

Insights into Leadership Best Practices

MICHAEL SEEVER

Agenda

1. Styles of Leadership
2. Building Relationships
3. Inspirational Stories

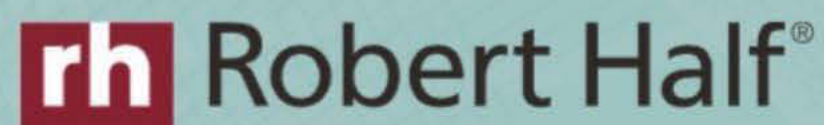


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Styles of Leadership

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Creating a Leadership Pipeline: Developing the Millennial Generation Into Finance Leaders



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Style #1

Charismatic

Exemplified by -

- 1) show concern, deep emotional connection
- 2) identified in times of crisis
- 3) moral compass first, improve upon the status quo



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Style #2

Participative

Exemplified by -

- 1) democratic leader, increases possibilities
- 2) is a facilitator of ideas and information
- 3) 1. air problem, 2. others debate, 3. step in and lead forward



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Style #3

Situational

Exemplified by -

- 1) situation and capabilities define action
- 2) adjusts to limitations in front of him/her
- 3) 1. directing, 2. coaching, 3. supporting, 4. delegating



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Style #4

Transactional

Exemplified by -

- 1) clear chain of command, focus on results
- 2) motivates with rewards and punishments
- 3) expectations are set, dislike change



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Style #5

Transformational

Exemplified by -

- 1) quietly motivate and inspire followers
- 2) give followers autonomy and authority
- 3) empower followers to use strengths, creativity and change



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Style #6

Quiet

Exemplified by -

- 1) leads by example, work is subtle
- 2) ego/aggression aren't constructive
- 3) strongly task-focused, prepared and attentive to details



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Style #7

Servant

Exemplified by -

- 1) care for followers before self
- 2) serve community, see big picture
- 3) listen, self awareness, stewardship, conceptualization



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Group Activity

What are the **advantages** of this style?

What are the **disadvantages** of this style?

10 minutes

Select one person to report back to larger group

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Building Relationships

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Robert Waldinger:

What makes a good life? Lessons from the longest study on happiness

TEDxBeaconStreet · 12:46 · Filmed Nov 2015

35 subtitle languages ?

