



**THINK AND ACT
LIKE A CEO**

LEADERSHIP



End in Mind



“She is true to herself and genuine with others; helping people think differently and better while being open to their perspective.”

End in Mind



“He is always near the enemy, and his countenance and manner make an impression which time can never efface: a deportment so firm, so dignified, so exalted, yet so modest and composed, I have never seen in any other person.”



End in Mind

“The people are delighted with her, as people are with leaders who extend their possibilities and make them look and feel good. She radiates confidence without self-importance and is fun to be around.”



End in Mind

“He goes out of his way to boost the self-esteem of people. If people believe in themselves, it’s amazing what they accomplish.”



End in Mind

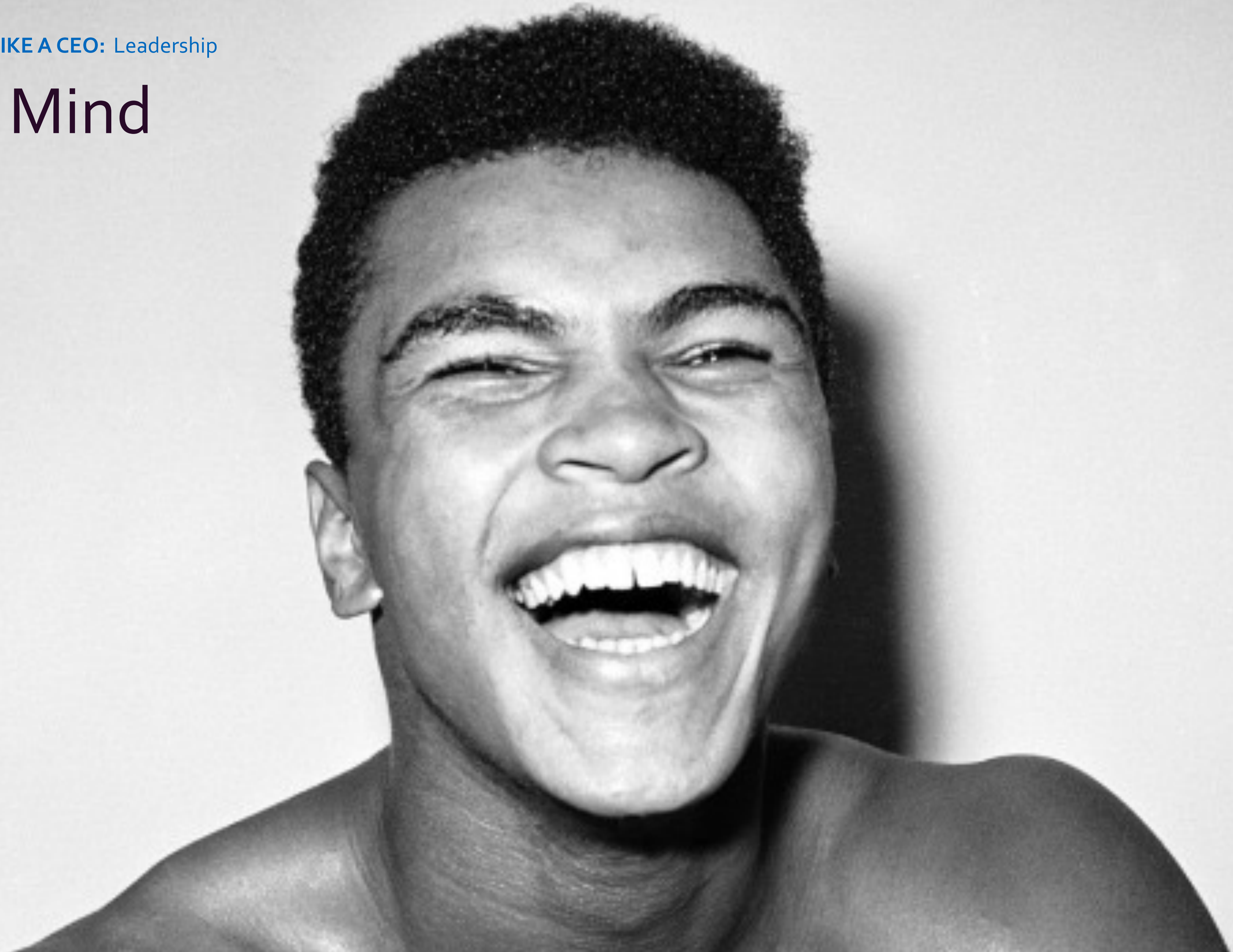
“She lifts people up. Some hold people down by making them feel small, insulted, disregarded, and excluded. She respects them, making them feel valued, appreciated, and heard.”



End in Mind

“He gives me more tools for my leadership toolbox with every interaction. He is constantly mentoring, teaching, and grooming the next leaders. He makes me feel confident I can be a great leader.”

End in Mind





The Leadership Lesson I Thought I Learned

“The essence of
leadership is vision.”

~ Theodore Hesburgh





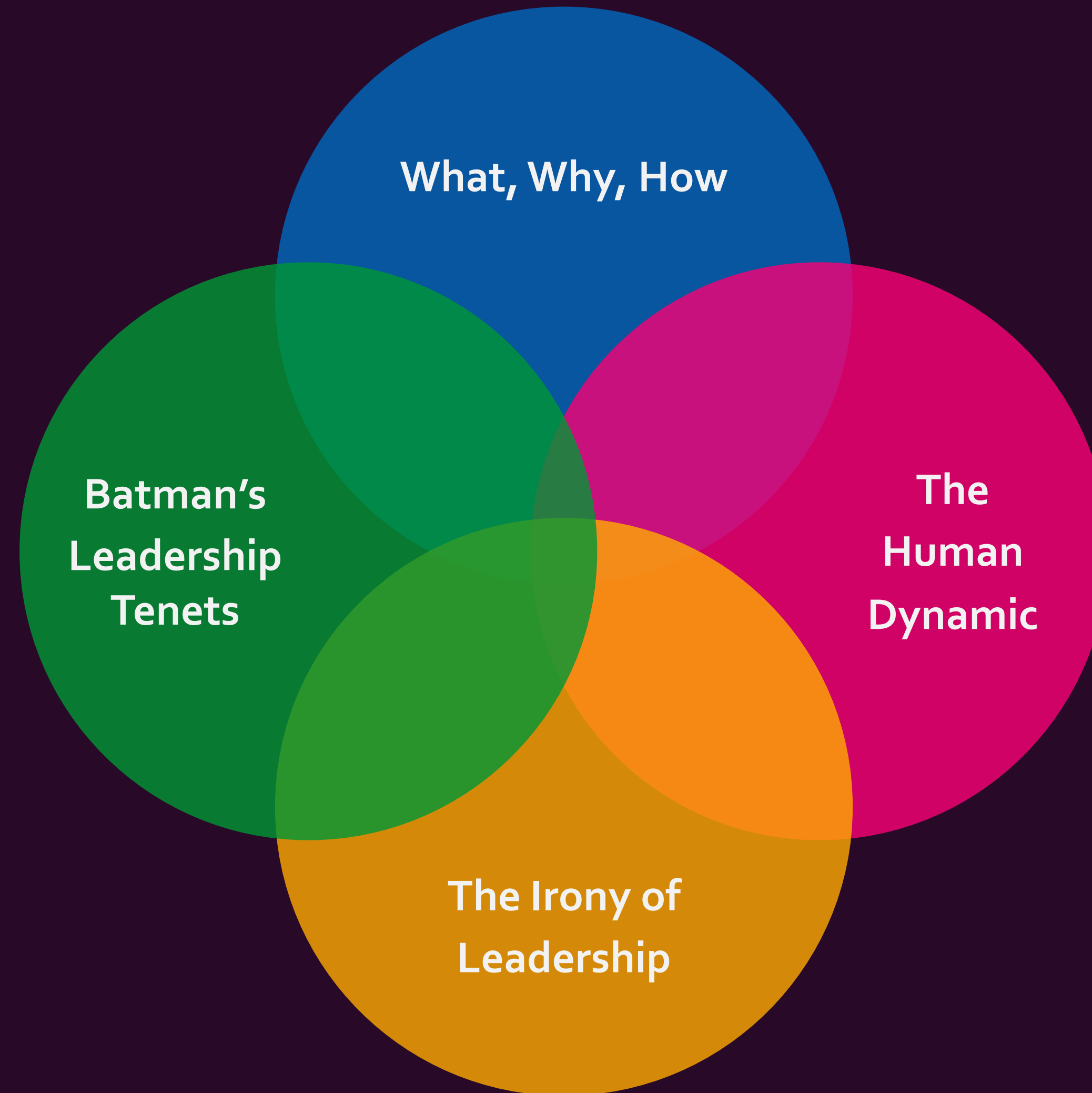
The Leadership Lesson I Actually Learned



“Leadership is translating
vision into reality.”

