

# **Leading Through Influence: Building Leadership for Yourself, Your Team, and Your Projects**

**PMI 2014 Annual Conference**

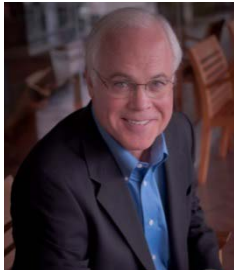
**John Parker Stewart**

**Founder and President, Stewart Leadership**

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# Meet the Team



**John Parker Stewart**  
***President & Founder***

- John is an award-winning author, speaker, and consultant with over 35 years coaching and training tens of thousands of leaders worldwide.



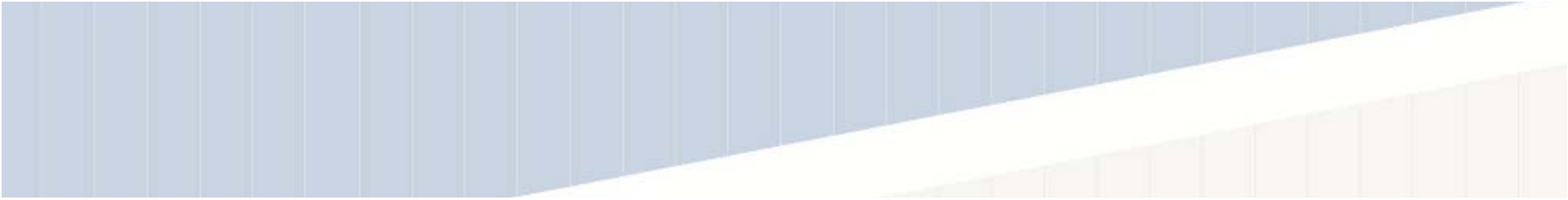
**Daniel J. Stewart**  
***Director, Consulting Services***

- Daniel is a sought-after consultant and coach with over 15 years of proven experience advising senior leaders, leading change, and designing leadership-rich organizations.



**Peter K. Stewart, PhD**  
***Director, Coaching & Assessment***

- Peter has over 10 years of experience in the development and utilization of assessments to coach clients in complex organizational systems.



“I haven’t got the slightest idea how to change people, but still I keep a long list of prospective candidates just in case I should ever figure it out.”

—David Sedaris, American Humorist, Author,  
and Radio Personality

# Project Phases

- Initiate
- Plan
- Executing
- Controlling
- Closing

## How are you doing?

1000

1000

20

1000

20

1000

20

20

1000

10

10

# Job Satisfaction Formula

**+1/5**

Lecturing

**+1/5**

Preparing  
Lectures

**+1/5**

Publishing

**-1/5**

Evaluating  
Students

**-1/5**

Relationship with  
Dean & Faculty

# Job Satisfaction Formula

**+1/5**

**+1/5**

**+1/5**

**-1/5**

**+1/5**

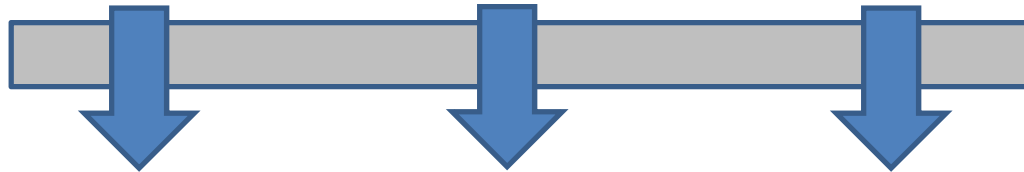
# 5 Steps of Sustained Change

**1. Awareness**

**2. Desire**

**3. Skills**

**4. Action**



**5. Support**



# Back Then...

❑ To find out what was happening in the 1700s:

- Visit your Local Tavern
- Tip a Pint
- Spend 15 minutes
- Learn it all



❑ Your world was 20 square miles (or smaller)

# Today...

- Visit your local social media site
- Drink your frou-frou coffee of choice
- Spend 15 seconds and be overwhelmed...

