

Bio Vectra

What did they do?

Who was the best "leader" you ever had?



Determination
Sacrifice



Gave wide Latitude

GUIDANCE

MOTIVATION

STRONG

Driven

Encouragement

Always Had A plan

Careful choice of team members

Teach

Very adapt at 1 on 1 communication

Give valuable feedback

Spoke very carefully

Provide support

Out of the Box thinking

Encouraged drive

UNDERSTAND + Be aware of what you are doing!

Good listener

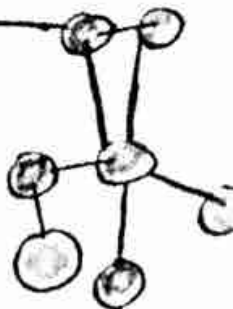
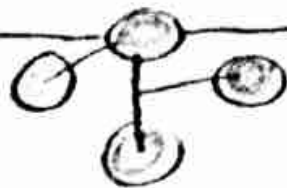
Listened

Listen

Be Present w Employees (AVAILABLE!)

LEADERSHIP

THINKING ABOUT GOOD LEADERSHIP



Values

- Always known as a positive, strong person who gave a lot.

Builder of business and leadership styles

Provider of long term vision

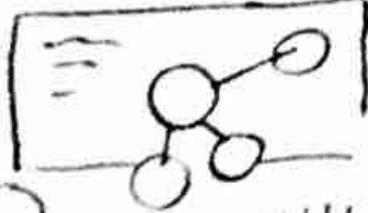
What eff. Strategic have on the us growth or co. run

Impacted Company Strategy

Reorganized whole departments



Value Added Experience



Improved
Attention
to Detail

Empowered
+
Encouraged

What effect
did they have
on you and
others?

CONFIDENCE

EMOTIONAL
CONTROL

Gave
Confidence

Understanding
your own
Strengths +
Weaknesses

Pushed
Beyond
(positive)

Keeps
Motivat.
Continuous
Improv.

Excellent
Motivator

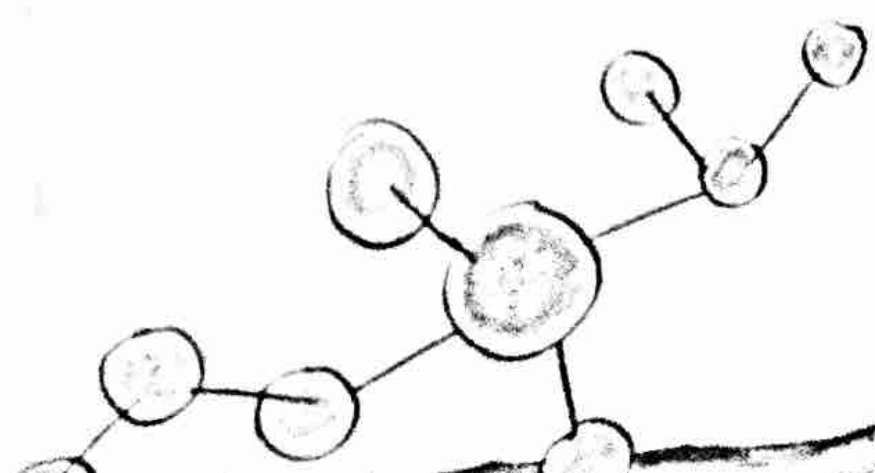
CONFIDENCE
Always strive
never give up

Catalysed
Growth

Advanced
Skills

Advanced
career

Work Ethic



1. ¹⁰Willing to teach. Shares their knowledge
2. ⁶Provides opportunities
3. ⁶Always takes time to listen.
4. ⁴Very adept at one-on-one communication
5. ⁵Excellent motivator.
6. ²Transferred skills to others - lasting impact on others
7. ²Created/established a relationship with individuals

8 Encouraged out of box thinking.
9. Give me great encouragement
to move out of my
Comfort Zone

10. Sacrificed themselves for
other people

11. Do something for others
without expectation of
something in return

12. Has patience & emotional
control

13. They listened.

14. Encouraged drive -- gave
everyone an opportunity. "Never,
never,
never
give up!"

^b 15-¹⁵ Give valuable feedback.

^x 16-¹⁶ Be present, available.

⁶ 17-¹⁷ Understand what people are doing, what's on people's plates.

³ 18-¹⁸ Empowers employees to get involved & to take steps to do things they wouldn't otherwise.

⁴ 19-¹⁹ Give people wide latitude.

¹ 20-²⁰ Spoke very carefully. Chose words well carefully.

21. Strong

22. Gave guidance

23. Driven

24. Determined

LEADERSHIP QUALITIES IMPORTANT TO US

-] Willing to teach & share their knowledge.
-] Give people encouragement to move out of their comfort zone.
-] They are present. They make themselves available for others.
-] They provide opportunities for others. ^{Encourage drive.}
-] They always take time to listen.
-] They give valuable feedback.

The work they're doing is
we cannot afford to do it
you may be wrong

Poisoning your environment!

Try to find out

You will never know unless you talk about it

May be right!

It's

Conversation

First I have heard of this

We don't have time for that

People are as important as the process

Excuses

Long-term benefit greater

We want to avoid a confrontation

Avoiding the issue does not solve the problem

It's not a priority...

I don't want to spend all my money on it.

I don't want to hurt feelings

Everyone can learn something new; everyone can do better

I don't want to put a defensive response

It's your job.

They might treat me differently after because it will change the relationship, less friendly

Seems too minor, ~~it~~ will look petty.

Harder path to follow

Lead by Example

a bigger mountain to climb

I don't want to be used

Opportunity for improvement

WHEN SHARING O'S

REMEMBER

you may be sharing information...

- People are unaware of
- People will be grateful for
- People will feel defensive about
- People will disagree with
- People won't comprehend

Let people process & have time & space to react...

SOMETHING YOU DON'T DO!

12 Speak in public

12 Chair meetings

12 Do your own taxes

12 Write papers

12 Do housework

12 Do yardwork

12 Confront people

12 Other