

Becoming Leadership Fit

*Techniques to Build Your Leadership
Strength, Flexibility, and Impact*

Are You Leadership Fit?



Parallels Between Physical Fitness and Leadership Fitness

- Journey's of self-discovery
- Require commitment, passion, and self-awareness
- Potential to inspire others
- Must set goals, work with a team, and follow a game plan
- Results come with effort
- Overcome obstacles
- Preparation impacts performance

Four Fitness Principles

1

You never know what you are capable of until you take that first step

2

You must put in the effort

3

You learn more about yourself when times are tough

4

What you consume matters

Drive Engagement

Motivate and Inspire

Bring Your Best Energy

Why Be Fit?

Elevate Performance—Yours and Others'

FILL IN THE BLANK:

Why Would *You* Be Fit: _____







Greatest Challenges for Leadership Development



Leadership development
takes too much time

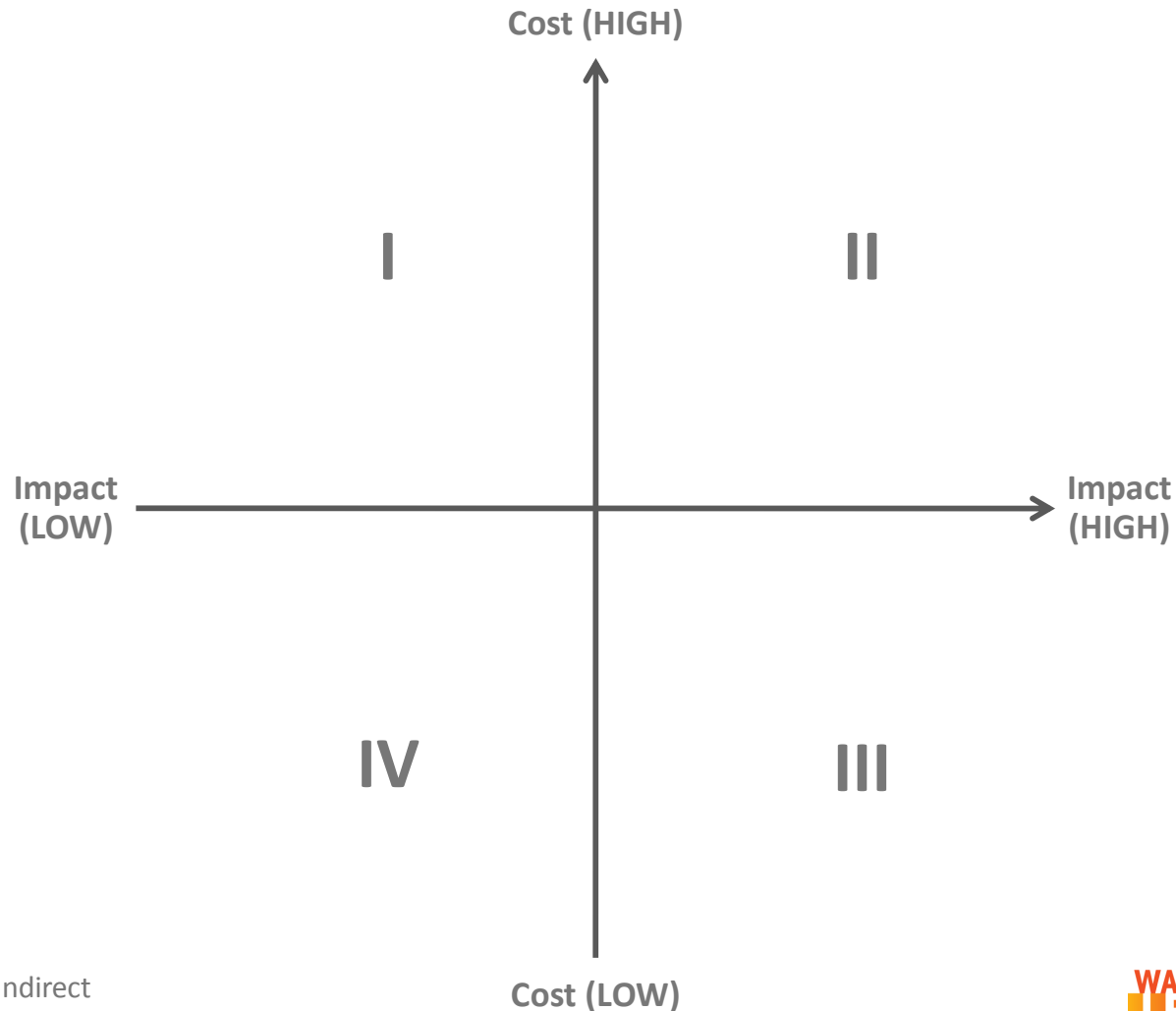


For leadership development
to be effective, it must be
expensive





Cost/Impact Matrix



COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

Peak Leadership Fitness Framework

The Four Techniques

Pulse



Core



Flexibility



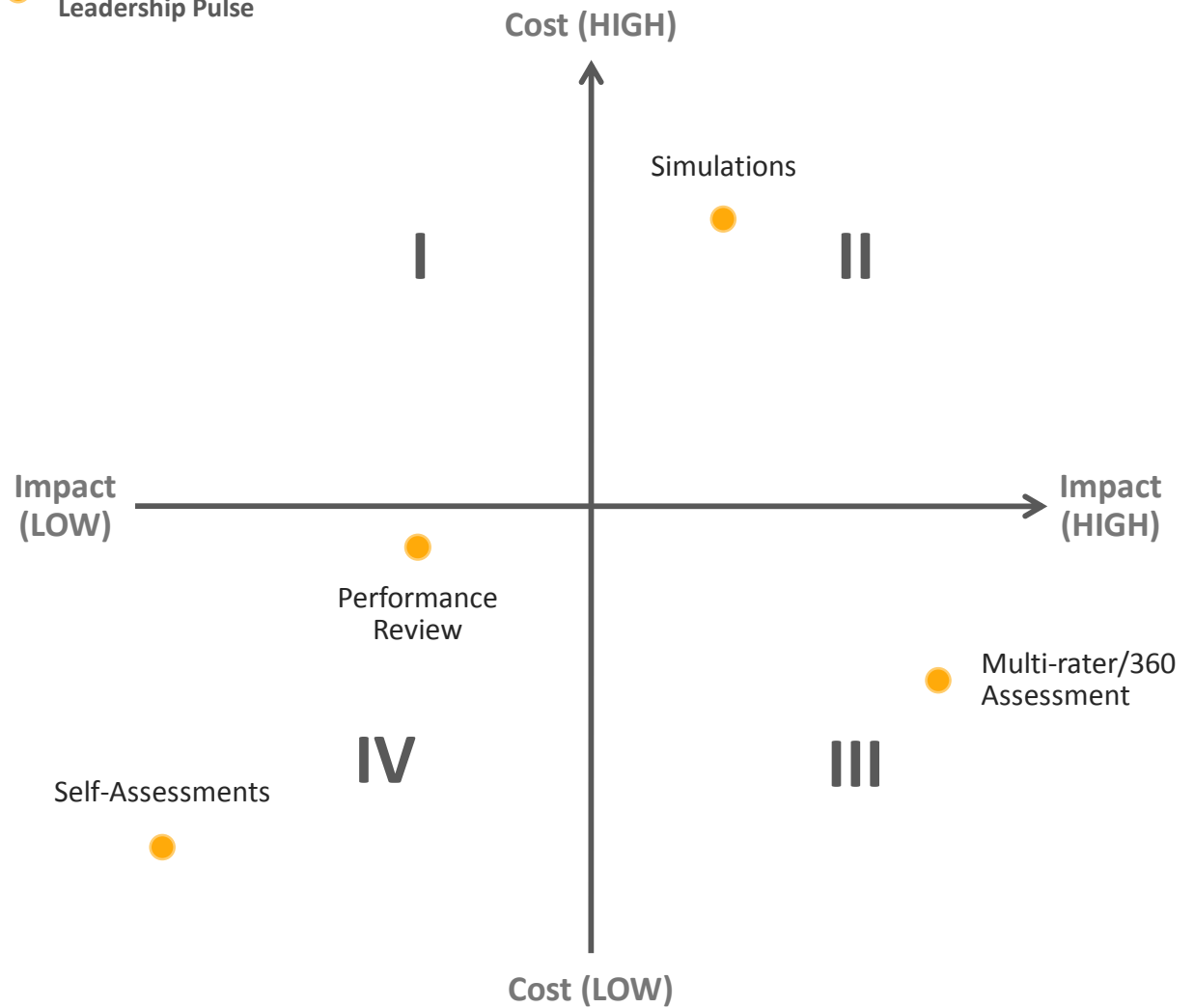
Endurance



Pulse

KEY:

