Maximizing Leadership Through Self Awareness

October 2013

Curtis E. Songer
248-396-6255
curtis.songer@gmail.com
What are some examples of bad leadership from your own experience?
Defining Great Leadership

- There are 2 fundamental types of people in this world
  - Those that accomplish great tasks
  - Those that develop great people

- Great leadership must be about leaving a lasting legacy
  - Task-oriented leadership (alone) is not enough
  - People-oriented leadership is required

- Great leadership must be defined as influencing others in a positively transformational way
Great leaders tend to practice the following 10 principles:

1. Self-Improve
2. Team Build their Inner Circle
3. Build Relationships
4. Prioritize & Plan
5. Motivate/Inspire
6. Empower/Delegate
7. Serve & Sacrifice
8. Execute: Produce Results
9. Develop People/Leaders
10. Leave a Legacy

These principles can be practiced
Great leaders tend to practice the following 10 principles:
1. Self-Improve
2. Team Build their Inner Circle
3. Build Relationships
4. Prioritize & Plan
5. Motivate/Inspire
6. Empower/Delegate
7. Serve & Sacrifice
8. Execute: Produce Results
9. Develop People/Leaders
10. Leave a Legacy

These principles can be practiced

Great leaders tend to have the following personal qualities:
1. Teachable
2. Character
3. Relational
4. Disciplined
5. Communicative
6. Confident/Competent
7. Selfless
8. Solution-Oriented
9. Committed
10. Passionate

These qualities can be developed

Key takeaway: While many great leaders are born; many more are made!
As a Leader becomes more effective at mastering the principles & qualities on the prior slide, they rise through five levels of Leadership proficiency.

- **Level 1**: Position
- **Level 2**: Relationship
- **Level 3**: Production
- **Level 4**: Reproduction
- **Level 5**: Pinnacle

---

Defining Great Leadership© (cont’d)
Defining Great Leadership (cont’d)

- Each of us has a “Thinking Wavelength” that determines where we are most comfortable working.
- A person’s job design, relative to their Thinking Wavelength, is a good predictor of job satisfaction vs. job stress.
- Great Leadership is needed & can be developed at any point on the Thinking Wavelength Spectrum.

Tom Patterson: The Life You Were Meant to Live
The Effects of Personality and Personality Types on Leadership

- Personality is at the core of who we are.
- The MBTI is an accurate predictor of personality traits and behavior.
- Different leadership styles are a function of personality traits.
Strengths (Talents) as an Outgrowth of Personality

- Natural talents are an outgrowth of personality
- These talents, over time & use, become strengths

- Clifton Strengths Finder & Gallup
- Strengths are more closely tied to Leadership Styles
The Relationship Between Personality & Strengths on Leadership Ability: Execution-Based Leadership

Typical Strengths:
- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative
- US Population = 46%

SJ: Make things happen, implement a solution, achieve a goal
The Relationship Between Personality & Strengths on Leadership Ability: Influence-Based Leadership

SP: Help the team, reach a broad audience, promote ideas

Typical Strengths:
- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

US Population = 27%
The Relationship Between Personality & Strengths on Leadership Ability: Relationship-Based Leadership

**Typical Strengths:**
- Adaptability
- Developer
- Connectedness
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

US Population = 16%

NF: Create teams that are greater than the sum of their parts
The Relationship Between Personality & Strengths on Leadership Ability: Thinking-Based Leadership

NT: Focused on what could be (absorb, analyze, decide)

Typical Strengths:
- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

US Population = 10%
Your Observations?

- Introversion and Extroversion don’t matter – both make good leaders
- All personality types are included (there is no one perfect leadership style)
- Each individual tends to be a blend of more than one leadership style
The Impact of the Life Journey

Other factors affecting leadership are elements of the life journey:
- The personality changes little to not at all
- Strengths grow marginally stronger or weaker with use

The Core DESIGN emerges:
D = Driving Motivators
E = Experience
S = Skills
I = Interests
G = Gifts (Strengths)
N = Natural Personality
How do You Know When You Need Which Leader?

Factors Affecting the Leaders Needed

- Company Culture
- Marketplace Requirements
- The Other Members of the Leadership Team
- Functional Area in the Organization
- Level in the Organization
- Others.....
Truth@Life has Services for both Organizations & Individuals:

Organizations:
- Business Coaching & Organizational Planning

Individuals:
- Life Planning & Coaching

Leadership Development
The Achieve process is uniquely designed to assist individuals in achieving a more effective and fulfilling life both personally & professionally. It produces positive results in whatever areas the client needs: personal, family, vocation, faith, & community.
Conclusion

Summary:

- Great leadership is about influence. Great leaders can be made.
- There are 16 basic Personality Types & 4 basic Leadership Styles.
- There are 34 Strengths (Talents) as an outgrowth of personality.
- The Life Journey strengthens or weakens our talents.
- Different leaders are needed in different situations.
- There is a process for identifying & developing great leaders and it starts with enhancing self-awareness.

A Call to Action:

- There is no one best Leadership Style, so stop looking for that person.
- Don’t treat everyone the same. Learn to leverage the strengths of each individual in your organization.
- You need to develop a process for identifying and developing leaders, your success as an organization depends on it.
Any Questions?

For More Information:

Curtis E. Songer
248-396-6255
curtis.songer@gmail.com

www.truthatlife.com
www.curtissonger.com
www.nccxpastor.blogspot.com
Qualifications

- Mr. Songer has over 31 years of experience in ministry and international business transformation. His business expertise includes strategic planning, operations management, information systems design & implementation, and enterprise wide business process reengineering (including lean six sigma). Mr. Songer holds a Bachelor of Science degree in Industrial Engineering, as well as an MBA from Carnegie Mellon University. He has consulted to over 20 organizations, including the General Motors Corporation. Mr. Songer was also ordained as an Executive Pastor five years ago. However, his ministry expertise spans over 20 years in family ministries including marital and parental counseling, coaching and mentoring, leadership development, as well as church-based business administration. His current calling is to transform lives by assisting individuals to live lives of greater significance, as well as greater success.

- Mr. Songer has been involved in coaching and mentoring for over 25 years. He has coached and mentored hundreds of couples, families, and individuals.

- Mr. Songer’s consulting experience has been quite varied and has included the following organizations:
  - Ace Hardware
  - ARMCO Steel
  - ARMCO, Inc.
  - ASCOA
  - Badger-Powhatan
  - Bell Atlantic
  - BNY Mellon
  - BOK Financial
  - Dell Computer
  - Figgie Fire Protection
  - General Motors
  - IBM Corporation
  - M.A. Hanna
  - Pacific Telesis Group & Pacific Bell
  - Pratt & Whitney
  - Rockwell International
  - San Diego Gas & Electric
  - Sharon Tube Company
  - Tellabs, Inc.
  - TransTechnology Corp.
  - Westinghouse Communications
  - Whirlpool Corporation