

UPPER MIDWEST CHAPTER
CLUB MANAGEMENT ASSOCIATION OF AMERICA

LEADERSHIP AND YOU

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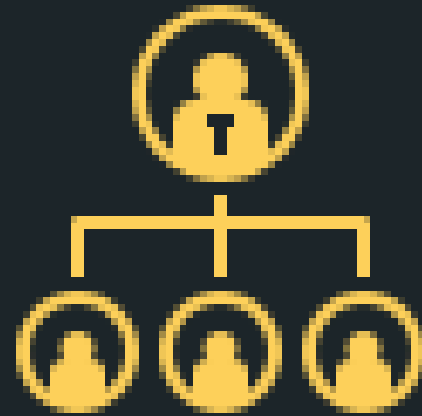
TODAY'S LESSON



FUNDAMENTALS



CHALLENGES



PERSON V.
POSITION



THEY OR YOU



CLOSING
THOUGHTS

“

SURVEY SAYS

Getting a group of diverse individuals
to be motivated, dedicated, determined,
and passionate about reaching the same goal.

Oh, and... humility and give a damn.

FUNDAMENTALS



COLLABORATION

Analyzing Opportunities
Removing Roadblocks
Celebrating Victories



FAIRNESS

Listening
Empathy
Equal Contribution



MOTIVATION

Build an Excellent Team
Share the Vision
Get Out of the Way



TRUST

Make People Feel Good
Vulnerability
Trust



COLLABORATIVE LEADERSHIP

STEVE JOBS

COLLABORATION

NO "I" IN TEAM, THERE'S ALSO NO "U"

- Breaking down silos, fostering work across sectors and departments
- Providing space to speak freely
- Move away from a top-down approach
- Allow leaders to work through challenges together, reinforce this approach through their respective teams
- Share the vision and respect the contributions of others
- In a perfect world, this should develop a very high functioning team

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LOVE THEM WHERE THEY ARE

- Love them where they are. Meet them there. Bring them along.
- "There is nothing so unequal as the equal treatment of unequals" - Aristotle
- Recognize and value differences.
- Be transparent. Share how the decision was made. Set expectations.
- Hold yourself and others accountable.

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SURVEY SAYS MOTIVATION

Leadership is influencing a team and its individuals towards a common goal or principle by demonstrating sincere care and concern for their growth and development. A leader is capable of identifying who belongs on the team and who does not, and has the courage to make necessary changes to benefit the team and its common goal. An extraordinary leader facilitates resources and support, empowers thoughtful and calculated action engages with each team member to ensure there is congruency and that everyone continues to move in the same direction. A leader is not self-serving but looks to provide the maximum benefit to the individuals on the team.

GET THE...OUT OF THE WAY

- Build an excellent team.
- Inspire vision, creativity and collaboration...the get out of the way.
- Play to the strengths of the individuals - let them try ideas that allow them to thrive.
- Don't have all the answers.
- Be positive.

MOTIVATION

“

SURVEY SAYS TRUST

Leadership to me is guiding, teaching, and demonstrating the core values of the organization. Leading is by example always and then letting others perform in their own strengths, talents and traits. Providing

opportunities for growth be it through mentoring sessions (building relationships) or professional development.

Sometimes it is nudging those we are responsible for to harder things, new jobs or skillsets. Leadership is being a safe and soft place to land – when those on your team need an ear and simply want to work out a situation. It is being

willing to have the hard conversations that are sometimes avoided but so needed for growth and cohesion. It is being willing to admit mistakes and sometimes using those mistakes as an example of what not to do! Leadership is trust.

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TRUST

FEEL = TRUST

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." - Maya Angelou

- Example of how you made someone feel...
- Be vulnerable. Have courage.

LISTEN/READ/WATCH: "The Power of Vulnerability" - Brene Brown

- Trust is built through the first three fundamentals: Collaboration, Fairness, Motivation
- Trust is **THE** most fundamental aspect of leadership.