- Activities for Taking your Leadership Pulse



COST = Direct + Indirect

IMPACT = Relative to Developing Leaders







Pulse

Game Plan

- 2-4 areas of focus
- Specificity – what you will do, how you will know you are progressing
- Both short term activities (daily/weekly) + longer term events
- Not a solo endeavor
- Revisit often

Leadership Is **NOT** a Skill



Core

The “Right” Leadership Skills

This combines your “know what” with your “know how”



Complex
Process
Skills

Personal Skills

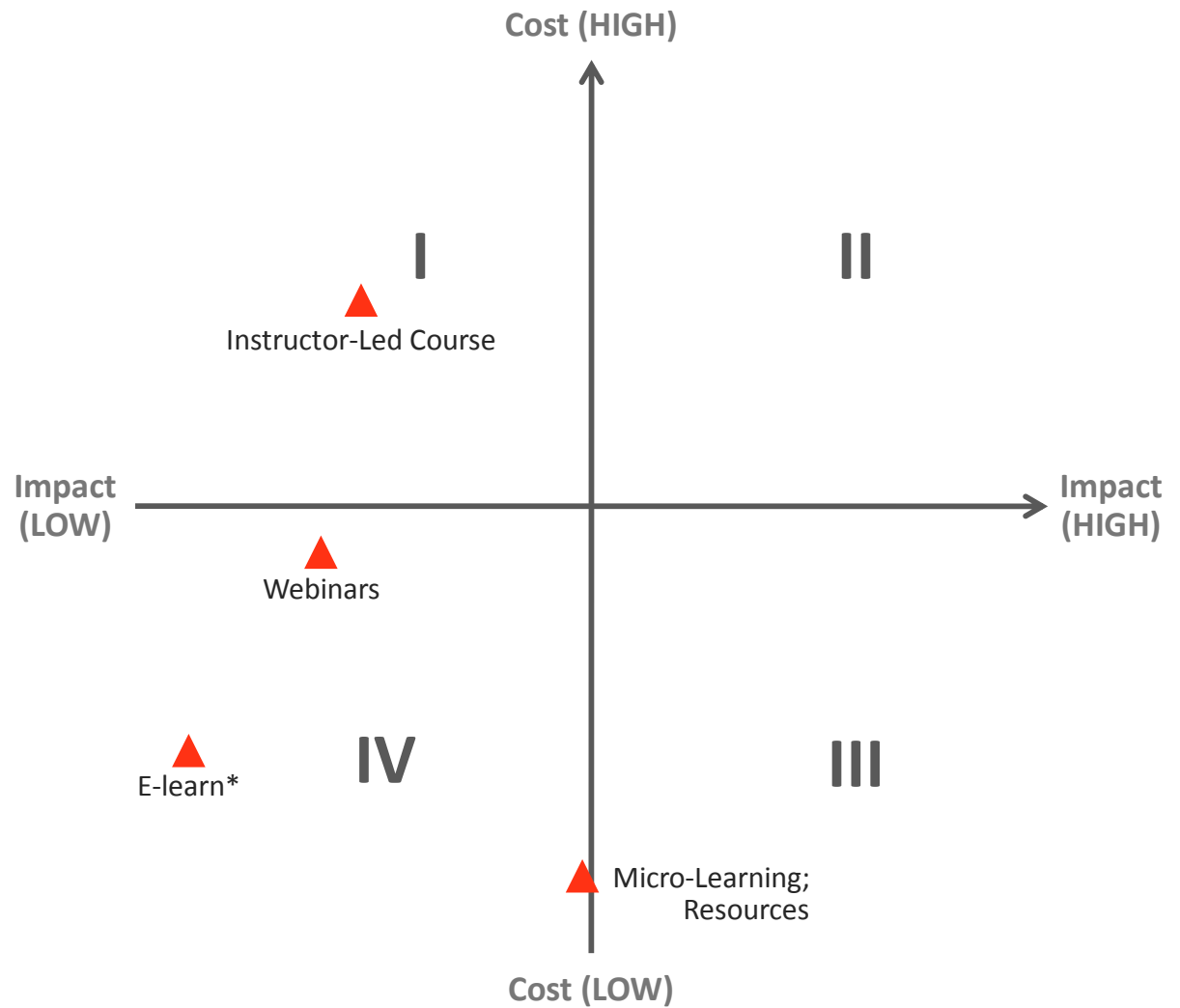
Interpersonal Skills

Technical Skills

Core

KEY:

▲ Activities to Strengthen Your Core



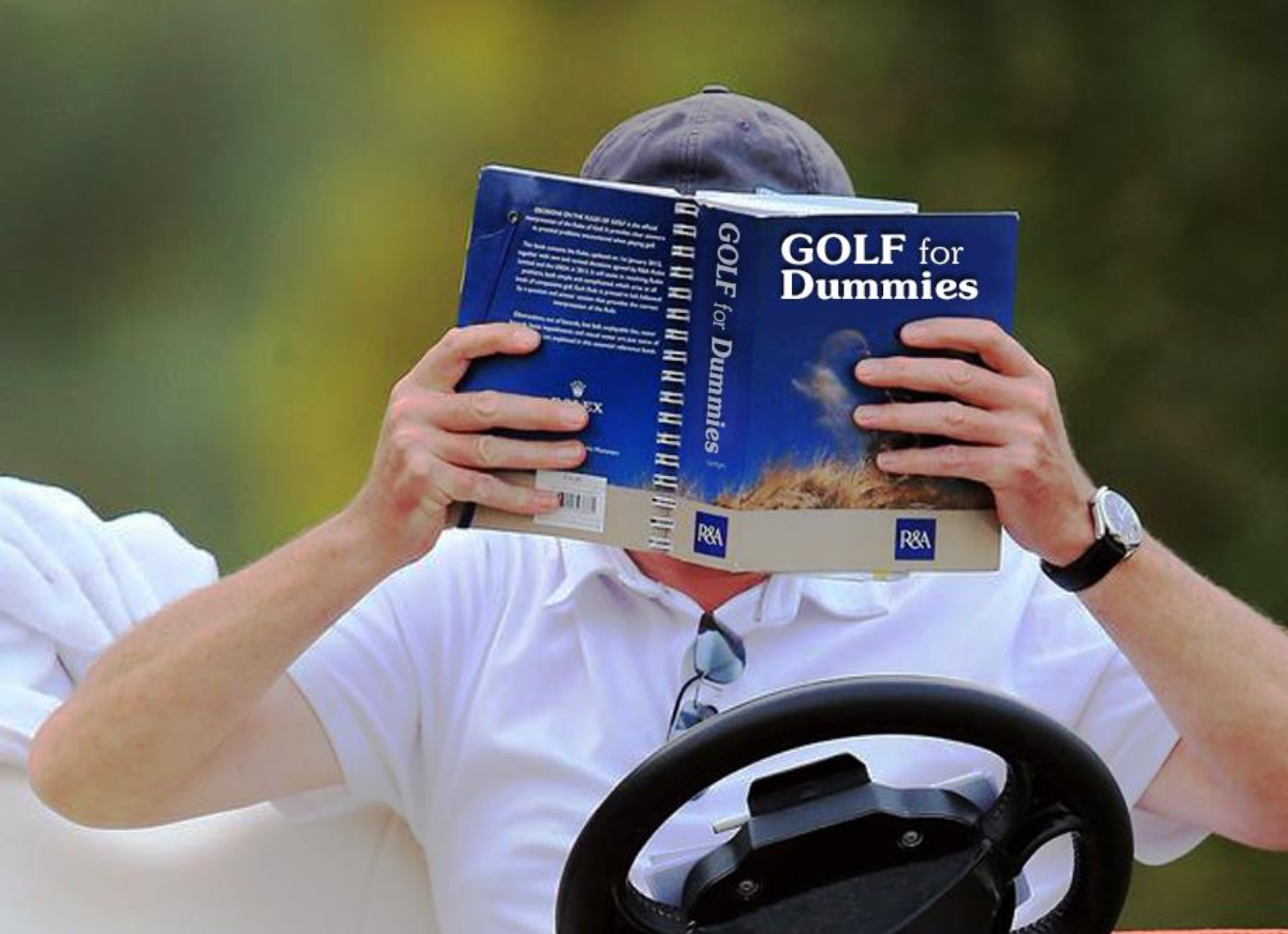
COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

What has been your
most impactful
development activity?