Media Type	Year Launched	Average Monthly Users	Annual Revenue
Facebook	2004	1.3 Billion	\$8 Billion
YouTube	2005	1 Billion	\$1.1 Billion
LinkedIn	2002	315 Million	\$550 Million
Twitter	2006	250 Million	\$277 Million
Instagram	2010	150 Million	\$340 Million
Pinterest	2010	70 Million	\$225 Million

 **Your world is limitless...**

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# Shuttle Launch



# Shuttle Re-entry



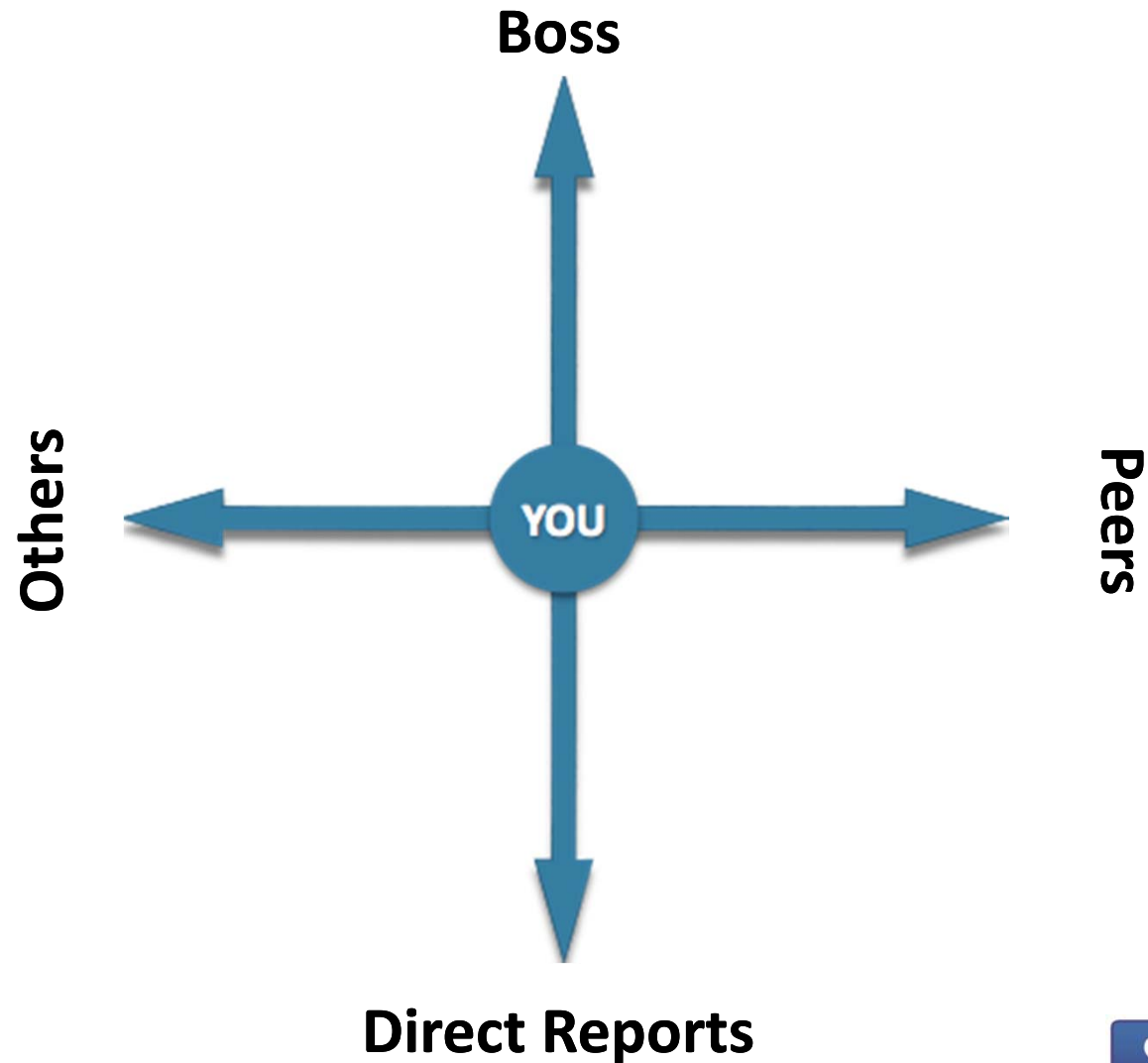
# Rock n' Roll!



