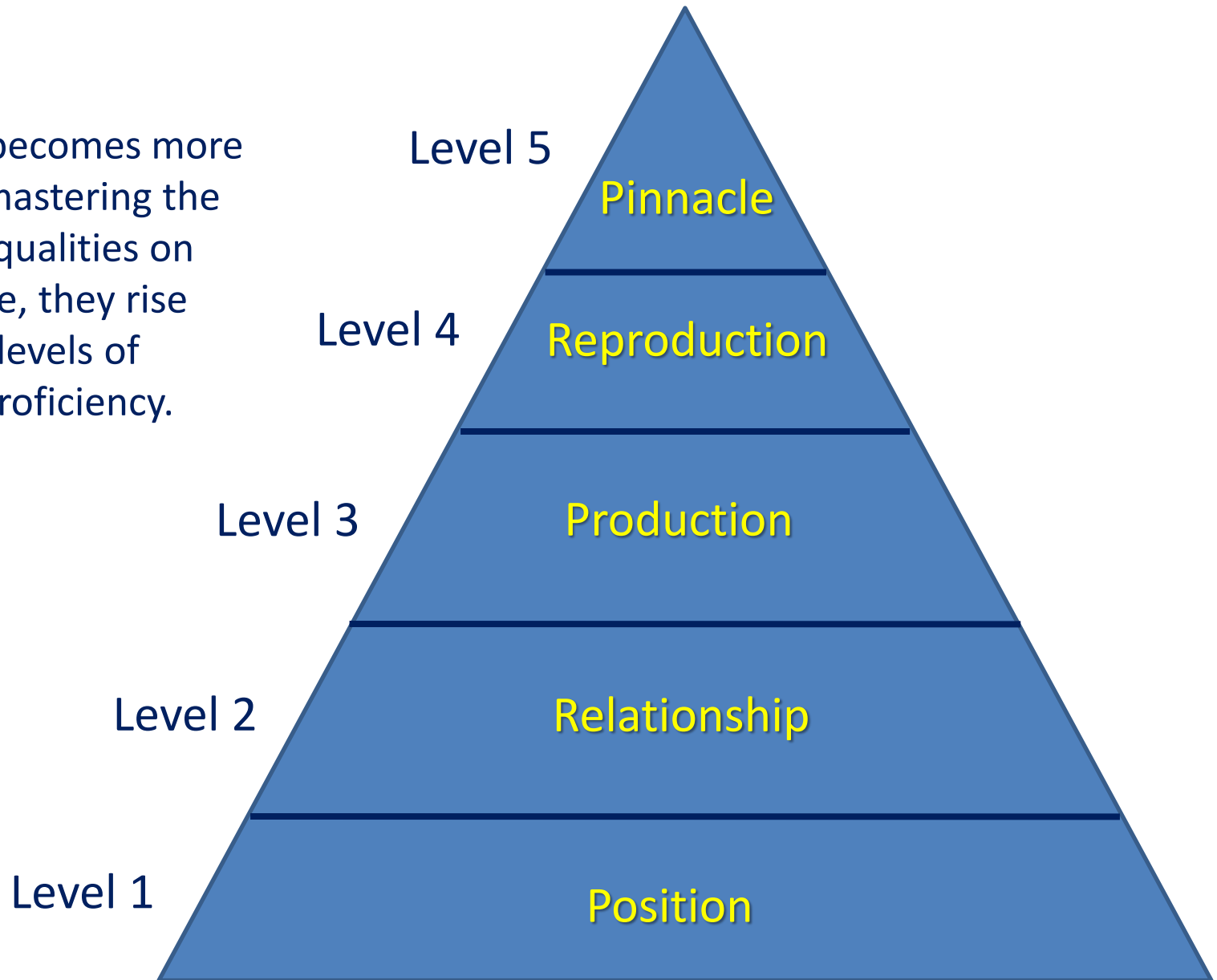
1. **Teachable**
2. **Character**
3. **Relational**
4. **Disciplined**
5. **Communicative**
6. **Confident/Competent**
7. **Selfless**
8. **Solution-Oriented**
9. **Committed**
10. **Passionate**

These qualities can be developed

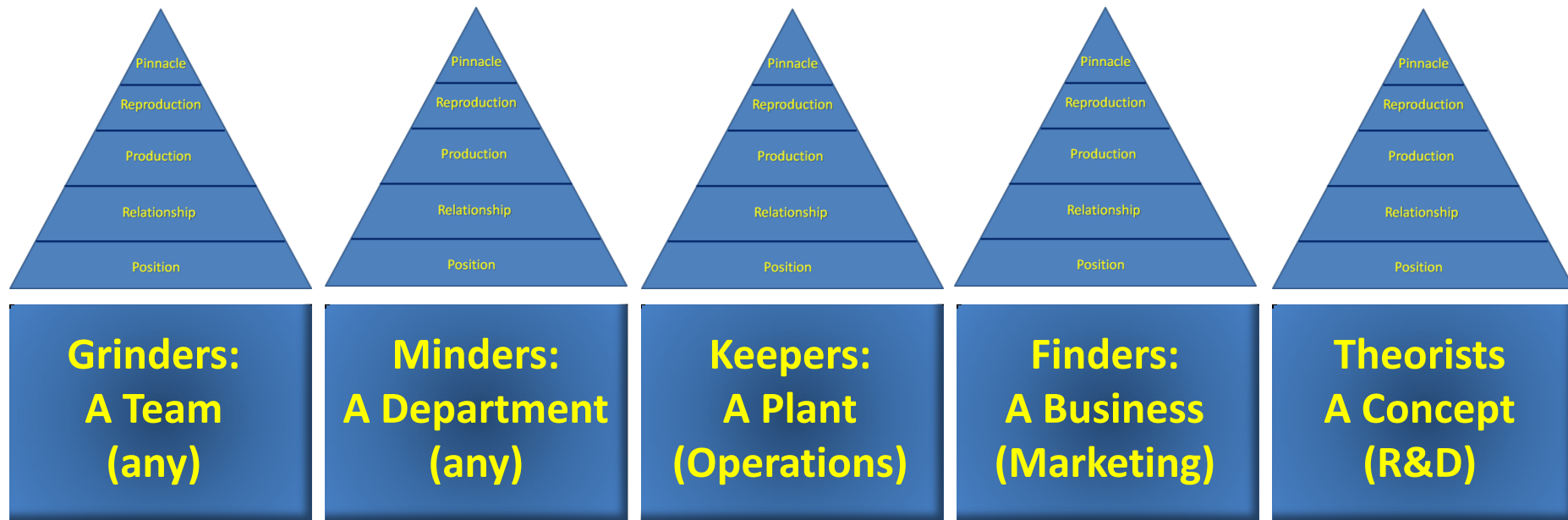
Key takeaway: While many great leaders are born; many more are made!

