

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
- Fitness impacts performance
- 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: _____



ck
nages™
iStock
by Getty Images
iStock
by Getty Images

iStock
by Getty Images™

iStock
by Getty Images™

WATCH &
LEARN
webcasts
atd



ck
ges™

iStock
by Getty Images™

iStock
by Getty Images™

iS
by G

iStock
by Getty Images™

iStock
by Getty Images™

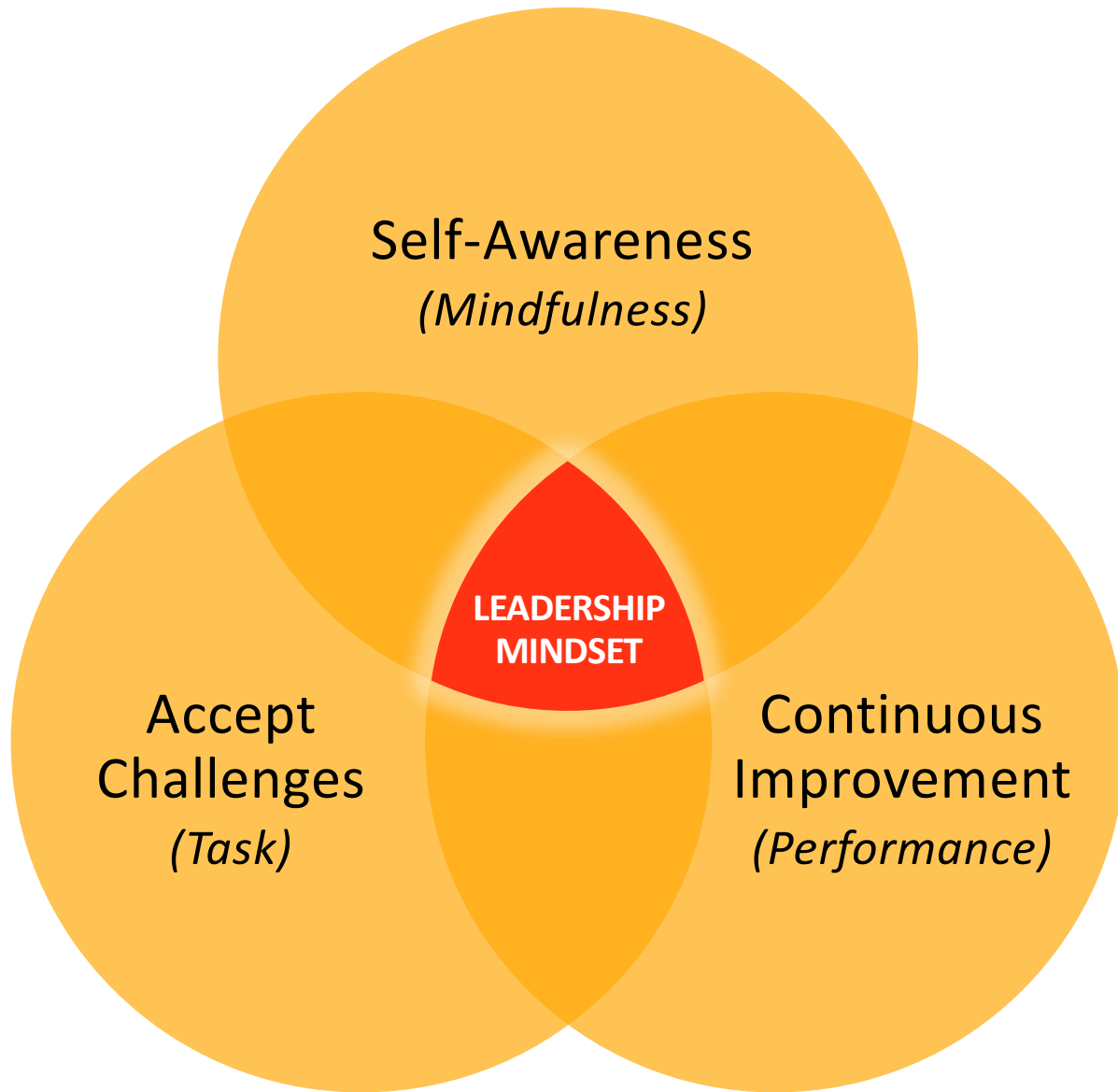
iStock
by Getty Images™

ck
ges™

iStock
by Getty Images™

iStock
by Getty Images™

iS
by G



Greatest Challenges for Leadership Development





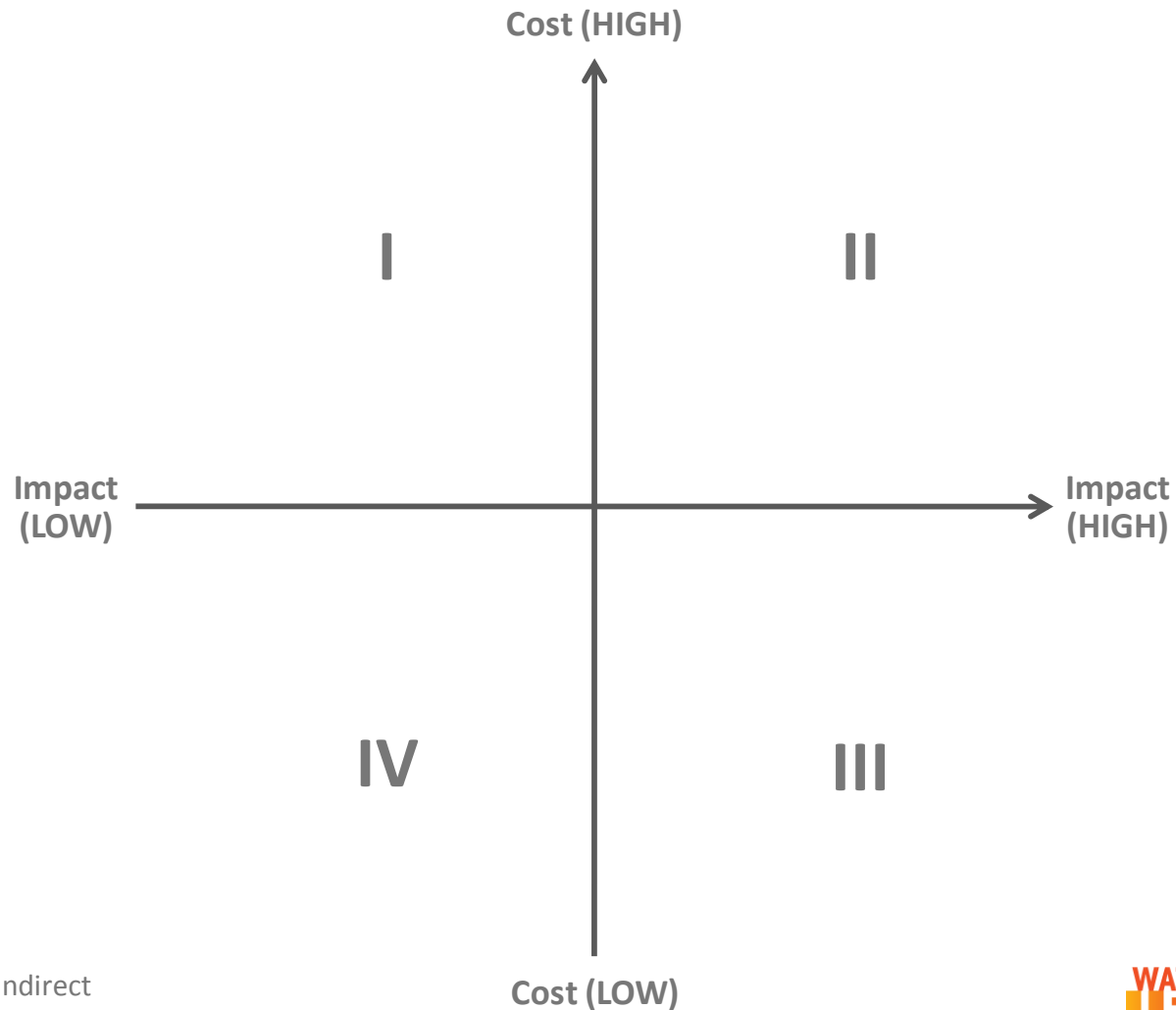
Leadership development
takes too much time

