

Leadership Tools For Optima Managers

1. Read the great book, *The Five Dysfunctions of a Team*, by Patrick Lencioni. Encourage your team to read it and consider having a book club with your teams to deepen the understanding of the concepts and undertake what it takes to be highly functioning.
2. Understanding coaching approach to leadership endeavors to have your focused on really getting to know what is important to your team members:
 - Who are you are your core? (values, strengths, beliefs)
 - What do you want to achieve? (dreams, goals, objectives)
 - How will you be successful? (action plans, allies, commitments)
 - What will stop you? (barriers? Obstacles? Your gremlins!)

A great resource is the book: *Co-Active Coaching, 4th Edition*, by Henry Kimsey-House et al.

3. Leading from Values

Exercises to reveal core values with your teams:

- a) Values Discovery Exercises
 - Think of a peak experience in your life? A moment in time where you can look back and say, "Life does not get better than this!"
 - Think of the roles you play in your life? How do you want to show up as a parent, a sibling, a spouse, a friend, an employee? What do you want to be known for?
 - Think of a moment or event when you were really angry or frustrated or disappointed. What occurred? What makes us angry or upset or frustrated is when what we value is being violated by others or events.
- b) Then group the values together that describe the same value.
- c) Then find a label for that group of values
- d) Then prioritize them
- e) Then ask yourself: On a scale of 1-10, how well am I honouring these values?
- f) Finally, what can I do differently to more fully honour my core values?
- g) Finally, how do my personal values, align with the corporate values?



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4. Leading from Strengths: The more we can play to our strengths, the more we will enjoy our work. Leading someone to have more of their work within their strengths, redistributing work and opportunities to align with strengths, again is a powerful way to lead.

Go to www.gallup.com/cliftonstrengths