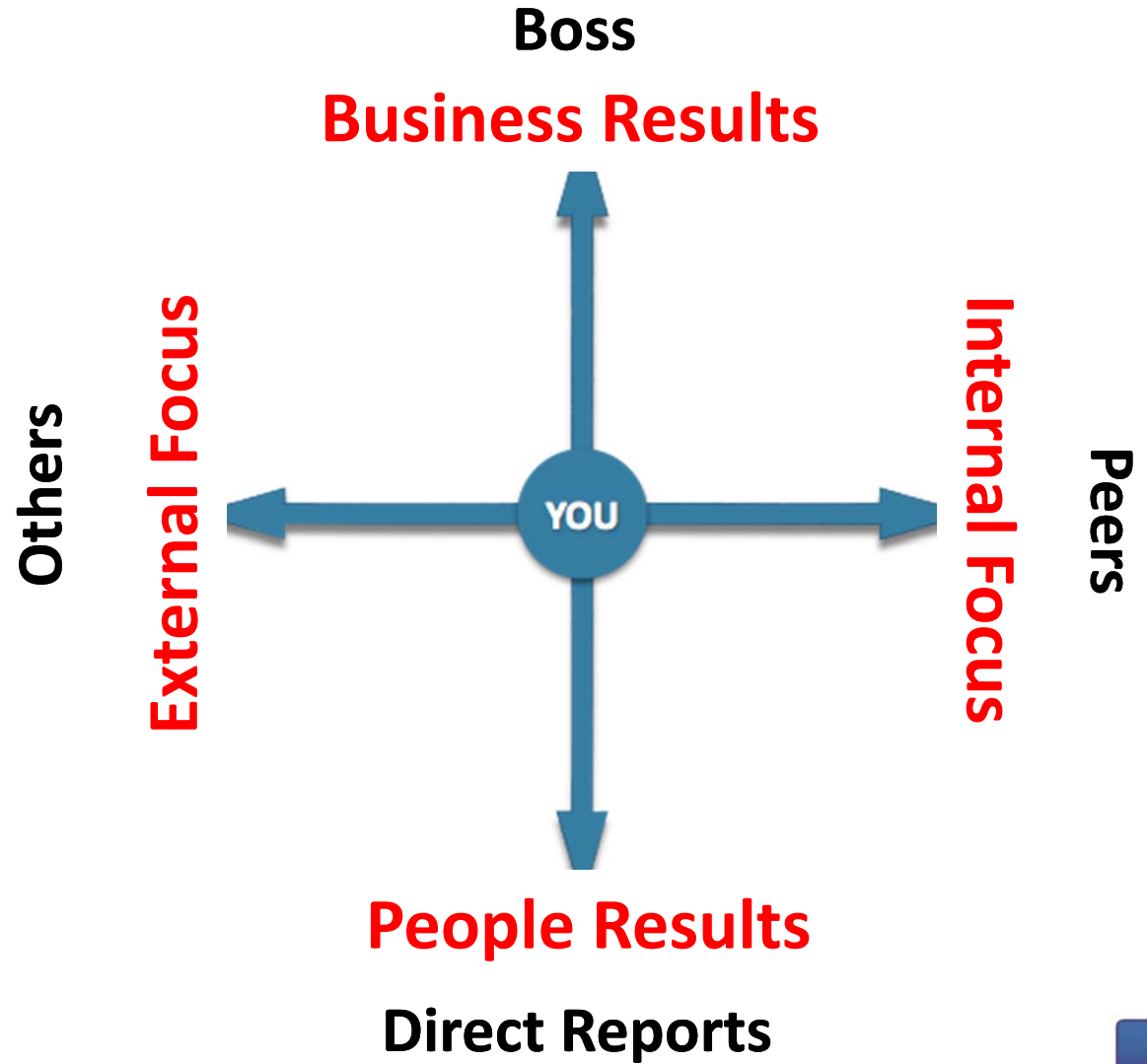
# How to Influence Relationships

- 1. Lives, manages, and works with integrity**
- 2. Has the technical expertise to do the job**
- 3. Works to solve problems rather than avoiding them, making excuses, or blaming others**
- 4. Treats others with dignity**
- 5. Is an effective coach in helping others improve their performance**

