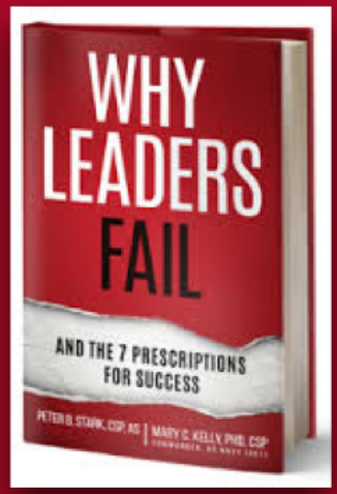
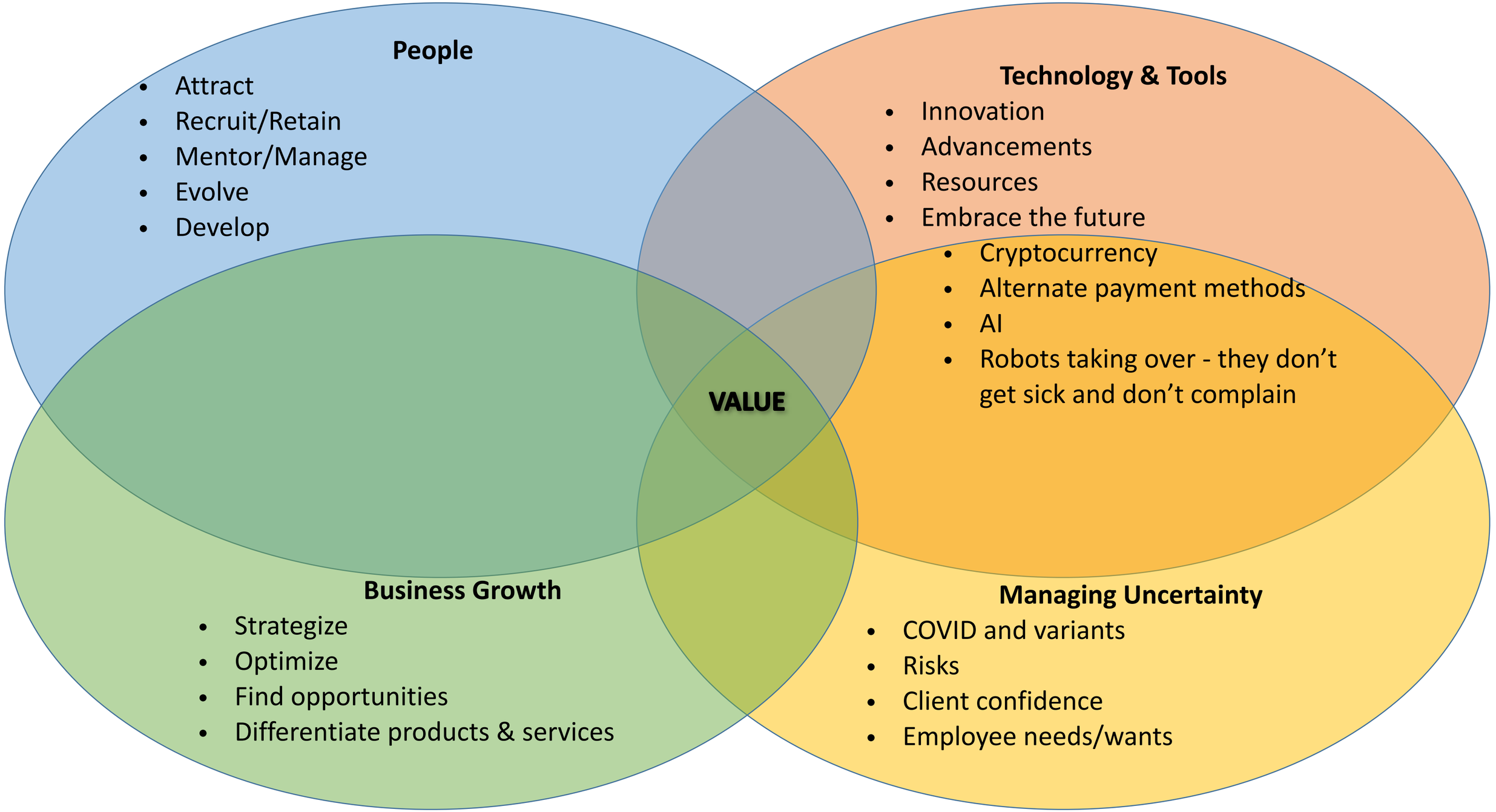
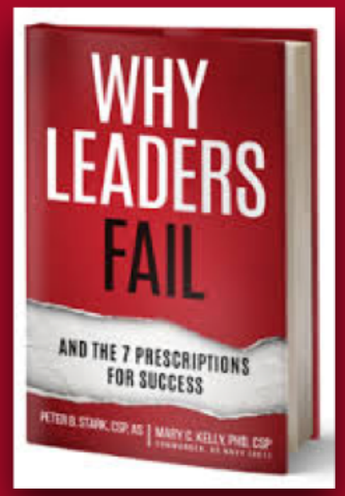
Why Leaders Fails and the 7 Prescriptions for Leadership Success



CREATING VISION FOR 2023 AND BEYOND

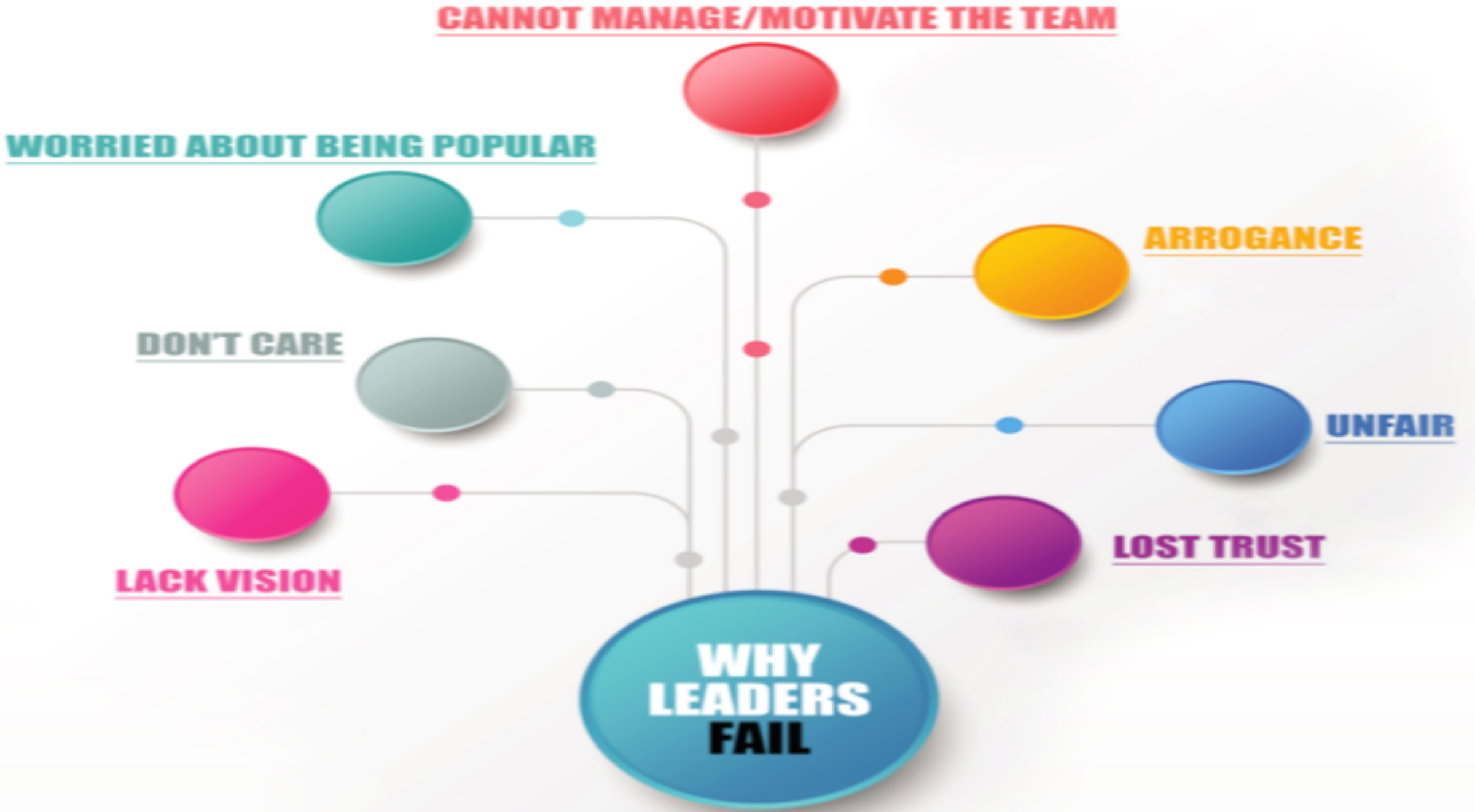


Why is the people side of business so difficult??



What frustrates people about people?

