

The Four Building Blocks of High-Impact Leaders and High-Performance Organizations

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Leadership (n): influence

Who is a leader?

Show of Hands: Do you believe
“leadership” is important to personal
and professional success?

Show of Hands: Do you believe
growing as a leader is important for
success?

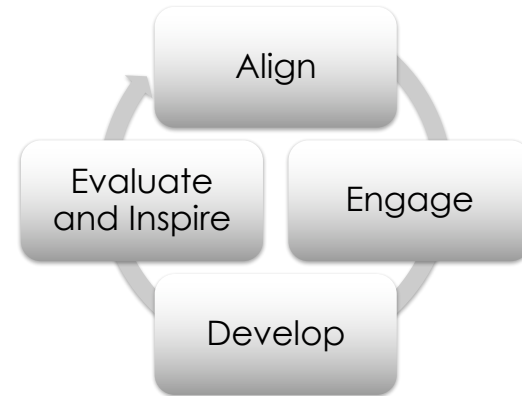
"An organization cannot grow without, until its
leaders grow within.

Weak leaders=Weak organizations
Strong leaders=Strong organizations

Everything rises and falls on leadership."

—
John Maxwell

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ALIGN

"If you don't get culture right,
nothing else matters."

—
Author Unknown

Align:

Process to crystalize the culture of your organization and how leadership aligns within that culture

Step 1: Crystalize the Culture

The Catalyst Leadership Group Mission

The Catalyst Leadership Group is a leadership solutions firm, growing high-impact leaders from the “inside-out”.

The Catalyst Leadership Group Vision

The Catalyst Leadership Group is a leadership solutions firm, growing high-impact leaders from the “inside-out”, helping them unleash their full potential to deliver high-value results in all areas of life and leave a legacy of success and significance.

We create simple, actionable, and transformational leader and leadership development solutions for success-focused organizations and high-potential leaders across the country and around the world.

The Catalyst Leadership Group Values

“GEARS”

Growth

Excellence

Alignment

Respect

Simplicity

My Personal Mission

“Change lives...grow leaders”

My Personal Vision

I will live an authentic Christ-centered life of purpose with passion, intentionally unleashing my full potential to bring hope, healing and inspiration to everyone I meet and lead on the journey for change, growth, and success as I change lives, grow leaders, and leave a legacy of love, by His Grace and for His Glory.

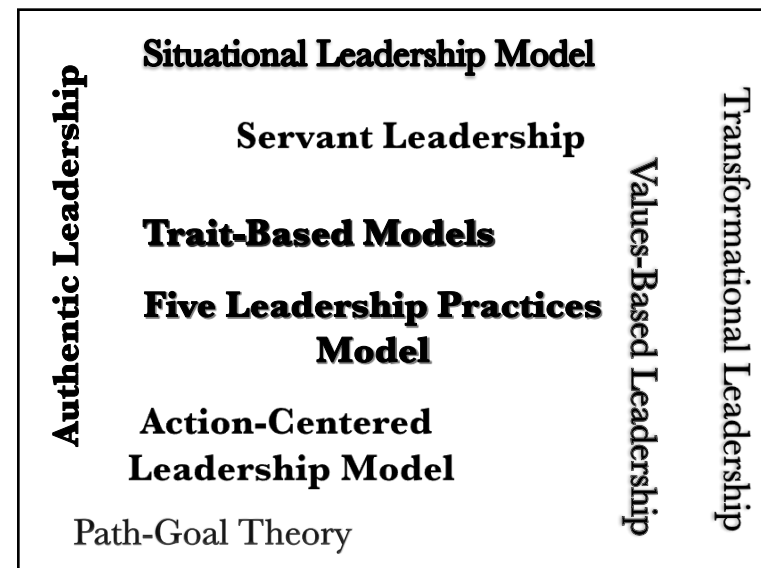
“Creating an intentional culture for leaders to emerge, grow, and have an impact is foundational for sustained success.
It doesn’t happen by accident.”

Dr. Jason Brooks

Step 2: What is the Leadership
Philosophy that Aligns with the
Culture?

