



Leadership and Team Building

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Objectives

- How to Drive Change in Any Role
- Components of High Performing Teams
- How Leadership Shapes Team Dynamics
- Strategies for Conflict Resolution and Collaboration
- Role of Emotional Intelligence in Leadership and Teamwork



“Everything rises and falls on leadership.”

- Laws of Leadership by John Maxwell
- 21 principles divided into categories
 1. Foundational Laws
 2. Relational Laws
 3. Influence-Focused Laws



Law of the Lid

- A team's potential is limited by the leader's effectiveness.
- Raise above the "lid" by continuous improvement, goal setting and self-awareness.



The Law of Influence

- Leadership is not about titles or positions.
- Build trust and credibility to lead effectively.



The Law of Connection

- Leaders must touch a heart before asking for a hand.
 - Active listening, engaging, empathy, facilitating actionable and measurable goals.



The Law of the Inner Circle

- A leader's potential is determined by those closest to them.
 - You have to trust them to help coach and mentor you along with helping you to reduce and work through your blind spots.



The Law of Buy-In

- Staff and colleagues buy in to the leader first, then the vision.
- Demonstrating character, accountability and competence are key to gain team support.



Building Effective Teams

- Aligning team goals with the vision.
- Building trust and open communication.
- Encourage collaboration
 - As the challenge escalates, the need for teamwork increases.
- Delegate and Empower
 - The ability of the team working together increases the satisfaction, learning and ensures long-term sustainability.



Difficult People

- The Dominator
- The Complainer
- The Unreliable
- The Resistant to Change
- The Know-it All



Conflict Resolution

- Fear of conflict
 - Negative consequences
 - Emotional discomfort
 - Fear of rejection or criticism
- Lack of confidence
 - Self-doubt
 - Imposter syndrome
- Fear of repercussions
 - Power dynamics
 - Retaliation
- Coaching



Collaboration

- Silos don't facilitate success
 - Build teams that thrive together
- Poor culture
- Education and cross-training
 - Staff development and satisfaction
 - Succession planning
 - Process improvement
- Vision and direction



Emotional Intelligence

- The ability to understand, manage, and influence emotions in yourself and others.
- Requires you to:
 - Recognize biases
 - Overcome emotional triggers
 - Balancing emotions with logic



Other Leadership Laws

- **Process** – Leadership develops daily, not in a day. Requires consistent effort, learning and personal growth.
- **Navigation** – Charting the course requires navigating challenges and overcoming obstacles.
- **Addition** – Add value by serving others and helping them grow.
- **Solid Ground** – Trust is the foundation and built with integrity and consistency.
- **Respect** – Confidence and knowledge are key.



Other Leadership Laws

- **Intuition** – Read people and situations instinctively.
- **Magnetism** – Attract similar vision, values and growth mindset.
- **Empowerment** – Only secure leaders share and empower others to succeed.
- **Picture** – Leaders must model the behavior and standards they expect from others.
- **Victory** – Finding a way to win.
- **Momentum** - Key to ensure success and is helps facilitate change.



Other Leadership Laws

- **Priorities** – Focus on what matters most. Energy and time is invested in high-value tasks.
- **Sacrifice** – Give up to go up.
- **Timing** – Knowing when to act is as important as knowing what to do. Can make or break a decision.
- **Explosive Growth** – Focus on developing others.
- **Legacy** – What did you leave behind and how will you be remembered?



Questions?

Thank you!