# Critical Relationships



# Critical Relationships



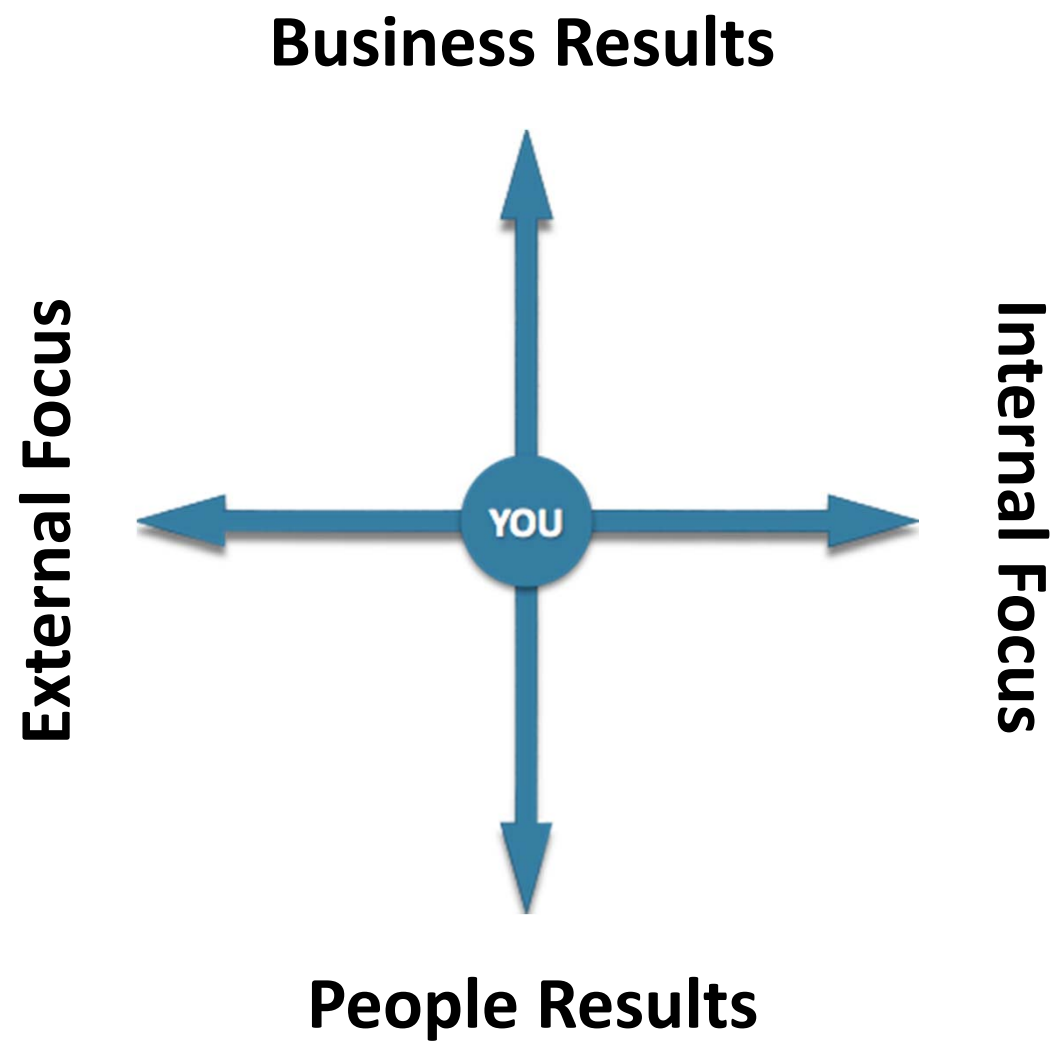


# The Iron Cross



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# Critical Relationships



# Bringing it Together...



# The Iron Cross





# LEAD NOW! Leadership Development Model



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# Blind Spots...



**QUESTION:**

**Which quadrant  
is typically  
the lowest?**

# Quadrant I: Create Purpose

## CREATE PURPOSE

I

1. Customer Focus
2. Effective Communication
3. Presentation Skills
4. Strategic Thinking

A leader must be responsible for defining vision and strategy.

This involves:

- Knowing the competition
- Understanding the customer
- Analyzing marketplace trends
- Setting strategy
- Communicating effectively with others



# Quadrant II: Deliver Excellence

II

- 5. Decision Making
- 6. Delegating
- 7. Dependability
- 8. Focusing on Results
- 9. Personal Integrity
- 10. Problem Solving

DELIVER EXCELLENCE

A leader must be responsible for delivering operational excellence and translating strategy into day-to-day execution. This involves:

- Clear decision making
- Delivering results
- Building consistent and measurable processes
- Continuous improvement
- Behaving with integrity

# Quadrant III: Develop Self & Others

- 11. Coaching
- 12. Ego Management
- 13. Listening
- 14. Personal Development
- 15. Team Building
- 16. Time Management
- 17. Valuing Others

