Management vs Leadership - A Problematic Distraction to Stop You From Improving

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Thanks!

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WELCOME
Characteristics of Managers

As a table, list as many as you can on the yellow sheet.
Self-Organizing

Self-Managing

Self-Directing
Individual – Me
Group – Coordinate
Team – Collaborate w/ Purpose
High-Performance Team (HPT) – Self-Organize

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Manager:

A role defined by an organization with some list of expected duties.
How Do You Become a Manager?

- Get a job
- Be great at solving problems
- ...
Leader:

“Someone who evokes changes and ideas that surprise the person (people, teams, systems...) they are leading. . . .

AND surprise the leader!!”

- Jake Calabrese & Tricia Broderick
How Do You Become a Leader?

- Listen
- Let others accomplish things
- Help others succeed
- Be authentic
- Willingness to experiment
- ‘Let’ people fail and learn
- . . .
<table>
<thead>
<tr>
<th><strong>Manager</strong></th>
<th><strong>Focus</strong></th>
<th><strong>Leader</strong></th>
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</thead>
<tbody>
<tr>
<td>Stability</td>
<td>Change</td>
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<td>Makes</td>
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<td>Endorses</td>
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<td>Minimizes</td>
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<td>Makes</td>
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<td>Results</td>
<td>Achievements</td>
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<tr>
<td>Tell it</td>
<td>Sell it</td>
<td></td>
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<tr>
<td>Solve Problems</td>
<td>Inspires</td>
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</tbody>
</table>

Tell it Direction
Solve Problems

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Hey Pig, we should open a restaurant.
I'm not sure, what would we call it?

Ham and eggs?

No thanks, I'd be committed and you'd only be involved!
WHAT IF I AM COMMITTED AS WELL?

I DON'T SEE HOW YOU COULD BE!

HMMMM... I KNOW, WE CAN OPEN A LUNCH PLACE CALLED WINGS-N-RIBS

WITH BOTH OF US COMMITTED, I'M IN!
1. What do High-Performance Teams need?
2. What do we hope to achieve by telling people they are evil or suck?
3. What do we (or YOU) need to do differently?
A few idea...

• Stop giving up on people w/out actually trying
• Do people really need your help?
• Are you helping people grow?
• Figure out how to make this the last time you solve this type of issue
• If these questions worry you, examine if your value is based on solving problems or helping others

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Agile Safari

I wonder how long I'll have to stand here before someone mentions me?
Thanks!

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