

# Understanding Your Authentic Leadership

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Using the experiences of others to discover your leadership strengths

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# Where should we look?

Google Authentic Leadership

86,100,000

(0.58 seconds)

Where should we look?

**amazon.com**

The Amazon logo, which is a curved orange arrow pointing from the letter 'a' to the letter 'z'.

500 books on subject

# Do authentic leaders have similar traits?

Here is what science has found...

- 1,000+ studies – none produced a clear profile of a leader...
- Author Bill George, former CEO of Medtronic, interviewed 125 leaders and got this results...

## What George found in his study?

An Authentic leader demonstrates that he/she:

1. Understands purpose
2. Practices solid values
3. Leads with heart
4. Establishes connected relationships
5. Demonstrates self-discipline

**George asks is we continually engage in life-long learning?**

Do you have the real courage to assess your strengths and weaknesses on a regular basis and engage in life-long “tweaking...”

# Authentic Leadership looks at emotional intelligence

Author Daniel Goldman published research on issue of emotional intelligence – authentic leaders looked inside to understand their leadership style by looking across all types of jobs and companies.

# Goleman found 'emotional Intelligence' strong determinant in authentic leadership

“...intellect was a driver of outstanding performance. Cognitive skills such as pig-picture thinking and long-term vision were particularly important...emotional intelligence proved as twice as important as the others for jobs at all levels.”

Daniel Goleman

Emotional Intelligence



## Another way to look at this issue – Emotional Intelligence

- Self-Awareness
- Self-Regulation
  - Motivation
  - Empathy
- Social Skill

# Steps in understanding emotional intelligence

1. Framing your life story
2. Knowing your authentic self
3. Practicing your values and principles
4. Balancing your Extrinsic and Intrinsic motivations
5. Building your support team
6. Integrating your life by staying grounded
7. Empowering people to lead

## Having a mental picture is essential

“Formulate and stamp indelibly on your mind a mental picture of yourself succeeding. Hold this picture tenaciously. Never permit to fade. Your mind will seek to develop the picture...Do not build up obstacles in your imagination.”

Norman Vincent Peale

# The importance of 'triggers' for creating the mental picture

“Repetition of the same thought or physical action develops into a habit which, repeated frequently enough, becomes an automatic reflex”

Norman Vincent Peale

**We need some help to handle “Power”**

**“Power tends to corrupt, and absolute power corrupts absolutely.”**

Lord Acton

British member of Parliament

# Leadership words to follow

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Pick someone who helps your leadership style

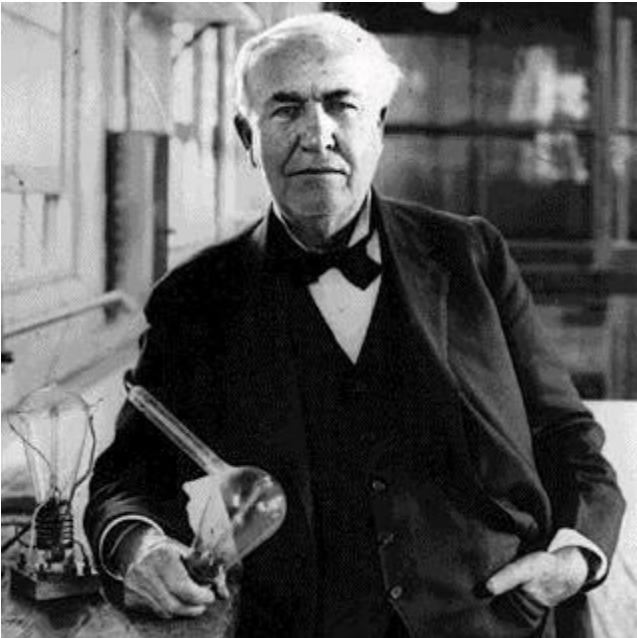
# Be “Open”

## Innovation

Phonographs, light bulb,  
microphone, stock ticker,  
electric lighting, kinetiscope.