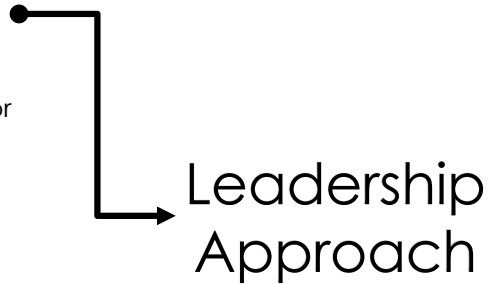


Many, many
Leadership Models



Culture

Mission
+
Vision
+
Values
+
Norms of Behavior
+
Beliefs



Leadership
Approach

Authentic Leadership

Authentic leadership is an approach to leadership that emphasizes building the leader's legitimacy through honest relationships with followers which value their input and are built on an ethical foundation. Generally, authentic leaders are positive people with truthful self-concepts who promote openness.

Values-Based Leadership

Values-based leadership is based on the notion that personal and organizational values are aligned. A company's mission, vision, strategy, performance measures, incentive programs, procedures, and values are all a representation of the leader's ethics and values.

Transformational Leadership

- Create an inspiring vision of the future
- Motivate people to engage in and deliver the vision
- Manage delivery of the vision
- Build increasingly strong, trust-based relationships

Step 3: What is the Leadership Approach that Aligns with the Organizational Culture and Leadership Philosophy?

Authentic Leadership

- Being true to yourself – No façade
- Being motivated by a larger purpose – No ego
- Being prepared to make decisions that feel right, that fit your values – not decisions that are designed to make you popular
- Focus on achieving long-term sustainable results

Values-Based Leadership

- Principle 1: Self-reflection
- Principle 2: Balance
- Principle 3: Self-confidence
- Principle 4: Humility

Transformational Leadership

- Identify needed change
- Create vision to guide change through inspiration and a focus on collective alignment, support, encouragement and trust
- Implement the change

Step 4: What are the Leadership Competencies that Support the Organizational Culture, Leadership Philosophy and Leadership Approach?

The Aspects of Alignment



ENGAGE

Engage:

Process to identify and connect
leaders and their potential to the
needs of the organization

“Leaders emerge from the crucible of struggle
which builds confidence in the present,
courage for tomorrow, and an unrelenting
hope and vision for the future.”

Dr. Jason Brooks

Who are our **current** leaders?

Positional Leaders

Influence Leaders

Individuals

Assessments

360-
Feedback

Interviews

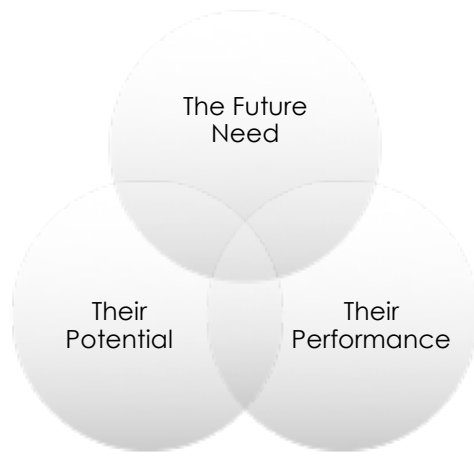
“Total Person View” Recommended Assessments



Who are our **emerging** leaders?

Influence Leaders

Who are your future leaders?



“A boss has the title. A leader has the people.”

—
Simon Sinek

What are our organizational needs?

Positions

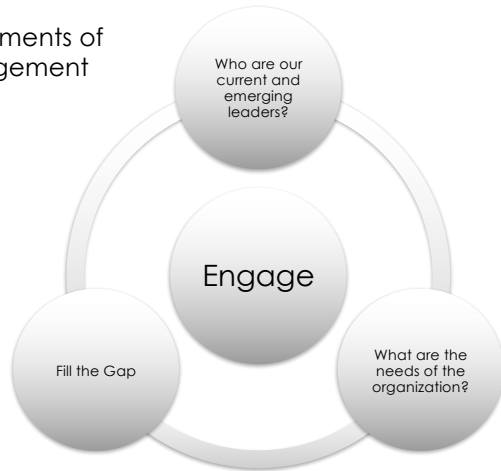
What is the organization design and what are the formal needed roles for the future?

Individuals

What are the people-focused aspects that are needed in the organization?

What steps do we need to start today to fill the **gap**?

