

The Leadership Lens



Objectives

- Discuss barriers to great teams
- Understand selected axioms surrounding team performance
- Understand the Power of Pygmailion



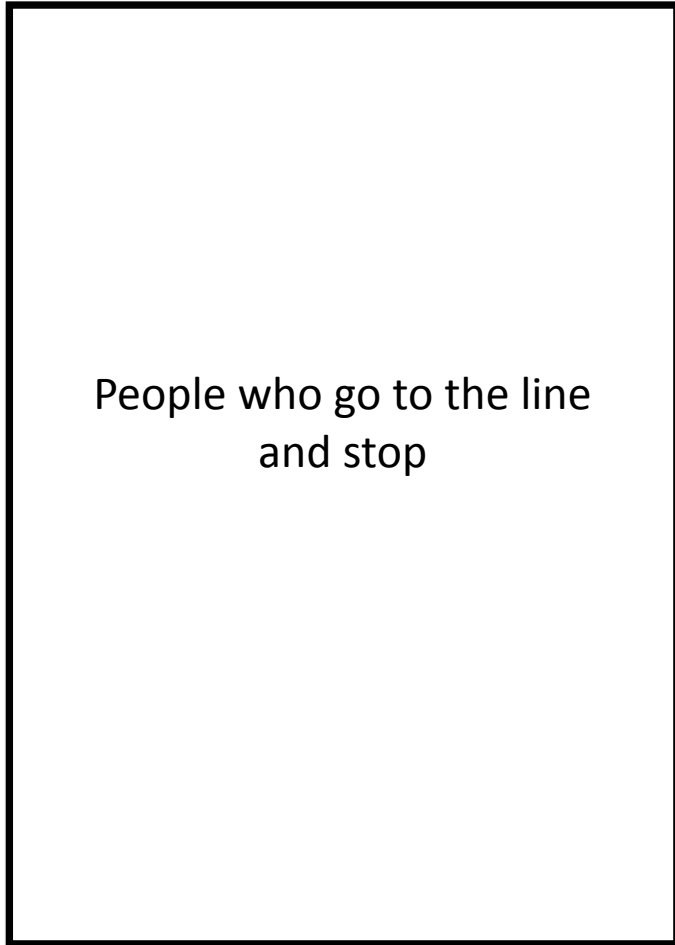
Group Exercise

BOXES...

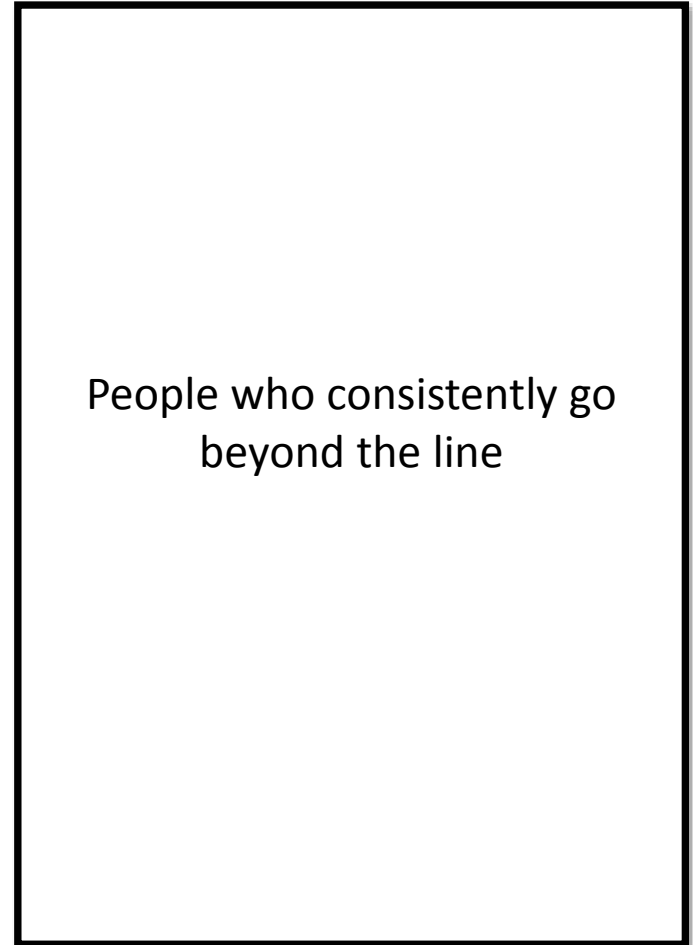


Boxes

1



2



Recognize These?



