

Most of What I Learned About Leadership, I Learned From My Grandmother

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Introductions

- Choose a *Study Buddy*—someone you don't know.
- Introduce yourselves
 - Name
 - Where you work
 - Share one thing in work that you know for sure that helps you be the effective leader that you are. Go ahead, BRAG!



Some Leaders...

- Are **formally appointed** (HR Director, Executive Director, Chief Information Officer, etc.)
- **Step forward to lead**, not because someone appointed them but because they have a vision (Administrative Assistant, Custodian, etc.)
- **Are appointed** by others who see leadership qualities in them (spokespersons, etc.)

Leadership

- A **process** of social influence where one person can enlist the aid & support of others to accomplish a common goal or task.
- Leadership involves:
 - WALKING the talk—MODELING the way—CREATING opportunities for WINS
 - INSPIRING a clear vision, sharing that vision with others & breathing life into it
 - INSPIRING people's hearts so that they see exciting possibilities
 - PROVIDING information, knowledge & methods that foster collaboration, trust & dignity so that people will follow willingly
 - COORDINATING & BALANCING conflicting interests

Mrs. Florida Lucinda Thompson Gray



Mother Gray & Big Daddy



Mrs. Florida Lucinda Thompson Gray



My Remarkable Grandmother's Embodiment

● "Courage is fear that has said its prayers."

~ Swiss Theologian, Karl Barth

Leadership Lessons From Mother Gray

- Remember that you have to live with yourself & your character is your most valuable asset
- Set your priorities and commit
- Dare to Step Outside the Box—Set high expectations & work like heck
- Be who you are & be fully present in the moment
- NOTHING is more important than relationships
- Separate people's behaviors from who they are—Forgive yourself & others

Leadership From the Inside Out

“Become the person you want to be on the **inside** and you’ll become the person you want to be on the **outside**. When that happens, you’ll be able to handle anything that comes your way.” ~
Mother Gray

Leadership From the Inside Out

Managing the Outer

- Achieving
- Having/guarding what you have
- Knowing—Make sure things go exactly as you plan them
- Fighting to win
- Protecting—Hold on tight to the things you need
- Being right—or at least look good
- Defending your position
- Attachment
- Doing
- Telling/Persuading
- Transactional approach

Managing the Inner

- Developing/growing
- Tending/trusting
- Blending until the energy shifts
- Inquiring into a larger truth
- Letting go to have more
- Being
- Learning
- Sharing
- Being in relationship
- Finding out/Listening
- Relationship-based approach

John J. Scherer

How Do You Change to Your Inner Game



- Reverse the 'default settings' you inherited in your training in the Outer Game. For example:
 - Allow others to be “right”. Admit mistakes. Ask for help. Achieve synergy in your work with others.
 - Make a plan and remember the objective, then let the project unfold. Let go of details and methods. Don't try to impose your will on life.
 - Realize that the tighter you hold on to something, the more you fear losing it.

John J. Scherer

Connect to Your Human Spirit

- What is something you've been putting off which could reconnect your work with your human spirit?



Myself

Edgar A. Guest

I have to live with myself, and so
 I want to be fit for myself to know
 I want to be able as days go by
 Always to look myself straight in
 the eye
 I don't want to stand with the
 setting sun
 And hate myself for the things
 I've done

I don't want to keep on a closet shelf
 A lot of secrets about myself And
 fool myself as I come and go
 Into thinking that nobody else will
 know
 The kind of person I really am
 I don't want to dress myself up in
 sham
 I want to go out with my head erect
 I want to deserve all people's respect

Myself

But here in this struggle for fame
 and pelf
 I want to be able to like myself
 I don't want to think as I come
 and go
 That I'm bluster and bluff and
 empty show
 I never can hide myself from me
 I see what others may never see

I know what others may never
 know
 I never can fool myself and so,
 Whatever happens, I want to be
 Self-respecting and conscience
 free.

Character

Moral fiber, disposition, temperament,

- **Actions** are the Real Indicator of Character
- Talent is a Gift, but Character is a **Choice**
- Strong Character is the **foundation** on which to build success with people"
- Leaders with strong character think about **others** and their concerns as much as they think of themselves.

Character

"Any fool can criticize, condemn and complain – and most fools do. But it takes character & self-control to be understanding and forgiving."

~ [Dale Carnegie](#) (1888-1955)

Character



What challenges of CHARACTER have come up for you in your work? How were you trying to "manage the outer"? Did you handle those challenges as you would have liked?