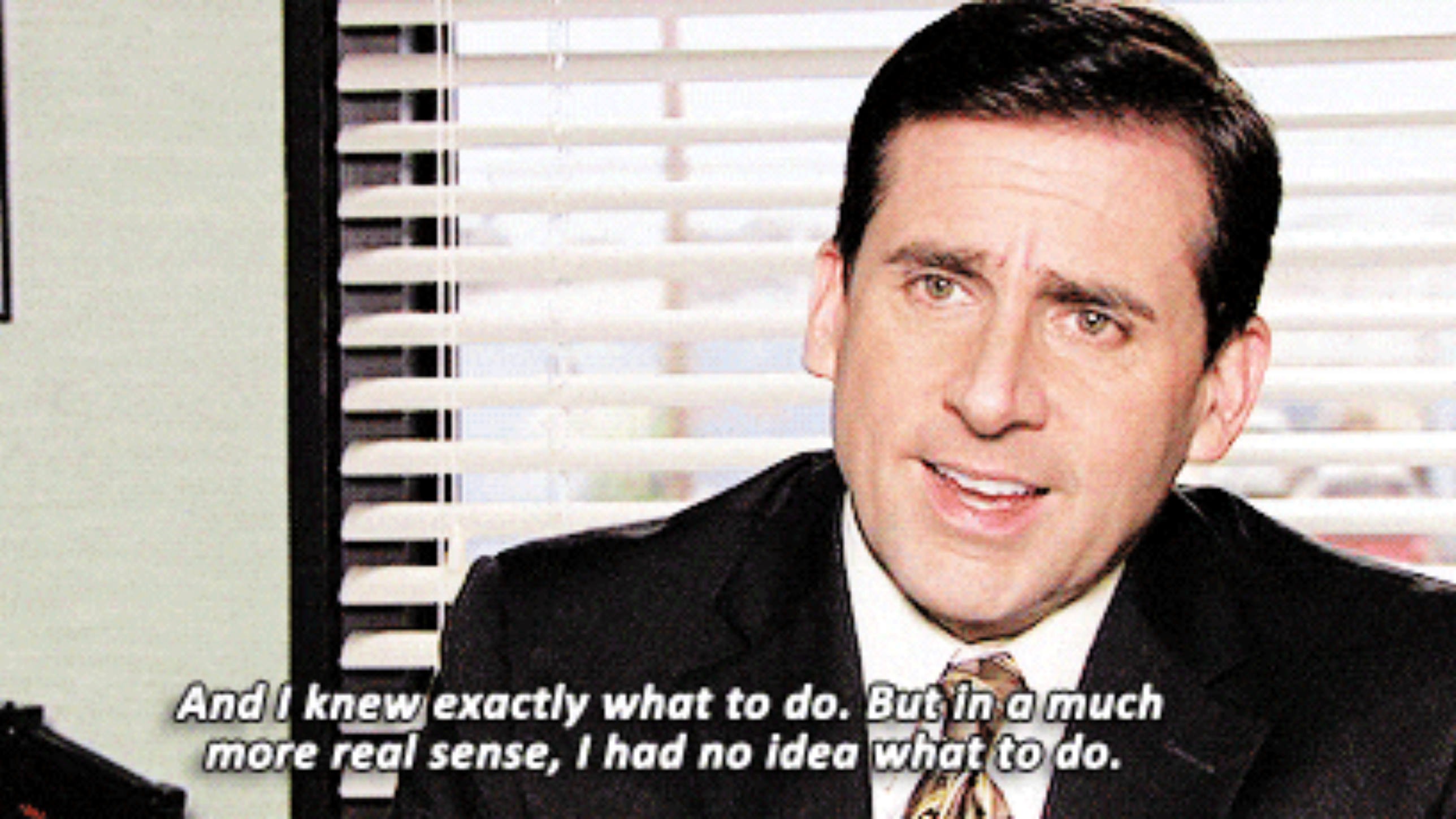
We believe you, your people, and your customers all want to succeed


CANNOT MANAGE/MOTIVATE THE TEAM
WORRIED ABOUT BEING POPULAR
ARROGANCE
DON'T CARE
UNFAIR
LACK VISION
LOST TRUST
WHY LEADERS FAIL

I have no idea where I am going

They are following me anyway...

They lack a compelling vision, clear mission, and accountable goals


And I knew exactly what to do. But in a much more real sense, I had no idea what to do.

Does your team understand your direction?

Once the mission is clear, articulate the vision
“We are going to play in the World Series!”

5-MINUTE VISION PLAN

Our mission is what we do, such as "we play baseball."
A vision is "we are going to the World Series."
Leaders need to create a vision that gives people purpose and direction,
and coalesces them around a goal bigger than themselves.

Before establishing the vision, we need to know our mission.

What do we actually do?

_____
_____
_____

Who do we serve now?

_____
_____
_____

Think about the Really Big Picture to create the vision.

With a clearly understood mission, we can move into creating the vision.

Strategic thinking considers the big picture, potental changes, and every possible variable.

Who will we serve in the future?

In 5 years?

_____

In 10 years?

_____

In 20 years?

_____

What major changes will we see in the future?

1. _____
2. _____
3. _____

How will these changes af ect our purpose?

1. _____
2. _____
3. _____

What legacy do we want to leave? What do we want to be known for?

_____
_____
_____
_____

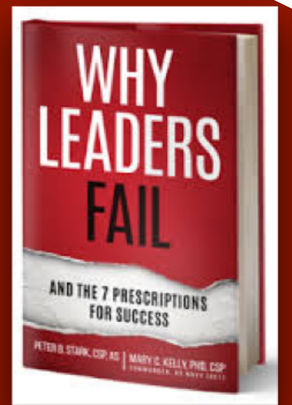
If there were no constraints, what would we do?

_____
_____
_____
_____

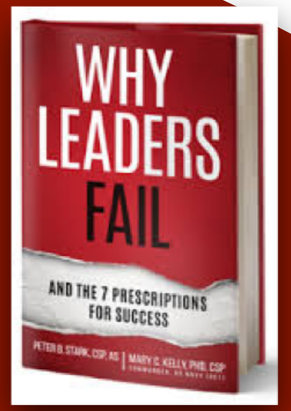
What is our vision?

_____
_____
_____
_____
_____
_____
_____

They torpedo trust



58% of workers (HBR) say they trust strangers more than their own boss



Small issues, comments, and actions can lead to big problems

Path to Failure

Lying	Lying by Omission	Lacking Clear Communication	Disrespecting Others' Time	Withholding Information
Creating Uncertainty	Stealing	Demanding Face Time	Enforcing Rules Unethically	Creating Unattainable Goals
Gossiping/ Believing Gossip	Contributions		For Failure	Being Disloyal

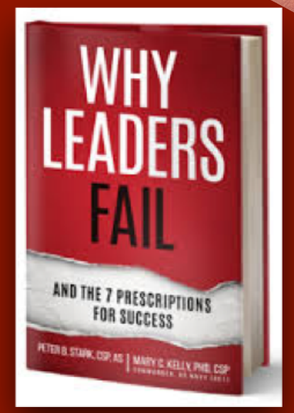
Trust is increased with repeated closed loop interactions

So close the loop

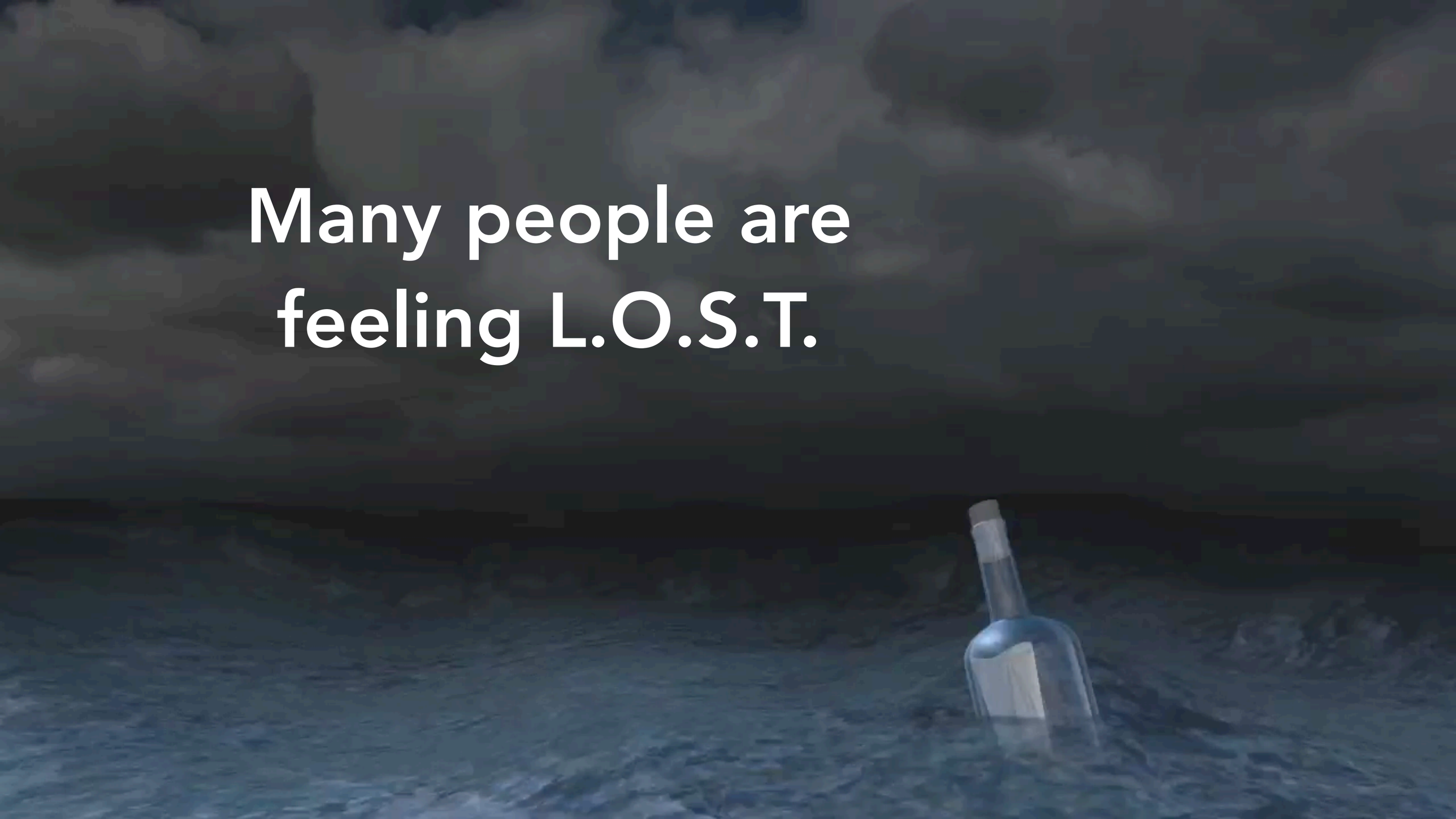
Corporate communication is the way we understand