Leadership Axiom 1

“EVERYONE HAS VALUE.”



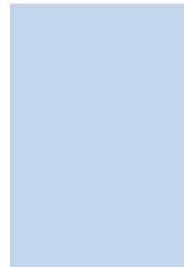
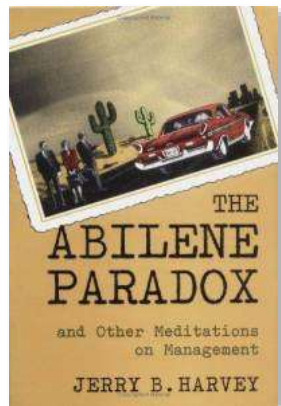
ACCORDING TO DR. JERRY HARVEY...



Trust



Mutual Respect



ACCORDING TO DR. JERRY HARVEY...



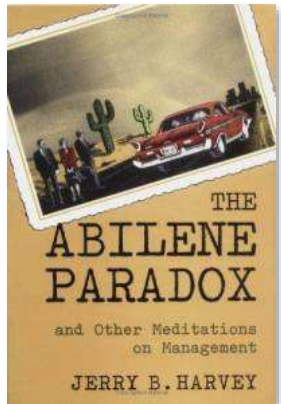
Trust



Mutual respect



Give and Take
(Organizational Grace)



Leadership Axiom 2

“Once I understand what you believe, I can almost always predict how you are going to **BEHAVE.**”



Leadership Axiom 3

Always ask:

**“WHAT PART OF THIS PROBLEM DO I
OWN?”**



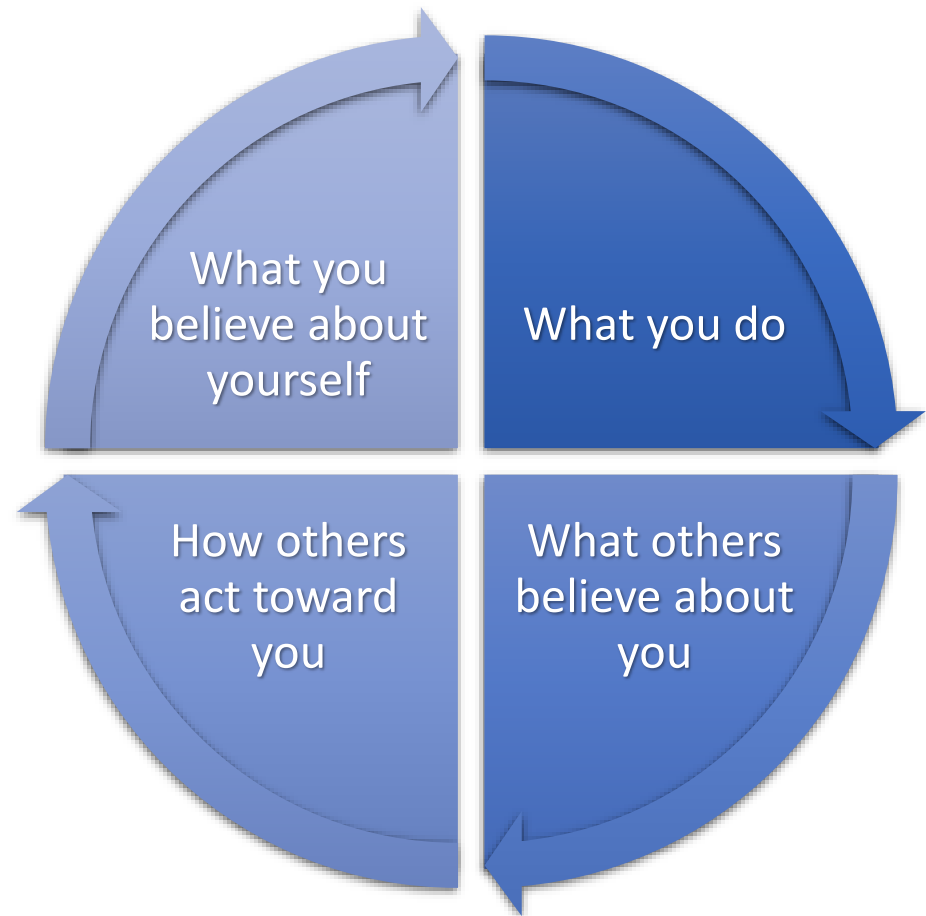
The Power of Pygmalion



PygmaLion Effect

“The phenomenon in which the greater expectation placed upon people, the better they perform.”

