LEADING AT THE EDGE

MEN WANTED
for hazardous journey, small wages, bitter cold, long months of complete darkness, constant danger, safe return doubtful, honor and recognition in case of success.

Ernest Shackleton 4 Burlington st.

MEN—Neat appearing young men of pleasing personality between 40 and 44.
3 References

1. Ten Strategies for Leading at the Edge
   by Dennis N. T. Perkins

2. Eight Paths to reap the benefits of Leading at
   the Edge by Professor George Kohlrieser

3. Leading at the Edge by Denver University and
   Local but the greatest and latest example.
Leading at the edge

• Means seizing every opportunity for decisive action, and refusing to be discouraged when some efforts prove unsuccessful.

Dennis N. T. Perkins
Ten strategies for LEADING AT THE EDGE
1. Vision and Quick Victories:

• Never lose sight of the ultimate goal and focus energy on short term objectives.
2. Symbolism and Personal Example:

• Set a personal example with visible memorable symbols and behaviors.
3. Optimism and Reality

• Instill optimism and self confidence, but stay grounded on reality
4. stamina

- Take care of yourself: maintain your stamina and let go of guilt.
5. The Team Message:

- Reinforce the team message constantly: we are one, we live and die together.
6. Core Values:

- Minimize status differences and insist on courtesy and mutual respect.

A relationship without mutual respect will be dysfunctional in some way.
7. Conflict:

- Master conflict – deal with anger in small doses, engage dissidents, and avoid needless power struggles.
8. Lighten up!

• Find something to celebrate and something to laugh about.

If you’re going to be able to look back on something and laugh about it, you might as well laugh about it now.

~ Marie Osmond
9. Risk:

• Be willing to take the big risk.

There can be no great accomplishment without risk.

Neil Armstrong
10. Tenacious creativity

• Never give up, there is always another move.

“You can't let this moment's failure block your vision of tomorrow's victories.”

Jerry Varnado

OneOldDawg.blogspot.com
LEADING AT THE EDGE
How to unlock extraordinary performance
By Professor George Kohlrieser - November 2008

• Cutting edge leaders know how to take appropriate risk, inspire trust and create opportunities to foster success for themselves and their teams.

• Being appointed a leader, however, does not necessarily make you one.

• The good news is that high performance leadership and leading at the edge are talents everyone can learn.
What does it take to lead at the edge?

• Leading at the edge requires an artful mix of focus, motivation, inspiration and courage to take risks that constantly push the boundaries.

• In order to reap the benefits of leading at the edge, eight paths need to become an integral part of both personal style and organizational culture:
1. Develop your leadership talent

• Companies that have a leadership development culture excel because they become talent magnets by consistently providing people with opportunities to learn, grow and build leadership competencies.

• As with all talents, leadership must be developed through years of focused learning, training and practice.

• Leadership requires resilience, the ability to learn from both adversity and failure, to constantly seek feedback and to refine one’s own skills.
2. Lead from the mind’s eye

• Learning how to master the mind’s eye enables one to make choices about how one thinks, feels and acts in any given moment.

• The brain can be trained to look for opportunities and to go beyond obstacles, just as great athletes, musicians and actors do.

• Leaders who learn how to program their bodies and emotions to follow their mind will always outperform others, and personal leadership competence is a result of being aware of and regulating one’s mental states and emotions.

• Current brain research has significantly advanced the understanding of how the brain works to allow high performing leaders to be – and stay – on the cutting edge.

• By understanding how the brain is wired, we can learn to re-wire it and create the conditions that enable us to become truly high performing leaders.
A secure base is someone who provides a sense of protection, is a source of positive inspiration and provides comfort in times of stress, frustration or failure. While everyone needs to be their own secure base in order to feel self-confident, we never outgrow the need for external secure bases.

Very talented people often fail because they either lack secure bases or choose the wrong ones. Having the support of secure bases makes the attainment of seemingly unreachable goals possible simply because they believe in you more than you believe in yourself. Either way, positive self-esteem expands.
4. Lead through effective communications

- A hallmark of high performance leaders is the ability to influence others through all levels and types of communication, from simple interactions to difficult conversations and more complex conflicts, in order to achieve greater team and organizational alignment.

- High performing leaders are able to unite diverse team members by building common goals and even shared emotions by engaging in powerful and effective dialogue.
5. Leading through conflict management

- Changing negative conflicts into positive engagement is crucial for organizations to perform well.
- High performing leaders are able to deal with disputes, disagreements and diverse points of view about strategy and implementation to create energy, bring about change, stimulate creativity and help form strongly bonded teams in full alignment.
- Organizations that encourage people to raise difficult issues find that doing so leads to innovation, new goals and the changes needed to achieve them.
6. Leading in a fragmented world

• Among the many challenges that leaders confront in the 21st century, fragmentation in executive teams and their organizations is often cited as a major barrier to execution and implementation.

• Efforts to create shared goals and visions are undermined by diverse cultures and global dispersion as well as shifting patterns of knowledge and expertise.

• Leaders can define and address the dilemma of conflict and consensus that often leads to fragmentation, and learn to develop and build integrated groups and teams across global organizations, creating an organization with “enough” shared purpose and direction to make change happen.
7. Leading through strategy

• What are the requirements for sustainable success in increasingly volatile and uncertain markets?

• Leaders face many conflicting goals, and need to explore what it means to have a strategy in the current business environment.

• This includes understanding both the strategic role of the leadership team within the organization and the challenges of the overall strategy process on individual leaders.

• By visualizing alternative futures, leaders are able to clarify potential directions and options as a basis for enabling leadership choice.
8. Leading at the edge is a journey

• High performing leaders know that learning to lead at the edge is a lifetime process of discovery.

• By playing to win, rather than playing not to lose, leaders make work a more exciting, enjoyable and engaging place for themselves and all those around them.

• With this foundation, running the business, and implementing strategy will be much more successful.
Leading at the Edge by Denver University
Leading at the Edge – Our Very Own, Coach

PRESENTED BY

beko
Thanks! Shine! Sinagtala... para sa bayan