READ: "Five Dysfunctions of a Team" - Patrick Lencioni

The Five Dysfunctions of a Team - Patrick Lencioni



CHALLENGES IN LEADERSHIP



COMMUNICATION

Listening
Feedback
Up and Down
"The Why"



BALANCE - "THE GREY"

Uncertainty
What You Can Control
Do the RIGHT Thing



CHANGE MANAGEMENT

Seek FIRST to Understand
Lead Me Not
The Fundamentals



PRESSURE

Situational Awareness
In Charge
Responsibility and Sacrifice

COMMUNICATION

DON'T FORGET THE WHY

- Perhaps the greatest challenge of communication is listening
- Importance of Feedback
- Communicating UP and DOWN, framing the message, creating buy-in on both sides
- Ask for suggestions, give credit

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SURVEY SAYS BALANCE

While Managers are no doubt "in charge" it is leaders who achieve true success for their teams. Leaders look within themselves and within their team to achieve the goals of their organizations. Inwardly, leaders must tap into an array of strengths, foresight, self-assurance, results orientation, courage, personality, and integrity. Outwardly, leaders must use these inward attributes to maximize potential from their teams through visibility, communication, attention and commitment.

"THE GREY"

BALANCED APPROACH OR BALANCING ACT

- One of the greatest things about the grey is getting to the other side
- Reflecting on 2020 (and 2021) - such great uncertainty.
- Circle of Control: Control, Influence, No Control
- Do the RIGHT thing.

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SURVEY SAYS CHANGE MANAGEMENT

Leadership to me is being able to lead, motivate, inspire, guide the direction and encourage a team to be the best version of themselves, both at work and outside of work, all while working together to complete a common goal.

To be a leader you must have possess these characteristics; have a positive outlook, be a good listener, be open minded and honest, don't be afraid to admit your own mistakes (humility), have your own goals and be disciplined.



COLLABORATION

BIG BANG THEORY

SEEK FIRST TO UNDERSTAND

- Be flexible, don't have all the answers.
- If you say nothing, nothing will change.
- Don't be afraid to make mistakes. Some of the most rewarding lessons and successes are driven out of mistakes.
- All fundamentals lead to your ability and adaptability to change.
- Communication, Collaboration, Commitment - and CARE.

But what happens when this just isn't enough...

CHANGE

LEAD ME NOT



FOCUS ON THE WHY

New position or new guy on the block, the easiest way to create buy in is to focus on the common objective. On the bus or off the bus.

STAND FOR SOMETHING

Stand against me, or with me... just stand for something and have the courage to talk about it.

DO THE WORK WITH THEM

When the tough get going...

Work shoulder to shoulder to show your commitment to finding a solution.

HAVE A DIRECT CONVERSATION

Honest. Compassion. Feedback.

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SURVEY SAYS
PRESSURE

"Don't show up to prove, show up to improve." As young professionals enter the industry, it's common to create self-induced pressure to have all the right answers. But, it's never been about being right and in charge of every situation. Leadership, at its root, is the social influence of others by encouragement, accountability, and diversity of thought. It's not a position.

PRESSURE

THE ART IS IN YOUR RESPONSE

- Never see your challenges as something you cannot overcome.
- The first person to get mad loses.
- Build a strong support system - lean in.
- At the end of it all...it is not about YOU.

EGO VS. EQUITY

POSITION
IN CHARGE
RESPONSIBLE FOR
THE JOB

EGO



PERSON
IN YOUR CHARGE
FOR THE PEOPLE
WHO DO THE JOB

EQUALITY

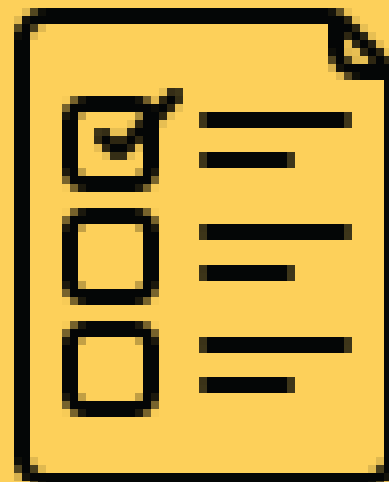


TASK VS. TEAM

THINGS
YOU
MANAGER

PEOPLE
THEM
LEADER

TASK



TEAM



“

SURVEY SAYS

**Leadership means taking risks,
building relationships, and challenging the status quo
to develop a shared vision of success.**

Lead by example.

Be consistent, fair and trustworthy.

Stay the course on what you believe is best.

Pay it forward.



WHAT WILL YOUR VERSE BE?

DEAD POET'S SOCIETY

**WILL YOU BE KNOWN FOR THE
TASKS YOU COMPLETED, THE
METRICS YOU SCORED - OR WILL
YOU BE BEST REMEMBERED FOR
YOUR IMPACT ON OTHERS?**



THANK
YOU

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