Adults learn best by doing.

— *Kurt Lewin, 1940s*



Flexibility

Action

FEEDBACK

REFLECTION

Enhanced KSA

Sample Informal Leadership Fitness Activities

Collaborative

- Mentoring
- Mentor Circles
- Coaching
- Teach Others
- Communities of Practice
- Action Learning
- Community Service

On-the-Job

- Job Shadowing
- Rotational Assignments
- Stretch Assignments
- Task Force

Resource-Based

- Podcasts
- Books
- Videos
- Articles/Other Publications

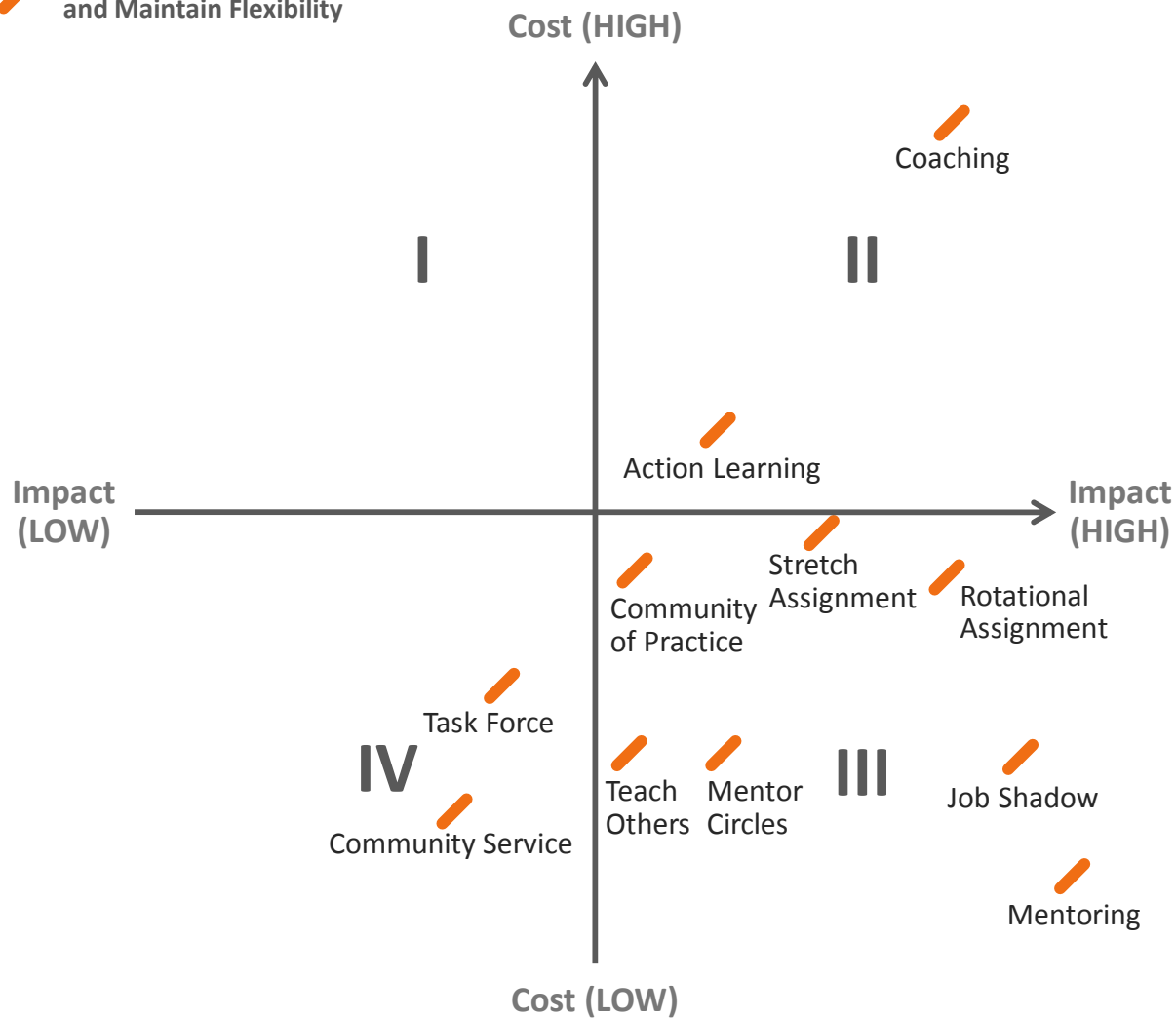
Flexibility



KEY:



Activities to Build Strength
and Maintain Flexibility



COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

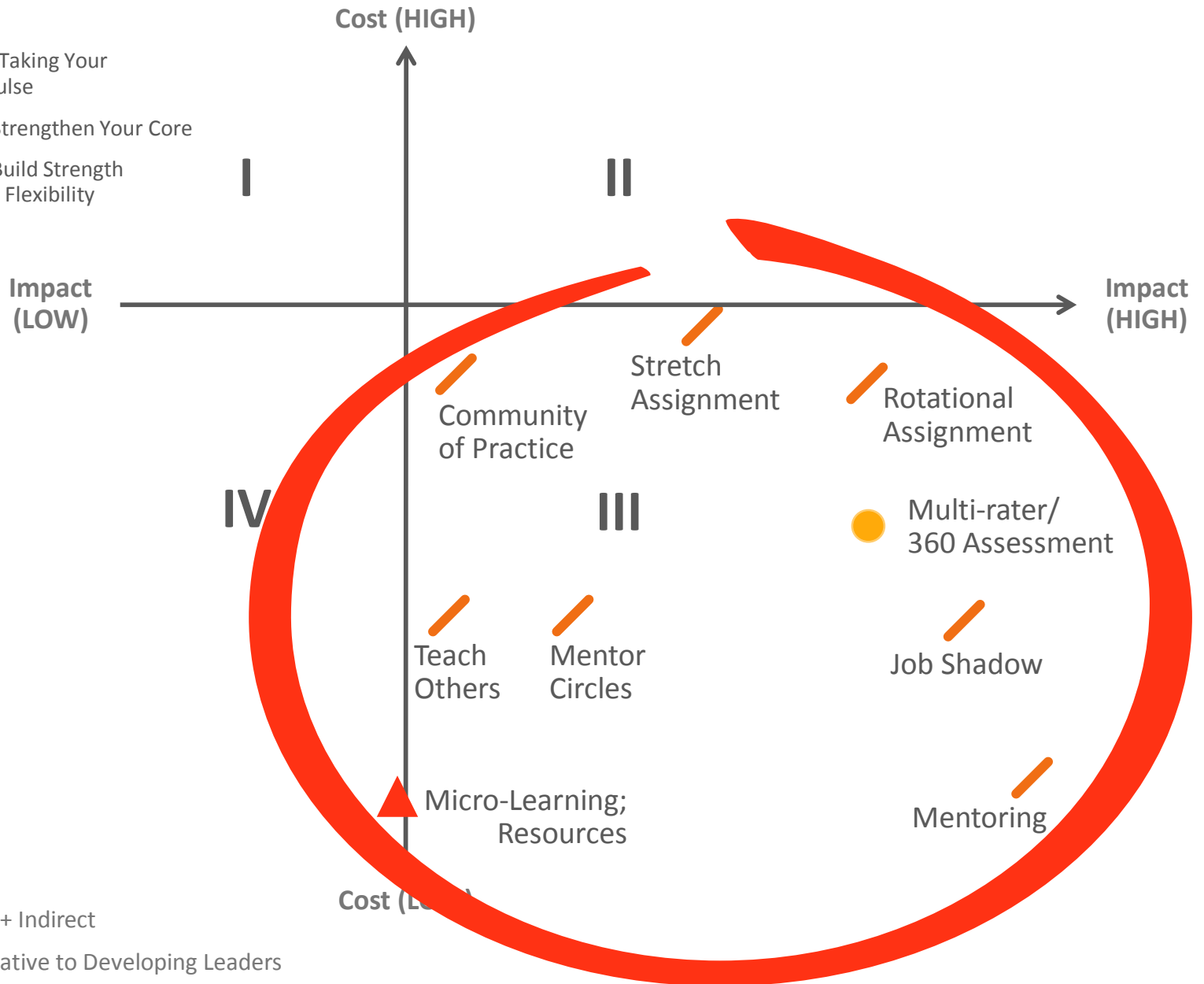
A person is running away from the camera on a paved road that stretches to the horizon. The road has a yellow double line in the center. The sky is blue with scattered white clouds. The person is wearing a black tank top and dark shorts.