View interactive transcript



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Task / Unfavorable

C Procedures / Constraints

Emotion - Fear
Fear - Criticism of Work

AVOID

Introvert / Less Powerful

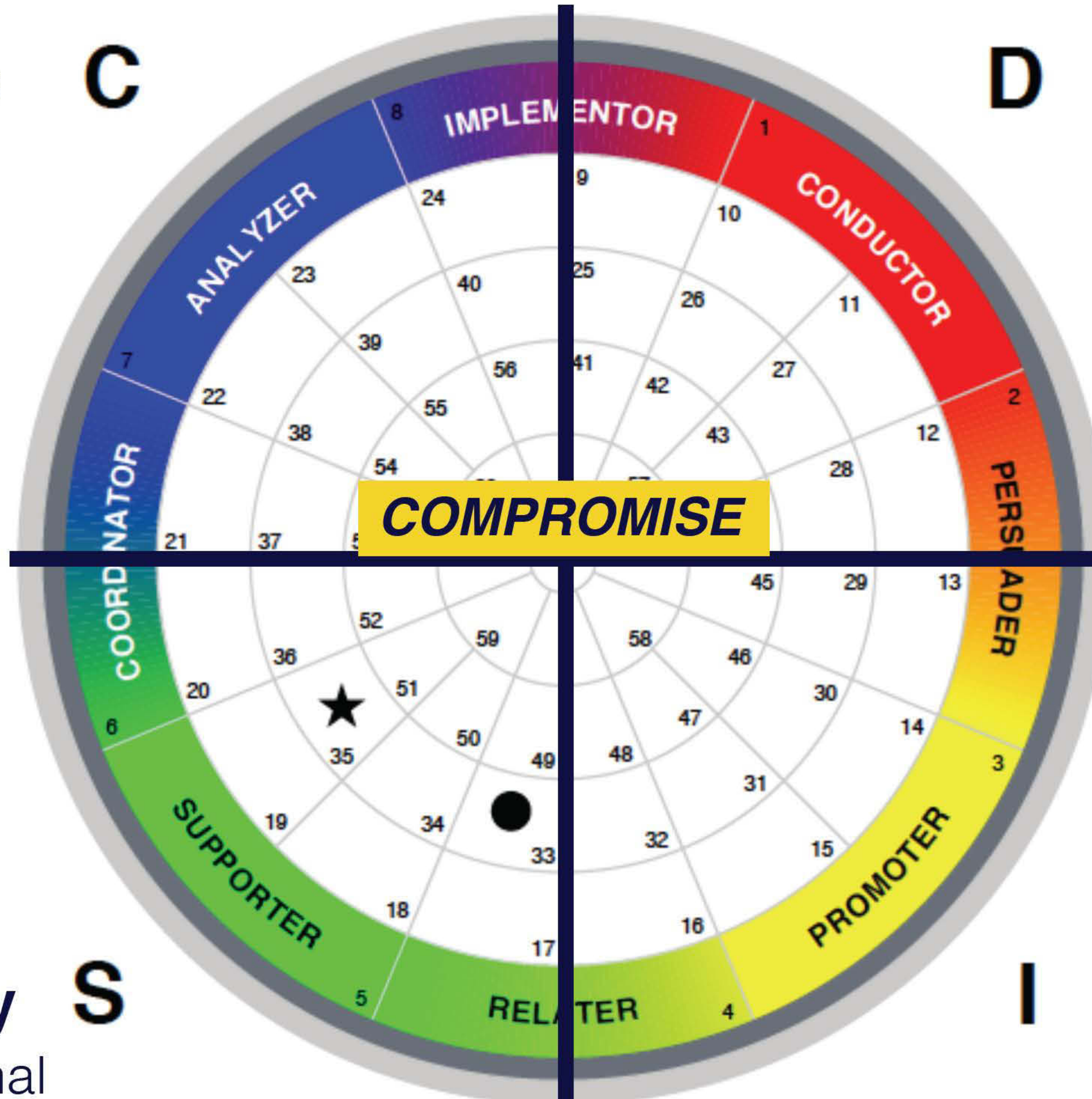
Implementor

S Pace / Consistency

Emotion - Non-emotional
Fear - Loss of Security

ACCOMMODATE

C