III

DEVELOP SELF & OTHERS

A leader must value learning for self and others. This involves:

- Personal improvement opportunities
- Building and managing team dynamics
- Honing technical expertise
- Managing time
- Coaching and developing others
- Managing one's ego

# Quadrant IV: Lead Change



A leader must create and champion change that benefits the organization. This involves:

- Influencing key decision makers
- Sponsoring change projects
- Empowering stakeholders
- Encouraging innovation
- Managing resistance
- Sustaining Change

# And the answer is...



# John Wooden



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# Shoe Laces/Tennis Shoes



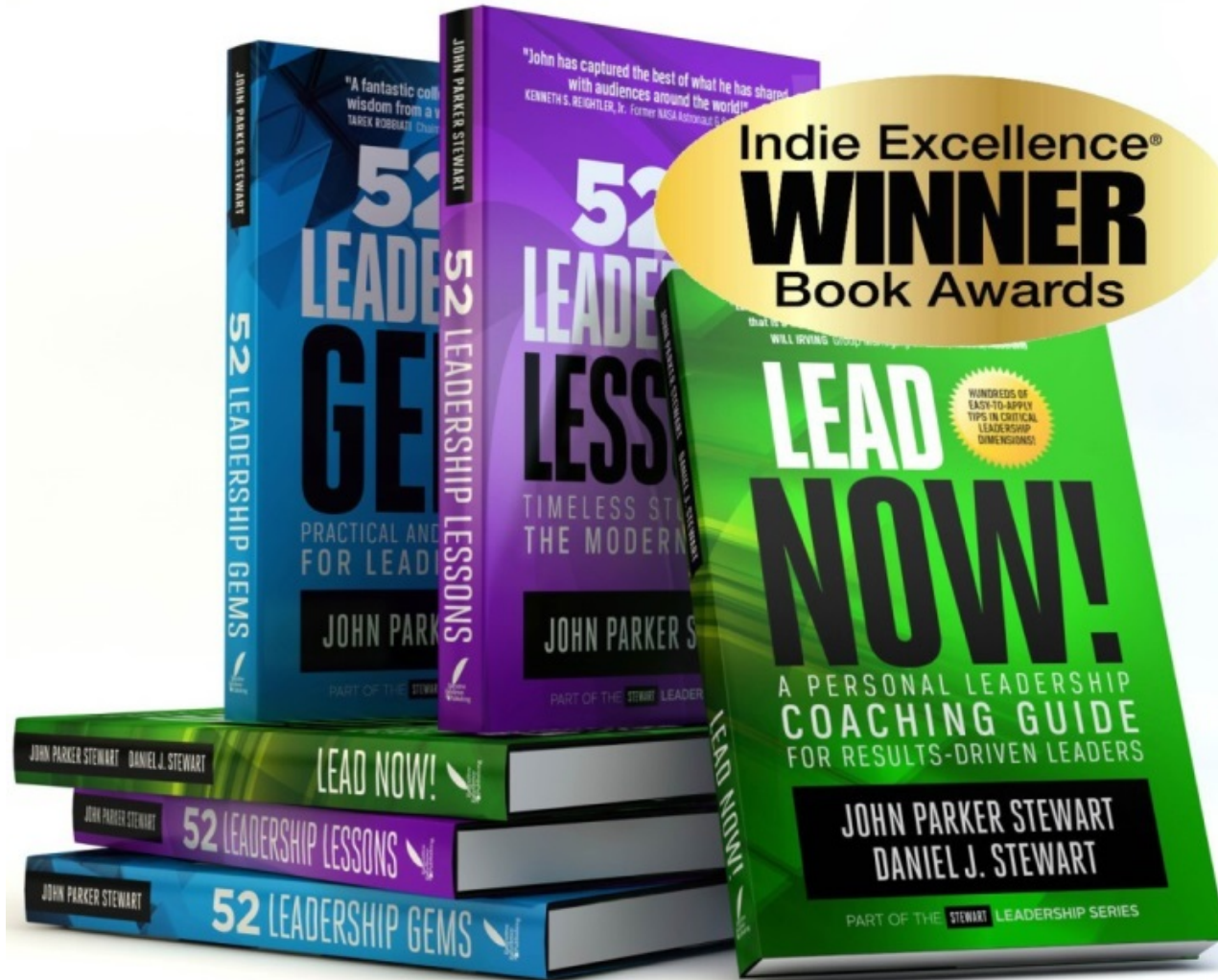


# LEAD NOW! Leadership Development Model



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# Stewart Leadership Series

