

PNSQC 2013

Leadership Doesn't Have To Be “A Chip Off The Old Block”

Doug Reynolds

What is Your Why? (Michael Mah 2013)

Proverbs

- A Chip Off the Old Block
- The Apple Doesn't Fall Far From the Tree
- Application
 - Father like Son
 - Kids like Parents
 - Tendency to mimic our heritage without knowing it
 - Followers
 - Leaders
 - Managers
 - Organizations

... By Conformance

- Father



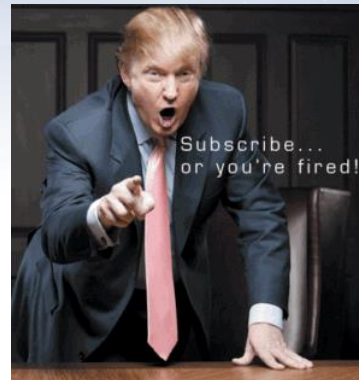
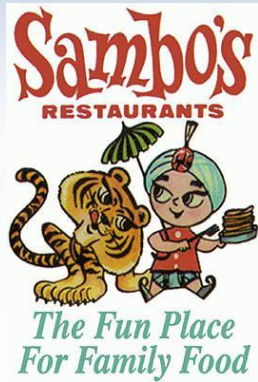
- Grade School



David Whyte

- You can blame your mother, you can blame your father and his father for the problems with which you are destined to wrestle, **but ultimately** you are the one in whom they have made a home. You are the one who must say *Thus far and no farther*, and then go down and confront them (the problems) yourself.
- Every action taken, from the moment we switch off the alarm clock in the morning to the way we write a line of poetry or design a product, **has the potential to change the world**, leave it cold with indifference, or...nudge it *infinitesimally* in the direction of good and evil.

Managing Sambo's



Types of Power

Reward Power	This is a perception that the target person (the one seeking the reward) has of an agent indicating the agent has the control of important resources and rewards desired by the target person.
Coercive Power	This is power over subordinates based on authority to punish.
Legitimate Power	This is power that stems from formal authority. This is hierarchical power.
Expert Power	This power is having superior task-level knowledge and skills and to some degree, unique knowledge regarding the best way to perform task functions.
Referent Power	<i>Having a position where others (subordinate and otherwise) try to please the agent to whom they have strong feelings of affection, loyalty, admiration.</i>

Management verses Leadership

- Management
 - Process
 - Facts
 - Positional Power
 - Control
 - Reactive
- Leadership
 - People
 - Feelings
 - Persuasive Power
 - Commitment
 - Proactive

"Management is getting work done through others.
Leadership is taking people where they haven't been
but need to go."

Don Roberts

Is Change Possible

- Only we have power to change ourselves
- We can't change the world until we change ourselves...
- Jesus Taught: Luke 6:41-42
 - We must be honest with ourselves
 - We can only change what we have control of
 - For example I can't change my wife!

Why Do We Do What We Do

For Me

OR

For Them



It Is About A Calling

- Perhaps the most potent attractor in organizations and life is that of **meaning and purpose**. Frankl (1984) noted, behavior through life “is not to gain pleasure or to avoid pain, but rather to see a **meaning in...life**”

- (p. 115). Smith, Stefanek, Joseph, Verdieck, Zabora, and Fetting (1995) explained, there is an underlying dimension of the conscious in which an individual strives for meaning, union with the universe and all things.

- Cederblom and Paulsen (1996) stated the importance of this same notion in terms of “**self realization**” (p. 381). Self-realization is based on one’s own ideas and understanding of the world.

- More recently, Chopra (2004) wrote, “**The meaning of life is everything**” (p. 227). He states we all seek understanding of the answer to the ultimate question, “What is the meaning of life?” He asserts, an answer usually purports a higher purpose such as “To love and be loved”.”

Looking Within (Steps)

- Recognize the need for change
- Be Real (Authentic)
- Plan for Change
- Recommitment
- Never Ending Process

Recognize Need For Change

- Slow down and take time for self analysis
- Helamen (Remove our Pride)
 - Meditation - Search/Ponder/Pray
 - Humble ourselves
 - Faith/Believe that we can change!
- Listen to our Consciences/Spirit
- Marvin J Ashton
 - “An unexamined life is not worth living”

Be Real

- Provides a greater desire/strength for change
- Do not deceive yourself
- Must have peace and harmony within ourselves
- Self Reproach is the very essence of change
 - Recognize what we are doing wrong
 - Remorse for what we have done
 - Resolve to make the change
 - Restitution – to pay back or make up for what we have done
 - Renew and commit to never do it again
- Purity – one of the great foundations of personal power
- Brand – Reynolds Name (in our small community)