Corporate communication is the way we understand

They just don’t care

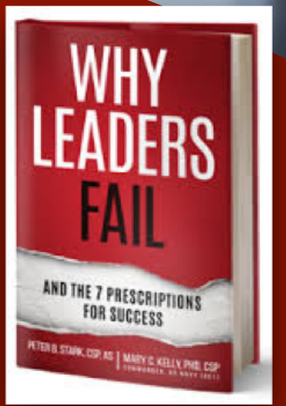


I am not interested in caring about people.


Many people are
feeling L.O.S.T.

L.O.S.T.
Loneliness
Opportunities
(FOMO/YOLO)
Stress
Time

They are unfair

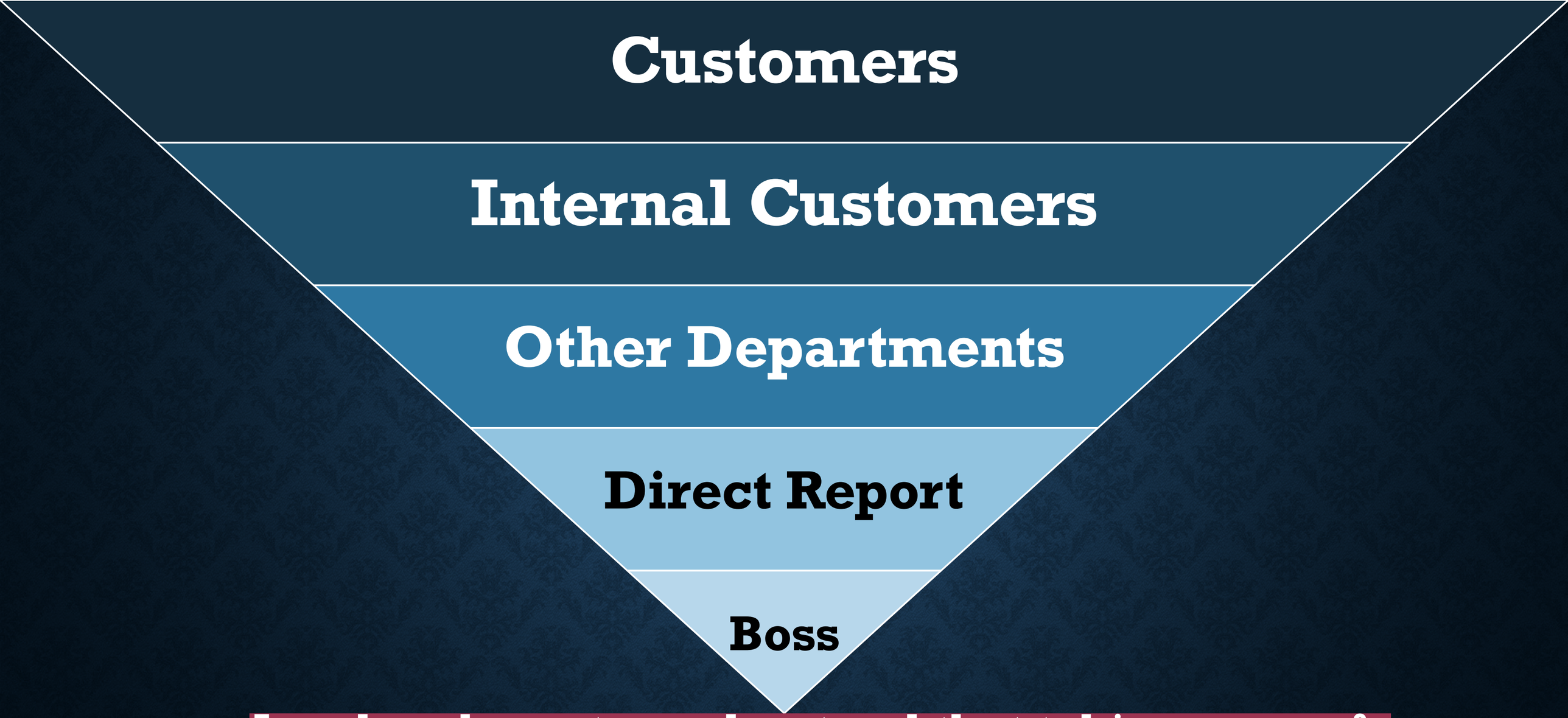


I'm gonna need you to
to go ahead and come in tomorrow.