D

Problems / Challenges

Emotion - Anger
Fear - Being Taken Advantage Of

COMPETE

Extrovert / More Powerful

Innovator

S

People / Favorable

I

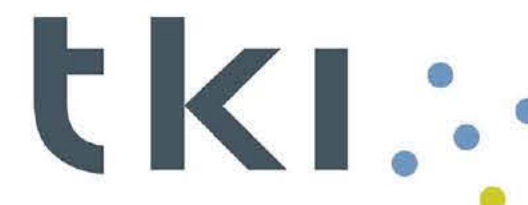
People / Contacts

Emotion - Optimism
Fear - Social Rejection

COLLABORATE

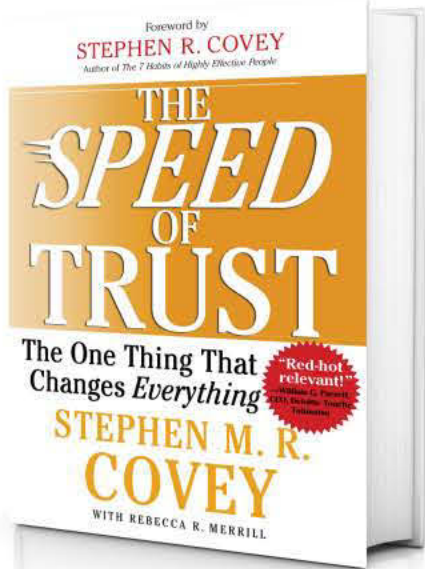
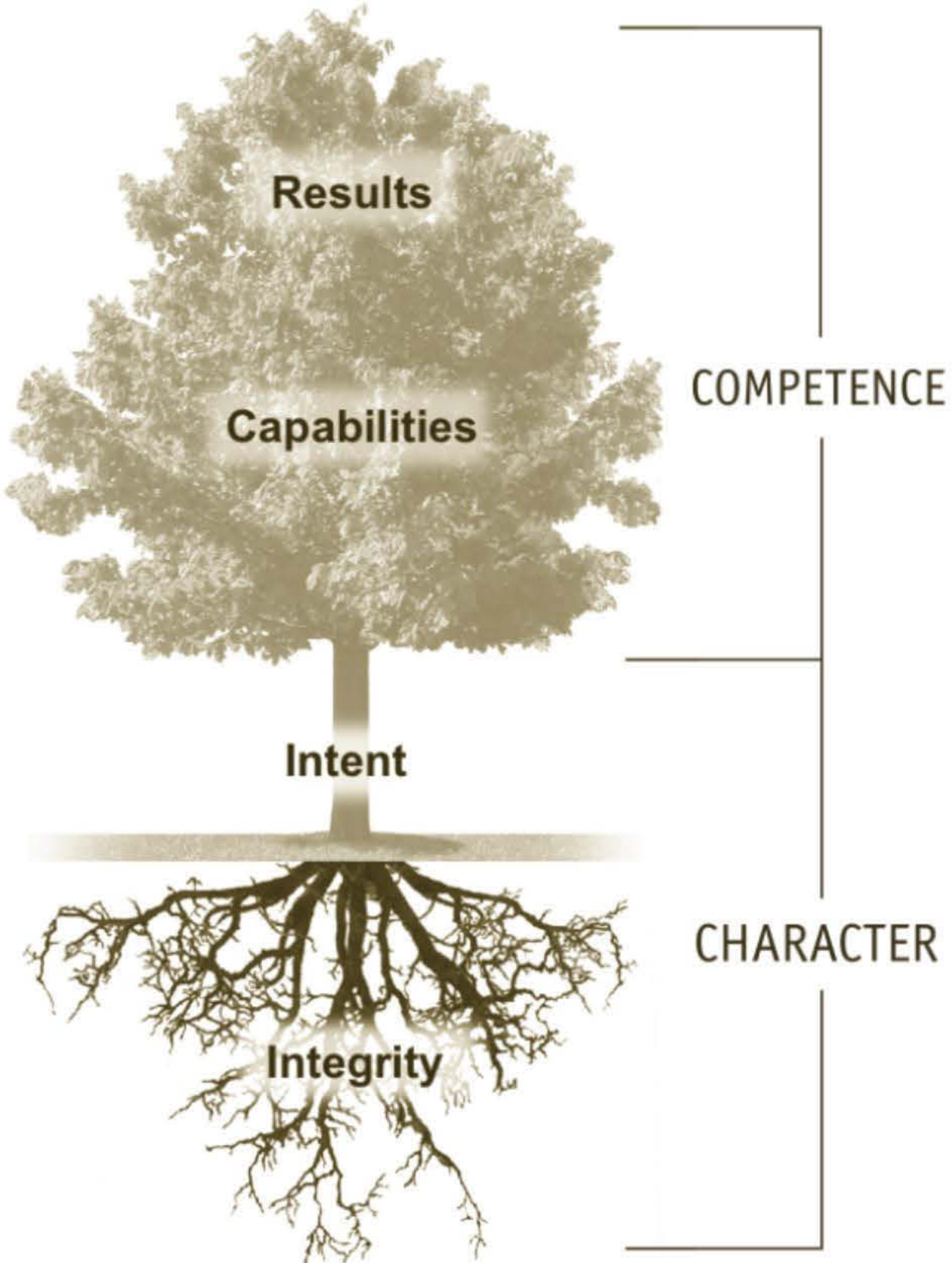