MYTH

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

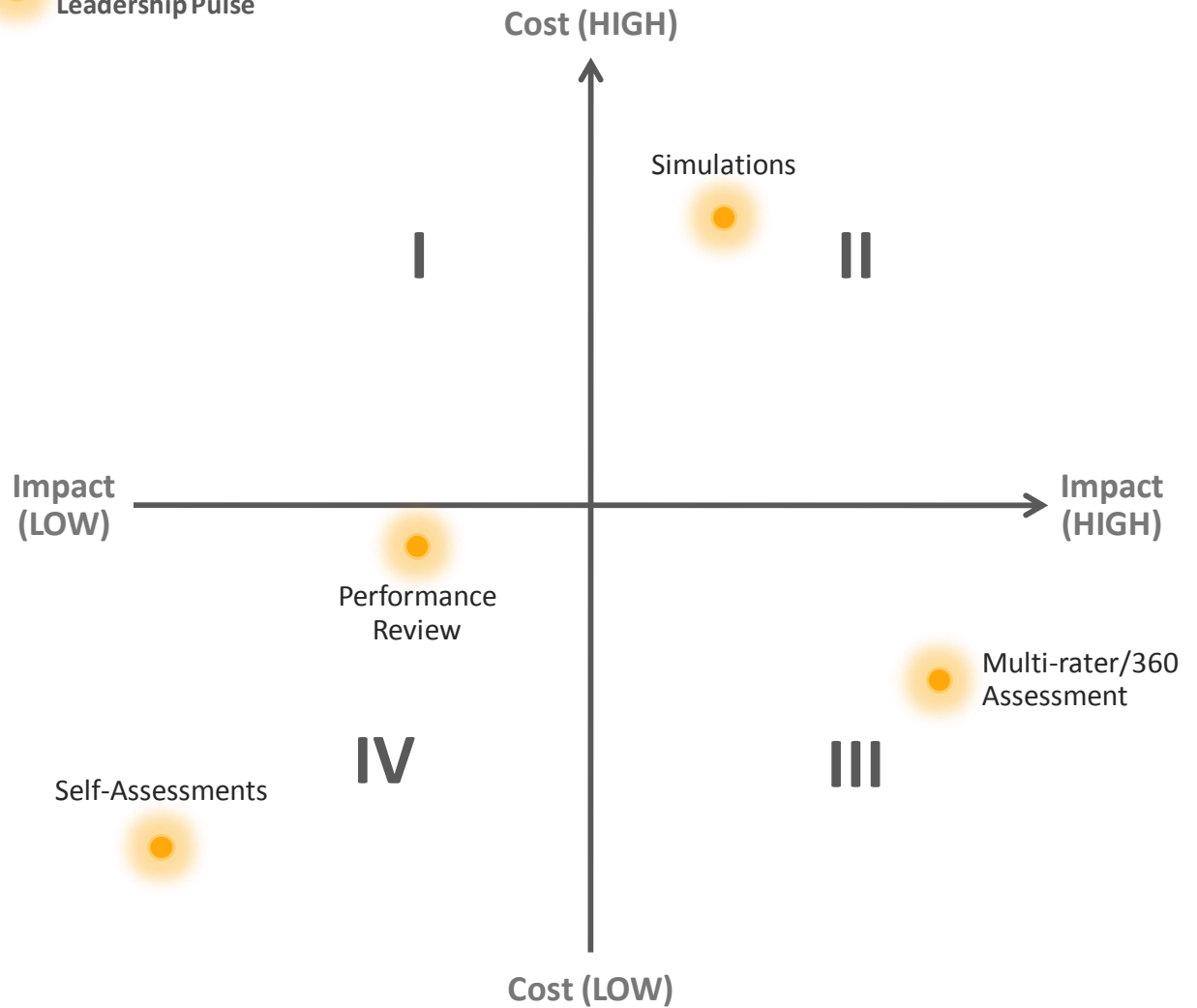


Pulse



KEY:

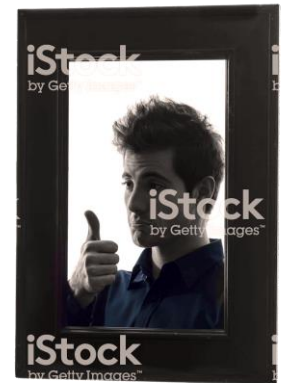
 Activities for Taking your Leadership Pulse



