"Power Principles that *Change* the Game"



with Melissa J. Nixon, MBA Developing leaders to lead with confidence and courage!



Today...

- Leadership ability, our personal growth, and organizational change
- How to increase our level of influence on our teams and business partners
- Effectively partner with organizational leaders on how to create change



Power Principle #1: Leadership Ability Determines a Person's Level of Effectiveness

The Law of the Lid

On a scale of 1 to 10...

 How would you rate your leadership ability?

The level of your **potential** is directly correlated to your ability to lead....





You can only take others as far as you are willing to <u>GROW</u>!

Everything rises and falls with leadership!

Success without Leadership

What got you here, won't get you there!



Power Principle #2: The true measure of leadership is <u>influence</u> – nothing more, nothing less!

The Law of Influence

Who do you influence?

Who do you want to influence more?

- James
- Emily
- Eric
- Sarah
- Mike



- Rick
- Jan
- Mary 🛶
- Bob
- Sue

Dan the Man! Hates yesterday's announcements!

<u>Influence</u> is not...

these 5 myths!



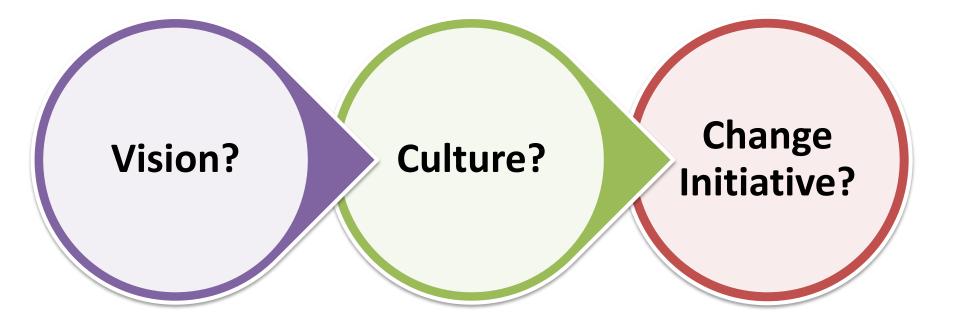
7 Ways to *Influence* Others:



Power Principle #3: People Do What People See

The Law of the Picture

What is the...



Who's doing what?

What are **you** <u>role</u> <u>modeling</u>?

Your *team*?

The **HR Function**?

The *senior leaders*?



The most valuable gift...



- Followers always watch what you do.
 - It's easier to teach than to do.
 - We should work on changing ourselves before trying to improve others.
- The most valuable gift you can give...is being a good example.

Power Principle #4: People Buy into the leader, then the vision

The Law of Buy-In

Who's Listening?

"Every message that people receive is filtered through the messenger who delivers it."



Who's Following You?

Leader +	Vision	= Result
Don't buy in	Don't buy in	Get another leader
Don't buy in	Buy in	Get another leader
Buy in	Don't buy in	Get another vision
Buy in	Buy in	Get behind the leader

"When the student is ready the teacher will appear." ~Proverb

Power Principle #5 **Growth doesn't just happen**

The Law of Intentionality

Strategic HR Partners in Leadership!

What impact could you make if you...

- Focused on your personal leadership?
- Developed your team?
- Created the type of internal culture you wanted your organization to reflect?



...not policies, systems, benefits, or org charts

Remember your why?



Why are you in your role? Why were you invited to the table? ...to LEAD and Influence!

Key steps for you and your team:

- Create a personal growth plan
- Develop strategies to lead and influence

Testimonial:

"You have know idea how John Maxwell's 21 irrefutable laws of leadership influenced my life. I read that book at a time where I was personally struggling....longing for some leadership and direction in my life. That book started it all. It gave me my underpinnings for what would soon change my belief system...

and my life."

As we close...



What's the risk you need to take today, to create a new outcome tomorrow?

[~]Melissa J. Nixon, MBA Developing leaders to lead with confidence and courageous.



THANK YOU

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