Defining Great Leadership (cont'd)

As a Leader becomes more effective at mastering the principles & qualities on the prior slide, they rise through five levels of Leadership proficiency.



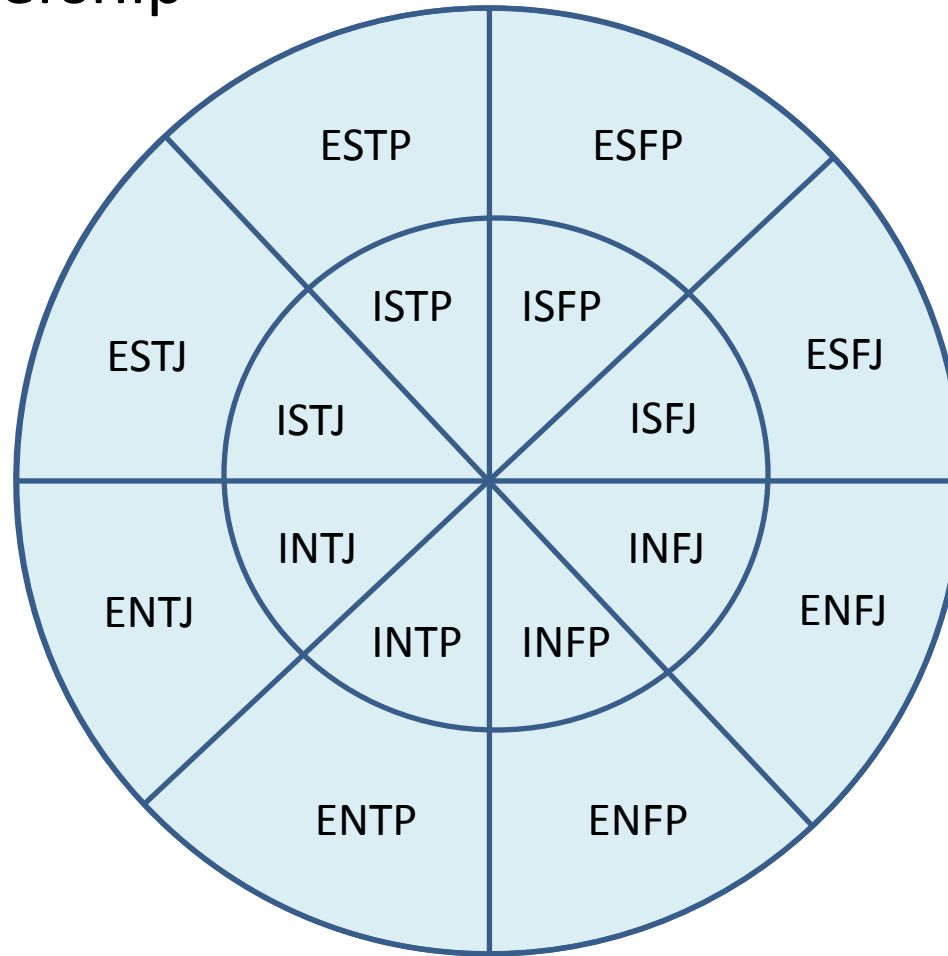
Defining Great Leadership (cont'd)



The Thinking Wavelength Spectrum

- ❑ Each of us has a “Thinking Wavelength” that determines where we are most comfortable working
- ❑ A person’s job design, relative to their Thinking Wavelength, is a good predictor of job satisfaction vs. job stress
- ❑ Great Leadership is needed & can be developed at any point on the Thinking Wavelength Spectrum