The Elements of Engagement



DEVELOP

Develop:

Process to grow leaders to deliver results today and prepare for tomorrow

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

Jack Welch

Training and Development

Training and Development:

Formal, structured process of identifying a learning gap, establishing objectives and providing learning experiences to meet the learning need, and then evaluating the effectiveness of the training relative to performance

Question:

What types of training and development approaches have you experienced?

What was the worst training and development experience you've had?

Leadership Training versus Leadership Development

Leadership Training	Leadership Development
Short-term focus/Task oriented	Long-term focus/Skills oriented
Group based (more often than not)	Individually and Group based
Focuses on the "today" needs	Leads to the "tomorrow" results
Compliance area strength	Opportunities to develop strategic approach
Information focused	Value focused
Means	End
Knowledge, skills, abilities focused	Attitudes, expansion, competencies, and potential focused
Piece of development	Holistic

Coaching

Coaching:

Goal-focused, coach-led and facilitated developmental relationship where concrete issues are co-identified and solved

Coaching is...

Short term focused

Performance driven

Can be narrowly focused on specific area of growth

Keys of Successful Coaching

- Set clear expectations of behavior and measures of success
- Create buy-in by co-creating the coaching experience
- Be prepared for every session and be available 24/7
- Obtain ongoing management support
- Build strong rapport built on authenticity and trust
- Use observation and feedback to evaluate progress
- Establish realistic expectations for timeline and journey ahead
- Be thinking of closure and next steps from the first meeting to ensure successful transition out of coaching

Question:

Are currently engaged in a coaching relationship?

What benefits have you experienced from coaching?

“A year from now, you’ll wish you had started today.”

Karen Lamb

Mentoring

Mentoring:

Informal, self-directed learning relationship, driven by the learning and developmental needs of the mentee

Mentoring is...

Long term focus

Development driven

Broad where impact is in a variety of areas

Keys of Successful Mentoring

- Select your protégés carefully
- Expect Excellence (and nothing else)
- Affirm, affirm, affirm, and then affirm some more
- Provide sponsorship – Give protégés exposure and promote their visibility
- Stimulate growth and challenging assignments
- Nurture creativity
- Provide correction – Even when painful
- Narrate growth and development
- Self-disclose when appropriate
- Be an intentional model

Question:

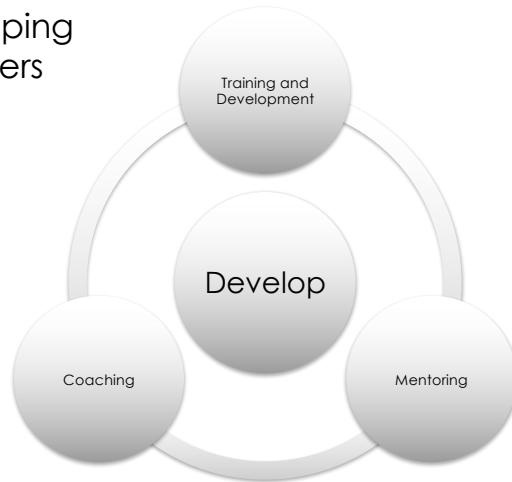
Raise your hand if you are currently engaged in a mentoring relationship?

What benefits have you experienced as a result of mentoring?

Bringing it all Together



The Dimensions of Developing Leaders



EVALUATE AND INSPIRE

“If your actions inspire others to dream more,
learn more, do more and become more, you
are a leader.”

John Quincy Adams

Why?

Why do you lead?

Why?

It's the difference between
Carrots and Sticks
(Manipulation versus Inspiration)

“People don’t buy what you do.
They buy why you do it.”

Simon Sinek

What?

Unleash the power of purpose and vision

Build a culture of collaboration, support
and partnership

Create a culture of trust, transparency,
authenticity, and hope

Maximize the impact of gratitude

How?

Be authentic

Earn respect

Win trust

Face challenges

Stay curious

THE RESPONSIBILITY OF LEADERSHIP

Next Steps: What are you going to do differently?

- Crystalize your organizational culture and create a culture of leadership
- Identify current and future leadership needs and leaders to meet those needs
- Equip leaders through training, coaching, and mentoring solutions
- Evaluate and ignite the passion of your leaders by leveraging the power of "Why?"

“If you want to build a ship, don’t gather people together to collect wood and don’t assign them tasks and work, but rather teach them to long for the endless immensity of the sea.”

Antoine de Saint - Exupery

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