



# High Impact Leadership

**Rob Parker**

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**You Are Awesome!**

# Recreation Credentials

- **HPER Major**
- **Lifeguard...WSI...WSIT**
- **Aquatics Director & Athletic Director**
- **High School Basketball Coach**
- **High School Referee**
- **Boys & Girls Clubs**
- **Parks & Recreation Volunteer**
- **Father & Grandfather**

**Renaldo Leonard**



## **PRO Challenges**

- **Politics**
- **Resistance to Change**
- **More with Less \$\$**
- **Staffing Issues**
- **Volunteer Challenges**
- **Senior Leaders who “Don’t Get it”**
- **Negative People**
- **Time for a Life**

**Who's Leading?**

# Why Leadership Matters?

*Anything in history worth remembering can be traced back to a motivated group of people and ultimately a single leader.*

# Leadership Myth #1

Leadership is  
only important  
at the **top**



# Leadership Myth # 2

Leadership  
is a **rare**  
skill



# Leadership Myth # 3

Leaders are **born**  
and not **made**





**Leadership is not...**

**Title**

**Rank**

**Position**

A group of hikers is shown in a mountainous landscape. The hikers are wearing various outdoor gear, including jackets, hats, and sunglasses. They are standing on a rocky path. In the background, there are large, rugged mountains with significant snow cover under a clear blue sky. The overall scene is one of a high-altitude mountain trail.

**Leadership in its simplest form is...**

**...The Ability To Influence**

**...The Ability To Get Followers**


# Management vs. Leadership

**Management** is the process of **assuring** that the programs and objectives of the organization are **implemented**.

**Leadership** involves **casting** vision and **motivating** people.

# What does a leader do?

1. **Knowing** how to do a job, is the accomplishment of a **worker**.
2. **Showing** others how, is the accomplishment of a **teacher**.
3. **Assuring** the work is done by others, is that of a **manager**.
4. **Inspiring** others to do better work is that of a **leader**.

A photograph of the Golden Gate Bridge in San Francisco at dusk. The bridge's towers and suspension cables are silhouetted against a sky transitioning from purple to blue. The bridge is illuminated with warm lights, and the water below is a deep blue. The overall mood is serene and contemplative.

**Leaders help bridge  
the gap between...**

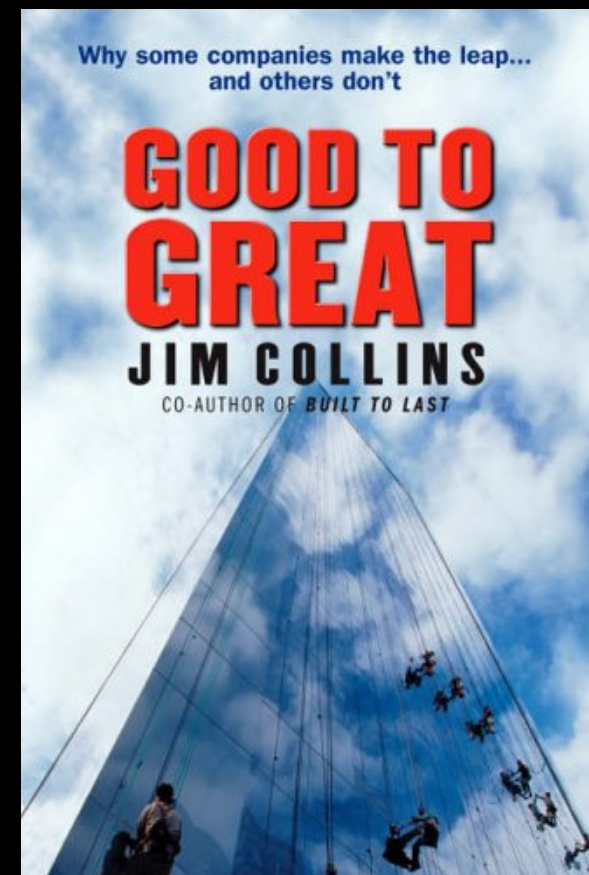
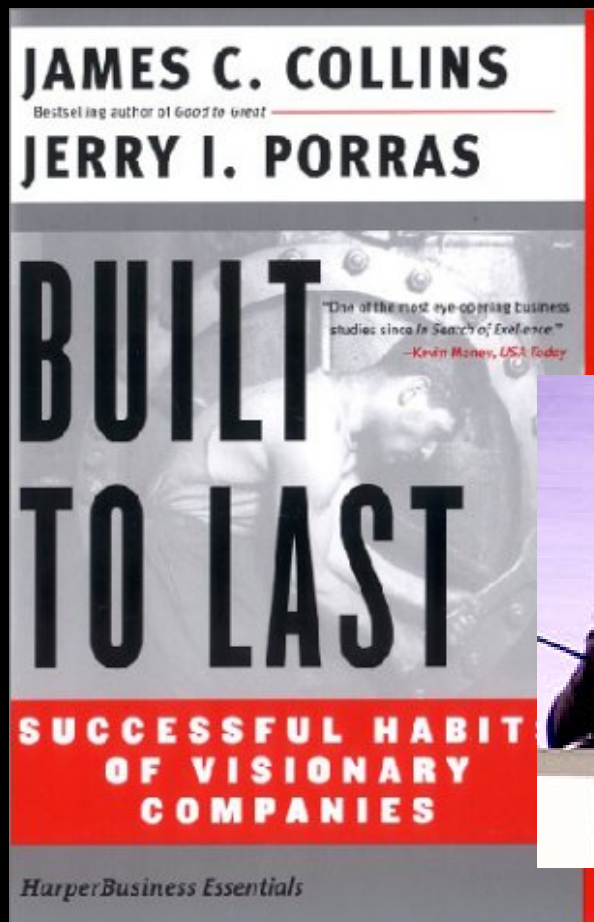
**could be**