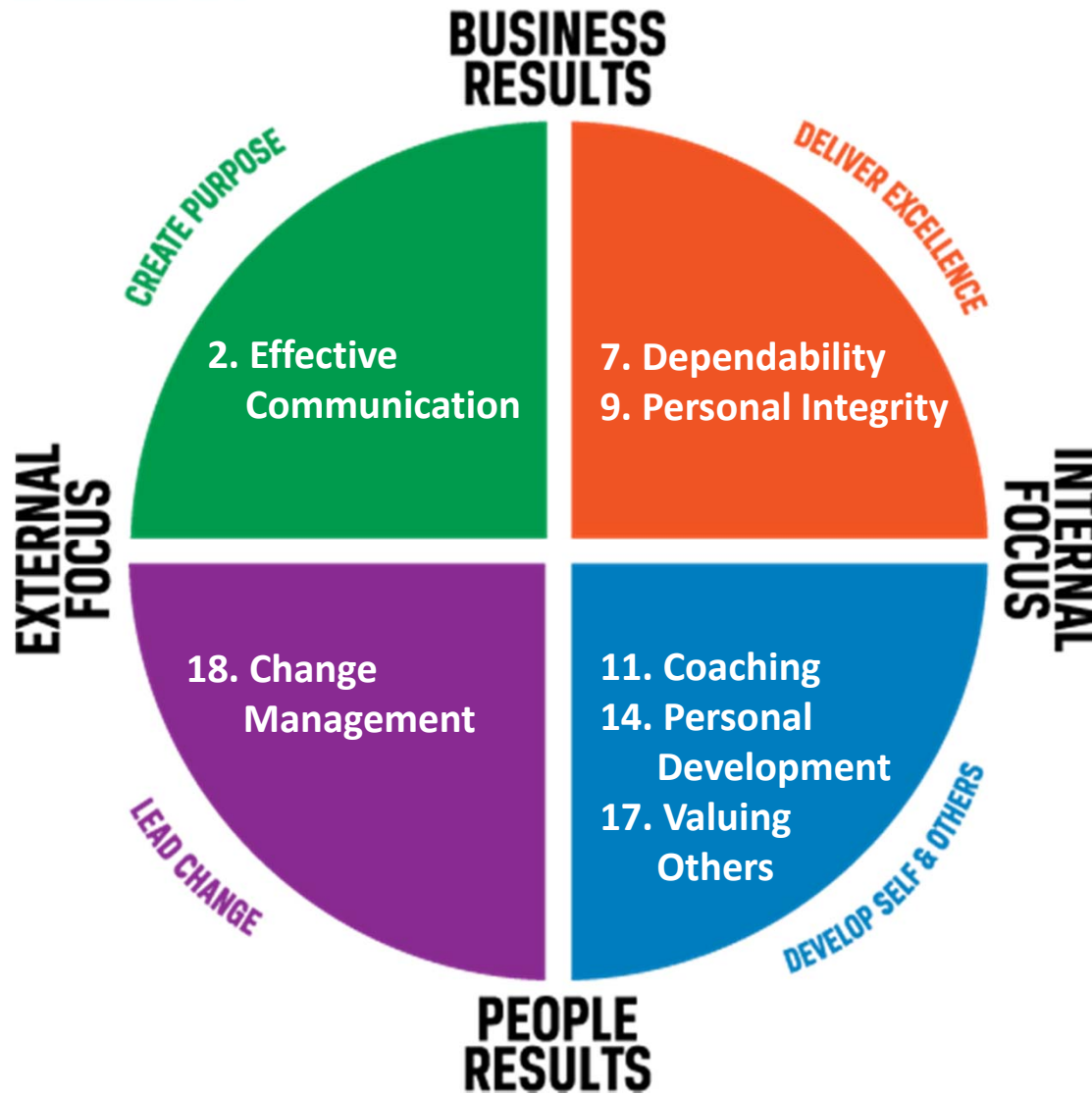




# Key Influencing Behaviors

1) Identify Purpose & Needs of Others

6) Identify Stakeholders Hearts and Heads



2) Follow Through Instead of Blaming

3) Live and Work with Integrity

4) Coach & Build Relationships

5) Improve Competence

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# Practice Time

- 1. Open up to page 36, Dimension 2: Effective Communication**
- 2. Complete the short Self-Assessment**
- 3. Identify 1-2 coaching tips on pages 31-35 and write them on page 37**
- 4. Share with a neighbor what you've discovered**

# Focus



HIP





# Enemy of Influence is Complacency

# #1 Syndrome



# Faster Rat



# Keep Improving



- What do we do right?
- What do we do wrong?
- How do we get better?



