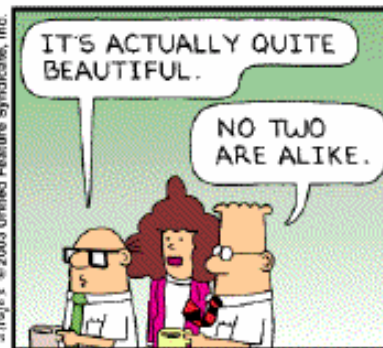
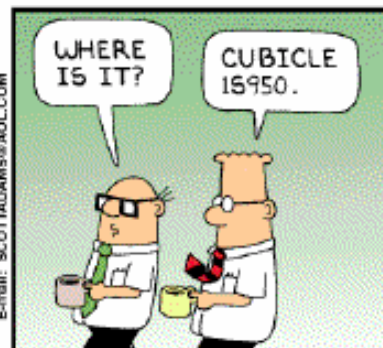


LEADERSHIP IN PROGRAM MANAGEMENT

AGENDA

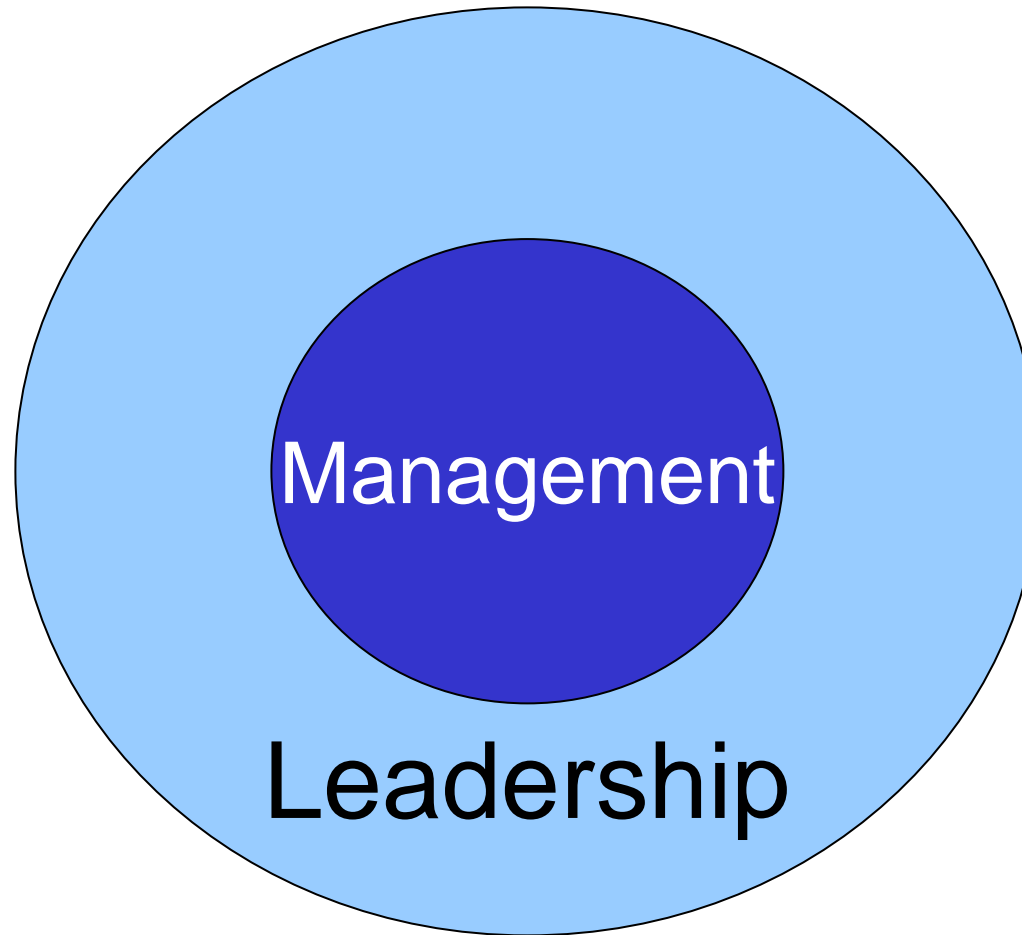
- **Thesis**
- **Leadership Definition**
- **A Look at Leaders and Their Traits**
- **Leadership Development**
- **Leadership Challenges**
- **Failed Leadership**
- **Rewards and Results**
- **Nuggets**
- **Get Off the Stage**

