

STEP AWAY FROM YOUR  
COMPUTER AND STEP IN FRONT  
OF YOUR TEAM!

**PMI - California Inland Empire**

Presented By  
Kimberly Roush, Founder  
All-Star Executive Coaching

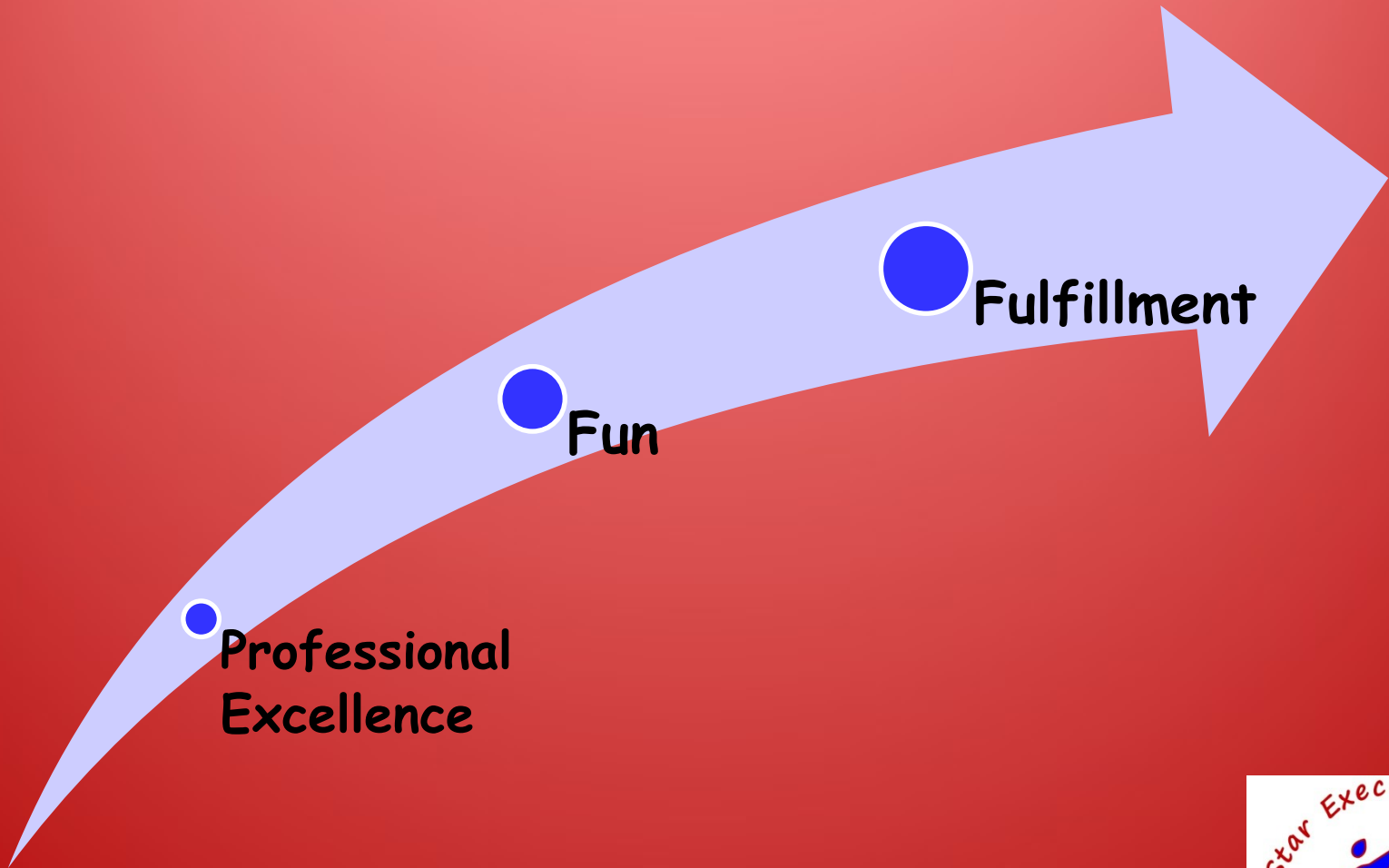


# AGENDA

- Professional Excellence, Fun and Fulfillment
- Overcoming Your Strengths
- What Got You Here Won't Get You There
- Assess your Strengths As you Move From a Manager to a Leader
- Listening, Understanding and Influencing Others
- Go-Getters vs. Go-Givers
- NetPLAYing



# The Triple Play of Success for Leaders



# Manager vs. Leader

- Technical knowledge
- Focus on task
- Dive In
- Get the job done
- Heads down
- Does things right
- Emotional intelligence
- Focus on people
- Delegate and develop
- See that the job gets done
- Heads up
- Does the right things



# Overcoming Your Strengths

- Lois P. Frankel
- Rely too heavily on skills that created early successes
- Fail to develop new skills
- Tough times, revert to what is comfortable
- Need a new complimentary skill set



# What Got You Here Won't Get You There

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- Marshall Goldsmith
- See handout
- 20 Bad Habits - Challenges in Interpersonal Behavior



# Going Outside Your Comfort Zone

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- Generational Understanding
- Social Media
- NetPLAYing
- Being a Leader among Leaders



