

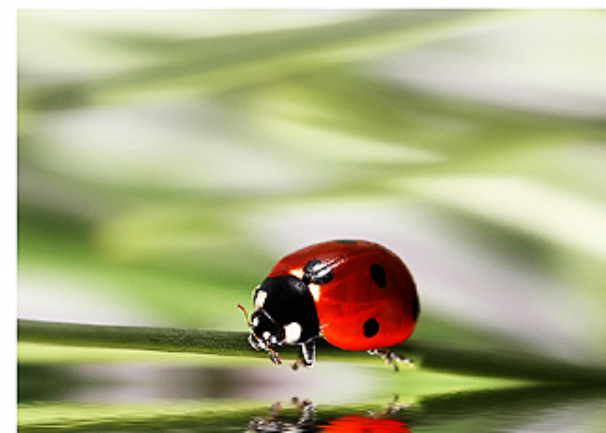
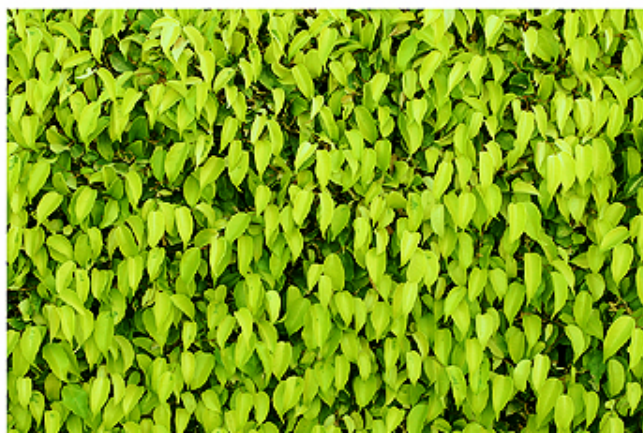


From Inspiration to Action:

A Workshop

Pennsylvania Association of Conservation Districts
Management Forum

KIM DALY NOBBS
Greenstone Mosaic, LLC





THIS AFTERNOON'S FOCUS

Leadership That Inspires

Exploring “The Five Practices of Exemplary Leadership”

Habits That Stand in the Way

Understanding “The Five Dysfunctions of a Team”

The Power of Experience

Telling Our Stories and Practice, Practice, Practice.



extrovert

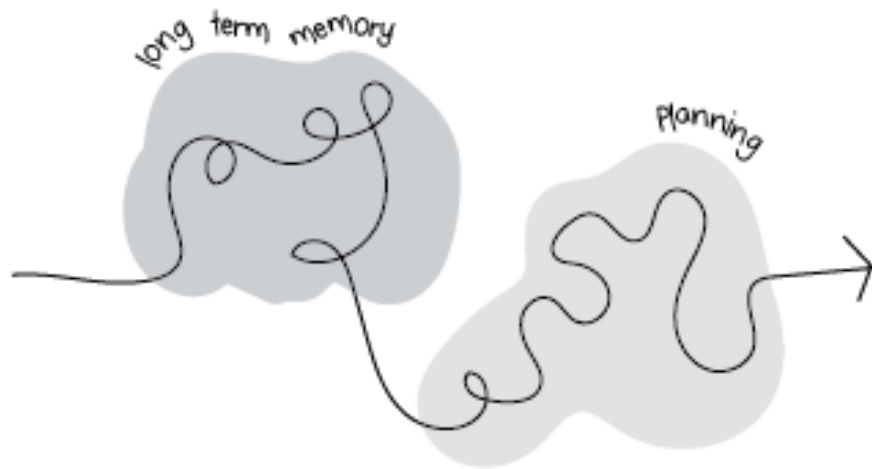
stimulus



processed by brain

introvert

stimulus



processed by brain



You manage things, you lead people.
We went overboard on management
and forgot about leadership.

— Grace Hopper —

AZ QUOTES

PERSONNEL





GROUP TALK

Think about the most inspiring leader you've ever known.

Share a brief story about that person that demonstrates some of the qualities and practices that helped (help) that person create a lasting impact on you.





HELLO
my name is

UnMotivated



THE FIVE PRACTICES AND TEN COMMITMENTS OF EXEMPLARY LEADERSHIP[®]

MODEL THE WAY



- ❑ Find your voice by clarifying your personal values
- ❑ Set the example by aligning actions with shared values

INSPIRE A SHARED VISION



- ❑ Envision the future by imagining exciting and ennobling possibilities
- ❑ Enlist others in a common vision by appealing to shared aspirations

CHALLENGE THE PROCESS



- ❑ Search for opportunities by seeking innovative ways to change, grow, and improve
- ❑ Experiment and take risks by constantly generating a new example by aligning actions with shared values, small wins, and learning from mistakes

ENABLE OTHERS TO ACT



- ❑ Foster collaboration by promoting cooperative goals and building trust
- ❑ Strengthen others by sharing power and discretion

ENCOURAGE THE HEART



- ❑ Recognize contributions by showing appreciation for individual excellence
- ❑ Celebrate the values and victories by creating a spirit of community

"INTEGRITY

is choosing courage
over comfort; choosing
what is right over what
is fun, fast, or easy;
and choosing to practice
our values rather than
simply professing them."

