

# Leadership in the 21st Century

by Sandi Wright

Why are you the leader and not someone else?

Who is your hero?

What makes that person special to you?

## Observable behavior:

- Honesty
- Forward-thinking
- Competent
- Inspiring

**A good leader does what they say they will do.**

## Leaders are:

- Committed
- Determined
- Disciplined
- Driven
- Flexible
- Focused
- Inspired
- Passionate
- Steadfast
- Trusted



## Emerging Leaders:

- Seek others to believe and follow.
- Are about the “why,” not “how” or “when.”
- Empower their team.
- Have unshakable passion and fierce determination.

***Managers light fires under people.***

***Leaders light fires INSIDE people.***

Leaders think big!

Leaders are great learners.



## Five Practices for Today's Leaders:

### 1. ***Be the ultimate role model.***

- Find your voice by clarifying your own personal values.
- Set an example by cultivating shared values
- What makes me someone people follow?
- What will they say about me?
- What do I believe in and why?
- What am I passionate about and why?
- What brings me sadness and why?
- What's grabbed hold of me and won't let go, and why?
- What is it that I really care about?



### 2. ***Inspire a shared vision.***

- Leaders use WE more often than ME.
- Envision what the future may bring by imagining amazing and exciting possibilities.
- Get others to buy into a common vision by appealing to shared beliefs and aspirations.
- Cultivate your ability to know your people, find common ground, create and build a collective vision, speak from the heart, listen, and hangout.

### 3. ***Challenge the process.***

- Search for opportunities to use creative ways to change, grow and improve.
- Experiment. Take risks. Celebrate small wins, and learn from mistakes, experiences or challenges.

### 4. ***Enable others to act and perform.***

- Foster collaboration by promoting cooperative goals, maintaining credibility, and building trust.
- Strengthen others by sharing power and discretion.

### 5. ***Encourage and follow the heart.***

- Recognize the contribution of others by showing appreciation and respect for individual excellence
- Celebrate the shared values, visions, and successes through the creation of a spirit of community.
- Tell stories and publicly celebrate.

## The best leaders help others do their best.

What will your legacy be?

*Many people have gone further than they imagined they could because somebody else thought they could.*

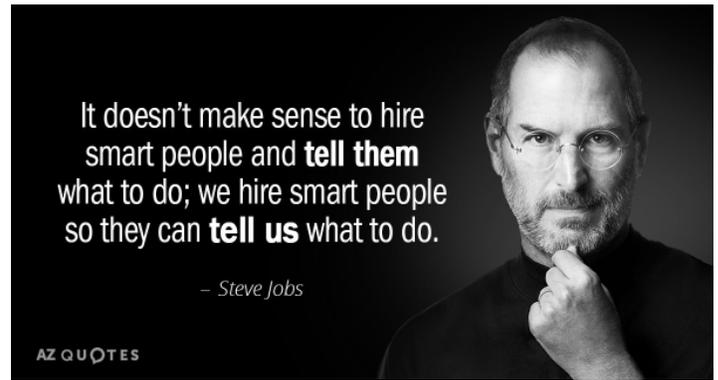
**Know where you want to go.**

### The Essence of Leadership:

- Walk the talk
- Keep it simple and real
- Celebrate successes
- Keep hope alive
- Take responsibility
- Develop a “service attitude.”
- Make a difference whenever and wherever you can. Why should they do what you want? (If you don’t know the answer to that question, they’re not going to stay.)
- Sometimes the words you use make a huge difference.

At Disney World, you are not an employee, you’re a “cast member.” It’s a philosophy that everyone buys into.

*You don’t need a title to be a leader.*



## What is your dream?

### Does your chorus know what it is?

#### To emerge, we must continually ask ourselves...

- How would I like to change the world for myself and my organization?
- How do I want to be remembered?
- What future would I invent?
- What mission in life obsesses me?
- What’s my dream?
- What’s my most distinctive skill or talent?
- What’s my burning passion?
- Do I have a personal agenda?
- What am I trying to prove?

*Build team spirit through leadership*

## Make the world awesome!!