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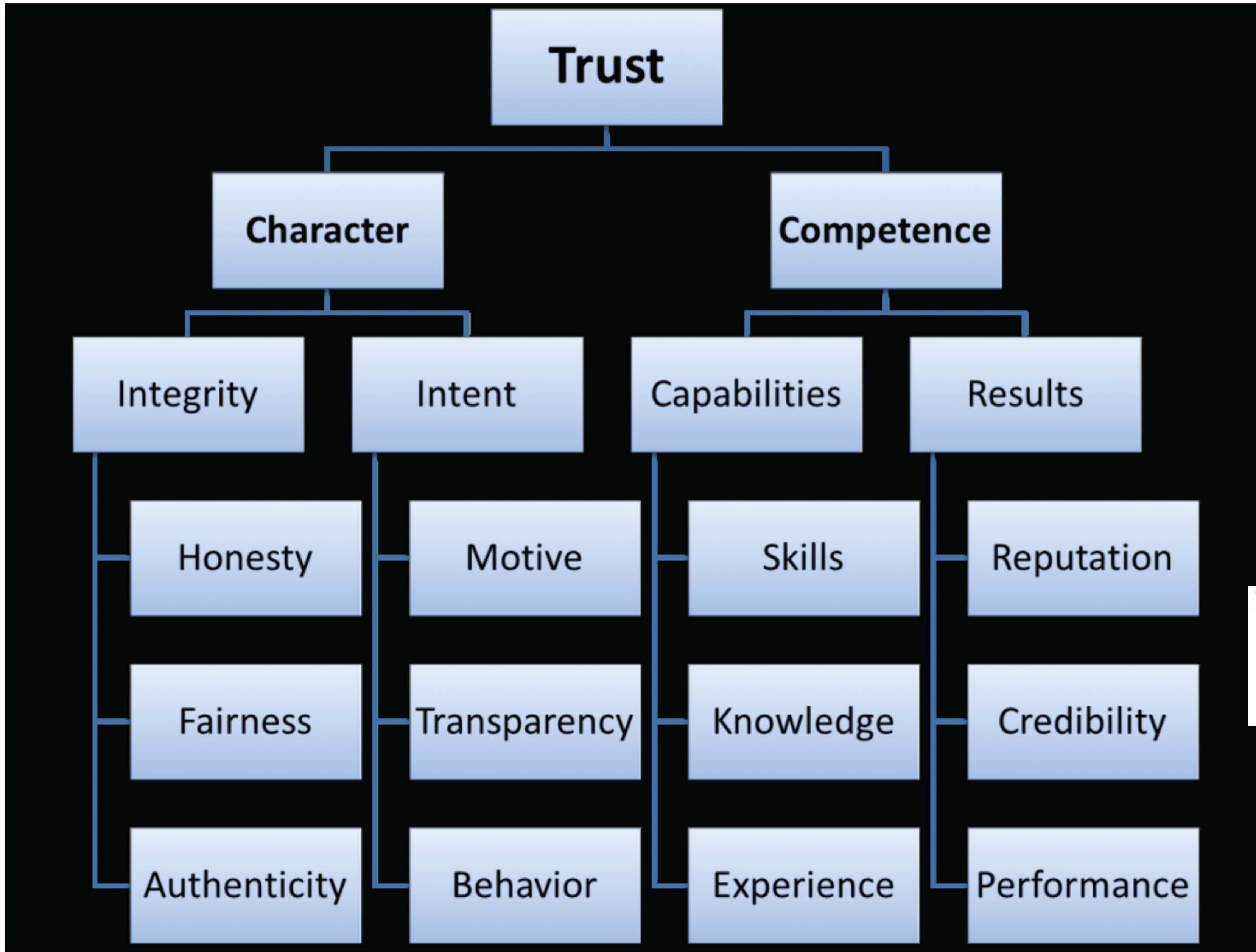


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Building Trust



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Group Activity

1. opening lines of communication
2. managing time
3. sharing resources
4. achieving strategic objectives
5. engaging employees