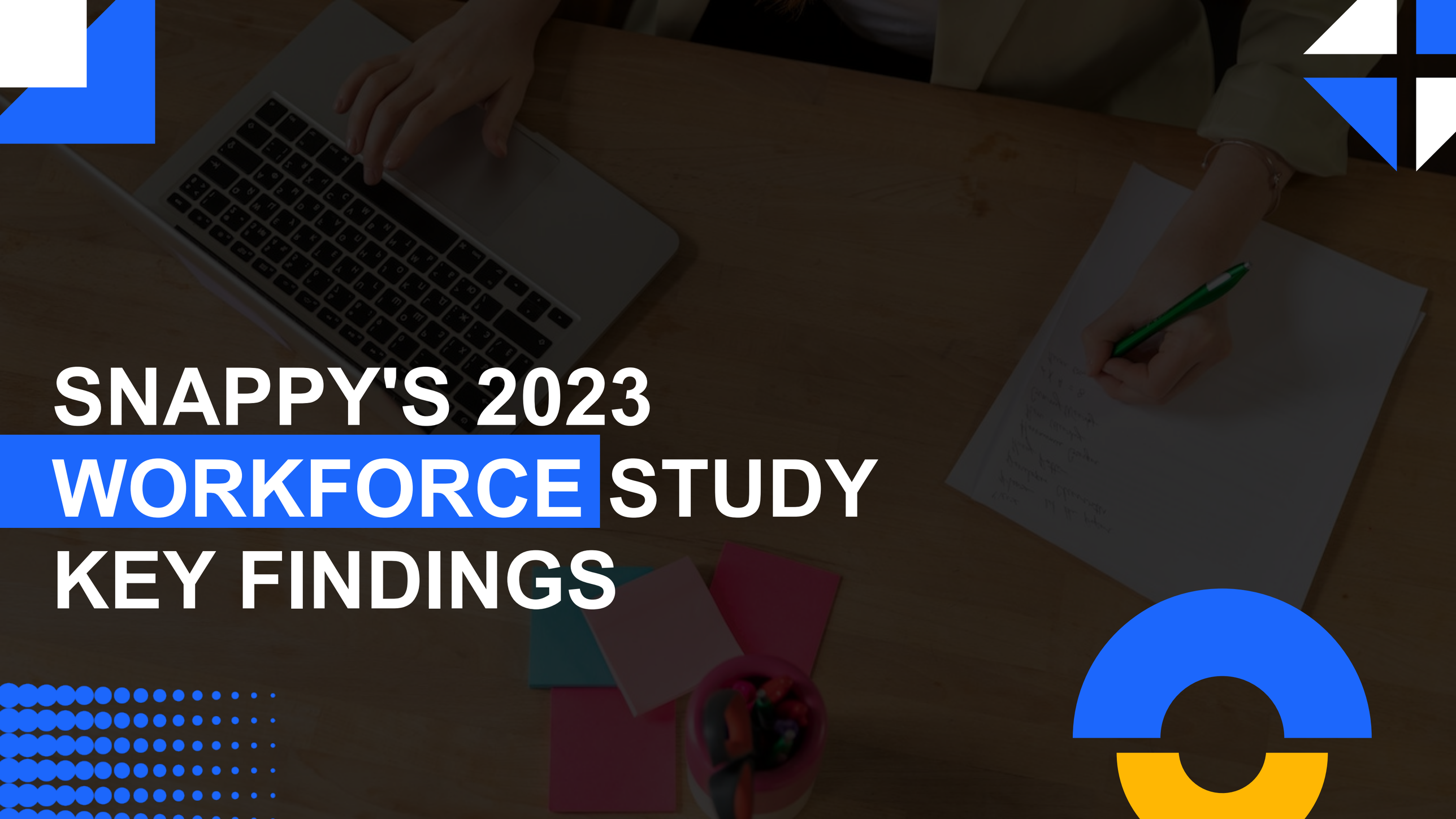
403
412

U1
WAR

FPU-12

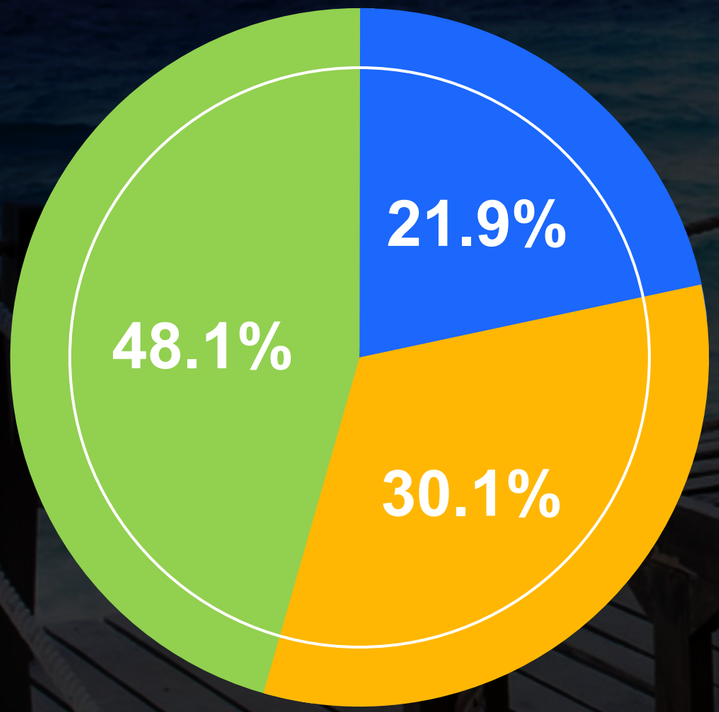


Leaders have to understand that taking care of members starts with taking care of employees



SNAPPY'S 2023 WORKFORCE STUDY KEY FINDINGS

Preferred Working Locations

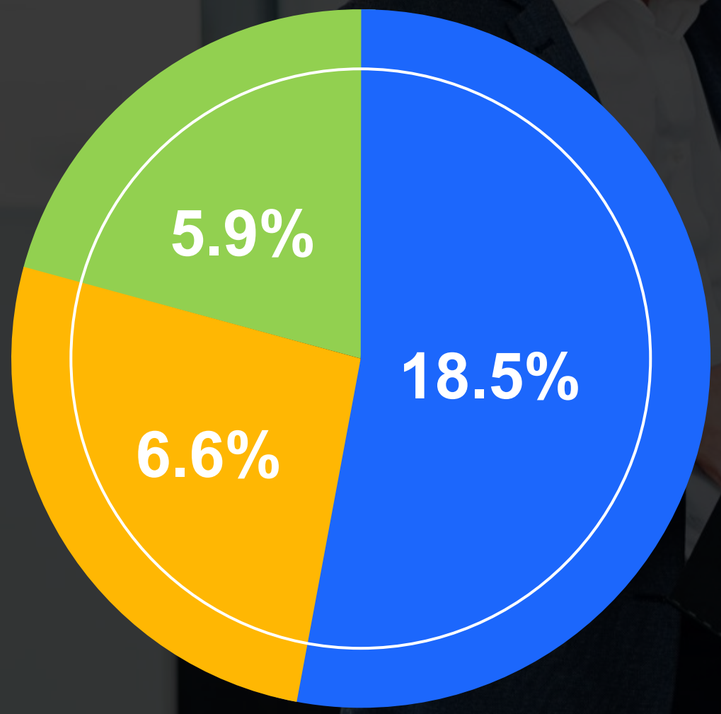


21.9% Prefer fully remote work

30.1% Prefer a hybrid model

48.1% Prefer in-person work

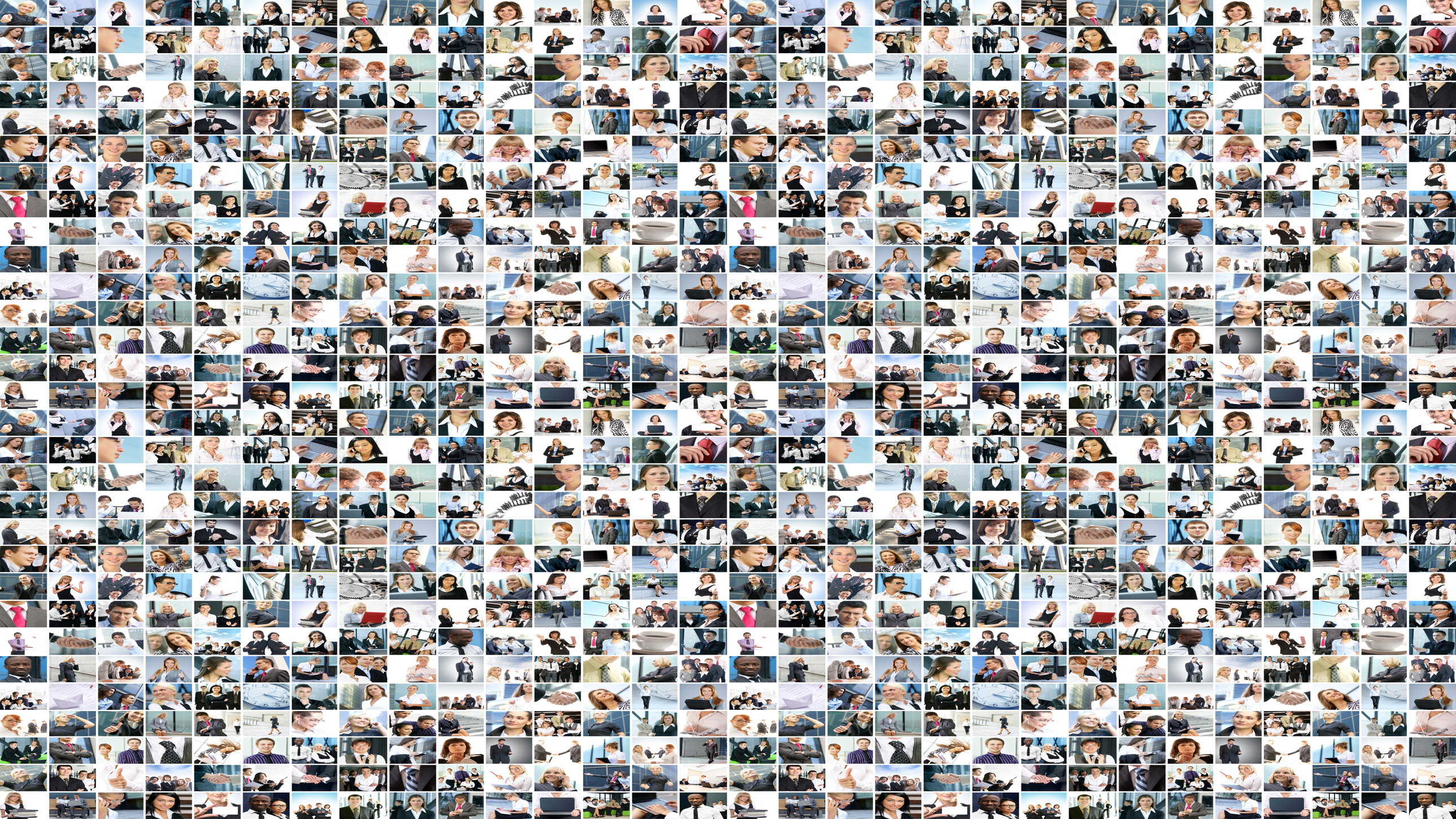
Workers Planning to Leave Current Job in 2023



18.5% plan to leave their job

Among them, **6.6%** seek fully remote work

And **5.9%** seek hybrid work



Remote Work Preferences by Age

9.9%

24-35 age group: prioritize remote work

14%

45-54 age group: prioritize remote work

Feeling Appreciated at Work

81.4% of the total American population feel appreciated

85.1% of Gen Z feel appreciated

78.4% of 45-54 age group feel appreciated

78.2% of 55+ age group feel appreciated

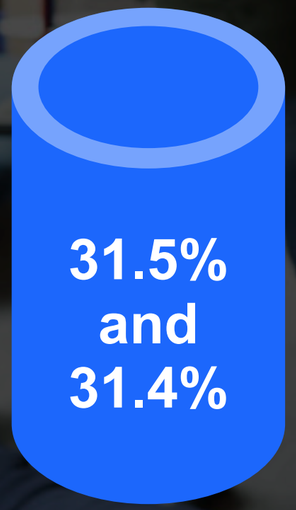
Contribution Recognition and Valued Opinions

