

## **Turn Your Management Team Into a Leadership Team**

<i><b>The Science of Management.</b></i>	<i><b>The Art of Leadership.</b></i>
<p>Make decisions based on established directions.</p>	<p>Make decisions based on an envisioned future.</p>
<p>Emphasize the rational, supported by the feeling.</p>	<p>Emphasize intuition, supported by reason.</p>
<p>Use given resources effectively.</p>	<p>Expand beyond given resources.</p>
<p>Work according to plans and schedules.</p>	<p>Work according to what is needed now.</p>
<p>Are analytical, objective and practical.</p>	<p>Are intuitive, subjective, and impractical.</p>
<p>Act in the present, based on the past.</p>	<p>Act toward the future, based on the present.</p>
<p>Emphasize knowledge and facts.</p>	<p>Emphasize belief and commitment.</p>

# *Four leadership tools to manage change...*

## **1. Management of Attention**

*Developing commitment to goals, direction, intention, and outcomes.*

## **2. Management of Meaning**

*Communicating with clarity.*

## **3. Management of Trust**

*Being focused, dependable, and reliable.*

## **4. Management of Self**

*Using ones own self effectively.*

# What are the Leadership “*Moments of Truth*”

1. *How leaders spend their time.*
2. *The questions leaders ask.*
3. *Leader’s reactions to critical incidents.*
4. *What leaders reward and recognize.*

*The Leadership Challenge, Kouzes and Posner*

**Whether you want to strengthen your existing teams or initiate a new team-driven approach to doing business, Kip Stottlemeyer wants to help you:**

- Capture the learning of **what makes teams work** (and the most common mistakes to avoid)
- **Improve working relationships** among team members and tap the strengths of each individual on the team for collective synergy
- Develop **tangible, doable action plans** to accomplish your team and organizational goals

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