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

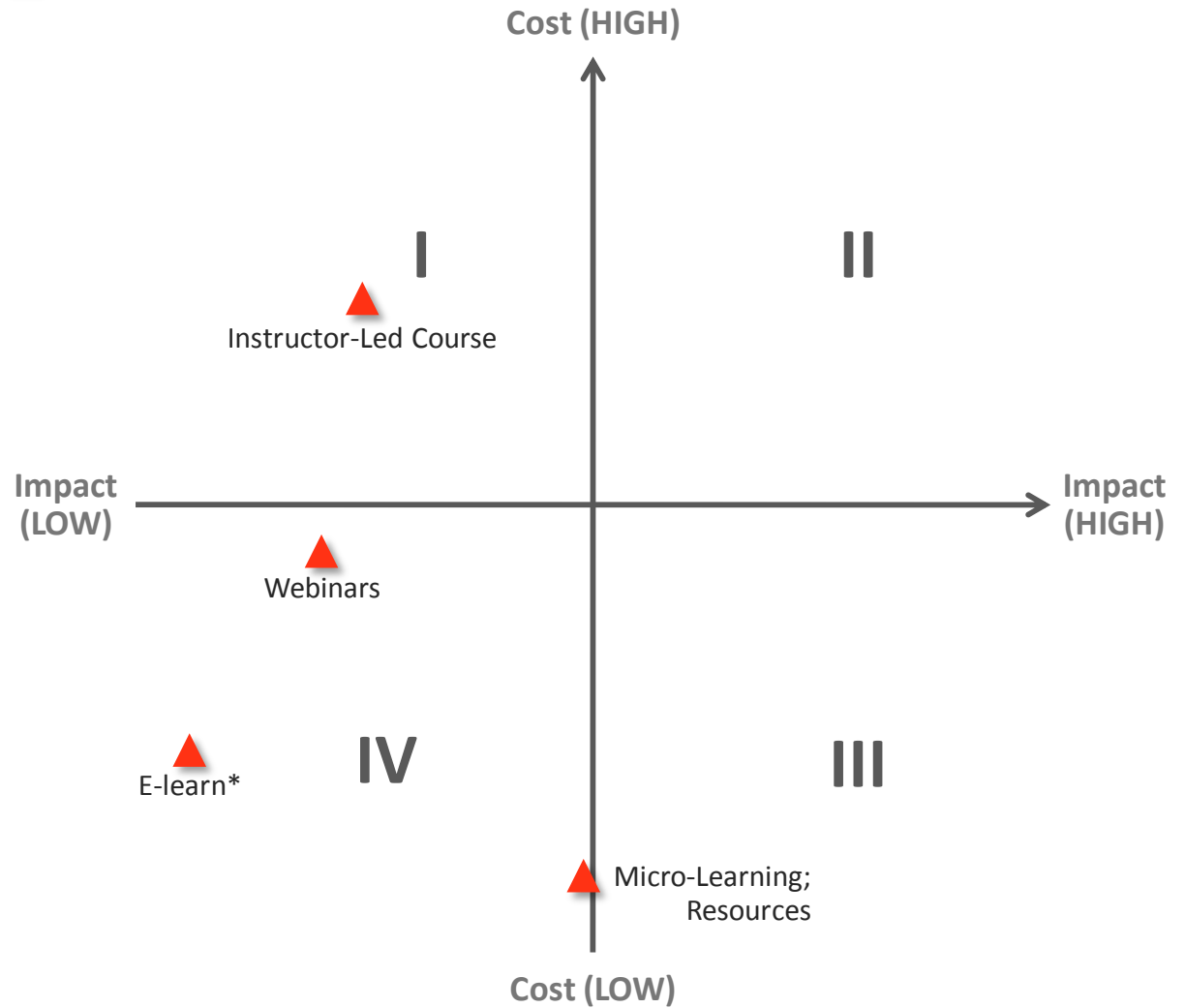
Technical Skills

Core



KEY:

▲ Activities to Strengthen Your Core



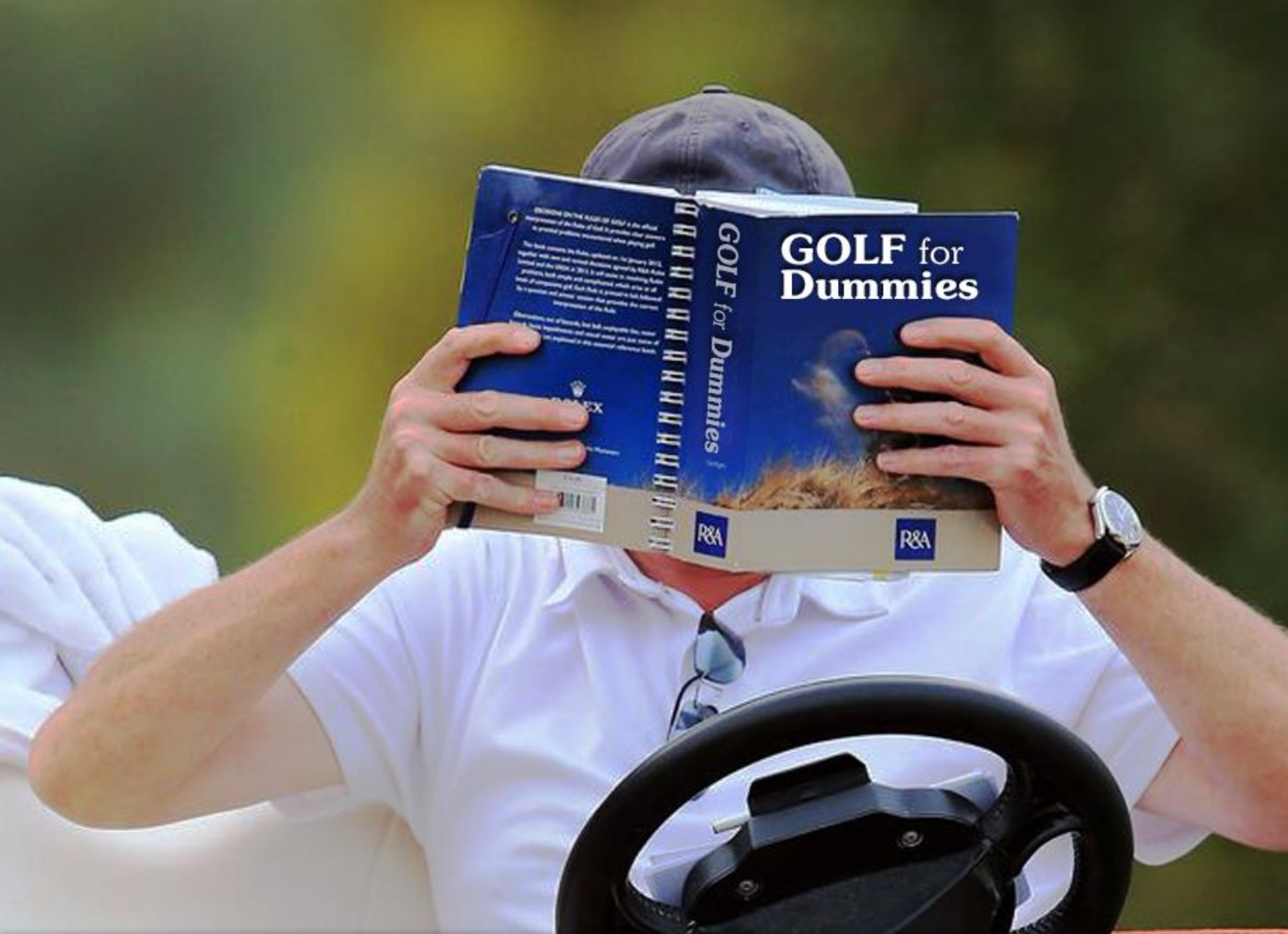
COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

What has been your
most impactful
development activity?

Adults learn best by doing.

— *Kurt Lewin, 1940s*



GOLF for Dummies

GOLF for Dummies

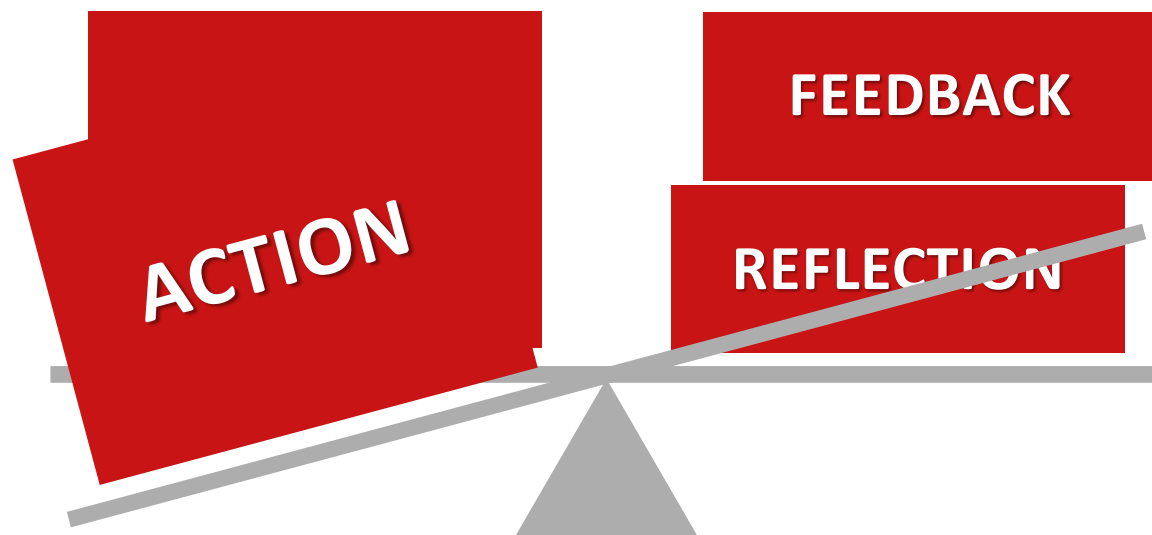
INCLUDES ON THE READ-OR-BUY! is the official
impression of the book of Golf it provides clear answers
to general problems encountered when playing golf.