-Brené Brown

Make every day
“Bring Yourself to Work”
Day.

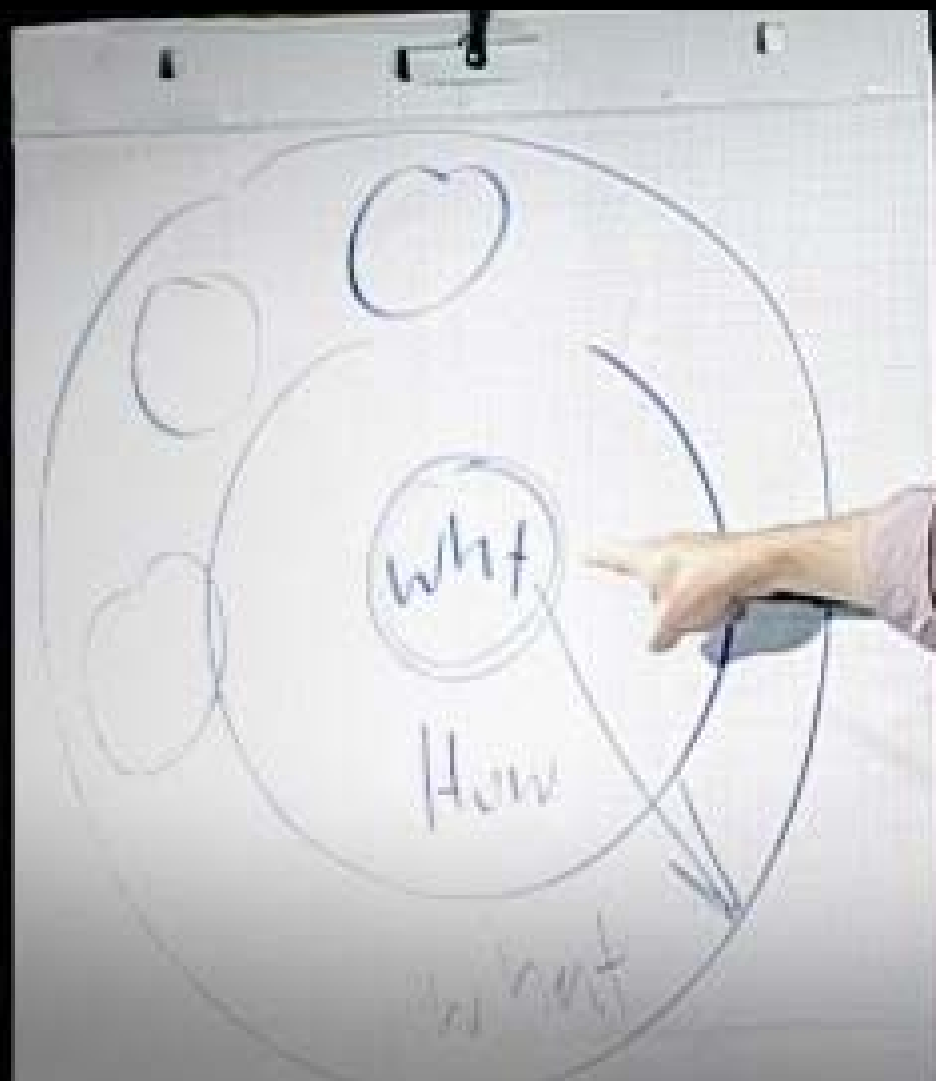


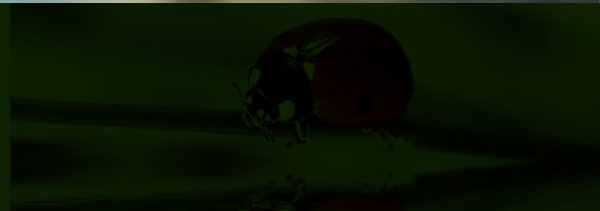
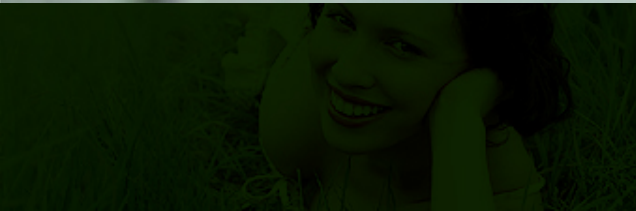


GROUP TALK

What inspires you about your job?

