

LEADERSHIP KEYNOTE:

"BY DESIGN"

3 LEADERSHIP PRINCIPLES

2 PRACTICAL QUESTIONS

1 THOUGHT TO PONDER

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#1 – It's all about Character

- Tend to overrate 'competence', while underrating 'character'
- Rebalance the scales
- Character is what differentiates; it's the bridge

#2 – Trust from day one

- Rewards of the 95% will outweigh risks of the 5%
- Create a playbook, not a handbook

#3 – Just be yourself...it's the only thing you have

- Three things will happen to us all
 1. You're gong to fail.
 2. Not everyone will buy-in.
 3. You have a bullseye on your back.
- Lonely, so do not do it alone...

Question #1 – Am I irrelevant yet?

- Can your team succeed without you?
- The 'closer' the leader is to the 'centre' the less valuable/effective that organization is.

Question #2 – Forget what ‘it’ was designed for, what is it capable of?

- Hold people capable, not accountable.

Know yourself. Truly.

- You can only lead others as far as you can lead yourself.

- 3 Principles
 - Character
 - Trust
 - Be you
- 2 Questions
 - Irrelevant
 - Capable
- 1 thought to ponder
 - Relationship with yourself

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