The book contains the Rules, updated in the January 2012
revision with new and revised decisions, approved by R&A, Rules
professionals, both through and through, which are in all
forms of comprehensive golf that is presented in full format
in a question and answer format that provides the correct
interpretation of the Rules.

Illustrations, not of course, but full explanations for, most
likely, these questions and answers are also found in
an appendix in the essential reference book.



Flexibility



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

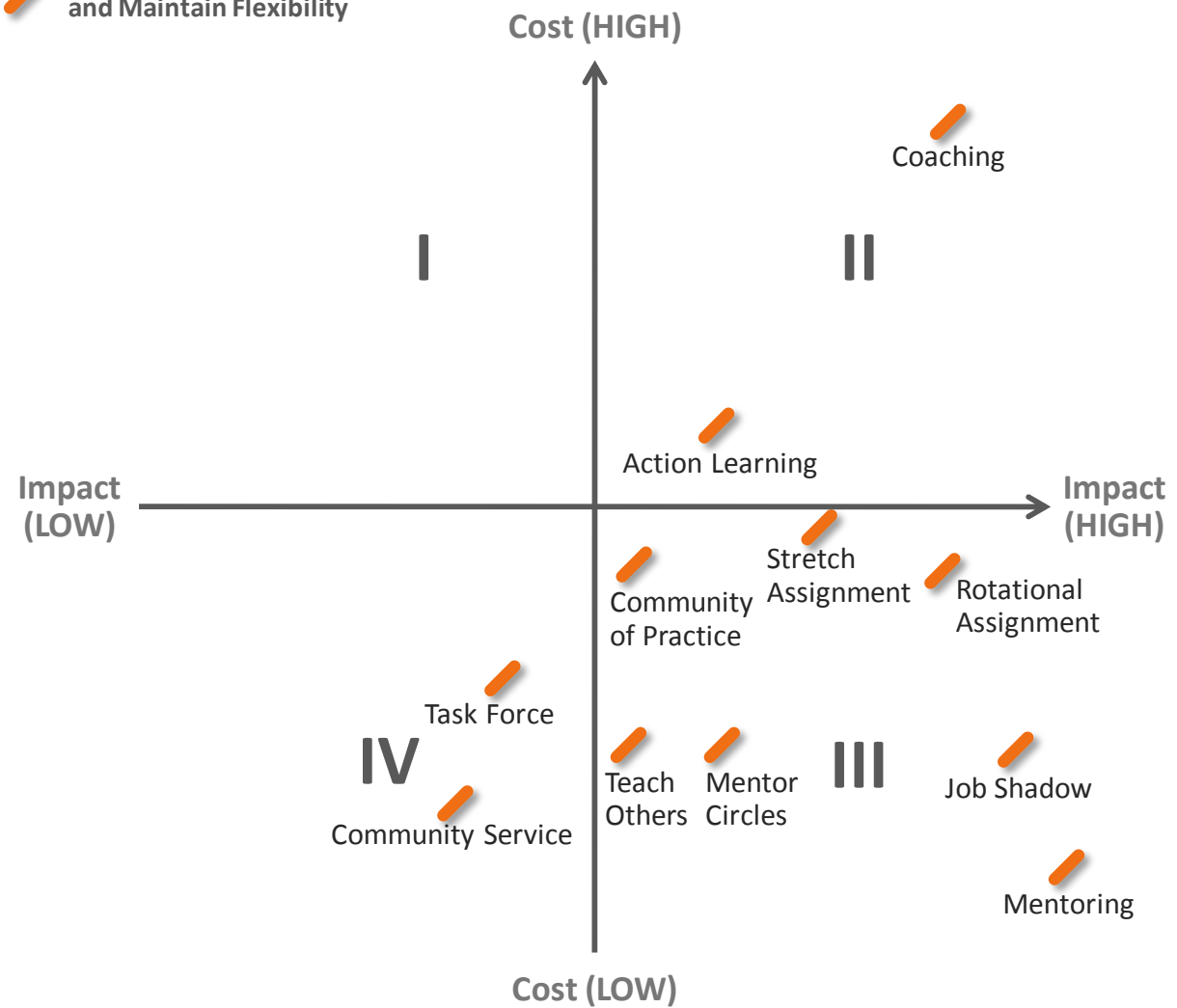
- Podcasts
- Books
- Videos
- Articles/Other Publications

