LEADERSHIP AND VALUES

Identifying Your Core Values and Becoming a Leader that Others Choose to Follow
THE RUBBER BAND
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Group Session

• Discuss uses of a rubber band
• What do they all have in common?

They need to be stretched to be useful
THE LAW OF THE RUBBER BAND

1. Few people want to stretch
2. Settling for the status quo ultimately leads to dissatisfaction
3. Stretching always starts from the inside out
4. Stretching always requires change
5. Stretching sets you apart from others
6. Stretching gives you a shot at significance
7. Stretching can become a lifestyle

*Source: The 15 Invaluable Laws of Growth by John C. Maxwell*
THE LAW OF THE RUBBER BAND

Stretching always requires change

The greatest stretching seasons of life come when we do what we have never done, push ourselves harder, and reach in a way that is uncomfortable to us. That takes courage. But the good news is that it causes us to grow in ways we thought were impossible.

*Source: The 15 Invaluable Laws of Growth by John C. Maxwell*
LEADERSHIP AND VALUES

Leadership Styles (Abbreviated List)

- **Power (Autocratic) Leadership** – You serve me, typical pyramid style leadership
- **Management** – Bred by the Power Leader model, you have the title, but not the respect
- **Transformational Leadership** – You initiate change and empower people
- **Servant Leadership** – Pyramid is flipped upside-down, you leave your ego at the door and you serve your people
WHAT IS SERVANT LEADERSHIP?

It is a set of behaviors and practices that turn the traditional “power leadership” model upside down; instead of the people working to serve the leader, the leader exists to serve the people. When leaders shift their mindset, and serve first, they unlock purpose and ingenuity in those around them, resulting in higher performance and engaged, fulfilled employees. The purpose is to inspire and equip those we influence.

*Source: Art Barter, CEO of The Servant Leadership Institute*
LEAD WHERE YOU ARE

• You can be an influence on those around you.
• Stand your ground when your integrity or morals are being tested. People are always watching.
• Self-Reflection.
• Your people are your most valuable resource, spend time developing them.
• When you hold people back, you diminish their true potential.
• Put the right people in the right place doing the right thing.
• If someone can do it 60% as good as you but they have momentum, let them own it and they will probably end up doing it 120% better than you ever could.
LEAD WHERE YOU ARE

How you get the results is more important than the results themselves.
– Art Barter

Developing people doesn’t happen accidentally—it has to be intentional! – Craig Groeschel

As a leader, you have the ability to lift up or to tear down. - Attitude 101 by John Maxwell
THE NINE BEHAVIORS OF SERVANT LEADERSHIP

1. **Serve First**: In each encounter, ask the question, “How can I serve you?”

2. **Build Trust**: Are you trustworthy? Are you willing to extend trust to others?

3. **Live Your Values**: What are your values? In order to live your values, you must first define them.

4. **Listen to Understand**: Do you talk more than you listen? Can you set aside all distractions and be present for the people?

5. **Think About Your Thinking**: What is your attitude as a leader? Are your thoughts about yourself or of others holding you back?

*Source: The Servant Leadership Institute*
6. **Add Value to Others**: Are you a leader that consistently adds value? Do you always have to take the credit?

7. **Demonstrate Courage**: Are you willing to make tough decisions and follow through on them? Do you keep your commitments?

8. **Increase Your Influence**: Will you do what is right even when it may produce an unpopular outcome? Do you strive to be open and authentic with no hidden agendas?

9. **Live Your Transformation**: If you have something, do you share it? If you need something, do you ask for it?

*Source: The Servant Leadership Institute*
BEHAVIOR 2: BUILD TRUST

Are you trustworthy? Are you willing to extend trust to others?

What is the best way to work on trust? Trust Someone. – Craig Groeschel

Trust is given, distrust is earned. – Craig Groeschel

• What are the reasons for trusting someone?
• What are the reasons for distrusting?
• Why do we shy away from trust?
• How do we gain trust?

Stephen M. R. Covey says “When trust goes down, speed goes down and costs go up”. When trust goes up, speed goes up and costs go down.”

*Source: The Speed of Trust by Stephen M. R. Covey
BEHAVIOR 3: LIVE YOUR VALUES

What are your values? In order to live your values, you must first define them.

“If you don’t know what they are, go find out.” – Art Barter

In order to define your values, you need to think about the meaning of your life. What are you passionate about and what qualities are important to you? What makes you laugh? What breaks your heart?

When you can clearly define your personal values and know the values of your organization, it will be easier to live them.
BEHAVIOR 3: LIVE YOUR VALUES

My Personal Values:
Faithful Husband, Good Father, Trusted Friend, Generous Giver, and Servant Leader

CBSI’s Values:
Family First – We believe that taking care of our families is top priority
Relationships – We are dedicated to building and maintaining lasting partnerships
Excellence – We strive to fulfill our obligations to exceed customer expectations
Integrity – We uphold strong moral principles and honorable character

IFMA San Diego’s Unique Value Proposition:
The San Diego Chapter provides a friendly, diverse environment supporting performance of our members through local networking, education, and promotion of facilities management.
BEHAVIOR 3: LIVE YOUR VALUES

Sempra Energy:
- Ethical – Do the right thing
- Respectful – People Matter
- High Performing – Delivering outstanding results
- Forward Looking – Shape the future
- Responsible Partner – Create positive relationships

Mission Federal Credit Union:
- Trust
- Integrity
- Communication
- Service / Commitment
- Teamwork

Corovan:
- Customer Happiness
- Improvement
- Teamwork
- Outshine the Competition
- Safety & Security

Prava Construction:
- Integrity
- Professionalism
- Dedication
- Fairness
- Respect
DEFINE YOUR VALUES

What are you passionate about?
What makes you laugh?
What breaks your heart?

• 10 Minute Group Session
  ▪ Create a list of values for yourself.
  ▪ Create a list of values for your team.
  ▪ Bring them back to your office and sit with your team to discuss and refine.
NOW GO STRETCH YOURSELF

• Work on being the leader that your team needs you to be.
• Face the tough challenges ahead of you and grow through them.
• Go trust someone!
• Be proactive in encouraging those around you. Serve First!
• Compare your values to the values of your team and organization. Do they align?
• Lead where you are!
NOW GO STRETCH YOURSELF

You can accomplish anything in life provided that you don’t mind who gets the credit. – Harry S. Truman.

No person was ever honored for what he received. Honor has been the reward for what he gave. – Calvin Coolidge

The ear of the leader must ring with the voices of the people. – Woodrow Wilson
MAHALO

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