**is**



**Would you rather be  
managed or led ?**

Companies that are **successful** over the long term have some things in common, including great **leadership**.



# Level 5 Leadership

Level 1-Highly Capable **Individual**

Level 2-Contributing **Team Member**

Level 3-Competent **Manager**

Level 4-Effective **Leader**

Level 5-**Executive**

# Level 5 Leadership

- Totally **opposite** of traditional view of successful CEO's.
- Not dazzling, **charismatic** or celebrity type.

# Level 5 Leadership

- A paradoxical mix of personal **humility** and **professional will**.
- **Ambitious** for the company, **not** for themselves.

Look in the **mirror**  
to assess blame



Look out the **window** to  
attribute success

# Level 5 Leaders

Set up their **successors**  
for even **greater** success  
in the next generation.

# Important People





## **Social Sector Leaders**

- **Little or no executive authority**
- **Limited \$\$ to spend**
- **No real power or prestige**

# Minimum Table Stakes

- ✓ Integrity
- ✓ Vision
- ✓ Passion





# Integrity

- ✓ What you **say**
- ✓ Don't say
- ✓ What you **do**
- ✓ Don't do
- ✓ **Who you are...**

# Vision

**Visionaries see  
what others  
cannot yet see...**



# Vision Becomes Passion



**Could**

**Should**

**Must**

**What are you passionate about?**

# Rob's Top Five

1. **Communicator**
2. **Coach**
3. **Catalyst**
4. **Listener**
5. **Relationship Builder**

# **#1-Communicator**

- 1. Clear & Compelling**
- 2. Key Messages (Repeat)**
- 3. Story Telling & Metaphors**
- 4. Personal & Transparent**
- 5. Interesting**

**Do People Enjoy Hearing From Me?**

# Tricycle Wisdom

- Prevention is preferable
- Some things you just have to experience for yourself
- We all fall/step in it
- Helping others is messy
- A firm, yet gentle hand is normally what's required

# #2-Coach

1. **Recruit the right players** (who)
2. **Position for Success** (strengths)
3. **Develop a game plan** (what)
4. **Motivate, encourage, inspire**
5. **Call the big plays**

**Do I Have the Right Players?**

## **#3-Catalyst**

- 1. Change Agent**
- 2. Relentless Questioning**
- 3. No Single or Right Path**
- 4. Criticism Resistant**
- 5. Sense of Urgency (LLYD)**

**Am I a “Go To” Person?**

# #4-Listener

1. Ask the Right Questions
2. Dig Deeper (why)
3. What's not being said?
4. Guided Discovery
5. Active Listening

**Do I Listen More Than Speak?**

# **#5-Relationship Builder**

- 1. Invest in People**
- 2. Build Relational Capital**
- 3. Spend it Wisely**
- 4. Make it Personal**
- 5. Develop Your Inner Circle**

**Will My Relationships Transcend This Job?**

# **Your Inner Circle Matters**

*The people closest to a leader have a huge impact on both their success and their failure. Choose carefully.*

# Hiring Great People

Hybels 4 C's

1. **Character**
2. **Competency**
3. **Chemistry**
4. **Courage**



# Relationship Review

**Inner Circle**

**Goal Group**

**Family/Social/Fun**

**Time Burners**

**Energy Zappers**

**Negative Forces**

# Action Steps

1. Decide to lead
2. Evaluate your inner circle
3. Identify a mentor
4. Invest in yourself



# Great “Must Reads”

## Presentation Resources

**Good to Great** (Jim Collins)

**Leadership Gold** (John Maxwell)

**The Speed of Trust** (Steven Covey)

**Fierce Conversations** (Susan Scott)

**5 Dysfunctions of a Team**(Lencioni)

**Visioneering** (Andy Stanley)



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CEO Kiwanis International

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