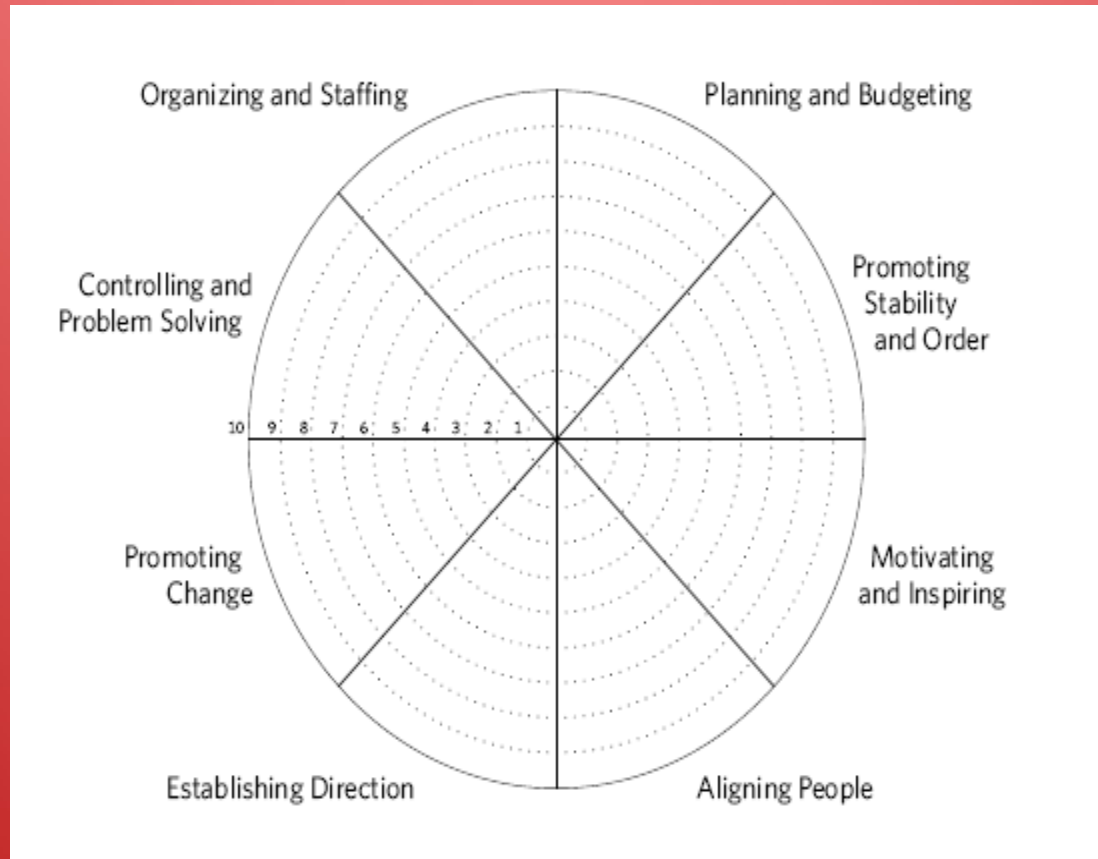
# More About Strengths

- Knowing Your Strengths and the Strengths of Others
  - Strengths Finders
  - Strengths Based Leadership
  - Other Assessments
- Team Strengths - above, around, below
- Caution on Overplaying Your Strengths





# Management / Leadership



# Listening, Understanding and Influencing Others

- It's all about relationships
- Influence
  - It's not about you and what you know or who you know
  - It's about who knows you
  - And more importantly the stories they tell about you ... after you have gained their trust
  - Vance Caesar



# Listening, Understanding, Influencing

## Not Fun

- Believing every interaction has a specific business goal
- Making it all about you
- Feeling guilty about 'socializing'

## Fun and Fulfilling

- Just getting to know someone - making them feel special
- Taking away the pressure of your agenda



# Ask Questions, Listen and Connect

## Not Fun

- Spewing your schpeel
- Thinking about what you are going to say next
- Not having a clue what the person is talking about and not asking
- Making it all about you

## Fun and Fulfilling

- Learning new things
- Helping people articulate what's important
- Getting to real understanding and connecting
- Understanding what makes people tick



# Follow Through

## Not Fun

- Having a never ending to do list of things you never get to
- Being too busy / important to follow up
- Building a negative brand image

## Fun and Fulfilling

- Shining because you differentiated yourself and began to build trust
- Holding integrity
- Giving people stories to tell about you
- The deep personal reward of giving



# 'The Go Giver' by Bob Berg

- The 5 Laws of Stratospheric Success
  - **The Law of Value** - Your true worth is determined by how much more you give in value than you take in payment
  - **The Law of Compensation** - Your income is determined by how many people you serve and how well you serve them



# 'The Go Giver' by Bob Berg

- The 5 Laws of Stratospheric Success
  - **The Law of Influence** - Your influence is determined by how abundantly you place other people's interests first
  - **The Law of Authenticity** - The most valuable gift you have to offer is yourself
  - **The Law of Receptivity** - The key to effective giving is to stay open to receiving



# NetPLAYing - Taking the 'Work' Out of Networking

- NetPlaying is a New Way of Life
- Internal and External
- 5 Ways to Stand Out NetPLAYing
  - Forget the agenda
  - Ask questions, listen and connect
  - Help others and build trust
  - Follow through
  - Keep at it





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Questions?