THE "NUMBING"



THESIS

THESIS



**Managers Manage, Leaders Lead and Manage;
People are Led, Resources are Managed**

DEFINITION

LEADERSHIP DEFINITION



- The **ART** of **INFLUENCING** and **DIRECTING** People in
Such a Manner That **GAINS** Their **CONFIDENCE** and
WILLING OBEDIENCE to Accomplish the **MISSION**

U.S. Army

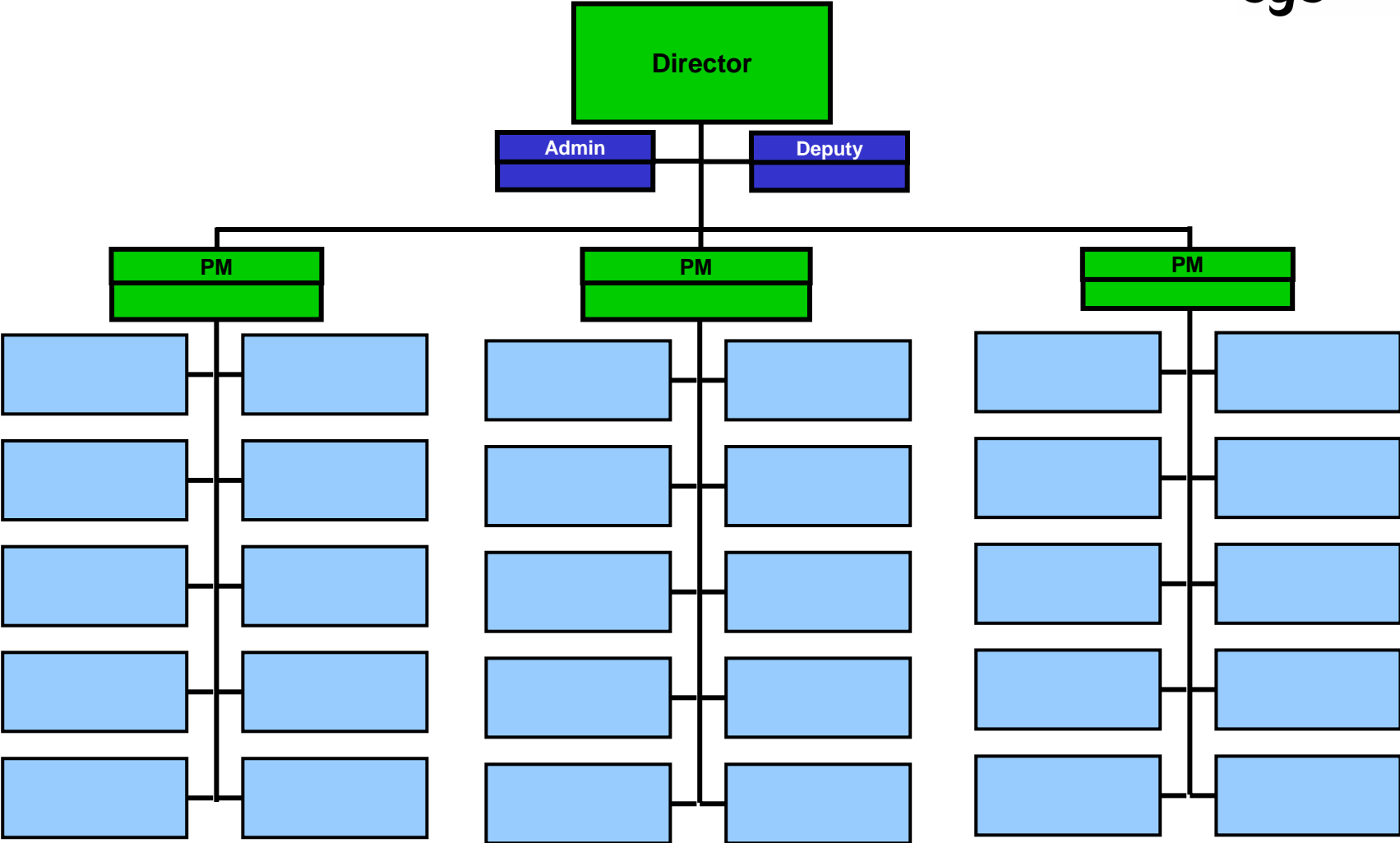
- The Ability to **OBTAIN FOLLOWERS**

James C. Georges, ParTraining Corporation

- Leadership is **INFLUENCE**

John Maxwell, Developing the Leader Within You

WHO ARE THE LEADERS



POSITION DOES NOT ESTABLISH LEADERSHIP