10 minutes

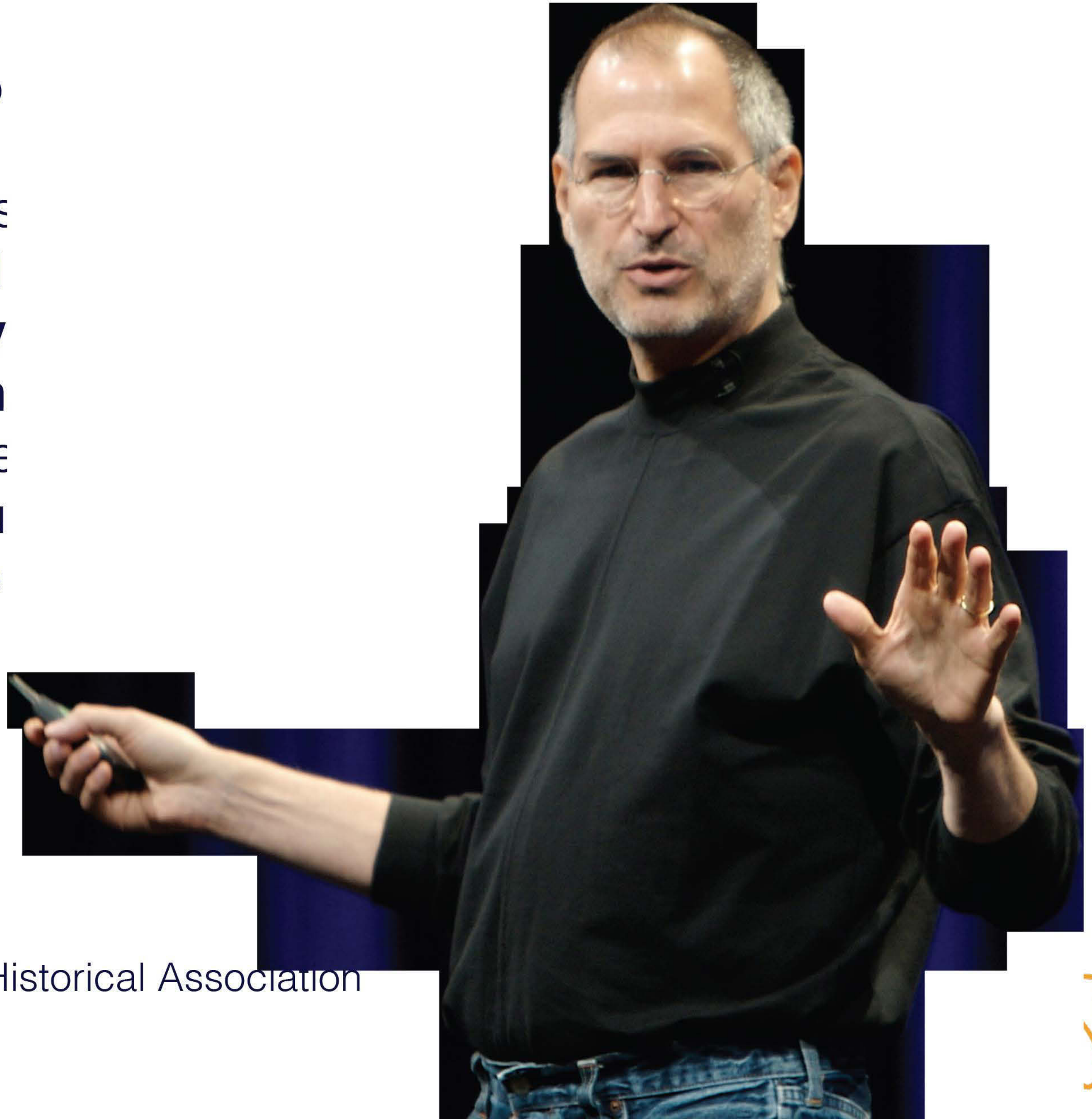
Select one person to report back to larger group

The image shows a handwritten signature in orange ink that reads "MICHAEL SEEVER". The signature is stylized, with a large, flowing 'M' and 'S'.

