

Leadership and Meaningful Connections

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Agenda

- ▶ You
- ▶ Introduction
- ▶ Leadership without authority
- ▶ *How to Make a Meaningful Connection*
- ▶ Results: people thank you for working hard
- ▶ Questions

You

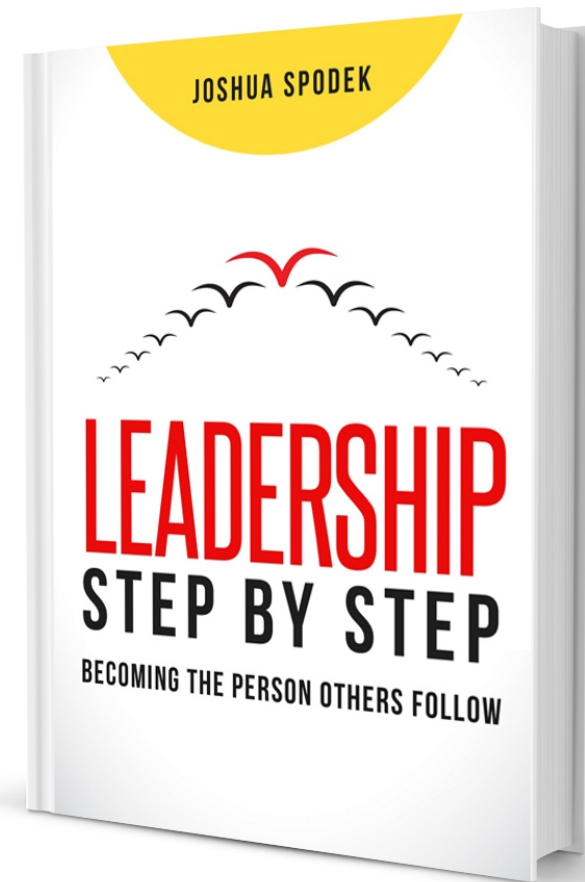
- ▶ In person I ask a few people to share
 - ▶ What brings you to this leadership/networking session?
 - ▶ Why network?
 - ▶ What is networking?

Introduction / Interests As Understood

- ▶ To learn some effective leadership techniques
 - ▶ And practice them
 - ▶ And know why they work
- ▶ To meet peers with similar interests
- ▶ To enjoy the process

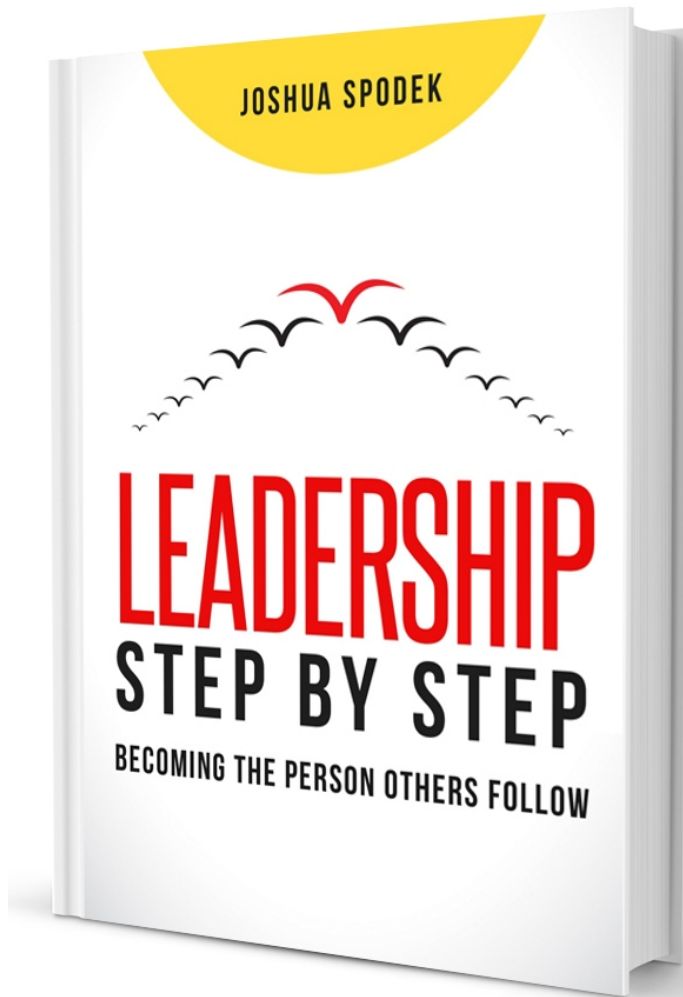
Joshua Spodek

- ▶ CV credentials
 - ▶ PhD
 - ▶ Satellite
 - ▶ Entrepreneur
 - ▶ MBA
- ▶ Educator: NYU, Columbia, SpodekAcademy.com
- ▶ Blogger, podcaster, speaker
- ▶ Columnist for Inc.
- ▶ Bestselling author