80.5% feel their contributions are recognized

80.9% feel their opinions are valued

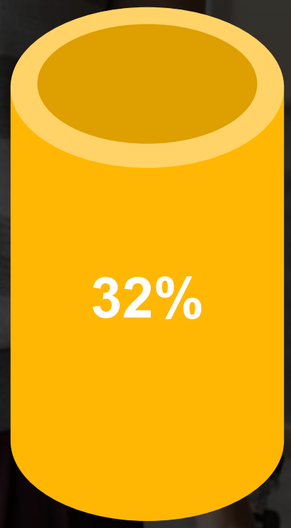
Preferred Appreciation Methods by Age

Gen Z and Millennials



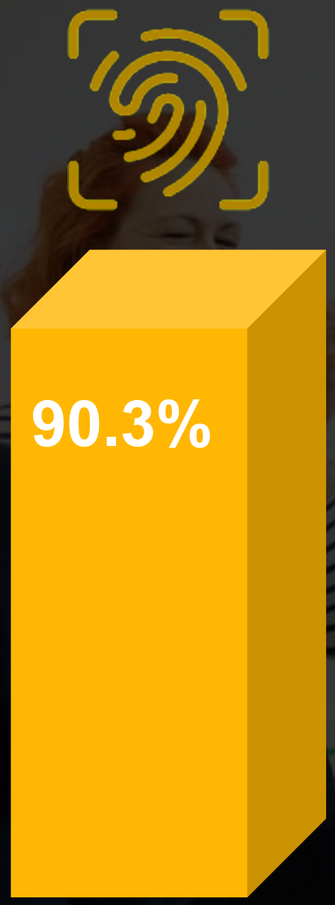
Prefer gifts

55+ age group



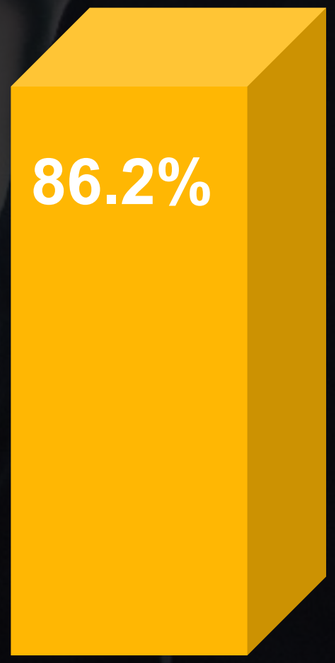
Prefer company-sponsored lunches

Recognition Importance



90.3% believe companies should regularly recognize employee contributions

Job Security Confidence



86.2% feel confident about job security in 2023

Reasons for Staying at Current Job

Love current role and company (19.6%)

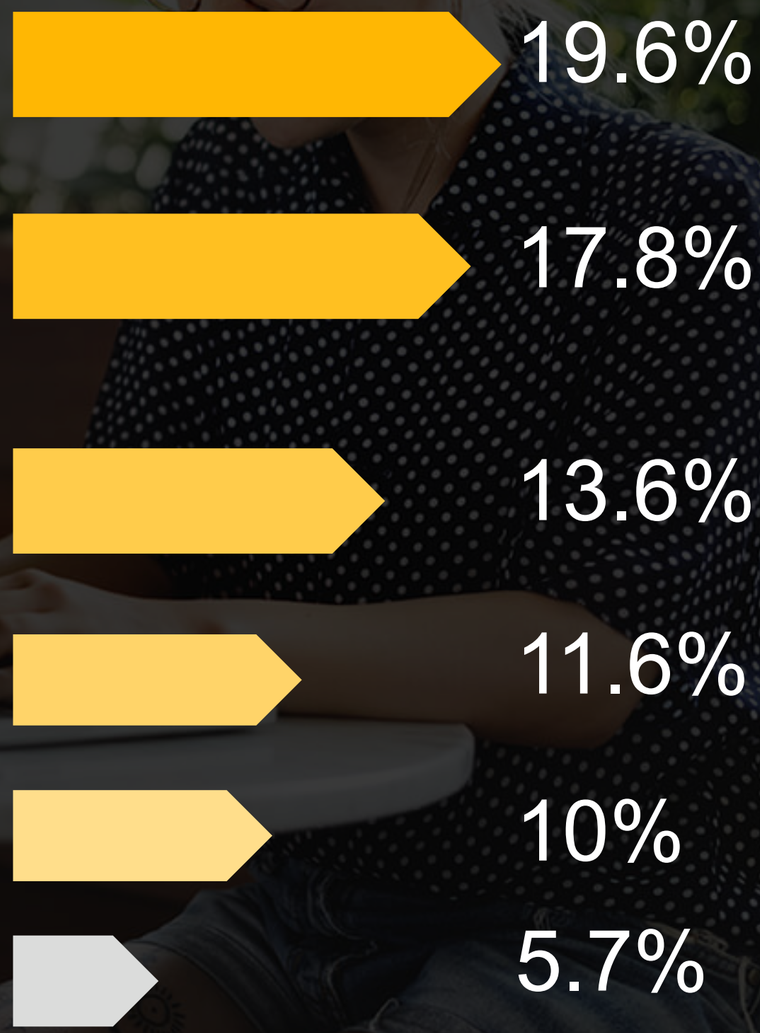
Avoid risk in current economy (17.8%)

Confidence in company's financial future (13.6%)

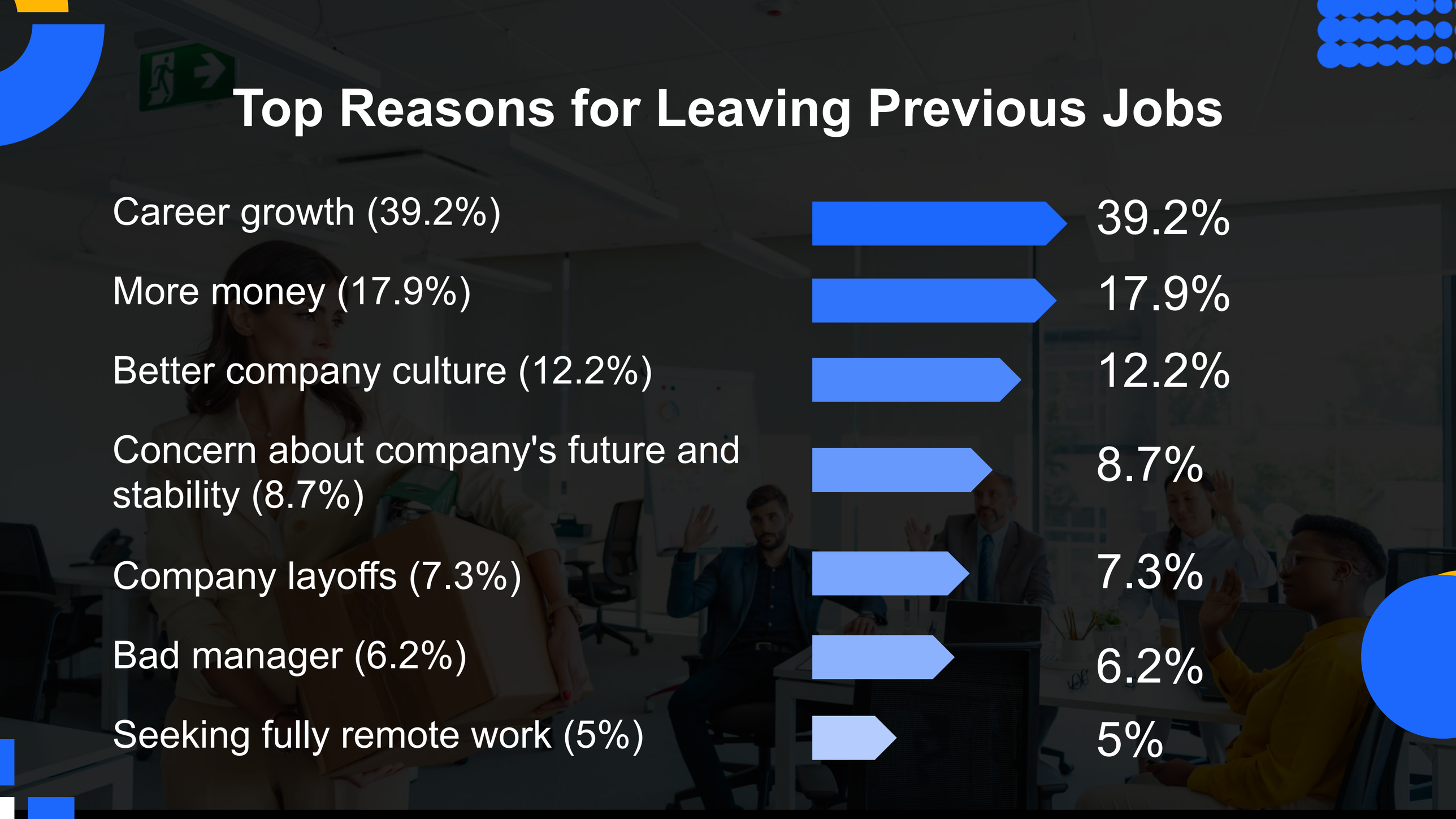
Expect a pay raise (11.6%)

Believe in company mission (10%)

Expect a promotion (5.7%)



Top Reasons for Leaving Previous Jobs



YOU'RE APPRECIATED!
YOU'RE APPRECIATED!
EVERYBODY IS APPRECIATED!!