LEADER TRAITS AND EXAMPLES

TRAITS OF SUCCESSFUL LEADERS



Character

Listener

Problem Solver

Attitude

Proven Record

Gifted

Facilitator

Acquire and Keep Good People

Understand Potential Value of People

Do the Uncommon

Communicator

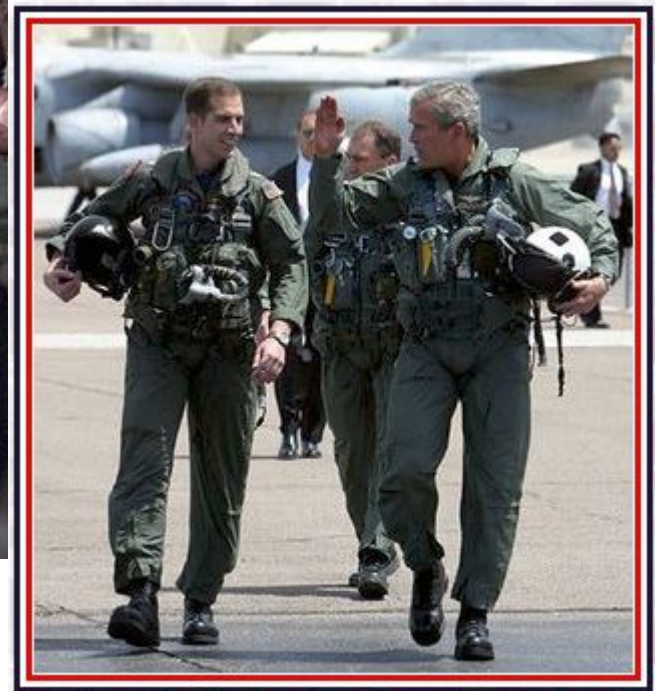
Develop Leaders Around Themselves

MEDIEVAL KNIGHT



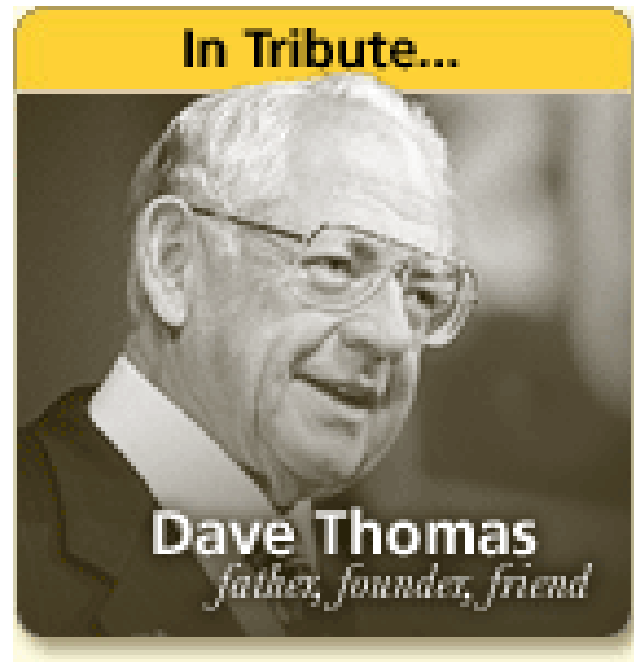
**THE FLOGGINGS WILL CONTINUE UNTIL
MORALE IMPROVES**

POSITIVE



SETS THE EXAMPLE

SERVANT LEADER



“MOP BUCKET” MENTALITY

INTEGRITY



LOYALTY



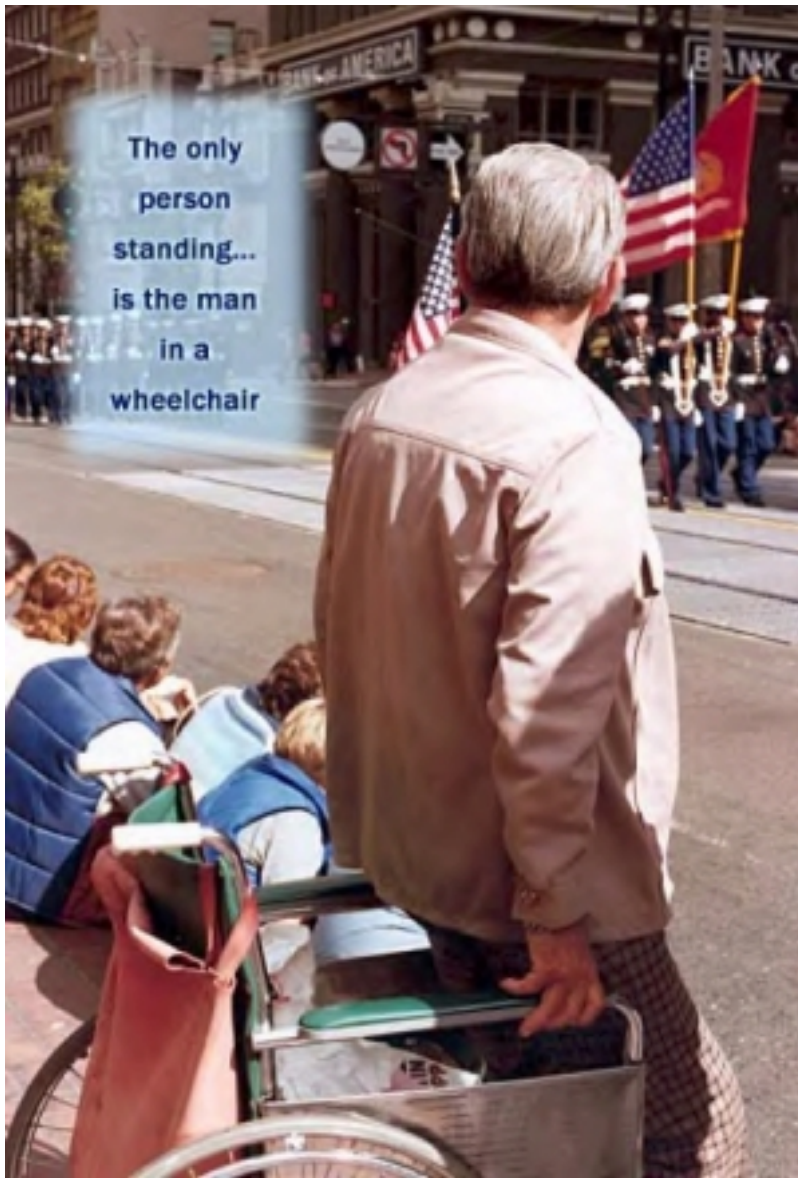
*“I Will Fight For
You.....”*

DISCIPLINE



The Junction Boys

MENTOR



The only
person
standing...
is the man
in a
wheelchair

**ALWAYS Sets the
Example**

**“BIG PICTURE”
DETERMINATION
RESILIENCY
TRUST**



***“Take This Wall Down”
Assassination Attempt
“Great Communicator”***

LEADERSHIP DEVELOPMENT

LEADER DEVELOPMENT

- ✓ **Leaders Create a Fertile Environment**
- ✓ **Leaders Establish Vision**
- ✓ **Leaders Establish Trust**
- ✓ **Leader is Not Threatened by People With Potential**
- ✓ **Leaders Reward Success**
- ✓ **Leaders Develop Leader Support System**