Plan For Change

- Pearl Of Great Price
 - Be willing to submit ourselves to a Higher Power
 - To become as a little child (Teachable)
- Breaking the stalemate:
 - Be honest about ourselves
 - Take responsibility for our own behavior
 - Show love and respect
 - Render quiet service
- Ralph Waldo Emerson:

“A person who sits 'on the cushion of advantages', goes to sleep. When he is pushed, tormented, defeated, he has a chance to learn something; he has been put on his wits ... he has gained facts; learns his ignorance ... moderation and real skill”

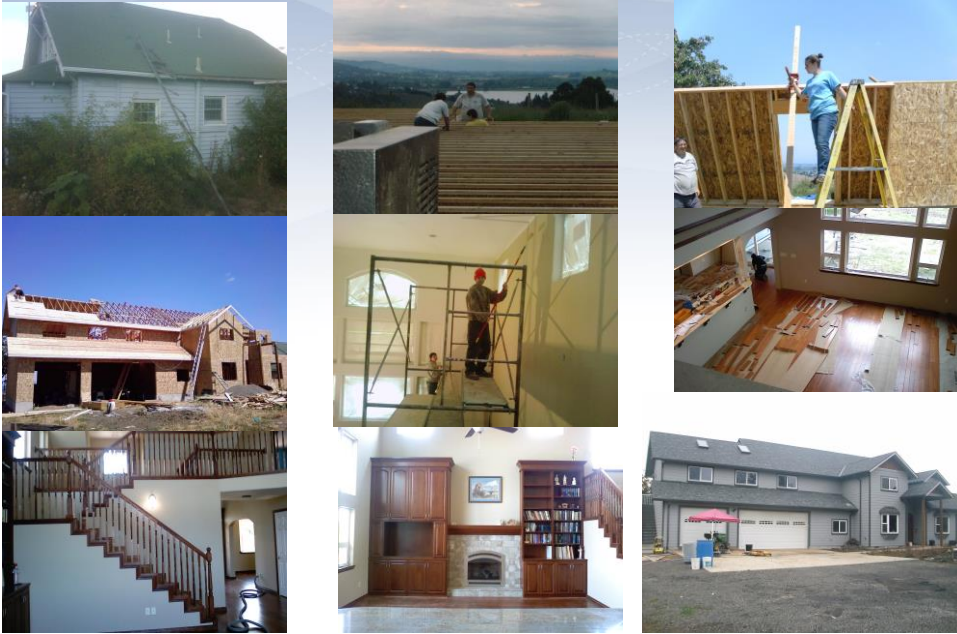
My First Teaching Experience

- Sunday School Class
 - Substitute for 8 year old young men and young women
 - Performed out of duty
 - Patience anyone
 - Inward transformation
 - Love
 - Day they found a permanent teacher...

Recommit to Change

- Learn-Teach-Do
 - EDGE -> Explain, Demonstrate, Guide, Enable
- Takes Total Commitment
- Must have will to improve ... steps are wasted
- Change is inevitable
 - Tendency to think change is the enemy
- Chinese Proverb:
“Great souls have wills; feeble souls have only wishes”

Process of Change

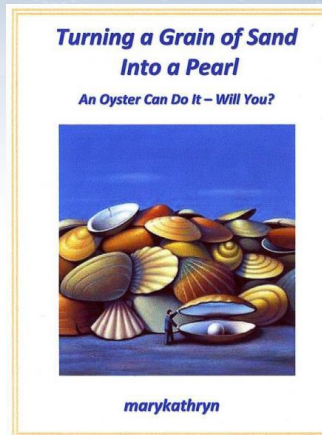


Never Ending Process

- Can you afford to let yourself stop growing?
- Bruce Barton
“When we are through changing we are through”
- Ether Exhorts Men to
 - Develop A Dependency on their higher power
 - Turn our weaknesses into strengths
 - Exercise faith and dependence on a higher power it will help change us...

Is There Hope For Me?

- How does the old proverb the apple doesn't fall far from the tree apply to leadership?
- Can we learn from the past to be more effective in the future?



Change

- Mike Moser
 - Seek first to understand ... Then to be Understood
- Marriage Council
 - Man did not want to change
 - Left his wife
 - Two months after being at home
 - Came back to see me ...
- Support (NA)
 - Drugs from the time they were 12 years old
 - Abused by others
 - Change through Self Reflection and relying on a higher power

Leadership Profiles

<http://www.youtube.com/watch?v=2zjbRxtjXN0>