BlackRain Partners

Strategic Business Consulting

Organizational Health
Revenue Growth
Leadership Development
Executive Financial Services
Human Resources

Strategic Planning: It’s what we do!
What is BlackRain?

BLACK + RAIN

...we bring the RAIN to keep you in the BLACK!
Your Presenter

Cynthia Blackwell
Founder – CEO

www.blackrainpartners.com
Today’s Expectations

Our goal today is to give you both the theoretical and the tactical

- Why Does Leadership Matter?
- What Is Leadership?
- Phases of a Team
- Your Leadership and Change
Intentionality

✓ Choose to Engage

✓ Be Willing to Learn

✓ The Power of One Idea

“Nothing is as powerful as an idea whose time has come” – Victor Hugo
Our Goal for Today

A. Reminder
B. New
C. Both
Characteristics of a Leader

- Trustworthy
- Integrity
- Honesty
- Patience
- Confidence
- Positive Attitude
Lollipop Leadership
Why Does Leadership Matter?

STATISTICS
Leadership Vs. Management

“Take me to your…”

Checkbooks are MANAGED.

People are LED.

…now whether they follow is a different matter altogether…
What Is Leadership?

Leadership **IS:**
- Influence
- Action
- Elevating Others
- Authentic
- Serving

Leadership **IS NOT:**
- Position
- Talk
- Promoting Self
- Pretentious
- Being Served
4 Phases of a Team

1. Forming
2. Storming
3. Norming
4. Performing
4 Phases of a Team

Forming:

Most team members are positive and polite. Some are anxious, as they don’t fully understand what work the team will do or what the goals are. Others are merely exited about the tasks.
4 Phases of a Team

Storming:

People start to push against the boundaries established in the forming stage. This is the stage where many teams fail due to conflict.
4 Phases of a Team

Norming:

People resolve their differences, appreciate colleague’s strengths, and respect the authority of their leader. Socializing among team may occur, soliciting assistance, provide constructive feedback to each other, develop stronger commitment to team goals.
4 Phases of a Team

Performing:

The team is asking how can we do our best. They are filled with enthusiasm and focused on creative problem solving. Leadership is shared among team with the leaders role being that of delegation.
4 Phases of a Team

1. Forming
2. Storming
3. Norming
4. Performing
4 Steps to Effective Leadership

- Self-Awareness
- Self-Evaluation
- Self-Improvement
- Self-Discipline

LEAD BY EXAMPLE
Self-Awareness

Knowing who you are.

Why do you exist?

What do you believe?

Where are you going?
Self-Evaluation

Knowing where you are now.
Self-Discipline

Knowing how to succeed.

“The path to public success is always paved with private discipline.” – Craig Groeschel
Transformational Leadership

Leadership in the midst of organizational transition

* Providing a Compelling Vision of the Future
* Motivating People to Deliver the Vision
* Being a Good Role Model
* Managing Performance Effectively
* Providing Support and Stimulation
Transformational Leadership

Dr. Martin Luther King, Jr.
Transformational Leadership

Mother Theresa
Change - Defined

Verb:
1. To make something different from what it is or from if left alone; to change one’s name; to change one’s opinion
2. To transform or convert
3. To substitute another or others for – exchange for something else
4. To give and take reciprocally; interchange – change placed with
5. To transfer from one to another

Noun:
1. Act or fact of changing; fact of being changed
2. A transformation or modification; alteration
3. A variation or deviation
4. The substitution of one thing for another
5. The passing from place, state, form, or phase to another
Leading Through Change

✓ Change is inevitable.
✓ Change will keep happening.
Leading Through Change

✓ Give Direction  
   (Don’t Make Assumptions)

✓ Provide Protection  
   (Support Positive Outcomes)

✓ Clarify Roles  
   (Assess, Audit, Redefine)
Leading Through Change

✓ Manage Conflict

("Healthy Conflict", Question Processes)

✓ The “Norms”

(Changes – New)
VIDEO – John Harbaugh
Why Leadership Matters

When leaders get better, people get better.

When people get better, teams become stronger.

When teams become stronger, organizations become more effective.
Deliberate Decision Making

“Being proactive rather than reactive means to control a situation rather than letting it control you.”
Review & Confirm

Did We Provide…?

A. Reminder
B. New
C. Both
Time and Attention are Priceless

Thank you for yours today!