Leadership without authority

- ▶ Has anyone had a discouraging manager for a project you liked?
- ▶ You being here means you have motivation. So do your peers.
- ▶ Your issue will rarely be lack of motivation
- ▶ Motivation, judgment, and vulnerability
- ▶ Challenge is revealing it
- ▶ One solution
 - ▶ Applications: managing your manager, family, sales, interviews, environment



Exercise:

Meaningful Connection

From Unit 4: Leading Others
Chapter 17

Meaningful Connection anecdotes

- Author at panel discussion
- Frances Hesselbein
- Business results, not just friendly conversation



Poll question

- ▶ How many times have you have experienced where you wanted to meet someone important but felt too awkward to do it
- ▶ I use it at least weekly
- ▶ Not only way to create meaningful connections, but it works
- ▶ Practice like piano scales
- ▶ Volunteer
- ▶ Why a script?

Questions for volunteer

- ▶ How did the interaction feel at the beginning and end?
- ▶ Did you feel you communicated something meaningful?
- ▶ Did you feel I heard?

Meaningful Connection

▶ The “script”:

1. Ask what they like to do, besides work and family. I recommend, “What's your passion?”
2. They will reply with something still fairly usual: travel, books, food, etc.
3. Say “Cool... you know, I know *someone you know* who *does X* for *their reason* and I know *someone else* who *does X* for *their reason*. Why do you *do X*?”
4. Their response will include two or three words that are unusual or stressed, which carry meaning
5. Respond to clarify what they said using meaning-carrying words

Meaningful Connection

- ▶ Two volunteers
- ▶ Practice each way
- ▶ Start, middle, and end
- ▶ Deliverables:
 - ▶ Questioner: Their meaning-carrying words
 - ▶ Questionee: How you felt
- ▶ About support and follow up more than initial question
- ▶ What do you call it when you feel another's emotions?

Questions for volunteers

- ▶ How did it go?
- ▶ What were his or her meaning-carrying words?
- ▶ How did you feel being asked?
- ▶ How did you feel asking?
- ▶ Trouble-shooting

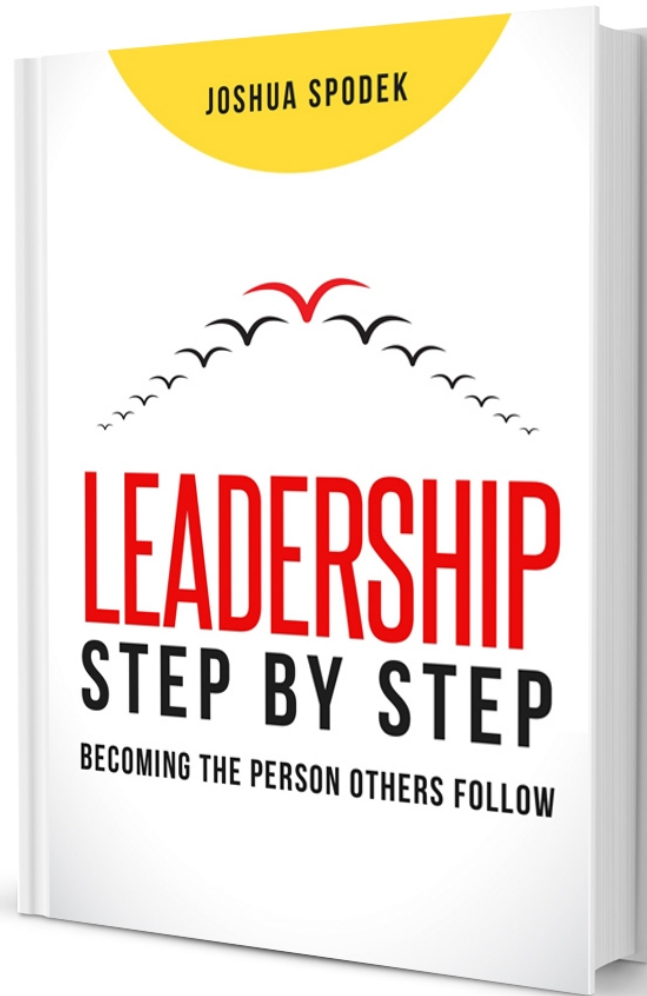
Review Meaningful Connection

- ▶ What did you notice about their behavior?
- ▶ ... about your behavior?
- ▶ ... about how it felt?

Review Meaningful Connection

- ▶ Though fun and useful, just the beginning of big, effective leadership technique:
 - ▶ To behave and communicate so others feel comfortable sharing their emotions and motivations, so you can lead them by connecting them to your task
 - ▶ They will feel that you made the task meaningful and purposeful and feel like they're doing it for their reasons

Four Units:



**1. Understand
Yourself**

**2. Lead
Yourself**

**3. Understand
Others**

**4. Lead
Others**

Poll question

- ▶ Moving forward, I commit to practicing the exercise:
 - ▶ 1 time
 - ▶ 5 times
 - ▶ 10 times
 - ▶ 25 times
 - ▶ 100 times

Thank you

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Questions?
Comments?