What gets in the way of staying inspired?





START WITH YES





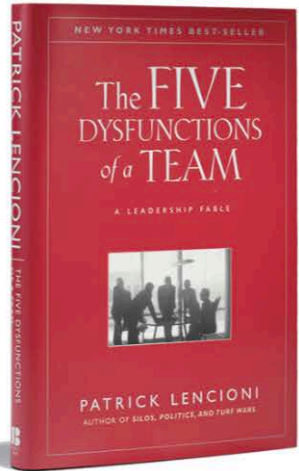
WITH A PARTNER

Delegation takes trust. Tell a story about when you delegated to others (or should have and didn't).

Why or why not?



HD



THE FIVE DYSFUNCTIONS OF A TEAM





GROUP TALK

Where did you grow up?

How many siblings did you have, if any?

What was the most challenging thing you
faced as a kid?

THE ARMOR WE USE
TO PROTECT OURSELVES

PERFECTIONISM

NUMBING

FOREBODING JOY

CYNICISM, CRITICISM, COOL

Pratt's

L I F E C L A S S

The Ways We Protect Ourselves

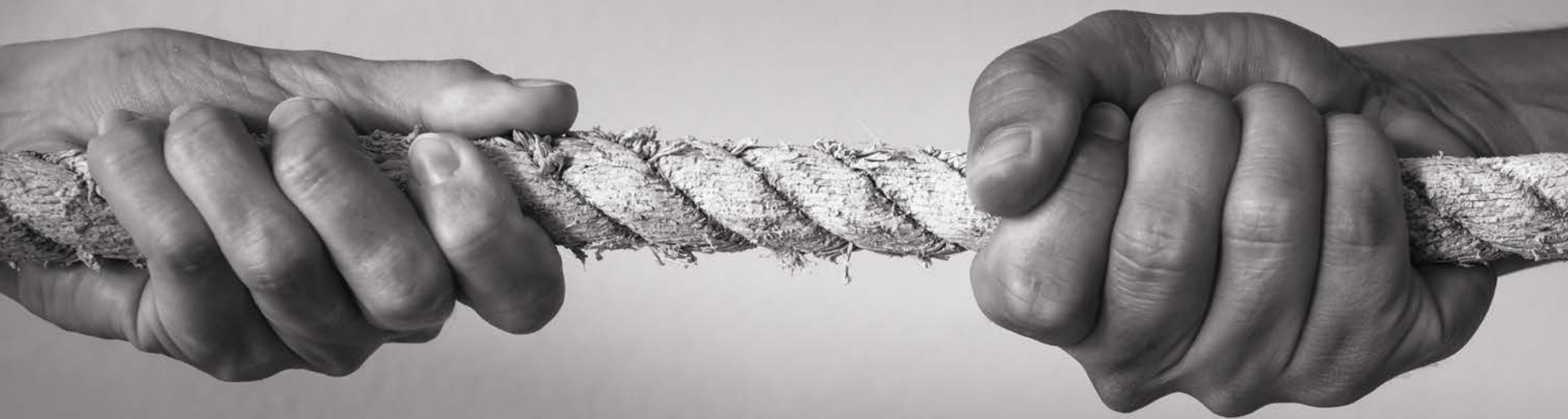
- Numbing
- “Foreboding Joy”
- Cynicism
- Criticism
- “Playing it Cool”



WITH A PARTNER

What is your armor of choice?

Tell a story that illustrates how you've used that armor and reflect on what an armor-free version might have looked like.



Rethinking CONFLICT

LENCIONI'S CONFLICT CONTINUUM

CONSTRUCTIVE

DESTRUCTIVE





WITH A PARTNER

Identify an issue you need to address.



Practice having a conflict conversation with a partner. Receiving partners, don't make it too easy on the initiating partner.



GROUP TALK

Delegation takes trust. Tell a story about when you delegated to others (or should have and didn't).

Why or why not?





MEDIOCRITY



GROUP PERFORMANCE

Create a short skit that demonstrates all five of the dysfunctions we discussed.

The Meeting From Hell



Staying Inspired (and Inspiring)

Believe in
yourself.

Aspire to
excel.

Challenge
yourself.

Engage
support.

Practice
deliberately.

**NOT ALL
READERS
ARE LEADERS,
BUT ALL
LEADERS
ARE READERS.
- HARRY S. TRUMAN**



A Parting Challenge

At the end of every day, ask yourself this question:

What have I done today to improve so that I am a better leader today than I was yesterday?

Write down your answer. Every day.



THANK YOU

KIM DALY NOBBS
GREENSTONE MOSAIC LLC

kim@greenstonemosaic.com

