LEADING UP
A Janitors Guide to Leadership
Why are we here?

Challenge Perspective
Move to Action
What is leadership to YOU?

Power/Status?

• Focused on impressing those who control the climb
• Takes on “When/Then” attitude
• Competes primarily to defeat
• Not my job

Influence/Impact?

• Focused on maximizing impact of WAB’s for purpose of team
• Practices the CWIC discipline
• Competes to complete
• Ability to respond

Your role begins with a choice!

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Who do you want to be as a leader?

Leadership begins with influence from WAB’s that flow from and through character.

We all lead from the heart!

The heart is always under construction!

Three Heart Constructors:

People
Reading
Digital Media

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Eight Ways Digital Media Impacts the Construction of the Heart

1. Communication
2. Focus
3. Empathy
4. Abstract thinking
5. Self-confidence
6. Self-centeredness
7. Instant gratification
8. Perspective

You manage the construction of your heart!
What does this mean for your culture?

CULTURE is...
physical surroundings, stated beliefs and social norms?

Culture is a reflection of the collective character within!

Every heart matters!
Common Culture Killers

1. Hypocritical Leadership
2. Sarcasm
3. Cynicism
4. Unhealthy internal competition
5. All monologue, no dialogue
6. Misaligned staff/leadership
7. Apathy toward culture
# YOUR HEARTSET MATTERS

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| **Humility** | • Putting others above self  
|          | • Knowing you don’t know  
|          | • Peace with identity |
| **Empathy** | • See, feel and ACT on the struggles of others |
| **Accountability** | • Set and modeled the highest standard  
|          | • Invited others to hold accountable  
|          | • Hold others accountable |
| **Responsibility** | • Own your influence and step up to your ability to respond |
| **Trust** | • Express unwavering belief in others  
|          | • Trust the bigger process  
|          | • Deliver: Competency and consistency |

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WHY...do you do what you do?

Are you passionate about your purpose...
or, are you trying to find purpose in your passion?

WHY

you are

here?
Joe’s keys to a life of purpose

<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
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<tbody>
<tr>
<td>Prayer</td>
<td>• Seek – Listen - Trust</td>
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<tr>
<td>Position</td>
<td>• Embrace the value of your current position in life today!</td>
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<tr>
<td>People</td>
<td>• Love, forgive, and serve the people in your life.</td>
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<td>Priorities</td>
<td>• Commit to your healthy order in life.</td>
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<td>Passion</td>
<td>• The right attitude toward doing the right thing, in the right way, for the right reason!</td>
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I. FIND
The heart of your leadership
The process of helping key influencers understand the heart of their influence on the team:
- Leadership and its overall impact on the culture
- The heart of each individual’s leadership and its impact on the culture
- Understanding the WHAT, WHO and WHY that drives each individual

II. DEFINE
The Heart of Our Leadership
Clarifying the heart: The process of internalizing WHO we are
- What is effective leadership on the team...
- What core values will drive the team
- What overarching goals will team members strive for
- What is the true purpose of the team

III. ALIGN
The words with actions
Building a structure of commitment to each other
- Learn it – Live it – Lead it – Teach it
- Self-awareness – Self-discipline
- Self-regulation – Empathy - Communication

IV. REFINE
The process
- Mentoring/accountability initiatives
- 360 assessments
- On-going reinforcement classes

Phase I:

Build a culture of leadership excellence

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