Inspirational Stories

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“When you grow up you tend to get to the way it is and your life is just to live to bash into the walls too much...that’s Life can be much broader once you d fact — **everything around you that y made up by people that were no sm** shake off this erroneous notion that life just going to live in it versus make you Once you learn that, you will never be

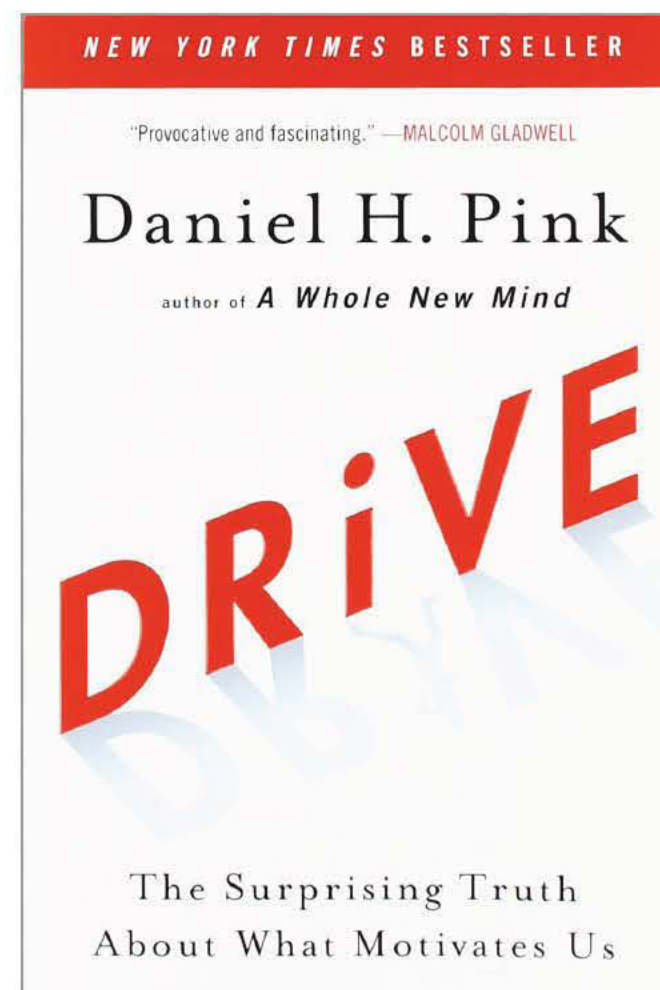


Steve Jobs' 1995 interview - Santa Clara Valley Historical Association





Photo credit: Rebecca Drobis



AUTONOMY: THE URGE TO DIRECT OUR OWN LIVES

MASTERY: THE DESIRE TO GET BETTER AND BETTER AT SOMETHING THAT MATTERS

PURPOSE: THE YEARNING TO DO WHAT WE DO IN THE SERVICE OF SOMETHING LARGER THAN OURSELVES

THESE ARE THE BUILDING BLOCKS OF AN ENTIRELY NEW OPERATING SYSTEM FOR OUR BUSINESSES.

— DAN PINK

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Inspirational Women



J.K. Rowling

1 - Raised in humble economic means

2 - Harry Potter series

3 - Britain's 13th wealthiest woman

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Inspirational Women



Oprah Winfrey

1 - suffered significant abuse

2 - Oprah Winfrey Show

3 - Richest African American of 20th Century, \$51M to charity

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Inspirational Women



Benazir Bhutto

- 1 - Harvard and Oxford education
- 2 - Her father was hanged
- 3 - Prime Minister during 3 different periods of time

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Group Activity

1. who did she influence
2. how her uniqueness helped her
3. her accomplishments
4. her predominant leadership style
5. lasting legacy she created

10 minutes

Select one person to report back to larger group



Review

1. Styles of Leadership
2. Building Relationships
3. Inspirational Stories



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**Be the
person you
needed
when you
were
younger.**

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