~ Warren Bennis

Leadership



- Leadership



Leadership

“Leaders inspire others to dream more,
learn more, do more, and
become more.”

~ John Quincy Adams



Leadership



“Great leaders are great simplifiers
who offer a solution
everybody can understand.”

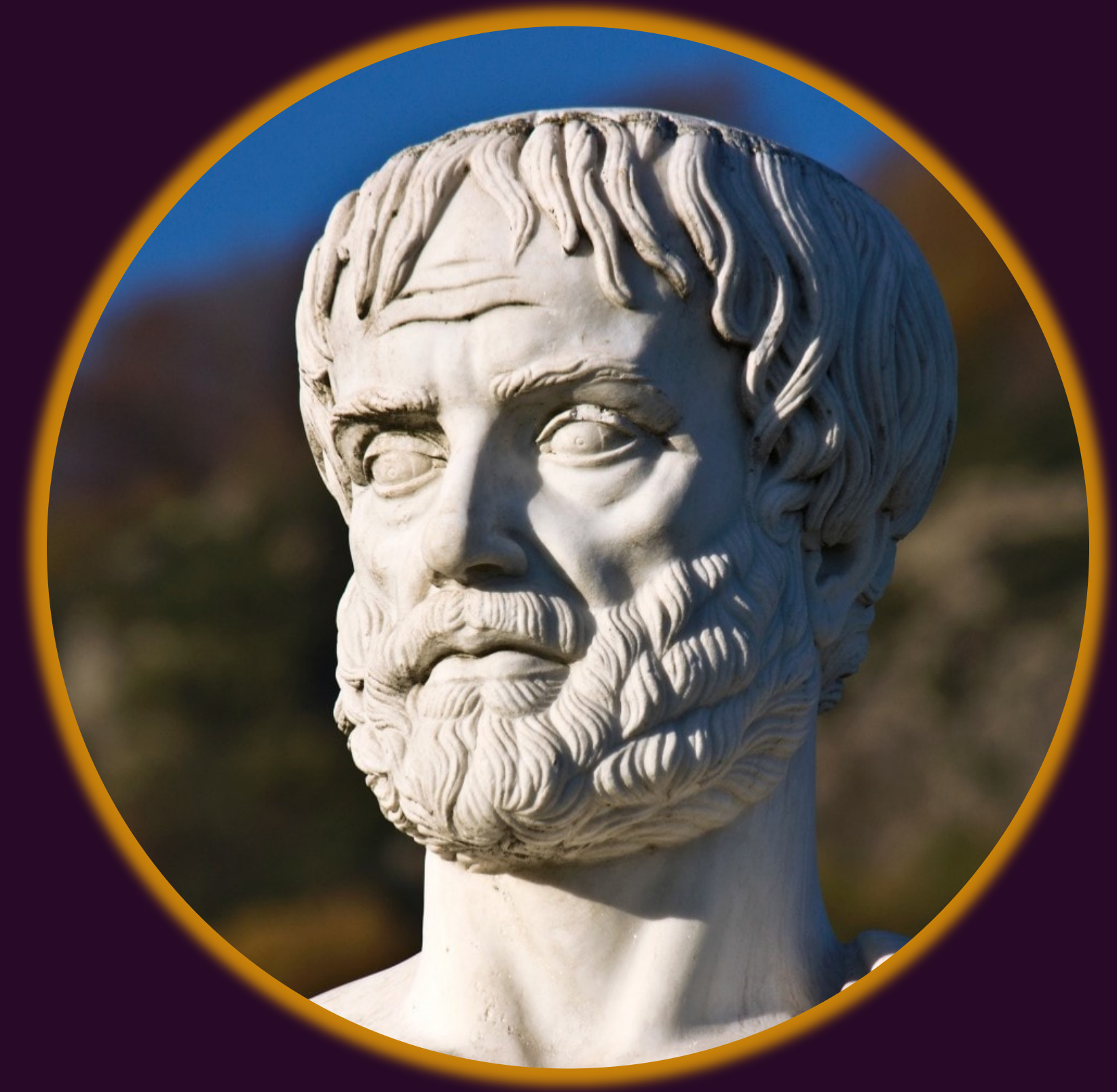
~ General Colin Powell



Leadership

“Leaders develop people to surpass them in knowledge, ability, and contribution.”