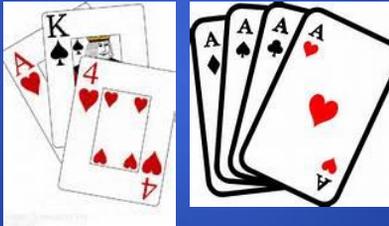


The Sharper Your FOCUS & PRIORITIES Are, The Sharper YOU Are



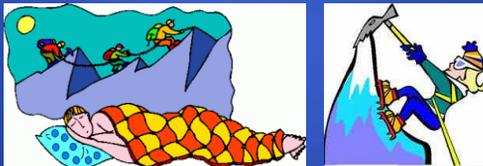
- Set Your Priorities and concentrate your focus on those
- A leader who knows her/his **priorities** but lacks concentration knows what to do but never gets it done.
- A leader who has **concentration** but no priorities has excellence but lacks progress.
- When a leader successfully has both, s/he has potential to achieve **great** things.

Play the Hand You're Dealt



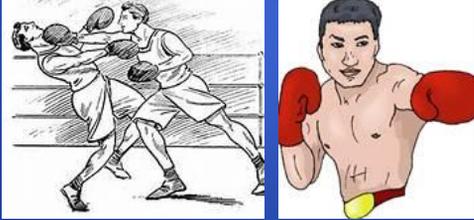
Commitment

- Separates the Dreamers from the Doers



Commitment to the Boxer

- ...is getting off the mat one more time than you've been knocked down.



Commitment to the Marathoner Runner

- ...is running another 9 miles when your strength is almost gone.



Commitment to the Mountain Climber

- ...is going over the mountain, not knowing what's waiting on the other side.



To the Leader

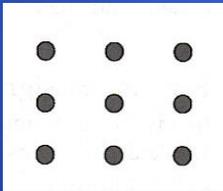
- it's all that and more because everyone you lead is depending on you.



Improve your Commitment

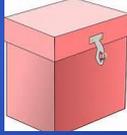
- Look at how you spend your time. Are you really committed to the things you say you're committed to or do you just say you are?
- Know what's worth dying for & what's worth living for.
- Make your plans public, then you might be more committed to follow through.

Step Outside the Box



Step Outside the Box

- What have you told yourself about your work that is keeping you in a box?
- What would you need to do to be even more effective leader that take you **out of the box**?
- **If it's not slightly scary or slightly disconcerting, you're probably STILL IN THE BOX.**



You Don't Have to be The *Best & The Brightest* But...

- You do have to
 - Set high expectations
 - Work like heck



People Who Seem "Ordinary" Achieve Great Things

- **Fact:** More than 50% of all CEOs of Fortune 500 companies had C or C- averages in college
- **Fact:** Nearly 75% of all U.S. Presidents were in the bottom half of their school classes
- **Fact:** More than 50% of all millionaire entrepreneurs never finished college

They All Had **Passion**—That Makes A Big Difference!

The Deferred Life Plan

The *Deferred Life Plan* (Default):



What Price Are You Paying?

“The price of anything is the amount of life you exchange for it.”

~ Sam Keen



Inherent Flaws of the Deferred Life Plan



1. The goal of the game—to do whatever it takes to create a feeling of social, personal, spiritual, and financial security—points you in the wrong direction. Your temporary 'hit' disappears almost immediately and you need another 'fix.'
2. The principle of the plan is flawed. The anxiety never really goes away. The later never comes UNTIL you play a different game.

The Deferred Life Plan



- Were you hoping your job would turn out to be a life-giving project but it's turned into a life-consuming project?
- Are you sacrificing yourself on the altar of your job and praying that it won't kill you?
- How are YOU doing at following the "Deferred Life Plan" or have you found another way?

Communication

The single biggest problem with communication is the illusion that it has taken place.
 ~ George Bernard Shaw



Separate Behaviors From Who People Are

- Behaviors do NOT define a person
- People and their behaviors are different entities.
- People can choose to be different in different situations.
- People's behaviors can be redeemed
- We come to love, not by finding a perfect person, but by learning to see an imperfect person perfectly.



Separate Behaviors From Who People Are

- Describe the behavior of a person in your life or at work whose behavior you're having a hard time separating from your assessment of who they are as a human being.
- Talk to your Study Buddy



When Something Bad Happens

You have 3 choices:

- You can let it define you
- Let it destroy you
- Or let it strengthen you

What are you choosing?

Relationships: If You Get Along, They'll Get Along

"The most important single ingredient in the formula of success is knowing how to get along with people."

~Theodore Roosevelt

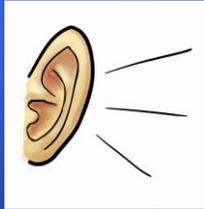
"You don't get a flower to grow by pulling on it." ~ Mother Gray

Leaders LISTEN!

To Inspire/Connect With People's Hearts,
Use Your Ears

- You have to be **silent** to **listen**.
- Both words are formed from the same letters:

- S-I-L-E-N-T
- L-I-S-T-E-N



Proverbs 4:7

Wisdom is the principal thing; therefore get wisdom: and with all your getting, get understanding.

Mrs. Florida Lucinda Thompson Gray