(or vice versa)



Pygmalion Effect (Negative)

Consciously or not - we tip people off about our expectations.

(Sometimes called the Golem Effect)

Social

- tilting of heads
- raising of eyebrows
- dilation of nostrils

...but most are much more obvious (sarcasm, rumors, snickers, etc.)

Professional

- Isolate them
- Ignore them
- Giving them less...
- Calling on them less often
- Waiting less time for them to state their opinions
- Interrupt them



SARCASM...



“the use of irony to mock or convey contempt.”

synonyms: mockery, ridicule, scorn, sneering, scoffing

Nothing breaks down trust on a team quicker than sarcasm.

Trust is the glue that holds it together. Say what you mean and mean what you say.



Pygmalion Effect (Positive)

Consciously or not - we tip people off about our expectations.

Social

- Smiles
- Cheerful greetings
- Relaxed body language

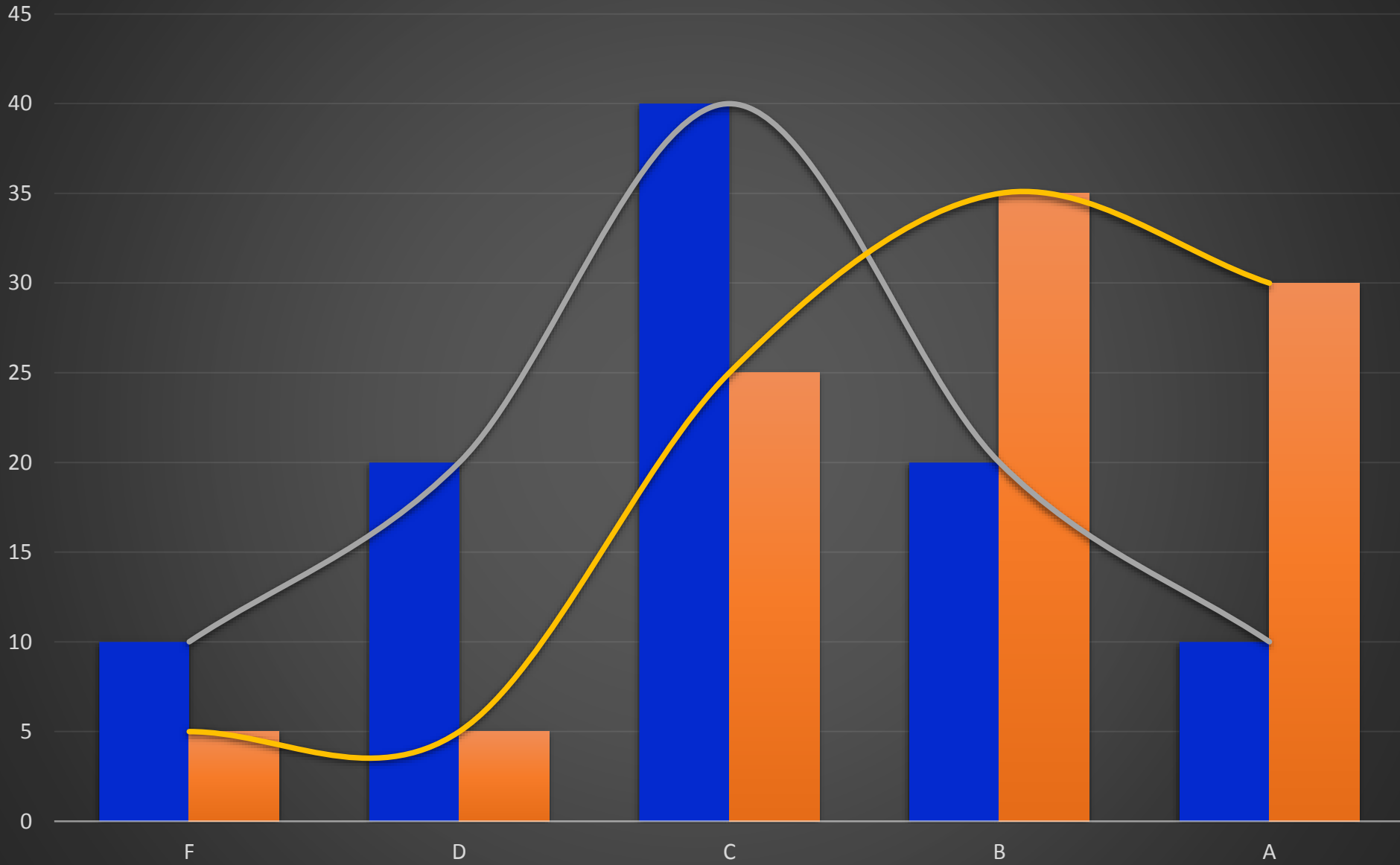


Professional

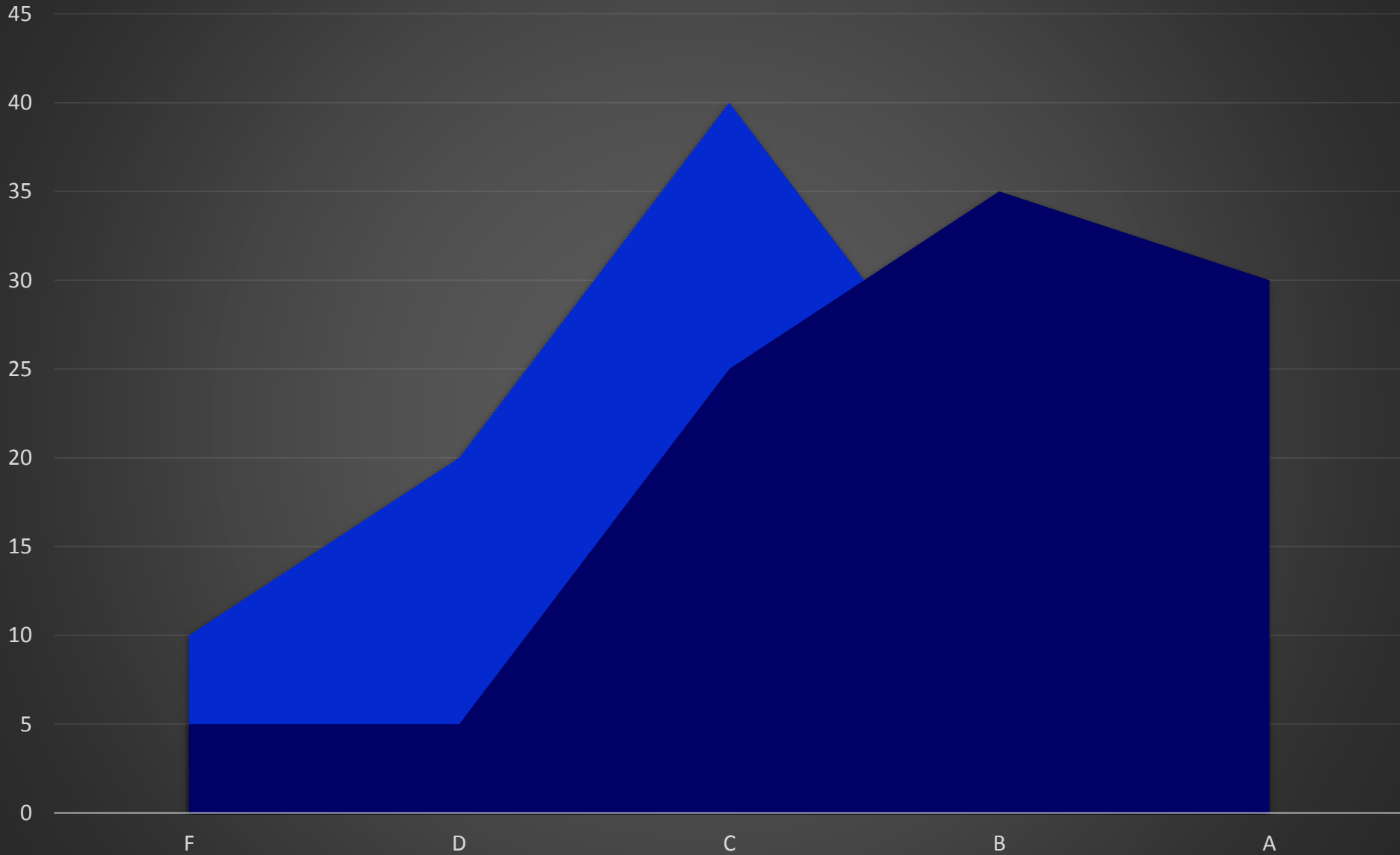
- Praise them privately
- Praise them publicly
- Giving them more...
- Calling on them MORE often
- Value and request their opinions
- Give them a platform
- Promote them



Performance Grades



Performance Grades



Questions?