# The One Great Question

The one question to save your marriage:  
“What’s it like to be married to me?”

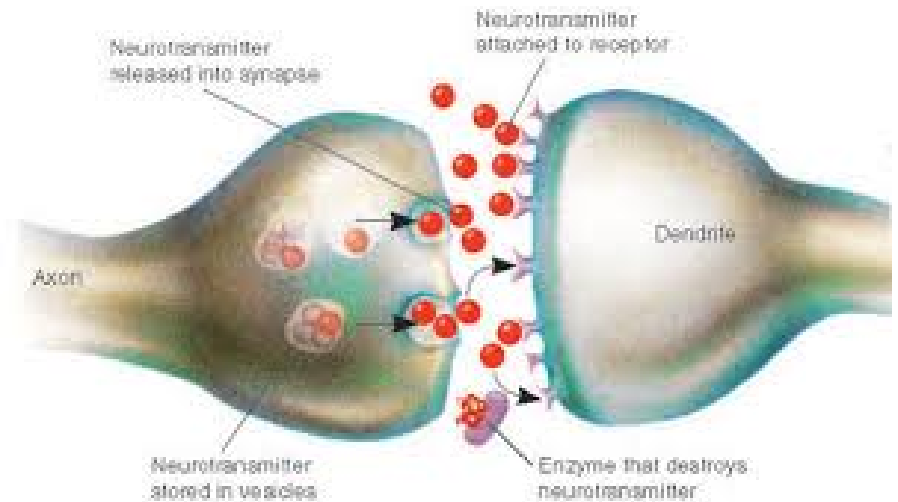
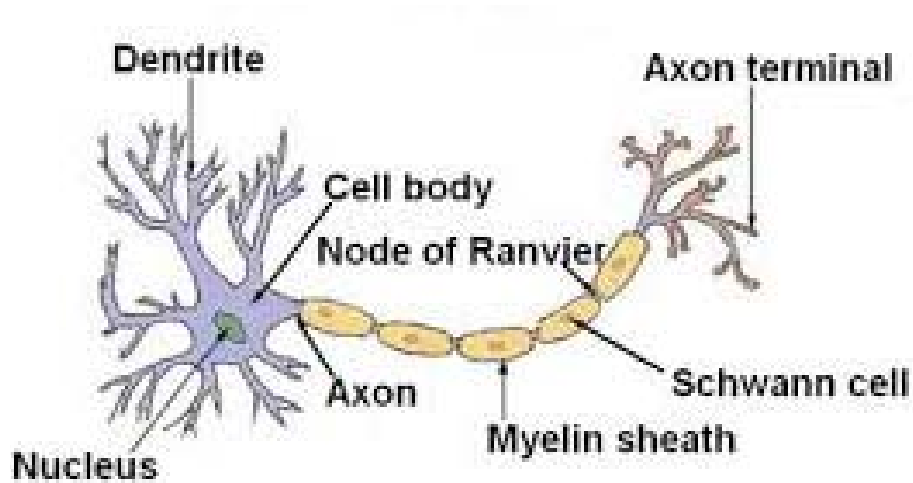


- What’s it like to work with me?
- Seek and pay attention to feedback!

# Shed Your Shell



# Neural Leadership



**Neuron:** The primary cell for the human nervous system; there are over 100 billion in your brain

**Synapse:** when two neurons connect

# Neural Leadership

**Neural Circuitry:** The map showing the synapse or connection; the more frequent the connection, the stronger it becomes

**Hard Wiring:** Thoughts, skills, or memories that are with us over time—minutes to days to months to years

**Neuroplasticity:** The ability of the brain to rewire itself based on where a person's attention is focused

**Neural Darwinism:** Synapses that are used most are kept, while those used least are destroyed or pruned



# LEAD NOW! Leadership Development Model



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# The Iron Cross



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# Bear Bryant



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# Florence Chadwick