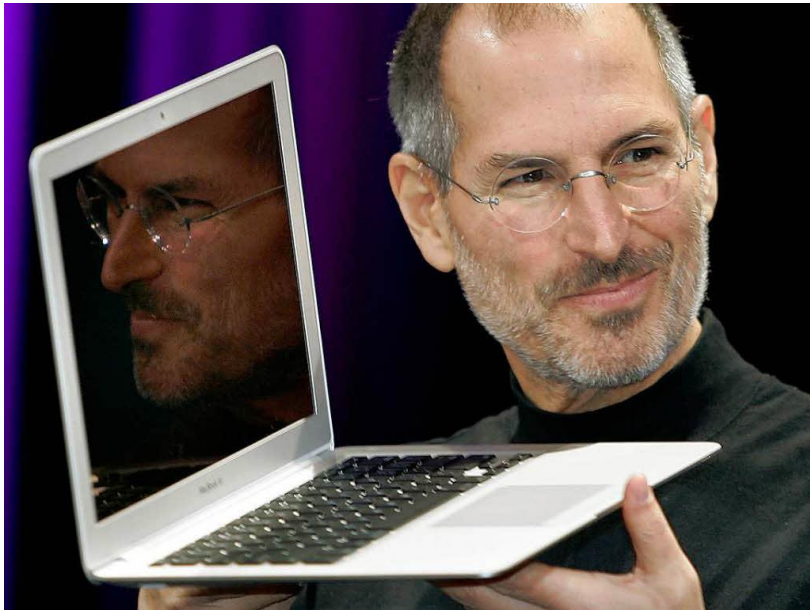
## Belief

“I readily absorb ideas from  
every source, frequently starting  
where the last person left off.”



**Thomas Edison**

# Demonstrate “Passion”



**Steve Jobs**

## Innovation

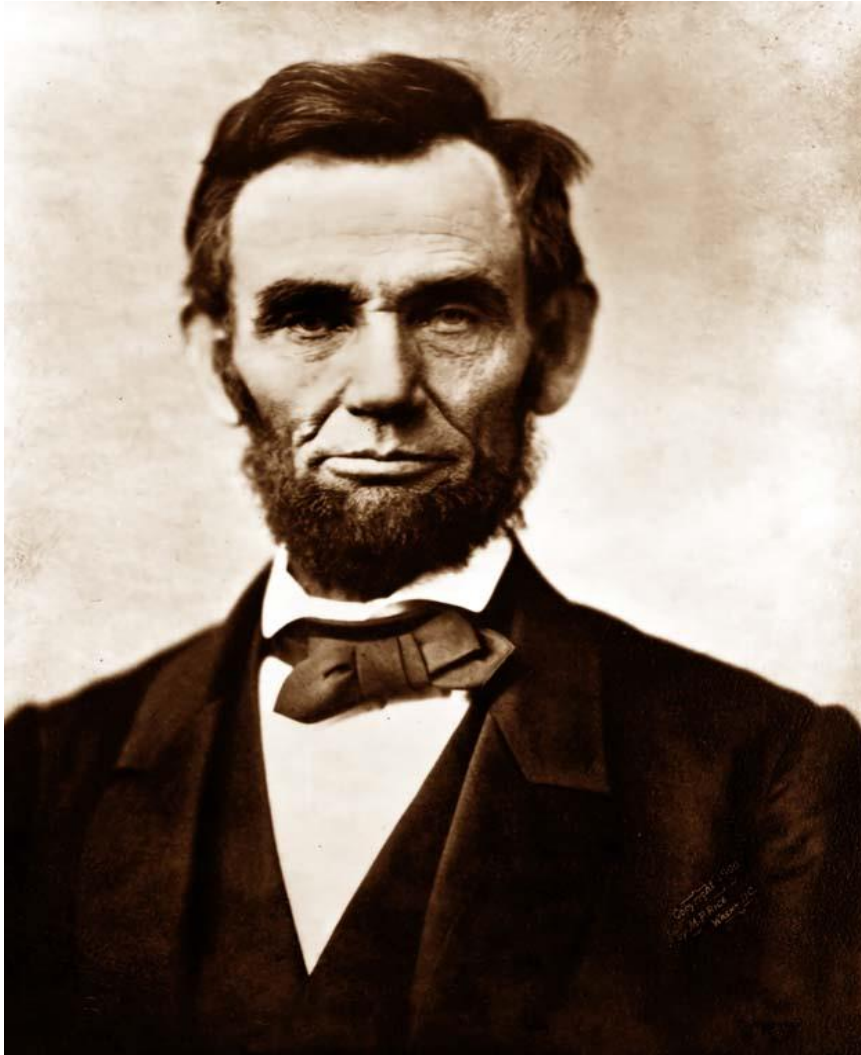
Macintosh, iPod, iPhone,  
iTunes, MacBook, iPad, the  
Apple Store

## Belief

“...Unless you have a lot of  
passion about this, you’re  
not going to survive. You’re  
going to give up.”