Dear _____,

Thank you for _____.

You are great at _____,

and I really appreciate your efforts.

Very sincerely,

5-MINUTE EMPLOYEE ENGAGEMENT PLAN

Less than 33% of Americans are considered "engaged" in their jobs. Engaged employees are enthusiastic and excited about their work, and happy in their current environment. Disengaged employees are not concerned about organizational vision, goals, or their own performance. As a result, organizational growth and outcomes are delayed, there is less creativity, and morale decreases.

What can leaders do to facilitate engagement at work?

Leaders can provide clear communication and honest feedback to make sure employees understand their roles in the organization.

We help achieve our goals because we provide:

_____
_____
_____
_____

We rely on our people for:

_____
_____
_____
_____

Leaders also keep employees motivated and challenged at work.

Ask questions such as:

What particular strengths do you want to utilize more?

1. _____
2. _____
3. _____

Are there any specific projects we're doing here that you would like to be involved in?

1. _____
2. _____
3. _____

Do you want more responsibility? With what?

1. _____
2. _____
3. _____

Do you want less responsibility? What would you prefer not doing?

1. _____
2. _____
3. _____

Leaders make sure their employees have the training they need to do their jobs well.

Leaders find out what employees want to further their careers and job skills by asking:

1. **What would you like more training on?**
2. **What would you like to learn next?**
3. **Is there anyone here you'd like to learn from?**

Leaders strive to improve the workplace for their people.

1. **What can we do to make the workplace more enjoyable for you?**
2. **If you were your own boss, what would you change?**
3. **Are we challenging you enough?**
4. **Are there any tools or technology that would help you do your job better?**

Leaders provide positive feedback quickly.

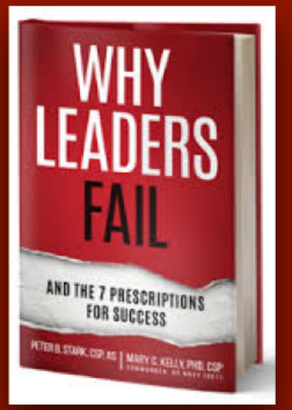
What gets rewarded gets repeated.

"I've noticed you're great at _____."

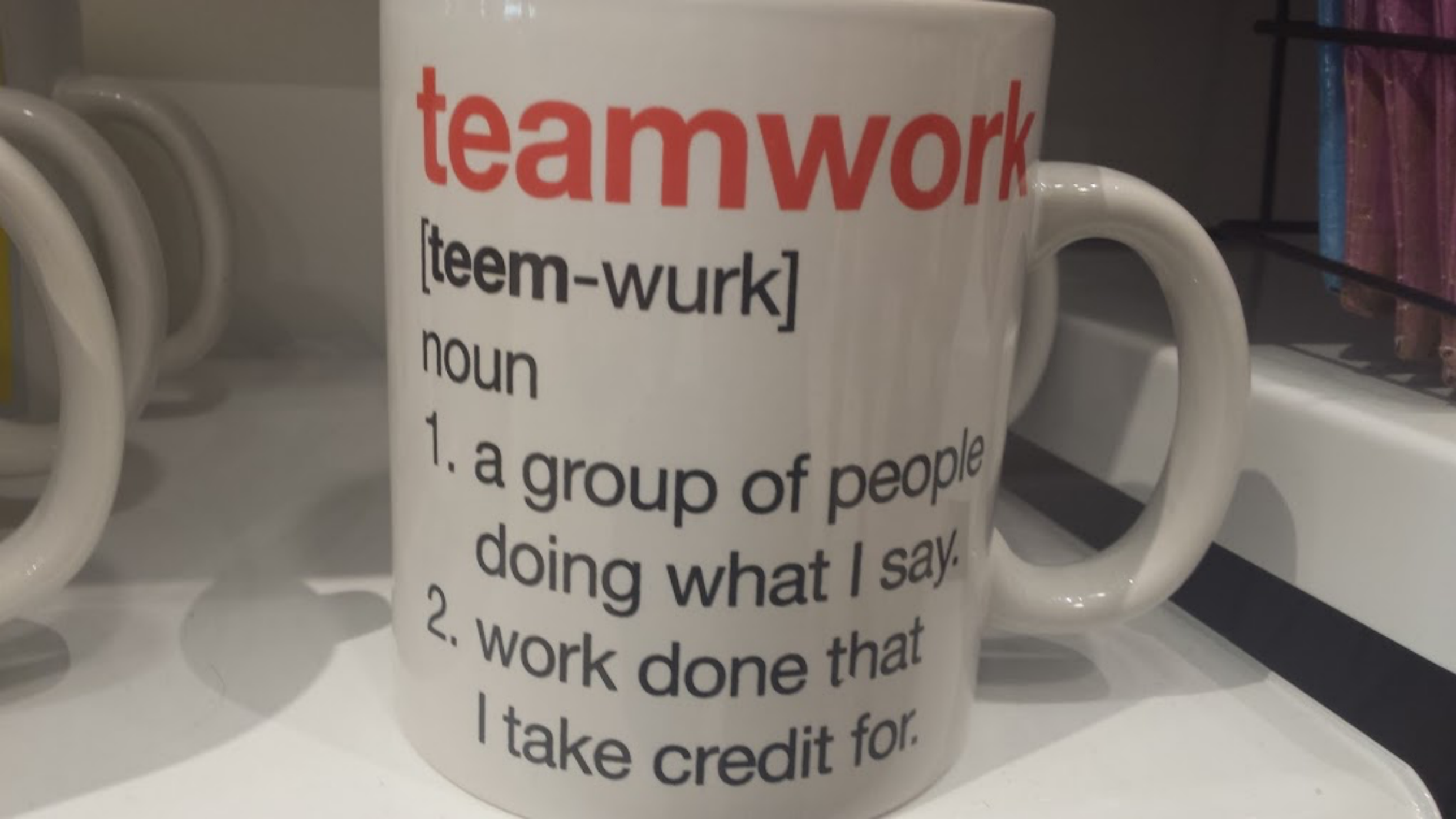
"You handled that dif icult customer really well!"

"_____ is one of your strengths and I am impressed with how you _____."

They don’t understand we are one team



Teams create something bigger than themselves


teamwork
[teem-wurk]
noun
1. a group of people doing what I say.
2. work done that I take credit for.

Every person is exactly the same as everyone else
Except where they are different

5-MINUTE TEAM BUILDING PLAN

Building a strong team means having the right team dynamics, as well as the right team members. Collective intelligence studies show that highly functioning teams increase overall combined intelligence and improve results. We are truly better together.

What do great teams need?

1. **Clearly articulated vision**
2. **Understandable mission**
3. **Corporate culture/attitude of success**
4. **Adaptability/willingness to change**

Work with the goal in mind.

What builds teamwork in my workplace?

1. _____
2. _____
3. _____
4. _____

What is working well in my workplace?

1. _____
2. _____
3. _____
4. _____

What destroys teams?

1. _____
2. _____
3. _____
4. _____

What can I stop doing that may be harming the team?

1. _____
2. _____
3. _____
4. _____

Team players

Some people just seem to be naturally good at being team players. Why? What makes great team players so valuable to an organization?

1. _____
2. _____
3. _____
4. _____

What do great team players do that makes everyone want to work with them?

1. _____
2. _____
3. _____
4. _____

What can I do to cultivate those qualities in myself?