~ Aristotle



- Leadership

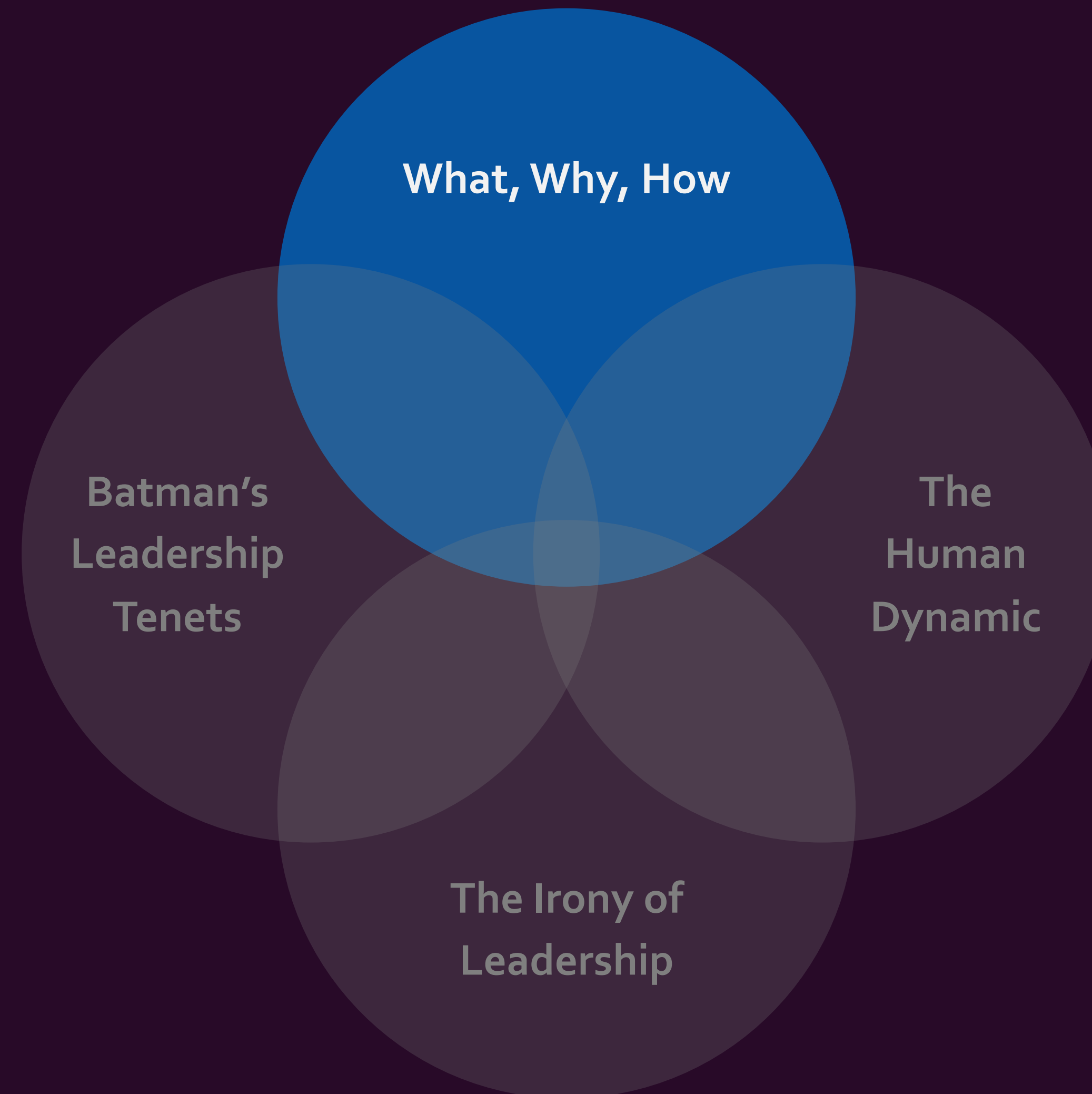


End in Mind



Leadership

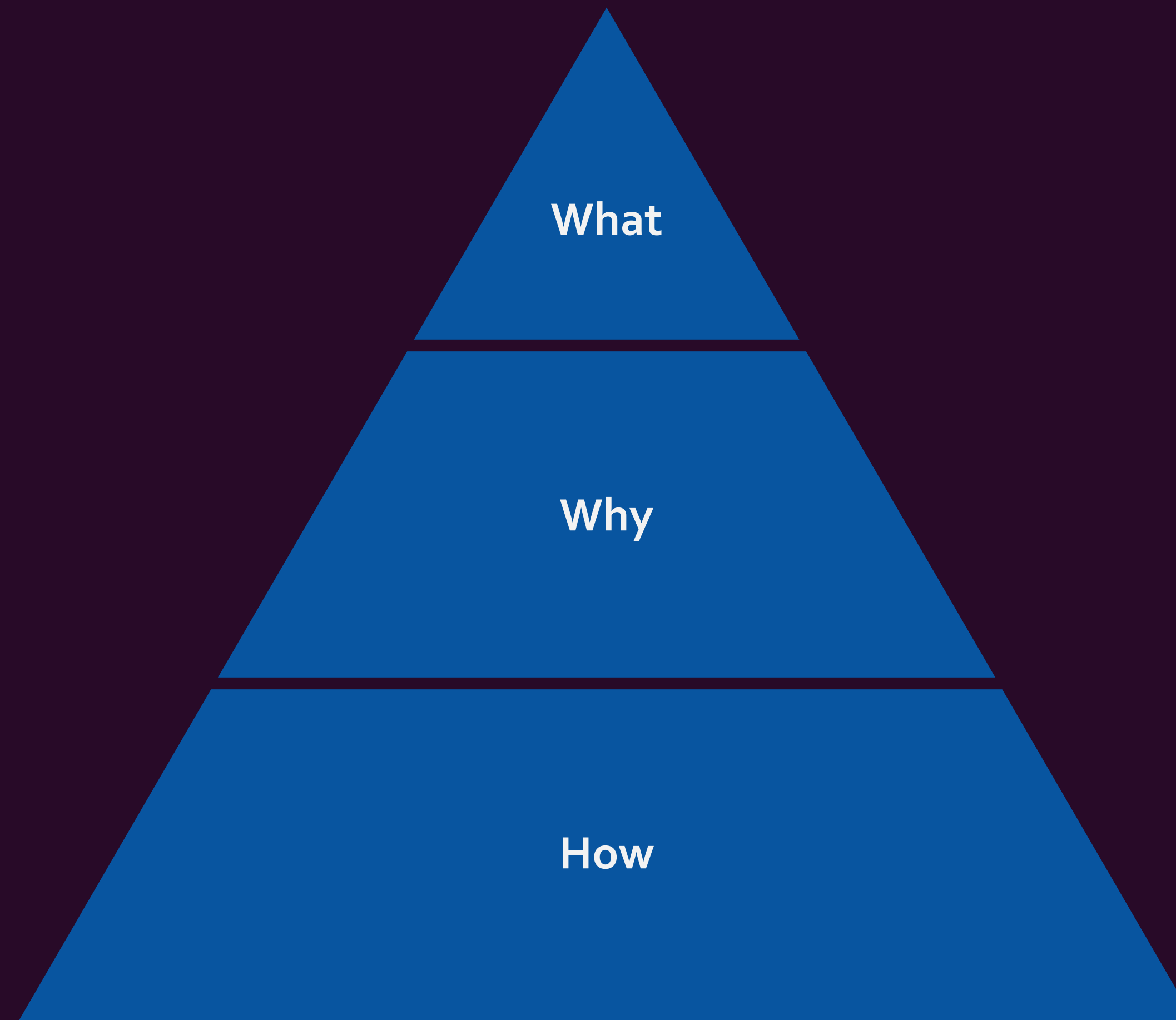
- Leadership



- Leadership



What, Why, How



- Leadership

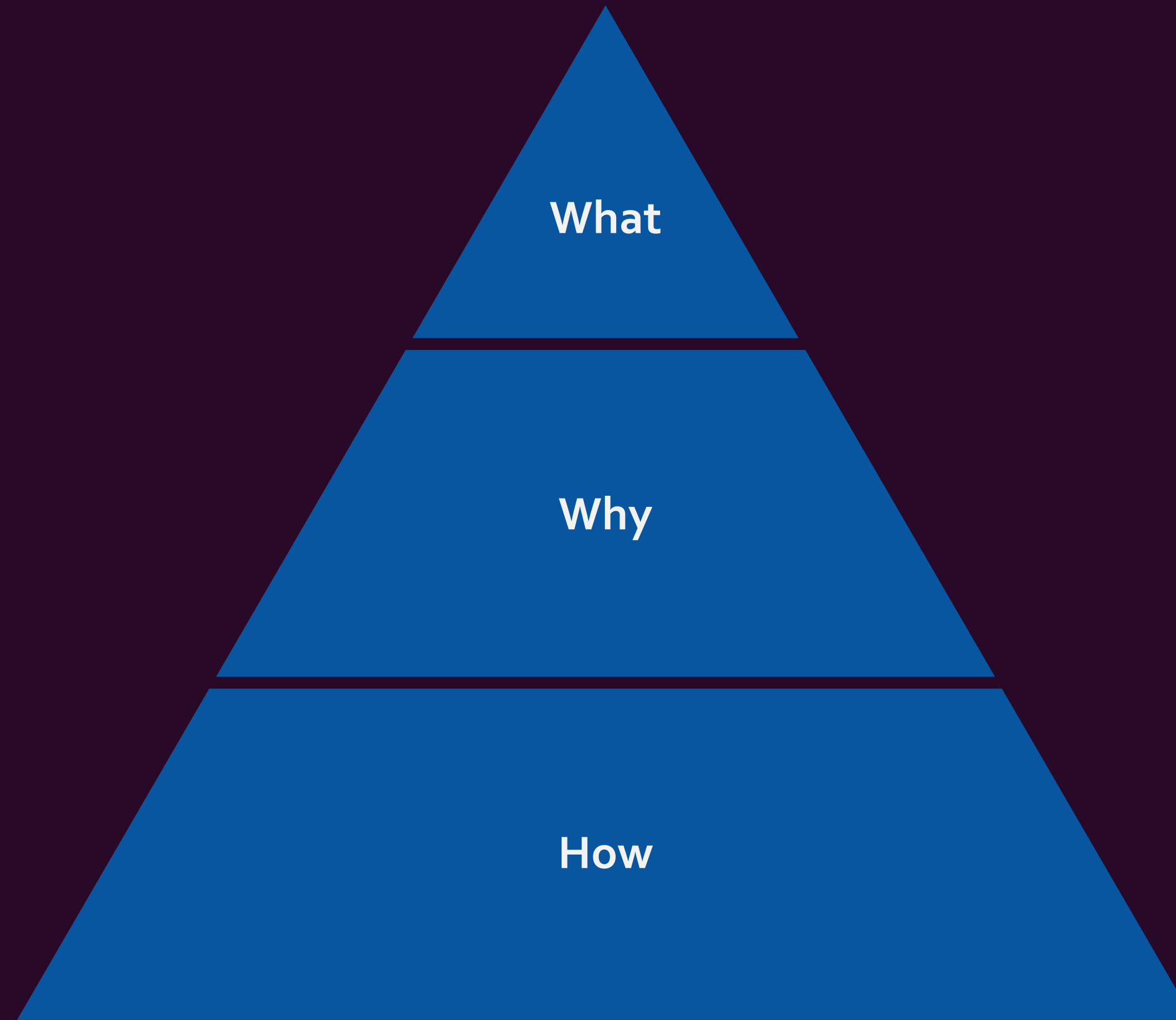


What, Why, How

What does success look like?