# Demonstrate “Courage”



|                                | <u>Age</u> |
|--------------------------------|------------|
| Failed in Business             | 22         |
| Ran for Legislature – defeated | 23         |
| Again failed in Business       | 24         |
| Elected to Legislature         | 25         |
| Sweetheart Died                | 26         |
| Had a Nervous Breakdown        | 27         |
| Defeated for Speaker           | 29         |
| Defeated for Elector           | 31         |
| Defeated for Congress          | 34         |
| Elected for Congress           | 37         |
| Defeated for Congress          | 39         |
| Defeated for Senate            | 46         |
| Defeated for Vice President    | 47         |
| Defeated for Senate            | 49         |
| Elected U.S. President         | 51         |

# Show “Conviction”



**Dr. Martin Luther King**

**Pastor of Dexter Avenue Baptist Church at 25**

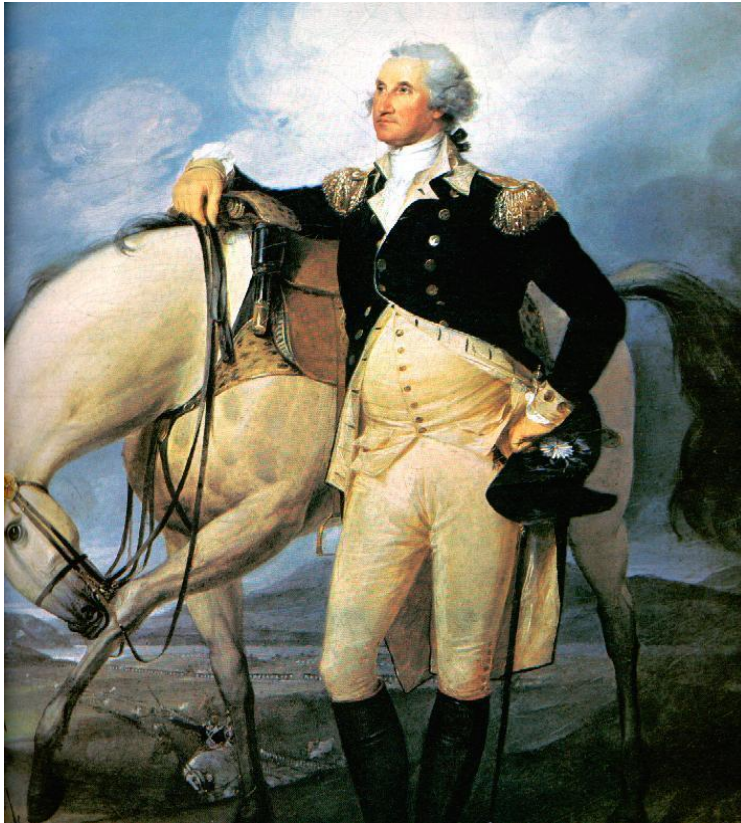
**Led Montgomery bus boycott in 1955 – house was bombed**

**Founder and head of Southern Christian Leadership Conference**

**Gave “I Have a Dream” speech at Lincoln Memorial in 1963**

**Assassinated at 39**

# Take “Risk”



**George Washington**

## Innovation

**Led men on night crossing of Delaware River**

## History

Lost more battles than he won. Outnumbered. Half of troops not fit for service. Third had no shoes. Terrible storm.

**Password – “Victory or Death”**

# Have “Audacity”



**Winston Churchill**

## Innovation

**Motivated his lone nation to  
continue to fight Nazism**

## History

**10 years he spoke against Hitler –  
no one listened  
Europe fell; France was defeated  
England was alone  
Many English wanted to sue for  
peace**

# Have “Audacity”

**“Victory, victory at all costs, victory in spite of terror, victory however long and hard the road may be; for without victory there is no survival.”**

Speech, House of Commons,  
May 13, 1940

# Exhibit “Perseverance”



**Elizabeth Blackwell**

**First woman Doctor in US**

**Inspired by dying friend who said, “the worst part of my illness is that I am being treated by a rough unfeeling man”**

**Rejected by 29 medical schools**

**Finally accepted by Geneva Medical School in New York. Many thought her admittance was a joke.**

**Many faculty and students refused to attend classes with her. She graduated #1 in her class.**

# Rehr's Leadership Traits

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Be “Open”

Demonstrate “Passion”

Display “Courage”

Show “Conviction”

Take “Risk”

Have “Audacity”

Exhibit “Perseverance”