**DEVELOPMENT TAILORED TO
INDIVIDUAL POTENTIAL LEADER**

LEADER COMMITMENT

- ✓ **Model**
- ✓ **Mentor**
- ✓ **Monitor**
- ✓ **Motivate**
- ✓ **Multiply**

**It Takes a Leader to Know a Leader,
Grow a Leader, and Show a Leader** *John Maxwell*

LEADERSHIP CHALLENGES

LEADERSHIP CHALLENGES

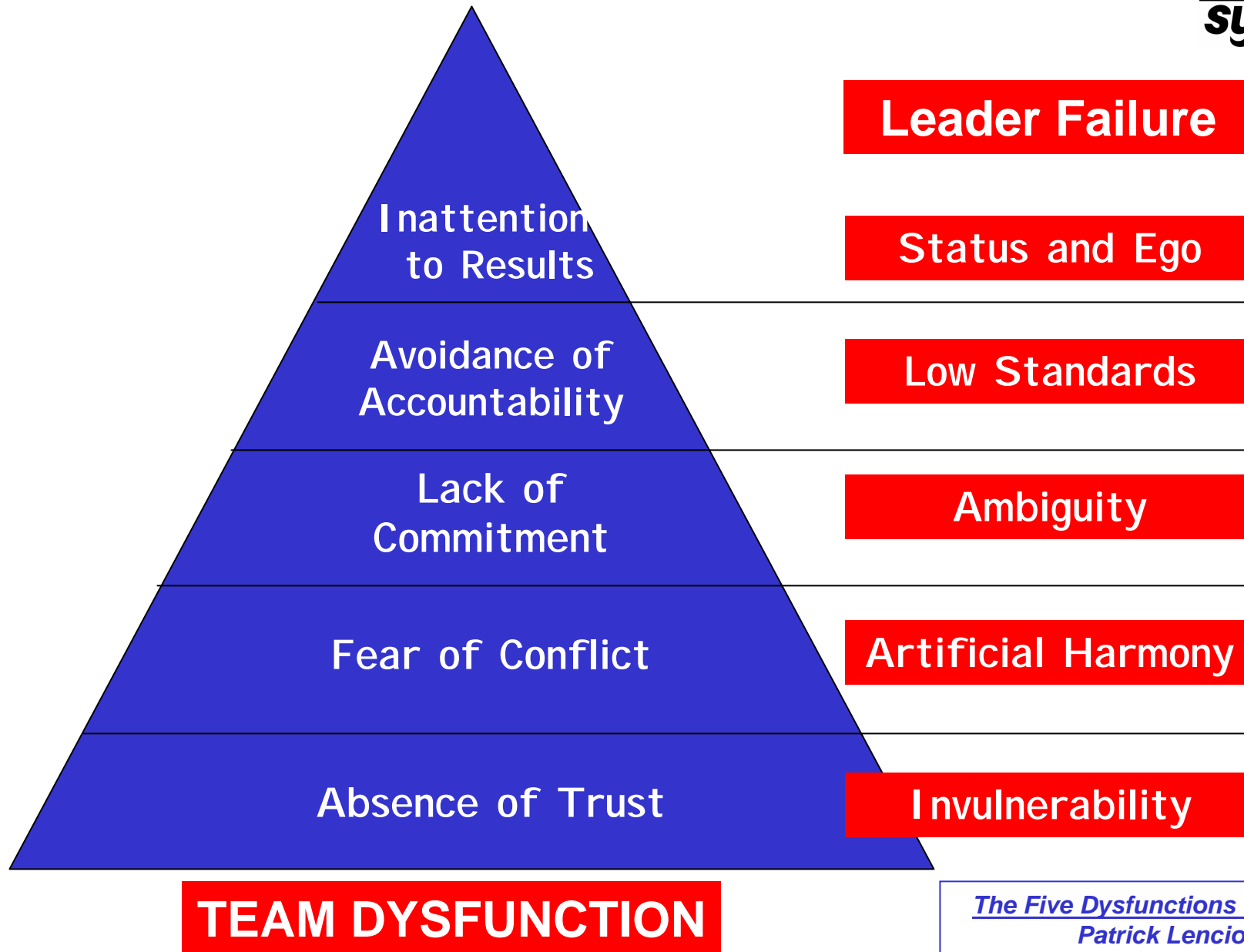
- ✓ **Developing and Maintaining a Plan**
- ✓ **Willingness to Make HARD Decisions**
- ✓ **Willingness to PERSONALLY Change**
- ✓ **Delegation**
- ✓ **CONSTANT Example**
- ✓ **Paying the Price**

**Great Leaders Share Themselves and
What They Have Learned**

John Maxwell

FAILED LEADERSHIP

LEADERSHIP FAILURE



*The Five Dysfunctions of a Team,
Patrick Lencion*

REWARDS AND RESULTS

RESULTS AND REWARDS



- ✓ **Productivity**
- ✓ **Achievement**
- ✓ **Profit**
- ✓ **Pleasure**

NUGGETS

NUGGETS



The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either case is a failure of leadership.