The Effects of Personality and Personality Types on Leadership

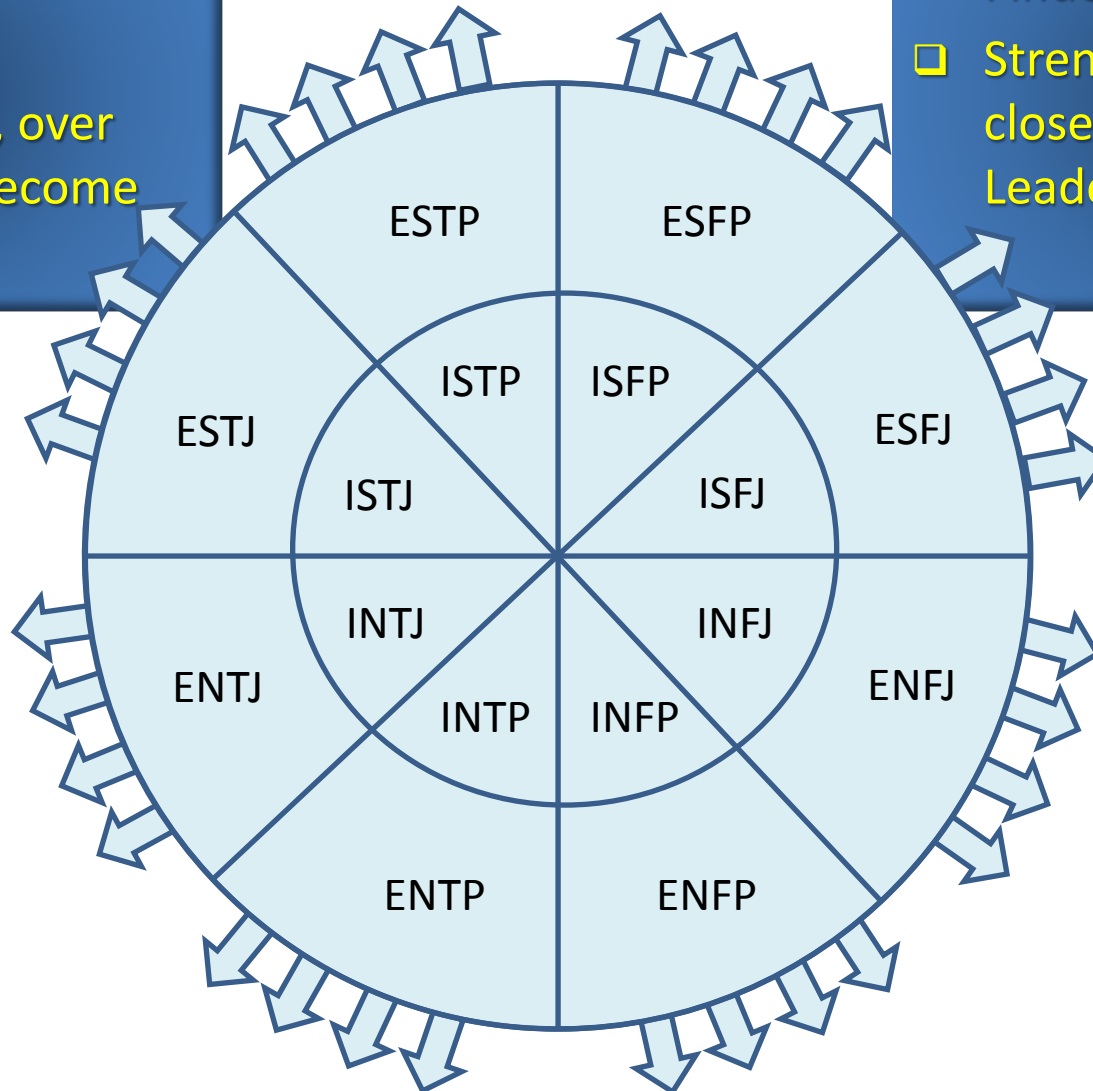


- ❑ Personality is at the core of who we are.
- ❑ The MBTI is an accurate predictor of personality traits and behavior.
- ❑ Different leadership styles are a function of personality traits.

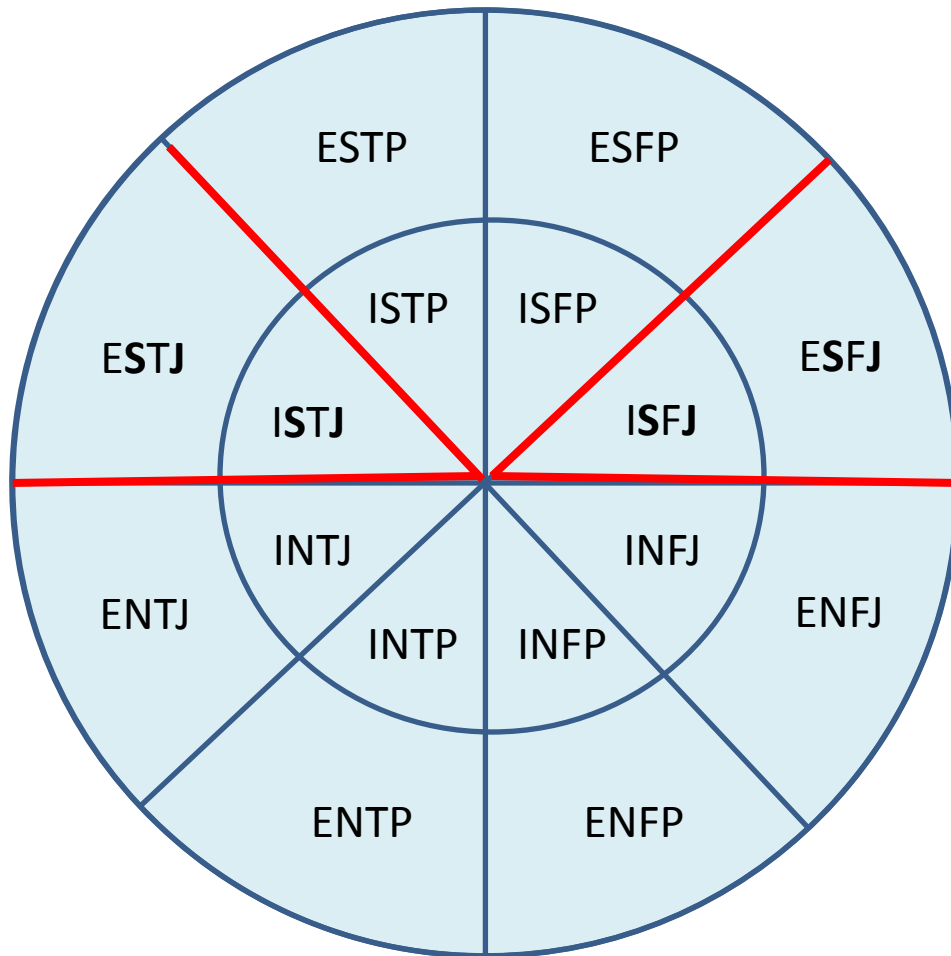
Strengths (Talents) as an Outgrowth of Personality