How do we measure success?

What are we doing to drive success?



Goals

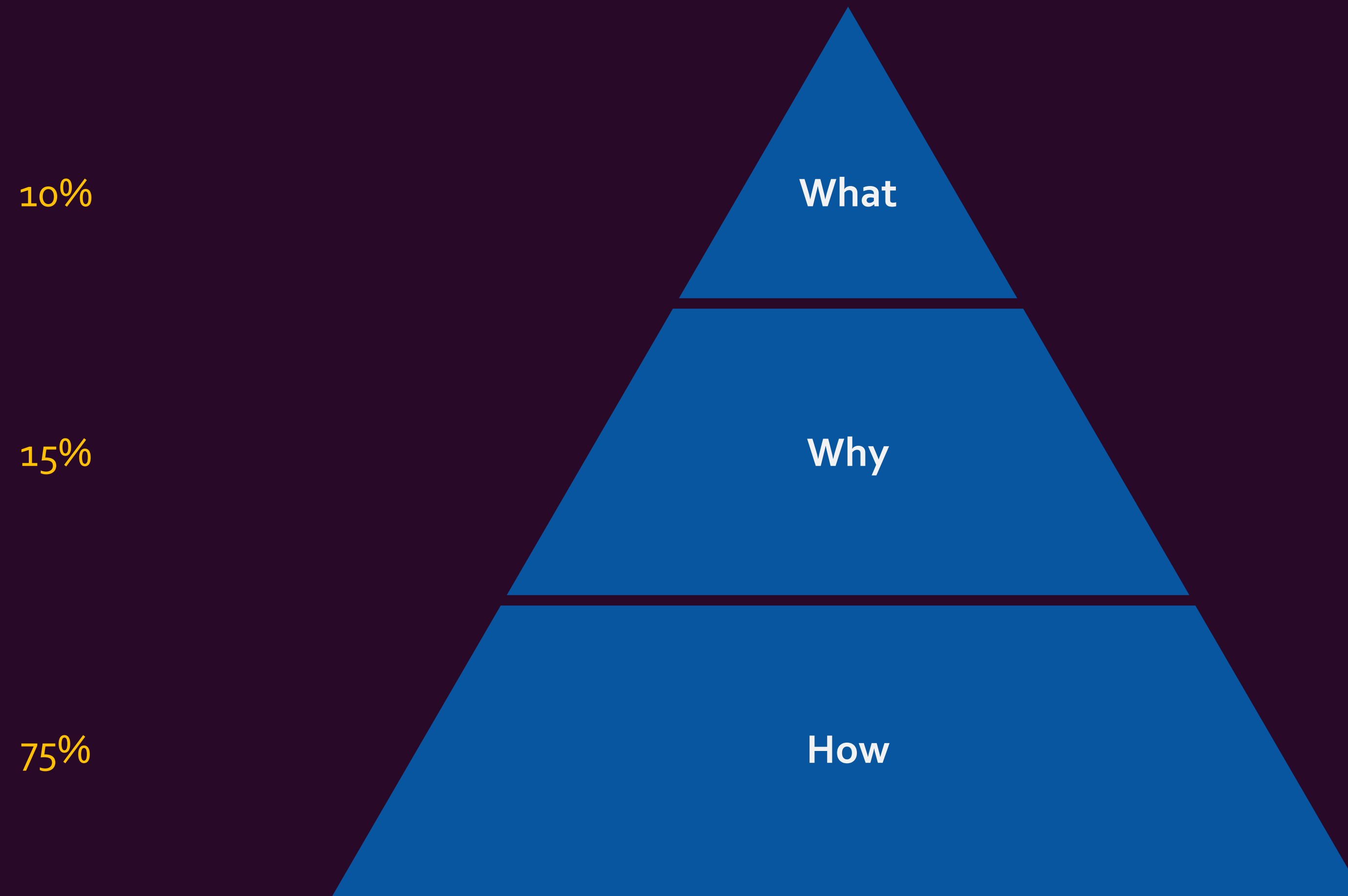
Metrics

Actions

- Leadership



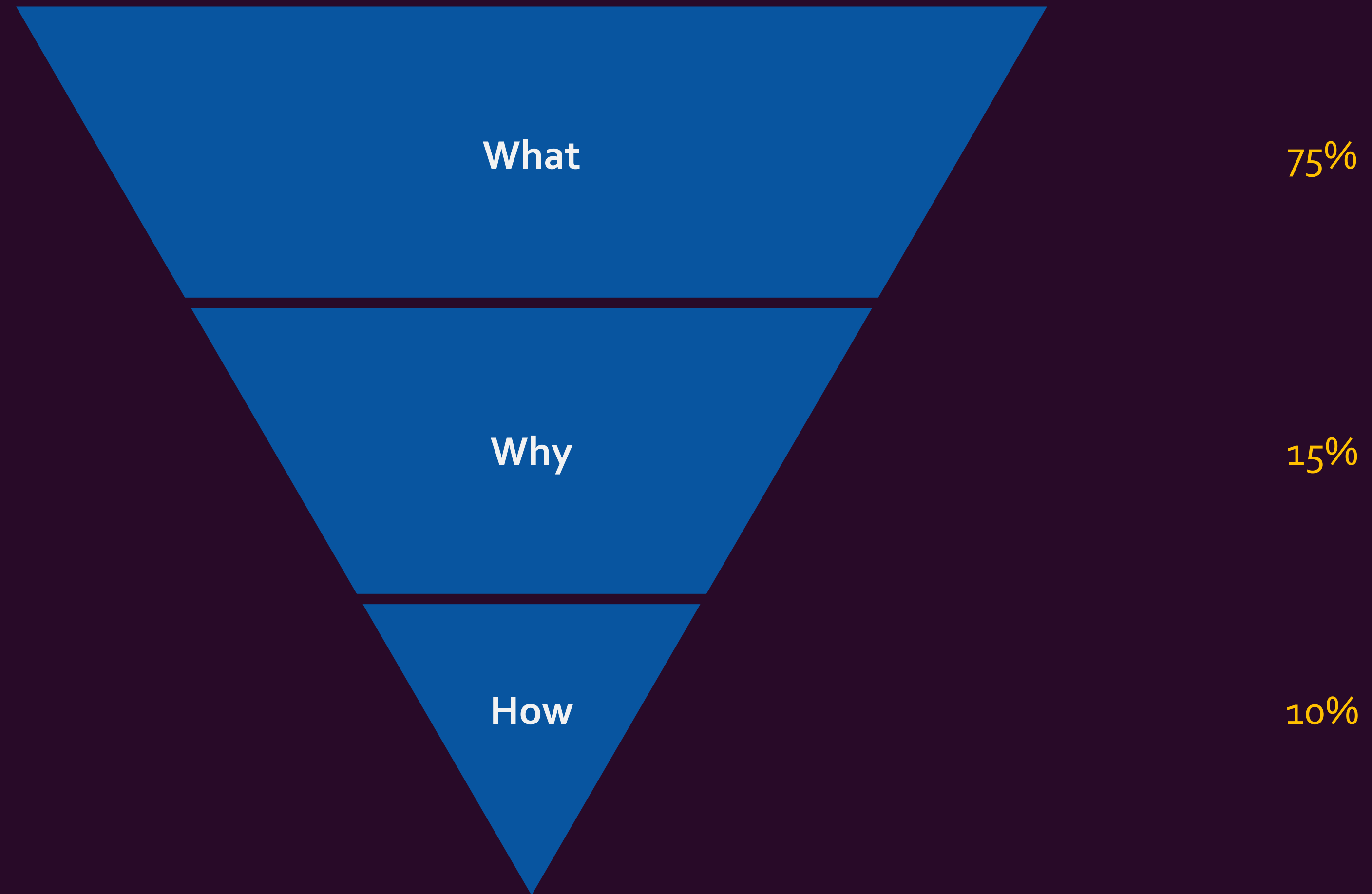
Micromanagement is Natural



- Leadership



Leadership Is Not



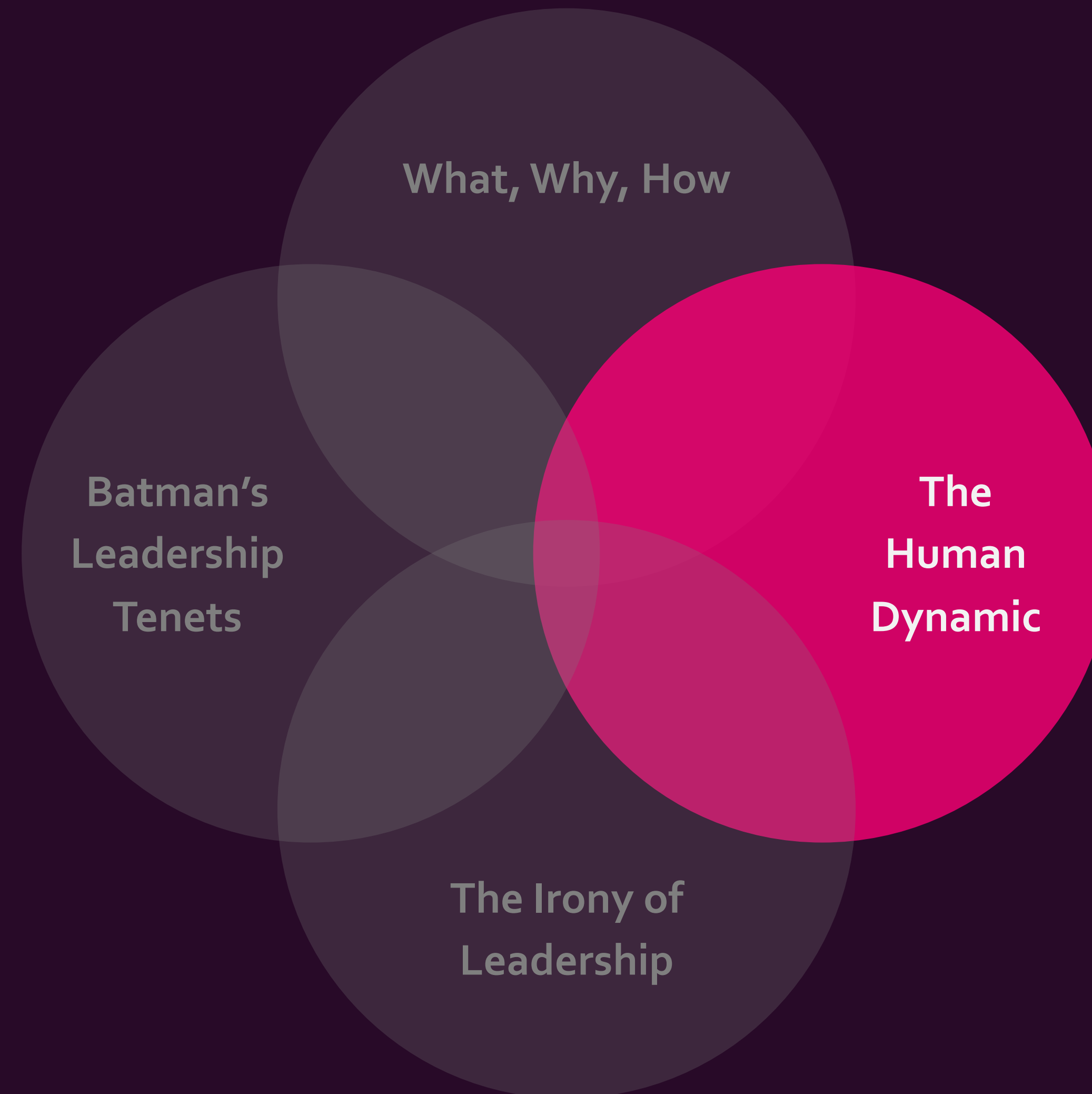


What, Why, How

- **What: We will grow revenues ...**
 - Why: To take market share ...
 - How: By focusing our sales efforts on our largest customers.
- **What: We will reduce costs ...**
 - Why: To improve margins ...
 - How: By eliminating outside labor costs.
- **What: We will take the hill ...**
 - Why: To secure our position ...
 - How: By driving mechanized forces up the south ridge.

