

Effective Leadership

Finding the Keys to Empower Our Employees



Abbreviated presentation adapted from
Gallup's StrengthsFinder Program

Compiled by
Deanna C. Stevens

Great Organizations . . .

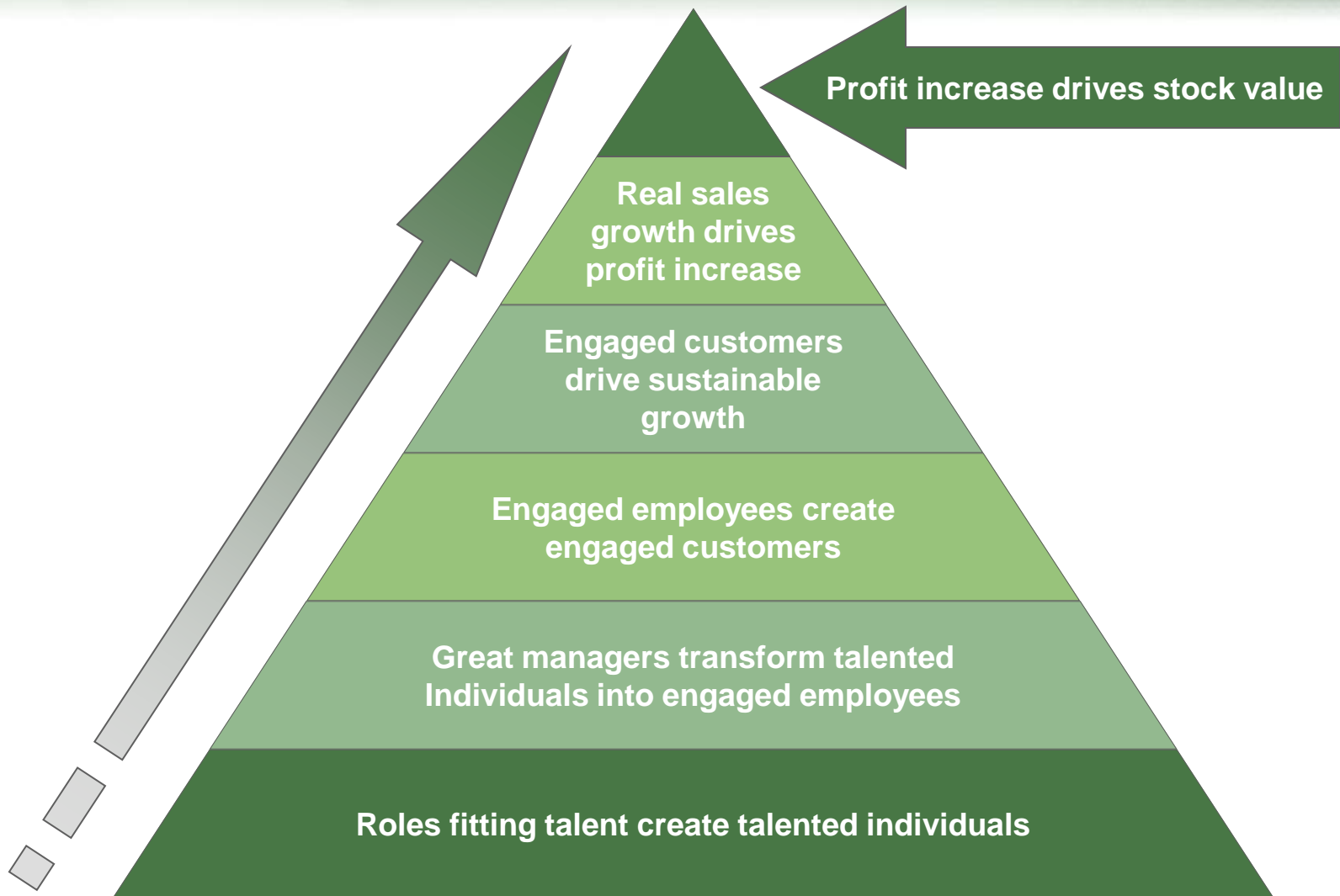
Great organizations **create** an environment in which their best performers can do what they excel at, over and over again.

When engaged employees utilize their natural talents,

- They provide an instant, and constant, competitive edge.
- They build new value: emotionally driven connections between employees and customers.



Follow This Path



A gold key is shown inside a green box, which is part of a larger green structure. The key is positioned in the upper left corner of the frame, and the box is open, revealing the key inside. The background is a solid green color.

Four Keys of Great Managers

1. When **selecting** someone, they opt for talent, not simply experience, intelligence, or determination.
2. When **setting expectations**, they understand the importance of defining the right outcomes, not the steps to get there.
3. When **motivating** someone, they focus on the person's strengths, not their weaknesses.
4. When **developing** someone, they help find the right fit between talent and role.

A gold key is shown inside a green box, which is part of a larger green structure. The background is a gradient of green.

A Recipe for Strength

Strength = Talent + Knowledge + Skills

- Knowledge, Skills & Practice are an important part of the strengths equation.
- Without basic facts in your mind and skills at your disposal, talent can go untapped.
 - Fortunately, it's easy to add knowledge & skills.
- Building your talents into real strengths requires practice & hard work – much like it does to build physical strength.
 - However, attempting to add raw talent is nearly impossible.
- Most successful people start with a dominant talent – then add skills, knowledge, and practice to the mix.

Purpose of Effective Leadership

“Empowering people

so that you help them find their voice –

*(which is when their talent and their passion
overlaps what the world needs)*

- so that their strength is made productive,
and their weakness is made irrelevant
through the strength of other people,
because you have developed
a complimentary team.”**

~ Stephen Covey



A gold key is shown inside a green box, which is part of a larger green structure. The key is positioned in the upper left corner of the frame, and the background is a solid green color.

Parting Thoughts

- **Our natural talents and passions – the things we truly love to do – last for a lifetime.**
 - However, far too many people spend a lifetime headed in the wrong direction.
 - They go not only from the cradle to the cubicle, but then to the casket, without uncovering their greatest talents & potential.
- **It's essential not only to discover and develop your strengths as early as possible, but also to help the people around you build on their natural talents.**
 - Everyone has talents that are just waiting to be uncovered.

Discovering Our Strengths

- How does this knowledge impact our team?
- How can this information help us become more effective leaders?
- What steps do we need to take?