- ❑ Natural talents are an outgrowth of personality
- ❑ These talents, over time & use, become strengths

- ❑ Clifton Strengths Finder & Gallup
- ❑ Strengths are more closely tied to Leadership Styles



The Relationship Between Personality & Strengths on Leadership Ability: Execution-Based Leadership



Typical Strengths:

Achiever

Arranger

Belief

Consistency

Deliberative

Discipline

Focus

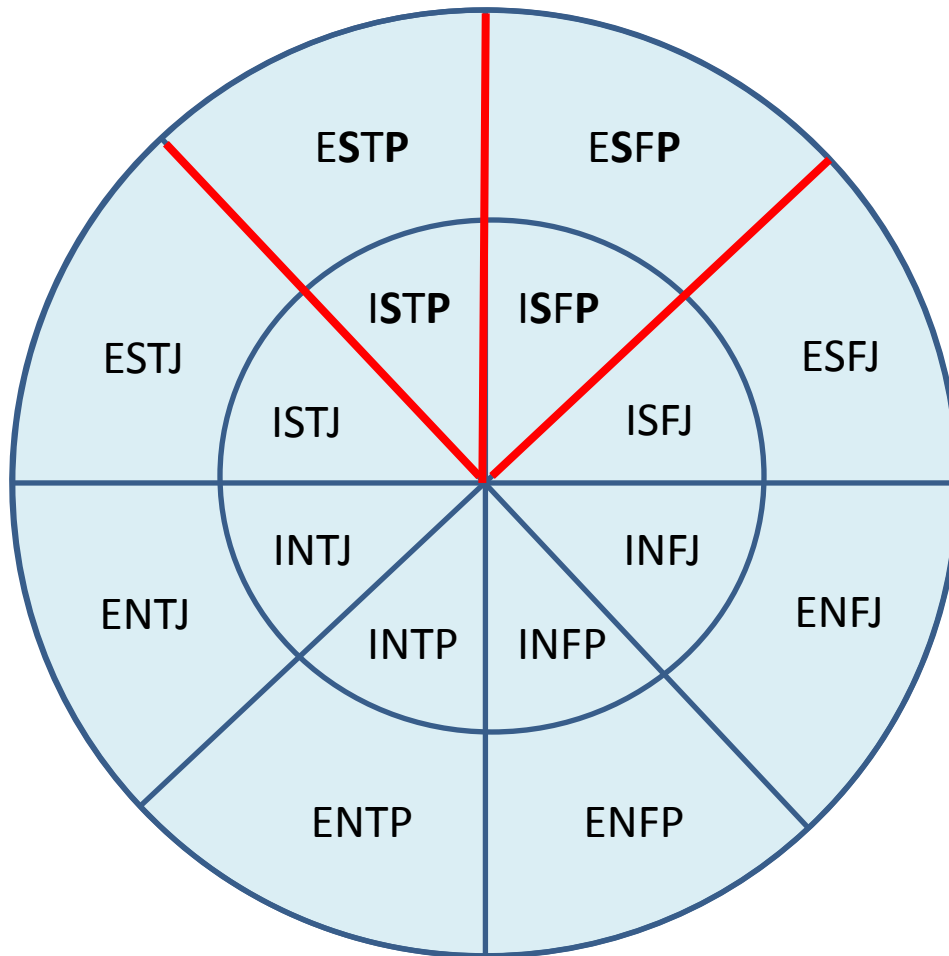
Responsibility

Restorative

US Population = 46%

SJ: Make things happen, implement a solution, achieve a goal

The Relationship Between Personality & Strengths on Leadership Ability: Influence-Based Leadership



Typical Strengths:

Activator

Command

Communication

Competition

Maximizer

Self-Assurance

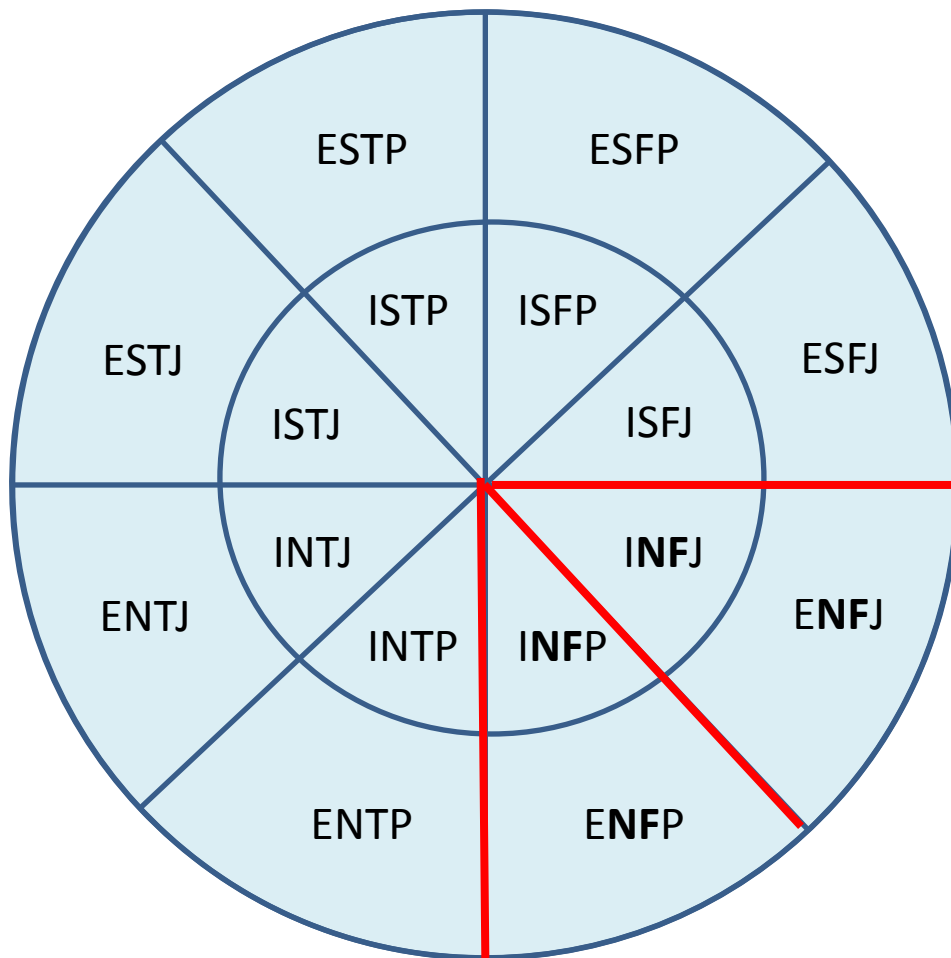
Significance

Woo

US Population = 27%

SP: Help the team, reach a broad audience, promote ideas

The Relationship Between Personality & Strengths on Leadership Ability: Relationship-Based Leadership



Typical Strengths:

Adaptability

Developer

Connectedness

Empathy

Harmony

Includer

Individualization

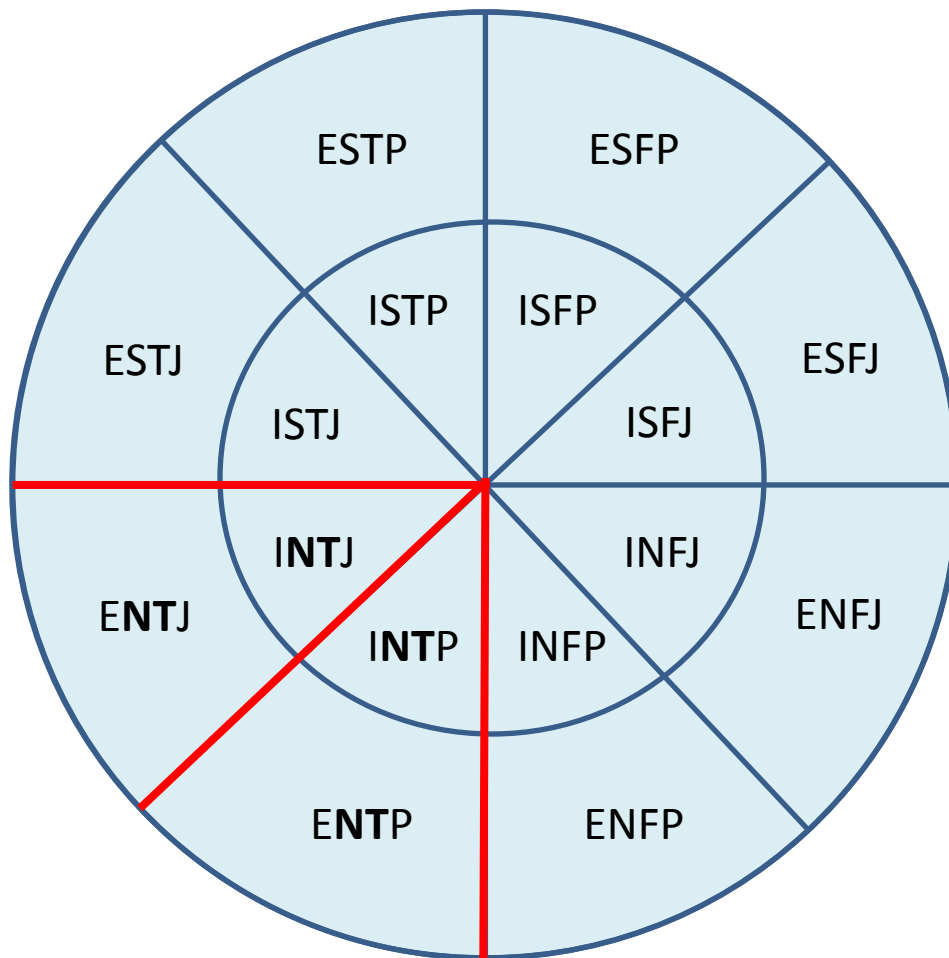
Positivity

Relator

US Population = 16%

NF: Create teams that are greater than the sum of their parts

The Relationship Between Personality & Strengths on Leadership Ability: Thinking-Based Leadership



Typical Strengths:

Analytical

Context

Futuristic

Ideation

Input

Intellection

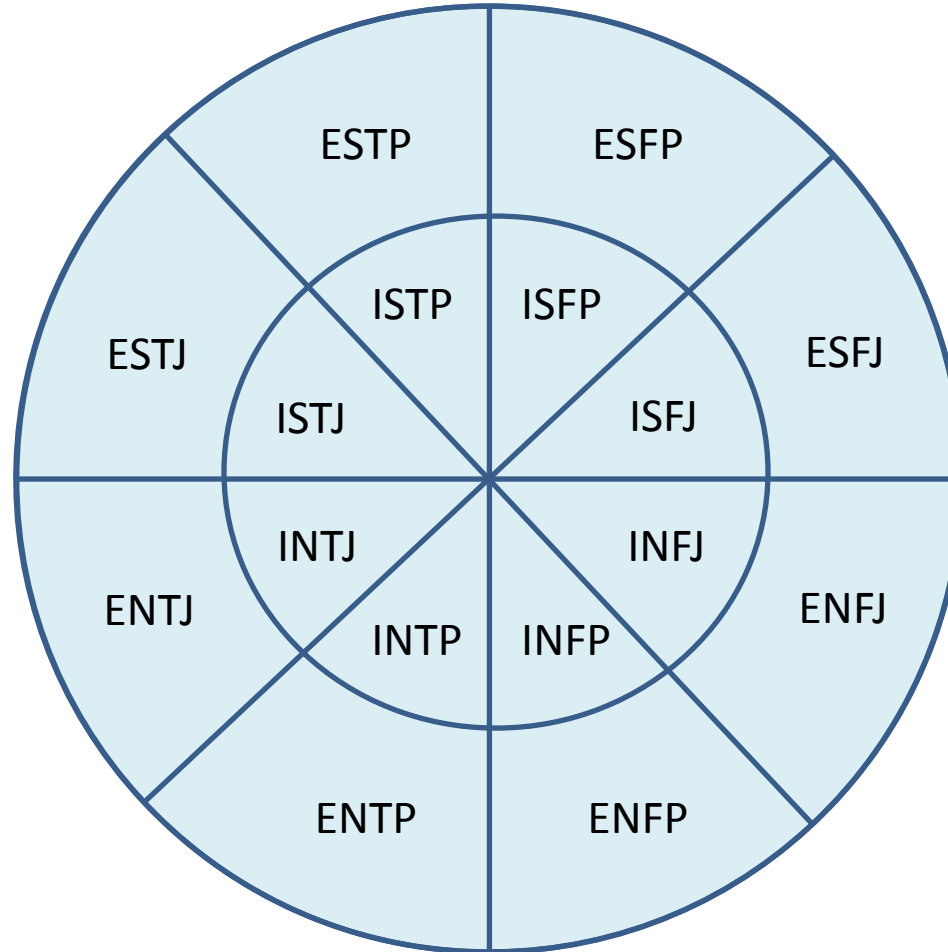
Learner

Strategic

US Population = 10%

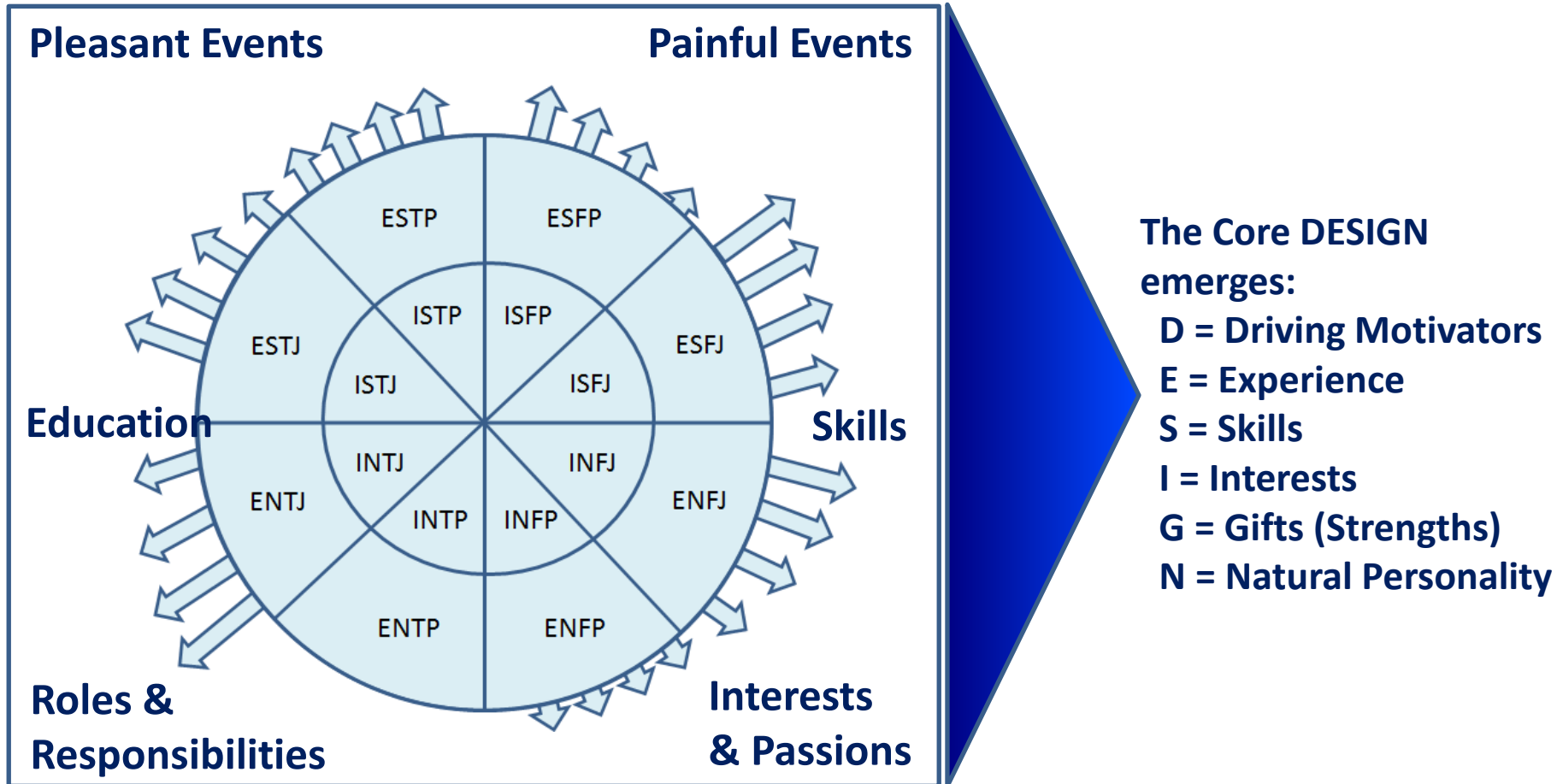
NT: Focused on what could be (absorb, analyze, decide)

Your Observations?