Leadership

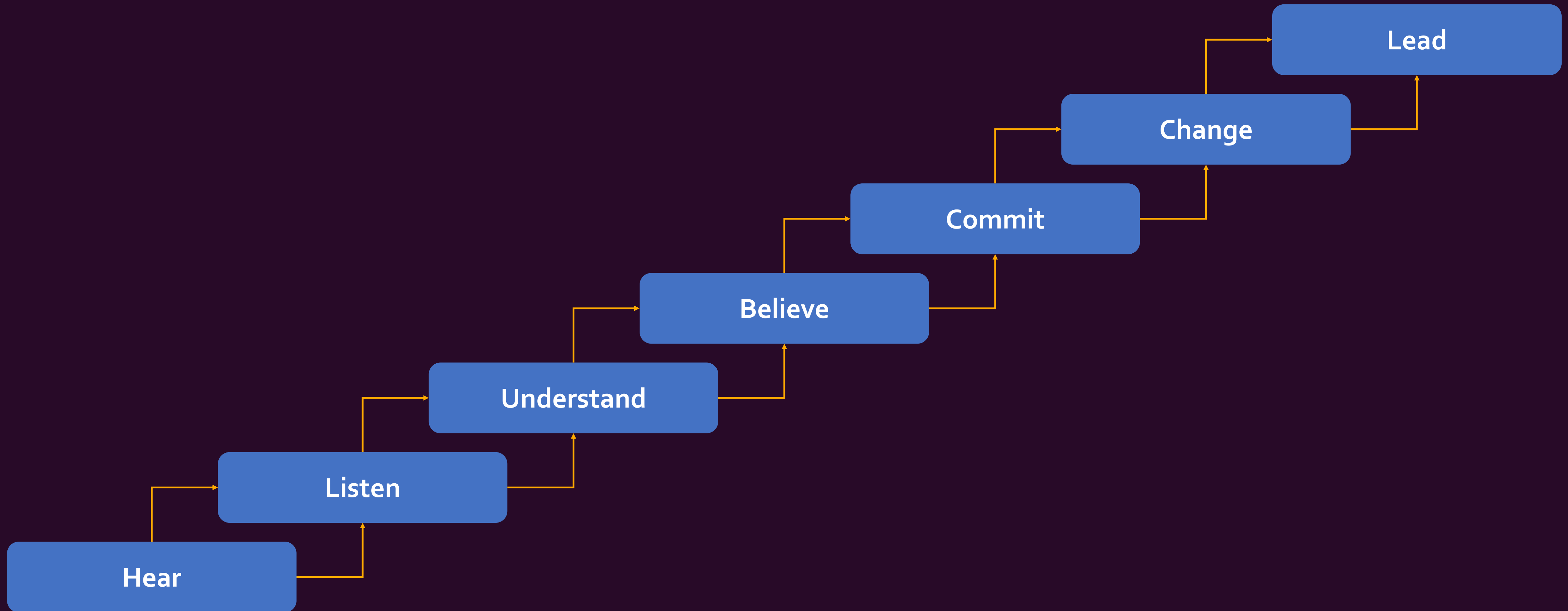
- Leadership



- Leadership



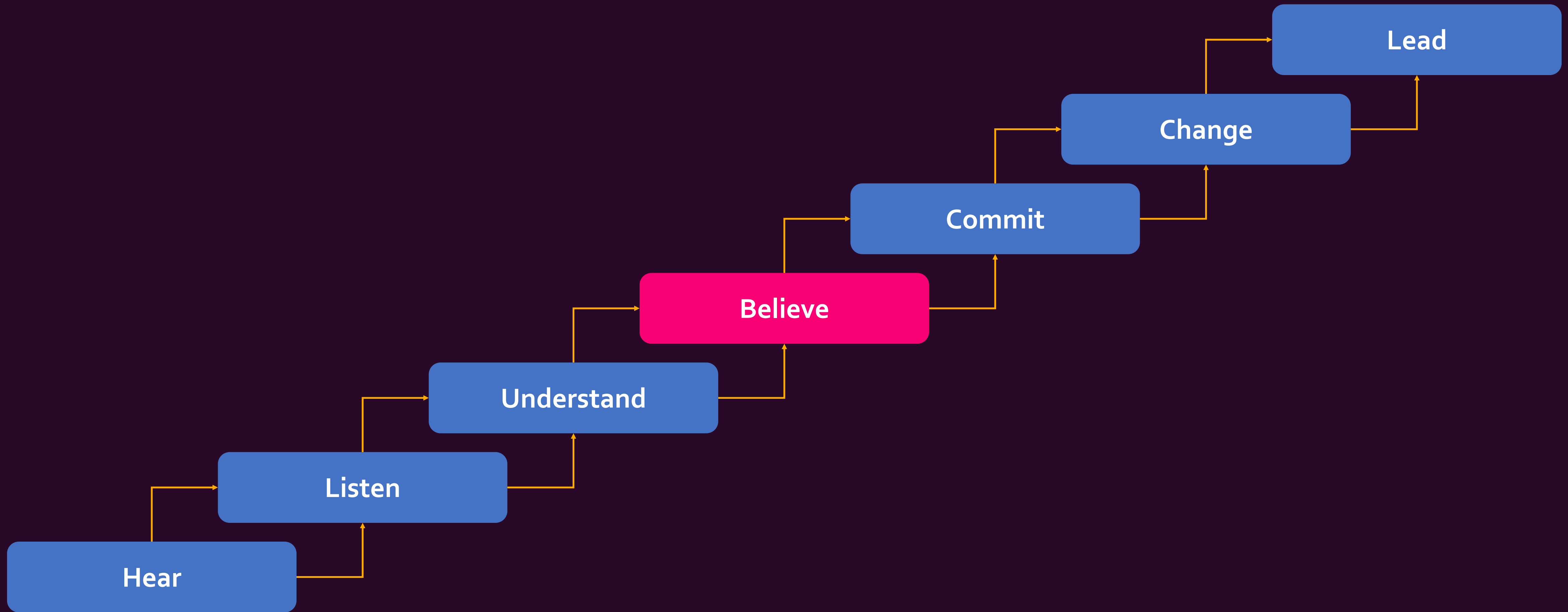
The Human Dynamic



- Leadership

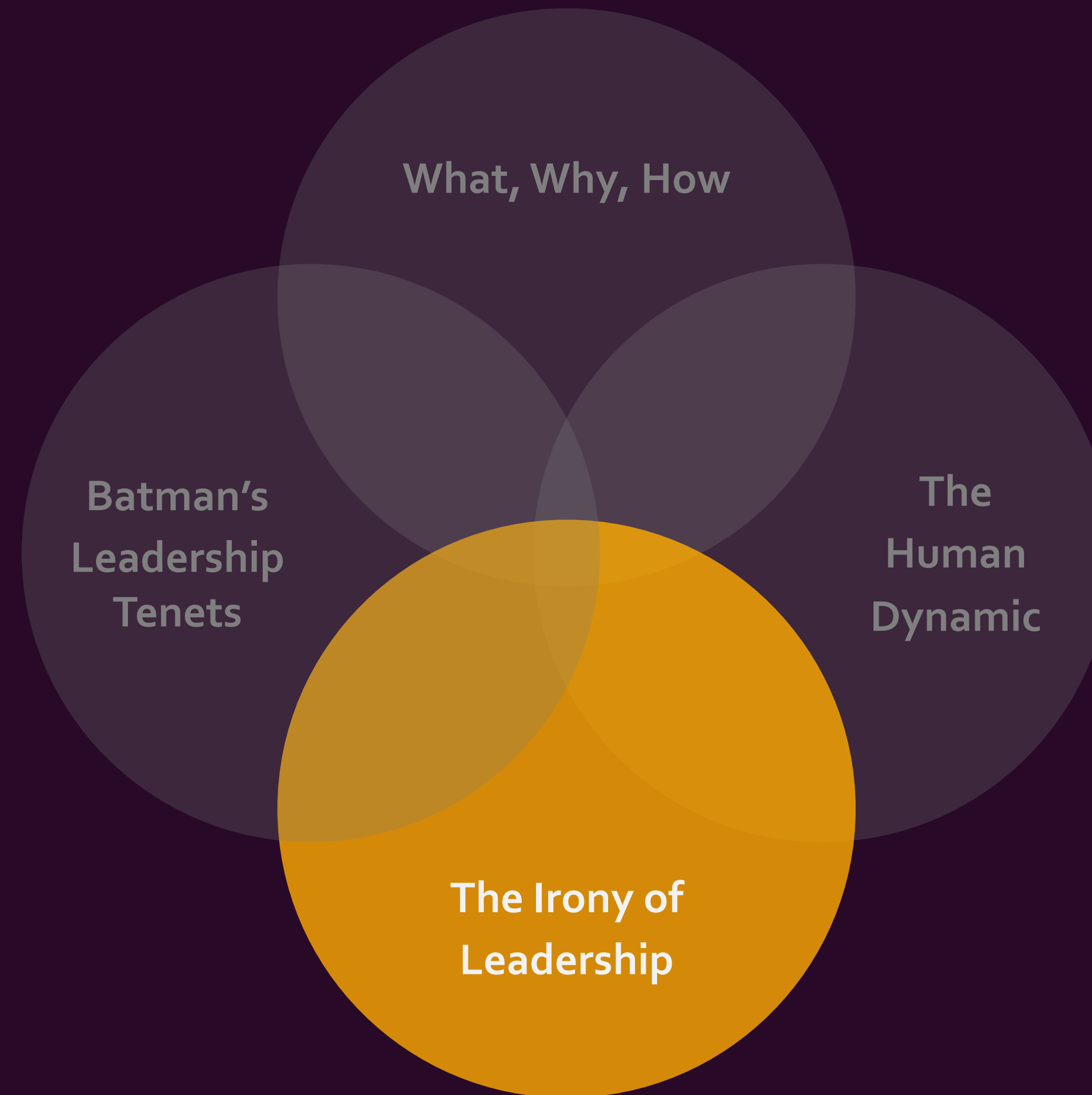


The Human Dynamic



Leadership

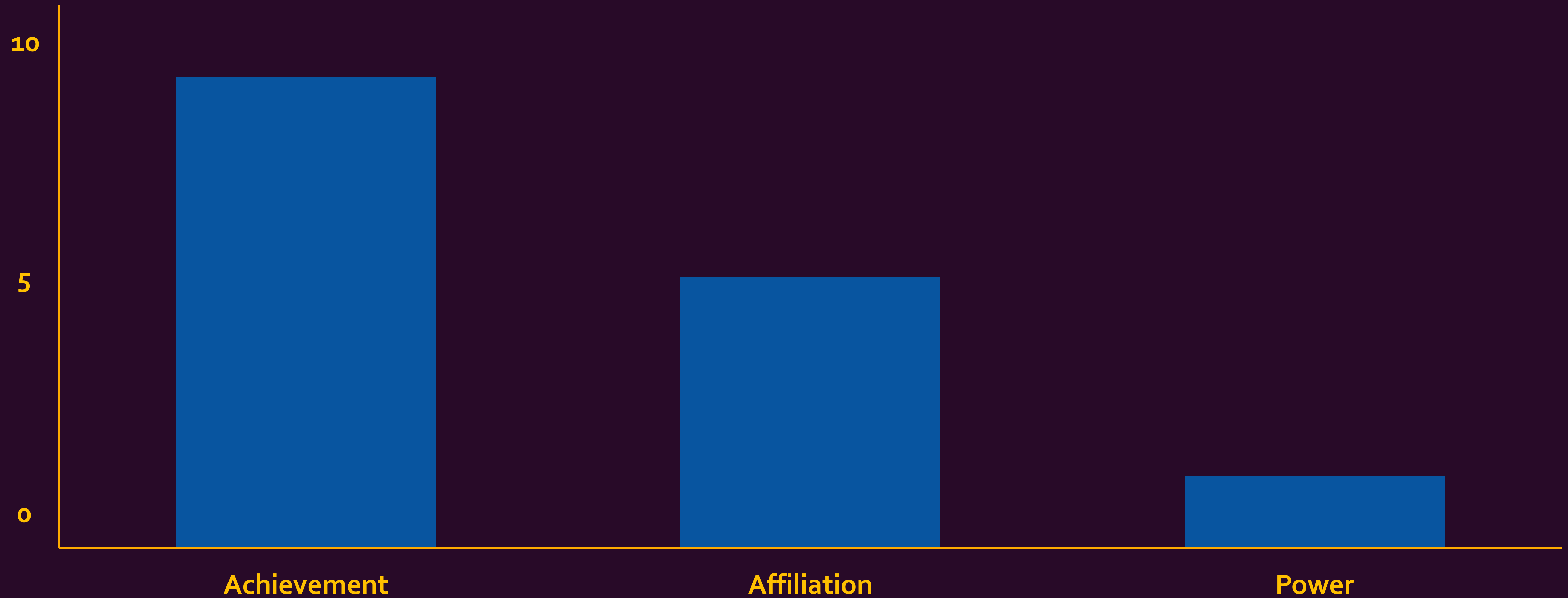
- Leadership



- Leadership



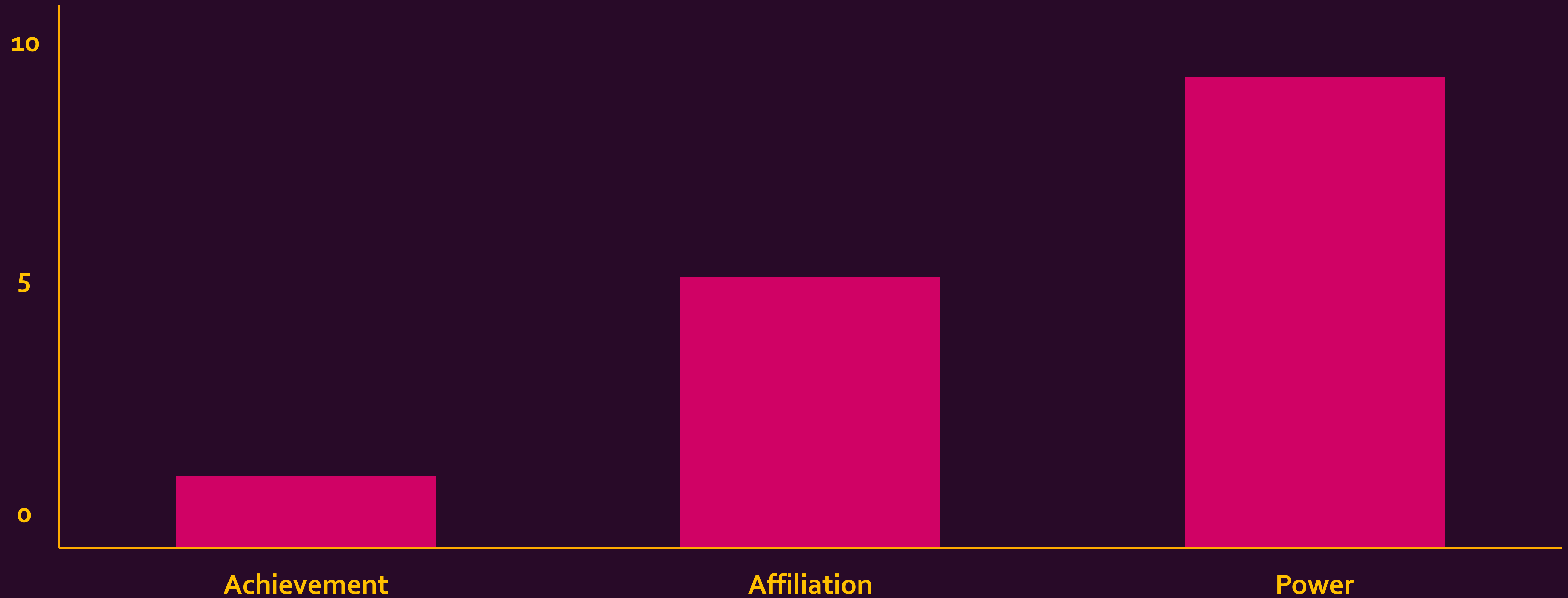
The Irony of Leadership



- Leadership

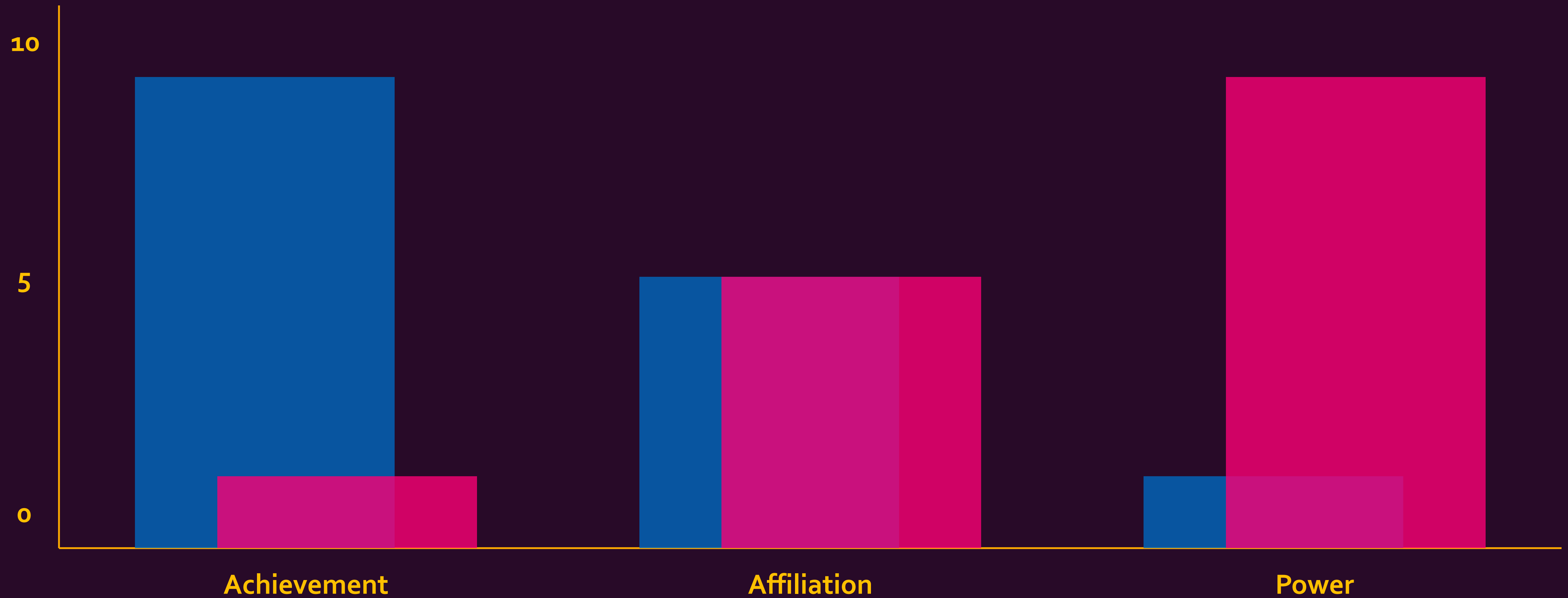


The Irony of Leadership



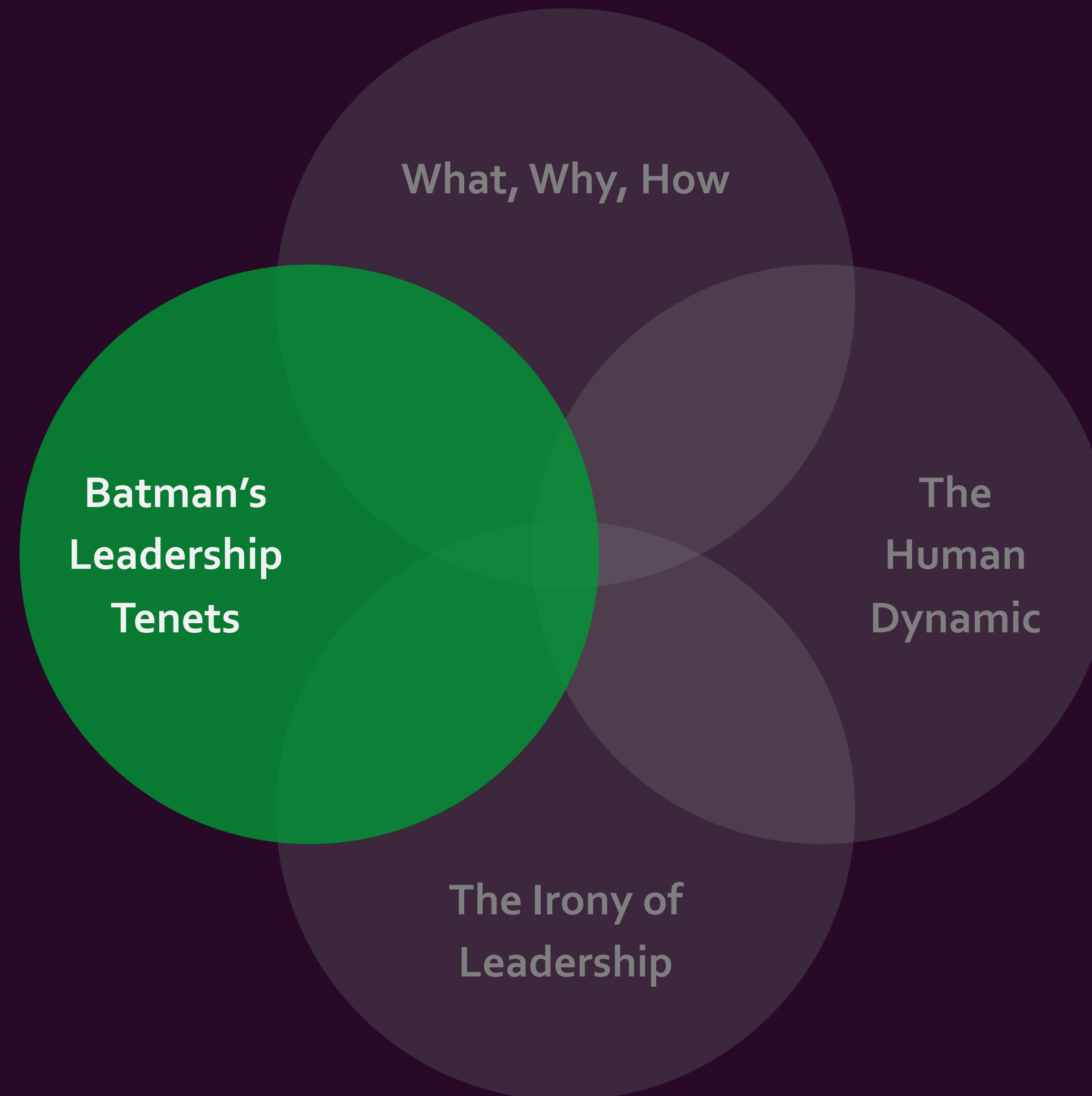


The Irony of Leadership



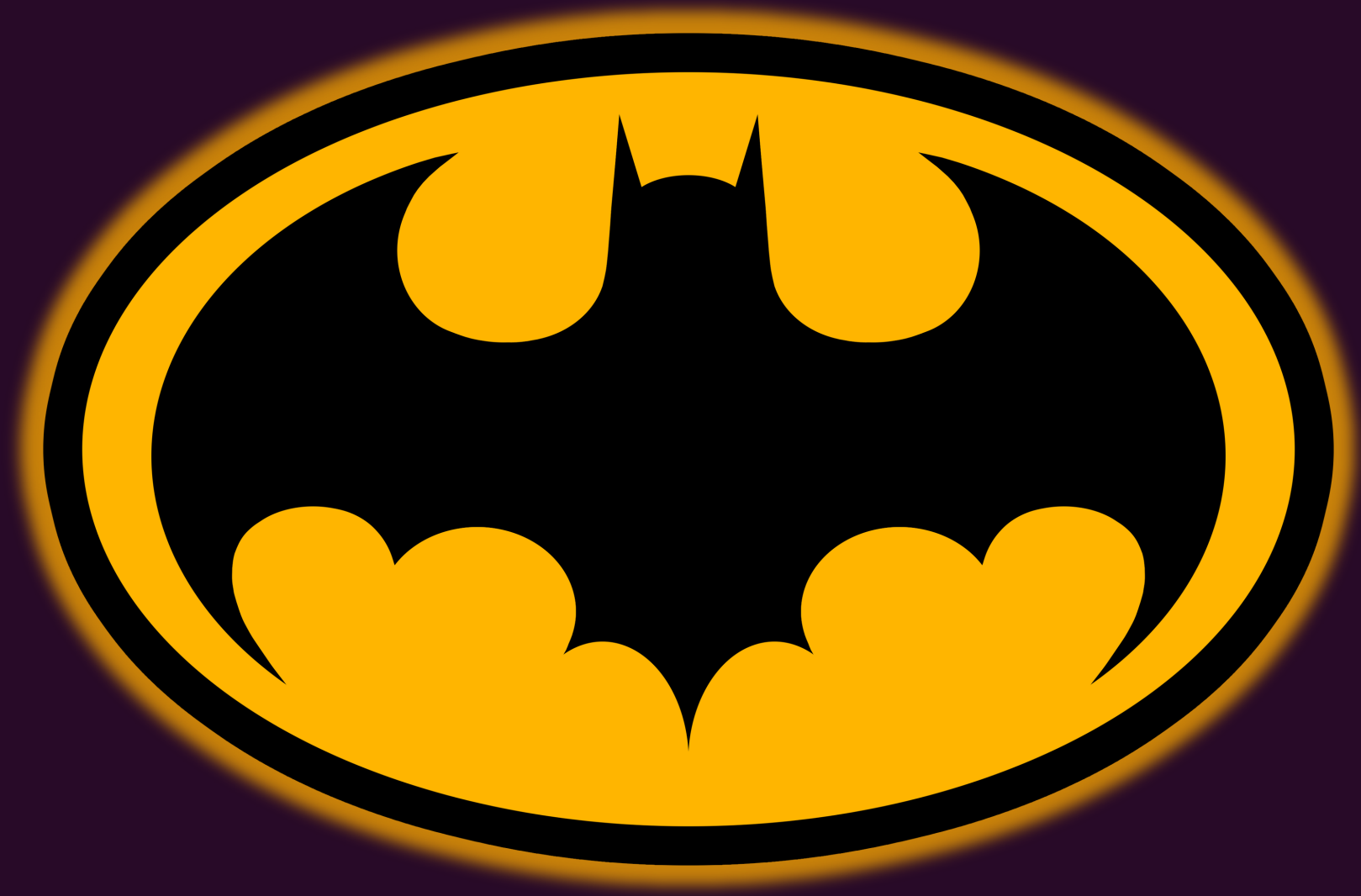
Leadership

- Leadership





Batman's Leadership Tenets



“Start with the end in mind,
Boy Wonder,
start with the end in mind.”



Batman's Leadership Tenets

- Start with the End in Mind
- Active Listening
- A Beautiful Mind
- Forests and Trees
- $1 + 1 = 3$
- Case 8
- Rocket Science Is Easy for Rocket Scientists
- Be Very Good at What You Do



This page intentionally left blank.

- Leadership

Lagniappe (a little something extra)



“Start with the end in mind,
Bobby,
start with the end in mind.”



- Leadership



Lagniappe

- Start with the end in mind.
- Life is a series of iterations.
- Do what is asked and do what is needed.
- Repetition is the source of all knowledge.
- Expect more of you than others do of you.
- Asking for help is a sign of ~~weakness~~ strength.
- Look at the world from the other person's point of view.
- Bad news travels fast, good news shows up in the numbers.
- The biggest problem with self-awareness is thinking you are.

- Leadership



Lagniappe

- It matters not what you say, it matters only what people hear.
- The biggest problem with communications is believing it occurred.
- Only do what only you can do, and there is nothing only you can do.

Lagniappe

- Leadership



You don't think your way into a new way of acting, Bobby,
you act your way into a new way of thinking.

- Leadership



Questions