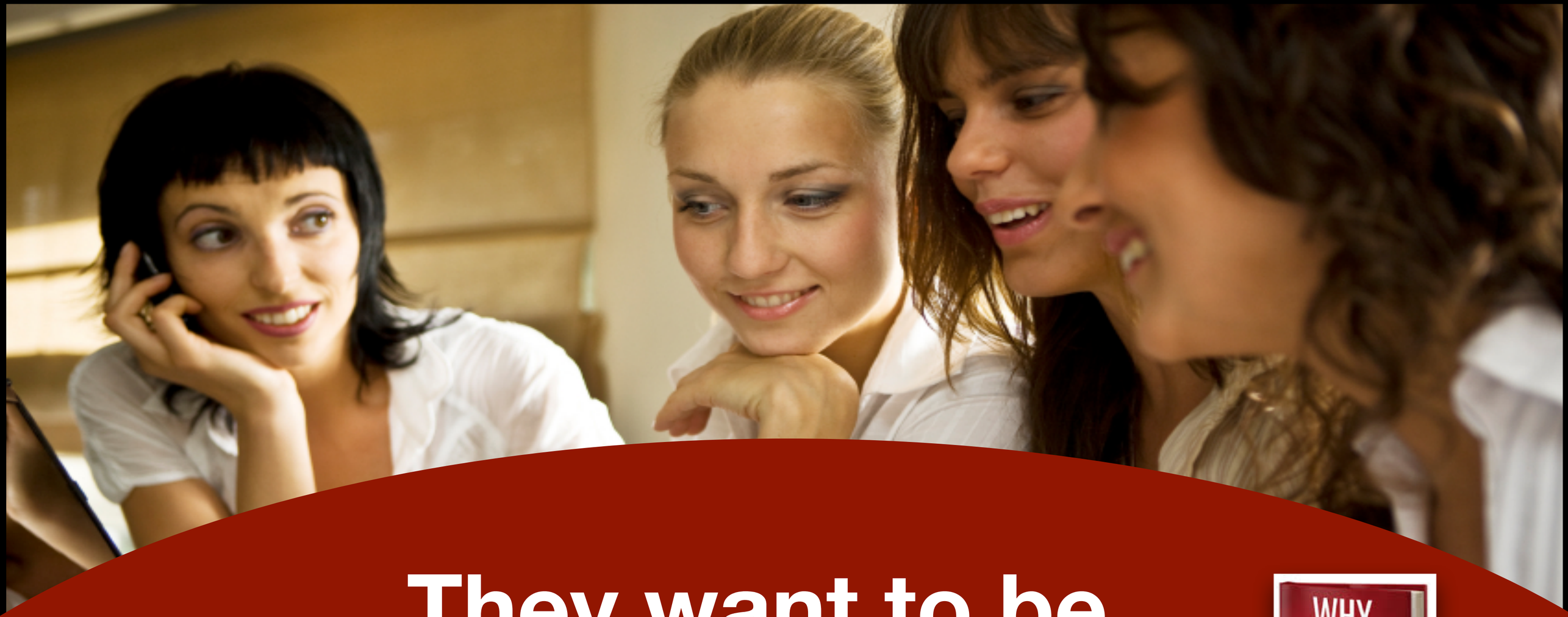
1. _____
2. _____
3. _____
4. _____

What are some characteristics the rest of the team or workplace expects from me?

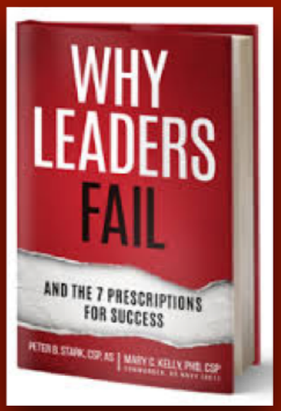
1. _____
2. _____
3. _____
4. _____

https://yougotheroes.com/

See What YouGotHeroes is All About



They want to be Miss Congeniality



WHAT DO PEOPLE WANT?

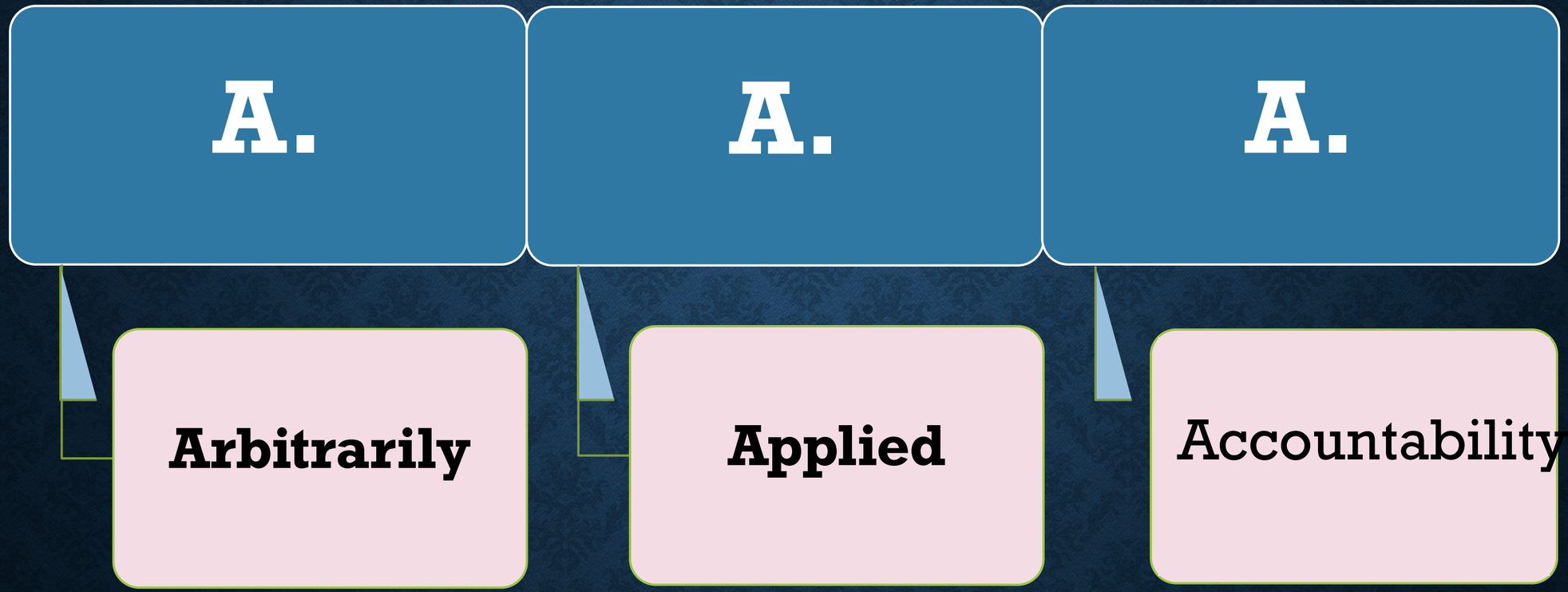
ACROSS ALL SECTORS…

Good quality product

Pleasant interactions with personnel

Process and procedures are easy

People respond to incentives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Reveal Your Blind Spots in 3 Minutes

Put yourself in one frame of mind such as a work environment.
Quickly pick your best answer. Don't over-think them.
Immediate access to your comprehensive report.

12 MONTHS OF BUSINESS GROWTH

ACCOUNTABILITY

PRODUCTIVITY TOOLS

STRATEGIC PLANNING

WORK THROUGH A 5-MINUTE PLAN EVERY MONTH TO BUILD A BETTER BUSINESS

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JANUARY

BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. _____
2. _____
3. _____
4. _____
5. _____

This month I want to do more of these activities:

1. _____
2. _____
3. _____

This month I want to do less of these activities:

1. _____
2. _____
3. _____

This month I resolve to delegate/outsource:

_____
_____

This month I am going to streamline this process:

_____
_____

This month I am going to complete this project:

_____
_____

This month I am going to resolve this situation:

_____

_____

I will contact these 3 people for advice:

1. _____
2. _____
3. _____

I will reach out to these 3 potential decision-makers/clients:

1. _____
2. _____
3. _____

On a scale of 1 through 5, this month was a

5 ○	4 ○	3 ○	2 ○	1 ○
Fabulous	Good	Okay	Meh	Terrible

What could have made this month better?

1. _____
2. _____
3. _____

I am grateful for:

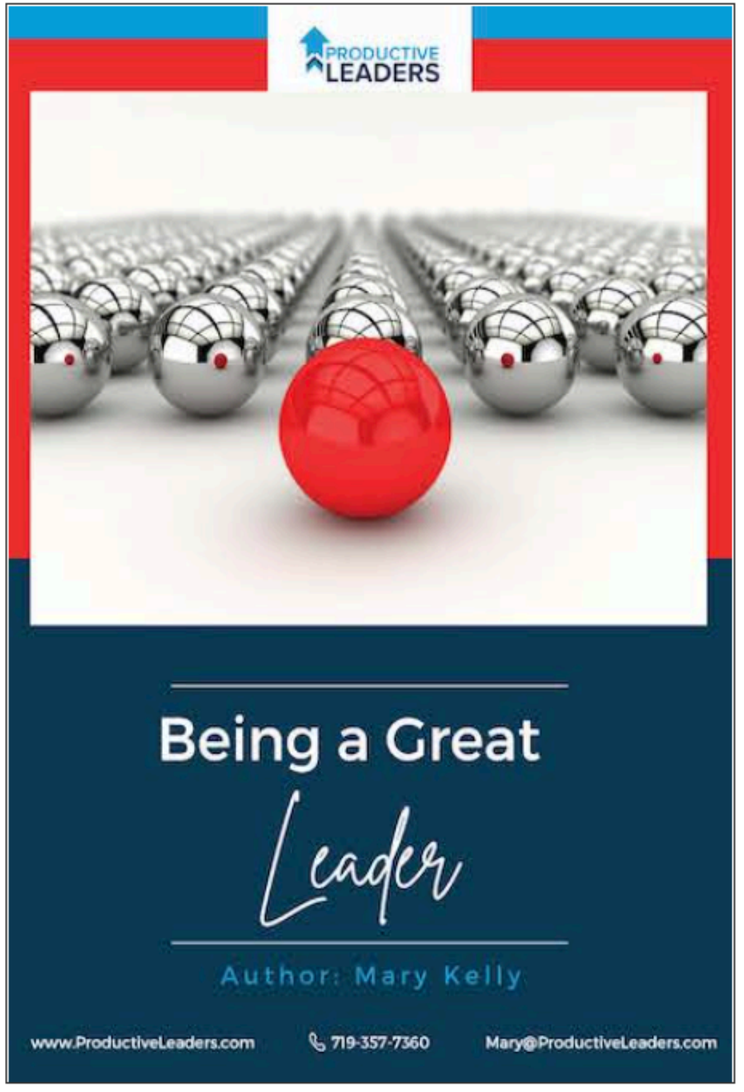
1. _____
2. _____
3. _____

This month I learned:

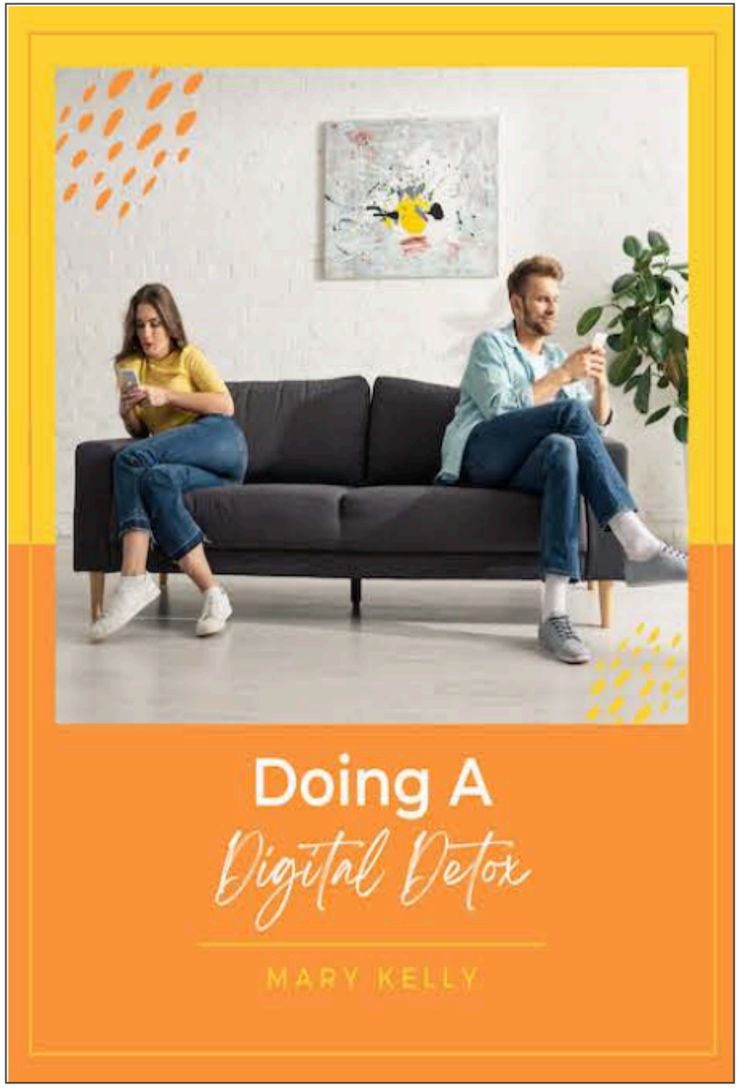
1. _____
2. _____
3. _____

Control What You Can Control

Being a Great Leader



Doing a Digital Detox



PRODUCTIVE LEADERS

90 Day

Business Goals Journal

By Mary Kelly

www.ProductiveLeaders.com

5-Minute Year-in-Review Plan

Download

5-Minute Business Plan

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5-Minute Vision Plan

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5-Minute Opportunity Plan

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5-Minute Goal Setting Plan

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5-Minute Marketing Plan

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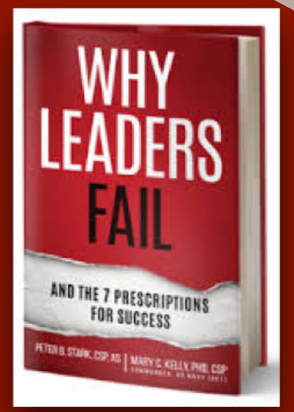
5-Minute Year-in-Review Plan

5-Minute Business Plan

5-Minute Vision Plan

Confidence becomes arrogance



I don't know if you know this,
but I'm kind of a big deal.

PRODUCTIVE LEADERS

23 FOR 2023

Mary C. Kelly

23 FOR 2023 MEANS MORE CONCERN ABOUT **PHYSICAL SAFETY, ECONOMIC SECURITY, GEO-POLITICAL INSTABILITY,** AND **THE ROLE OF GOVERNMENTS,** LEADING TO AN **OVERRELIANCE ON BUSINESSES** TO PROVIDE NECESSARY **LEADERSHIP AND STABILITY** DURING THE PREVAILING **UNCERTAINTY.**

WHAT DOES 2023 LOOK LIKE?

BUSINESSES AND ORGANIZATIONS CAN EXPECT:

1. External economic factors such as inflation, interest rate increases, wage hikes, supply chain delays, and decreased consumer confidence threaten business revenue and profitability.
2. Federal corporate taxes increase, making business profitability more difficult.
3. Cyber and ransomware attacks continue to increase in scope and complexity. Businesses are most vulnerable when employees work from alternate servers.
4. Employees continue to leave their jobs in large numbers (but this will start to slow as layoffs start), especially if they are unhappy with their direct supervisor.
5. Continued employee transitions, as workers believe that the grass is greener elsewhere, even as the unemployment numbers decline
6. Employees believe higher wages are possible elsewhere, even with slower hiring.
7. Employees become more myopic as continued crises, challenges, and changes cause them to react protectively.

LEADERS NEED TO:

8. Pay attention to profits and losses, and work to find efficiencies and economies of scale.
9. Employee attention spans are shorter, so give people more time, more attention, and more communication with more specific guidance.
10. Recognize that employees both need and demand more flexibility as they try to regain their sense of control over volatility, but productivity will not increase.
11. Realize that some of your employees have 2 full-time jobs because no one is holding them accountable for either one.
12. Implement accountability systems (this starts with leaders and managers) that provide helpful, motivating feedback, with easily understood metrics.
13. Reiterate the salary/wages, benefits, and flexibility that aligns with each job, as often employees assess their compensation based on what they see in their take-home salary.

ORGANIZATIONS CAN INCREASE THEIR COMPETITIVE ADVANTAGE WHEN THEY:

14. Understand that crises, challenges, and changes are increasing in severity.
15. Manifest their core values through strong, sustained, visible leadership.
16. Help their people adjust to changes.
17. Have strong, relevant, and current leadership and professional development programs for all levels in the workplace.
18. Remind people of their vision, mission, and goals in ways that matter to individuals.
19. Create structured mentoring programs, where both the mentor and the mentee feel that they equally benefit from the relationship.
20. Increase workplace trust by providing opportunities for relationship-building and feelings of connectedness at work.

INDIVIDUALS NEED TO:

21. Make sure their skills and competency levels advance to stay competitive.
22. Stay motivated and positive, despite what they see on TV.
23. Take responsibility for their own career development, especially if they are young professionals looking to be promoted.

We need to be smarter about economic factors that threaten our organizations.
We need to be more proactive about how we handle crises, challenges, and changes.

STATUS QUO IS NOT ENOUGH

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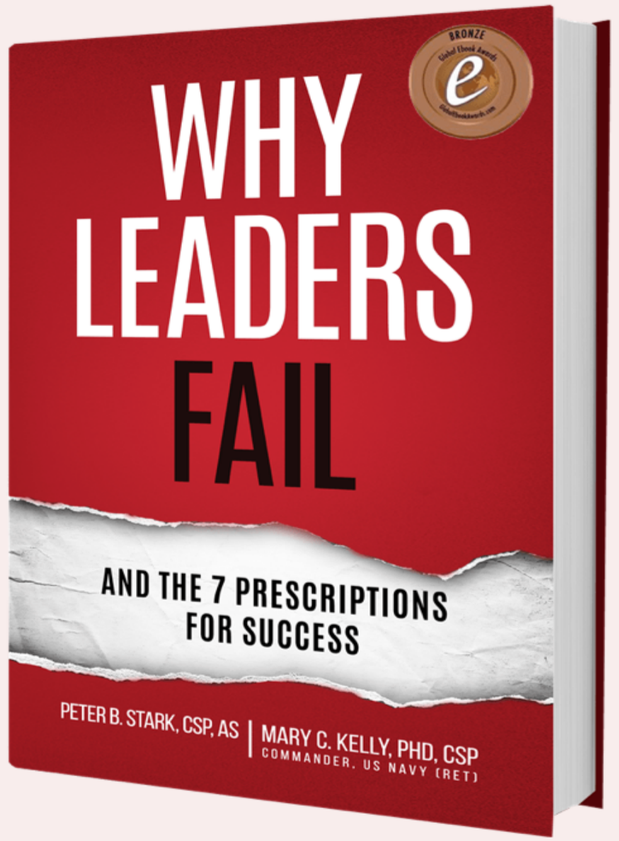
Businesses and organizations that survive are those that adapt, overcome, and improvise

Be the leader people want to follow



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