Flexibility



KEY:

 Activities to Build Strength and Maintain Flexibility



COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

Endurance

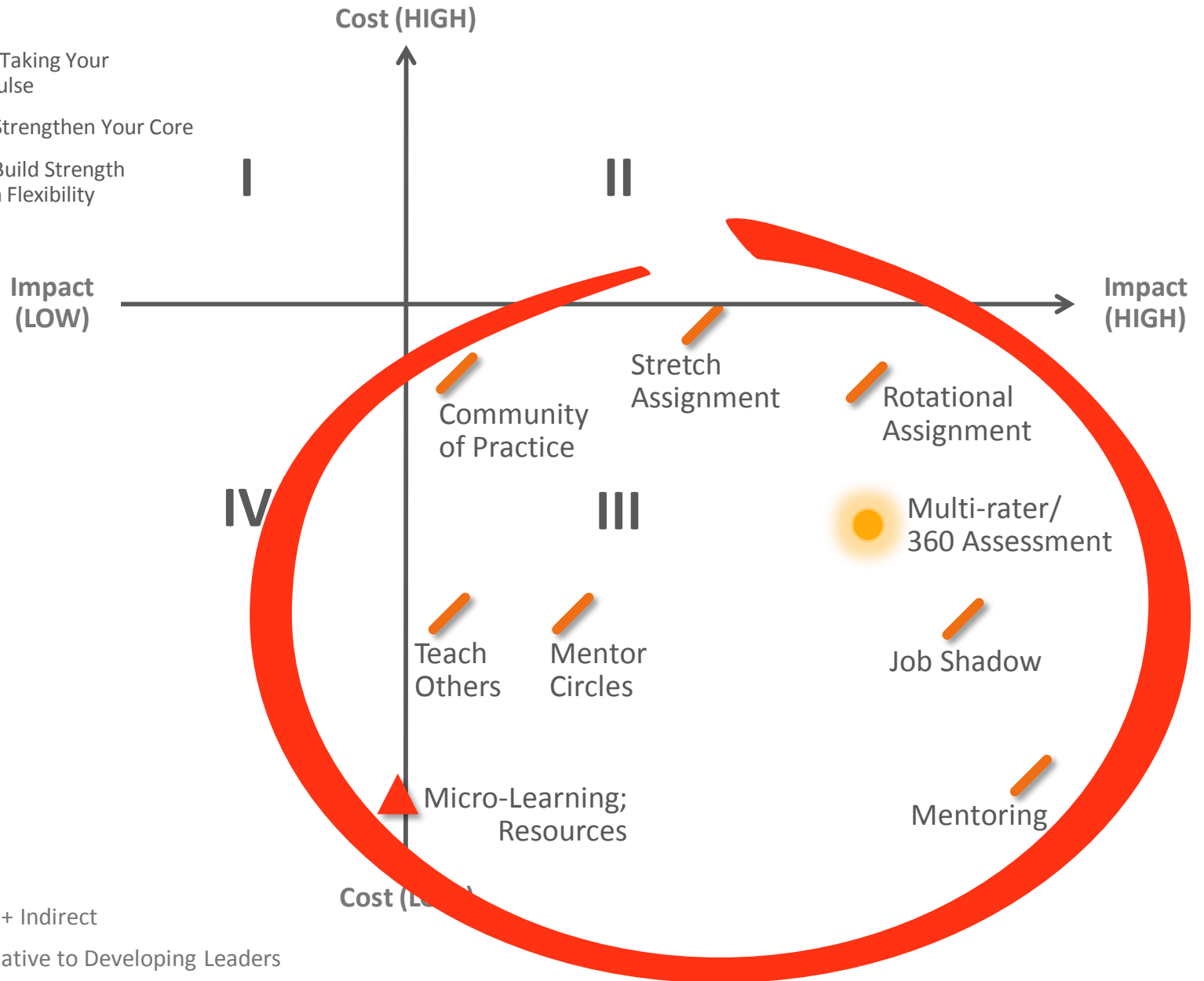
- Close the performance gap, establish new performance expectations, and set goals
- Leverage momentum...A body at rest stays at rest (so does a mind)
- Action, feedback, reflection, action cycle
- Habits and how to build good ones