- ❑ Introversion and Extroversion don't matter – both make good leaders
- ❑ All personality types are included (there is no one perfect leadership style)
- ❑ Each individual tends to be a blend of more than one leadership style

The Impact of the Life Journey



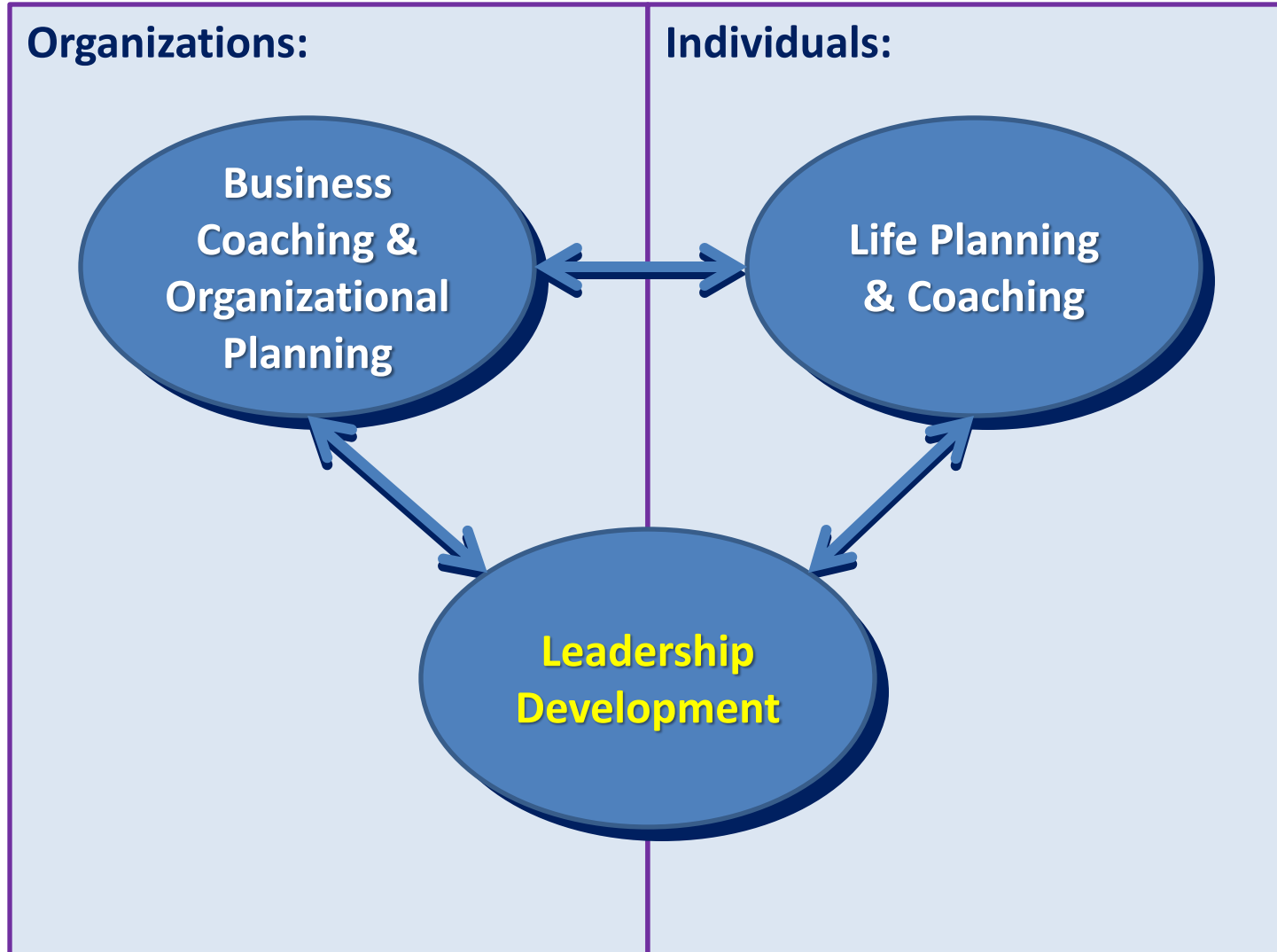
- ❑ Other factors affecting leadership are elements of the life journey
- ❑ The personality changes little to not at all
- ❑ Strengths grow marginally stronger or weaker with use

How do You Know When You Need Which Leader?