Colin Powell

NUGGETS



... those closest to the leader will determine the success level of that leader.

John Maxwell

NUGGETS



Humility comes as we realize that “no man is an island,” that no one individual has all the talents, all the ideas, all the capacity to perform the functions of the whole.

Stephen Covey

NUGGETS



Generate the interest of “the led,” so that they contribute to the work of the organization and want to be part of what’s going on.

Colin Powell

NUGGETS



I have not allowed myself to be coerced... to provide very, very cheap [solutions] that look neat but won't accomplish the intended purpose.

Colin Powell

NUGGETS



Systems become dated. Buildings deteriorate. Machinery wears. But people can grow, develop, and become more effective if they have a leader who understands their potential value.

John Maxwell

NUGGETS



***This particular emperor expects to be told
when he is naked.***

Colin Powell

NUGGETS



A great leader has the ability to instill within his people confidence in themselves.

John Maxwell

NUGGETS

You give me the right people, and I don't much care about the organization you give me. Good things will happen. Give me the wrong people, and it doesn't much matter what you do with the organization. Bad things will happen.

Colin Powell

NUGGETS



Liking people is the beginning of the ability to communicate.

John Maxwell

NUGGETS



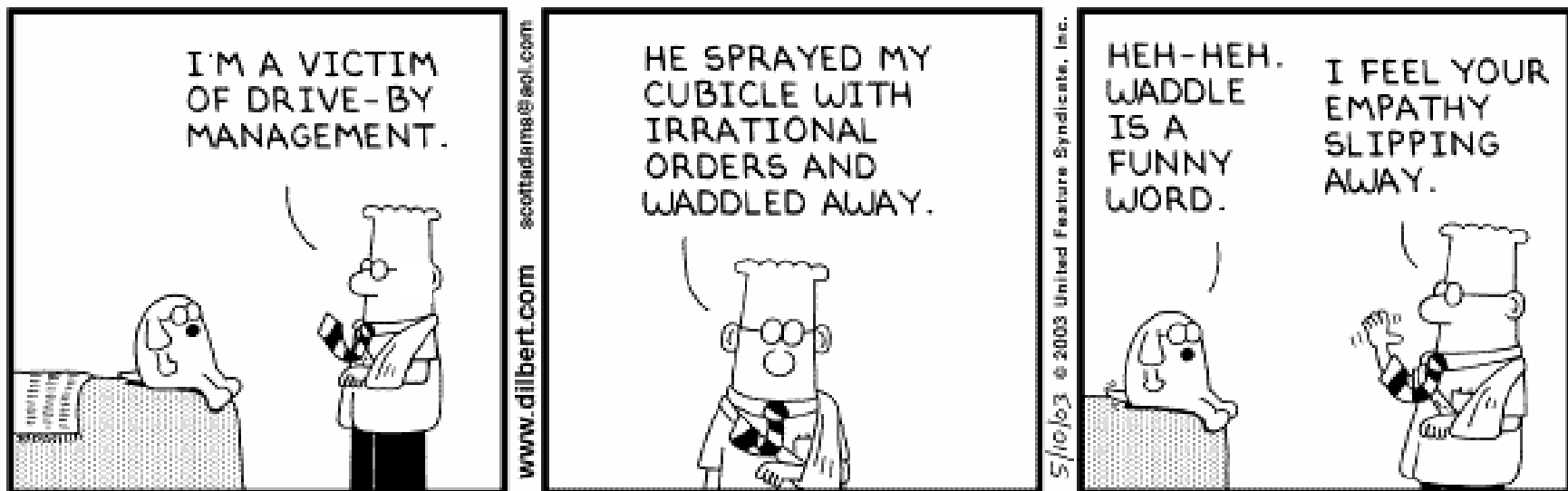
Leadership can only function on the basis of trust.

John Maxwell

GET OFF THE STAGE

**WHO HAS EVER BEEN
REFERRED TO AS A GREAT
WORLD **MANAGER?****

DRIVE BY MANAGEMENT



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INSPIRATION



***The Leadership Secrets of Colin Powell*, Oren Harari**

***Developing the Leader Within You*, John Maxwell**

***Developing the Leaders Around You*, John Maxwell**

***The Five Dysfunctions of a Team*, Patrick Lencion**

Exposure to Some Great Leaders from My Past

QUESTIONS?