KEY:

● Activities for Taking Your Leadership Pulse

▲ Activities to Strengthen Your Core

▬ Activities to Build Strength and Maintain Flexibility



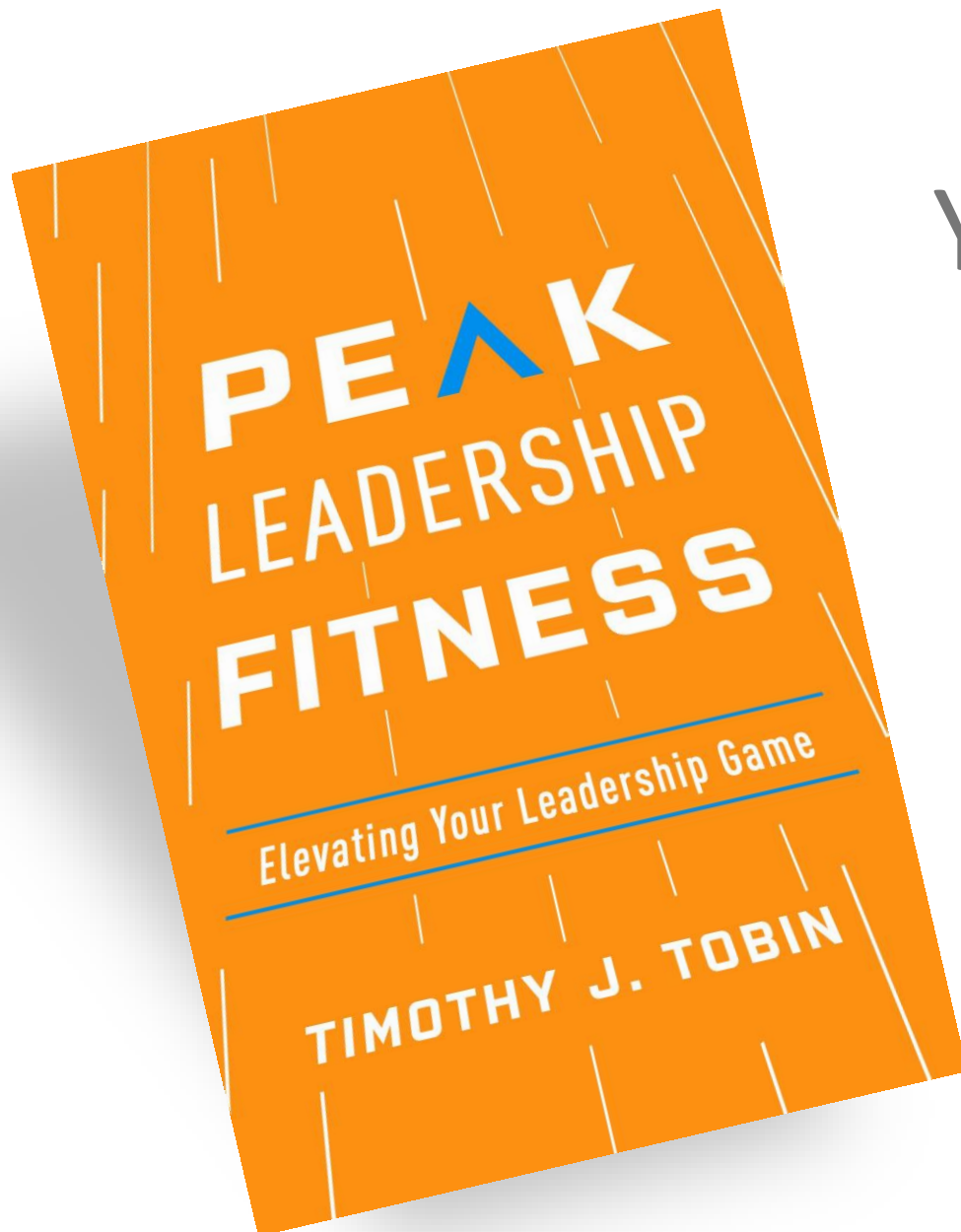
COST = Direct + Indirect

IMPACT = Relative to Developing Leaders

Practical Advice

What can you do TODAY?

- Seek regular feedback
- Relentlessly learn about the business
- Get involved
- Stay sharp



You've Got This!

For additional information:

www.tobinleadership.com

 @tobinleadership

 @peakleadershipfitness