❑ **Factors Affecting the Leaders Needed**

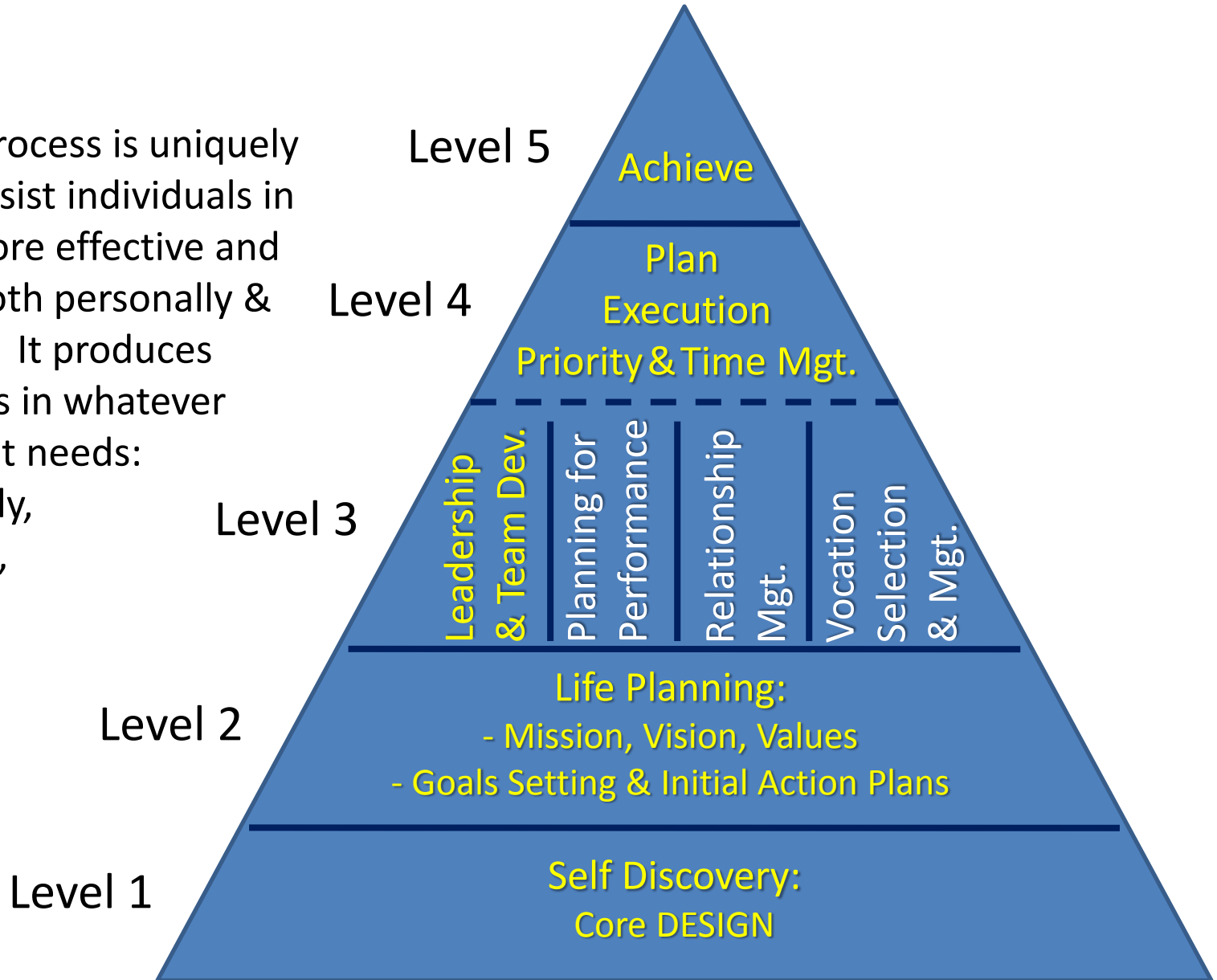
- ✓ **Company Culture**
- ✓ **Marketplace Requirements**
- ✓ **The Other Members of the Leadership Team**
- ✓ **Functional Area in the Organization**
- ✓ **Level in the Organization**
- ✓ ***Others.....***

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The Achieve Process[©]

The Achieve process is uniquely designed to assist individuals in achieving a more effective and fulfilling life both personally & professionally. It produces positive results in whatever areas the client needs: personal, family, vocation, faith, & community.



□ Summary:

- ✓ Great leadership is about influence. Great leaders can be made.
- ✓ There are 16 basic Personality Types & 4 basic Leadership Styles.
- ✓ There are 34 Strengths (Talents) as an outgrowth of personality.
- ✓ The Life Journey strengthens or weakens our talents.
- ✓ Different leaders are needed in different situations.
- ✓ There is a process for identifying & developing great leaders and it starts with enhancing self-awareness.

□ A Call to Action:

- ✓ There is no one best Leadership Style, so stop looking for that person.
- ✓ Don't treat everyone the same. Learn to leverage the strengths of each individual in your organization.
- ✓ You need to develop a process for identifying and developing leaders, your success as an organization depends on it.

Any Questions?

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Qualifications

- ❑ Mr. Songer has over 31 years of experience in ministry and international business transformation. His business expertise includes strategic planning, operations management, information systems design & implementation, and enterprise wide business process reengineering (including lean six sigma). Mr. Songer holds a Bachelor of Science degree in Industrial Engineering, as well as an MBA from Carnegie Mellon University. He has consulted to over 20 organizations, including the General Motors Corporation. Mr. Songer was also ordained as an Executive Pastor five years ago. However, his ministry expertise spans over 20 years in family ministries including marital and parental counseling, coaching and mentoring, leadership development, as well as church-based business administration. His current calling is to transform lives by assisting individuals to live lives of greater significance , as well as greater success.
 

- ❑ Mr. Songer has been involved in coaching and mentoring for over 25 years. He has coached and mentored hundreds of couples, families, and individuals.
- ❑ Mr. Songer's consulting experience has been quite varied and has included the following organizations:
 - ❑ Ace Hardware
 ❑ M.A. Hanna
 - ❑ ARMCO Steel
 ❑ Pacific Telesis Group & Pacific Bell
 - ❑ ARMCO, Inc.
 ❑ Pratt & Whitney
 - ❑ ASCOA
 ❑ Rockwell International
 - ❑ Badger-Powhatan
 ❑ San Diego Gas & Electric
 - ❑ Bell Atlantic
 ❑ Sharon Tube Company
 - ❑ BNY Mellon
 ❑ Tellabs, Inc.
 - ❑ BOK Financial
 ❑ TransTechnology Corp.
 - ❑ Dell Computer
 ❑ Westinghouse Communications
 - ❑ Figgie Fire Protection
 ❑ Whirlpool Corporation
 - ❑ General Motors
 - ❑ IBM Corporation