Endurance

- Leverage momentum
- Build new habits
- Pause and reflect

KEY:

- Activities for Taking Your Leadership Pulse
- ▲ Activities to Strengthen Your Core
- ▬ Activities to Build Strength and Maintain Flexibility



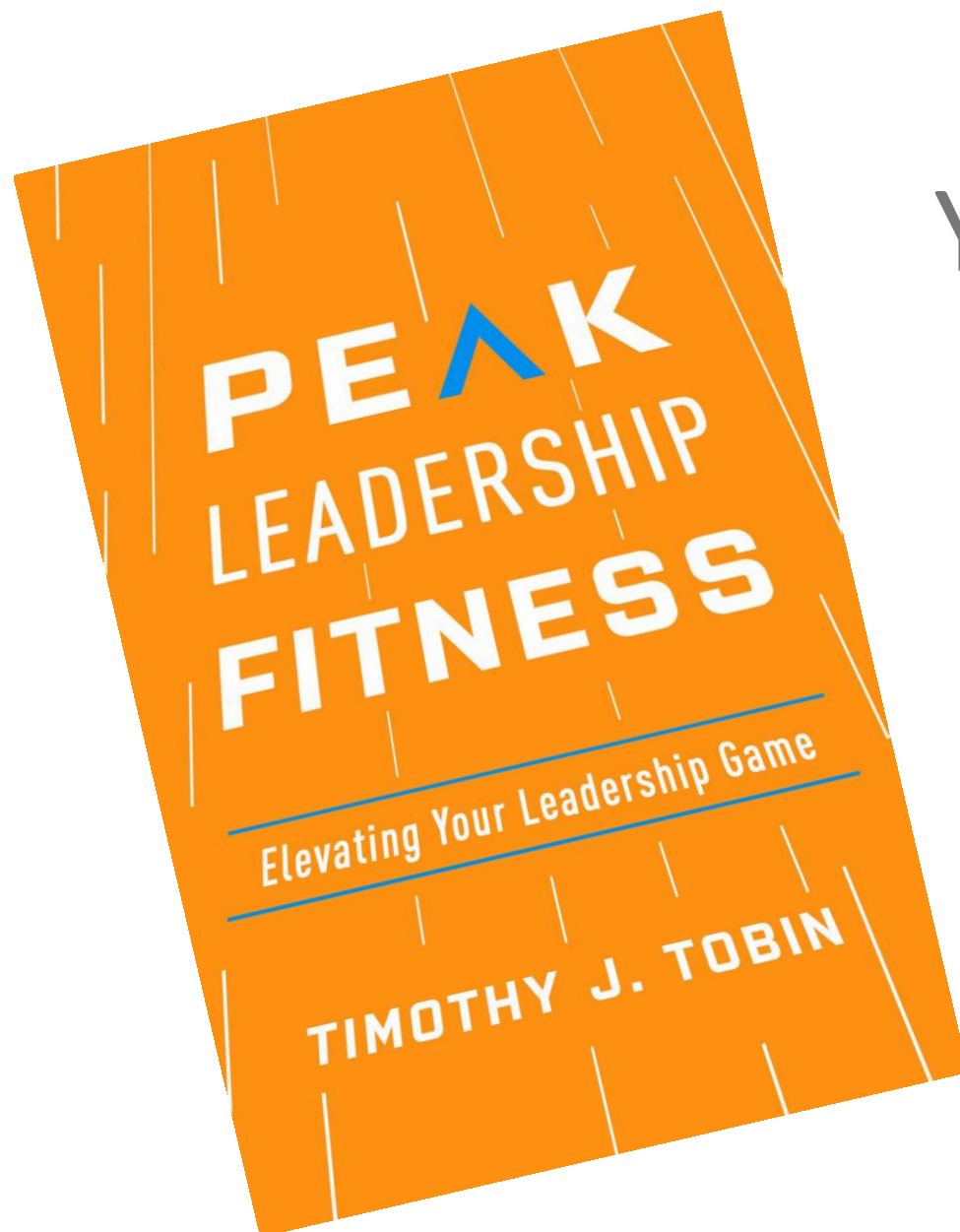
COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

Practical Advice

What can you do TODAY?

- Understand how you are showing up as a leader
- Establish a game plan
- Learn about the business
- Get involved



You've Got This!

For additional information:

www.tobinleadership.com

 @tobinleadership

 @peakleadershipfitness