

5 Simple Tools to Transform Your Leadership

Think of the organizations with which you've been a part...were they filled with mostly good people...but the results just didn't match the organization's potential? What could they have accomplished if...*every leader*...had been Competent, Compassionate, & Collaborated to achieve the desired vision? As *The Executive's Ally*, your ally, we'll use the 5 tools outlined below to help transform your leadership team. In turn, your team will Unlock, Engage, & Optimize the potential in your organization. The outcome: You will Soar!

Tool #1: The Leaders Model



The Successful Ventures in Human Dynamics Model™ (the formal name) resulted from our founder's epiphany: What it takes to get an aircraft or organization "off the ground and to its desired destination" are amazingly similar. The *plane* in the Model represents a number of possible focal points: You, your "crew", organization, etc. Why use a "paper airplane"? Because the Model is ubiquitous for all leaders. Regardless of the size or type of organization, the factors and dynamic motion are the same. The primary differences: Scale and scope of operations.

Learn/apply the Perpetual Steps in the Model

Even Before You "Take-Off":

1. Point the plane toward the desired destination.
2. Properly "outfit" the plane to accomplish the mission/achieve the vision.

Balance These "Forces": To take off and soar, flyers effectively balance the forces addressed below. If you do the same, you will become a better leader & achieve better results. The Key: *No force is necessarily positive, no force is necessarily negative.*

3. *Lift* (represented by the up arrow in the Model) gives you the *potential* to "get off the ground". Lift is primarily created by those things that inspire each person to derive the motivation to achieve the organization's vision & mission. The caveat: If you aren't careful, you might "go too high, too quickly". The higher you go requires greater mastery and can cause you to lose perspective.
4. *Thrust* (represented by the arrow facing right) propels you forward and allows *potential* Lift to become *actual* Lift. Thrust is primarily created by coordinated efforts (by you, your "crew", affiliated partners, etc.) that produce effective results. The caveat: If you aren't careful, you might "go too fast, too soon".
5. *Drag* (represented by the arrow facing left), primarily caused by ineffectiveness, holds you back. The caveat: Being "held back" can be a good thing. Most organizations need at least one "Devil's Advocate" to ensure careful consideration of what/when/how/why/where things are being considered/done.
6. *Weight* (represented by the down arrow) makes it harder to "get off the ground and climb". All Weight is inevitably affected by "gravity" (dealt with as an External Condition, below). The key issue leaders must solve: DeadWeight (or potential that remains "locked up" in humans). DeadWeight indicates a lack of a clear vision & mission or the "crew's" connection to both. The caveat: As the saying goes, being "grounded in reality" can be a good thing.

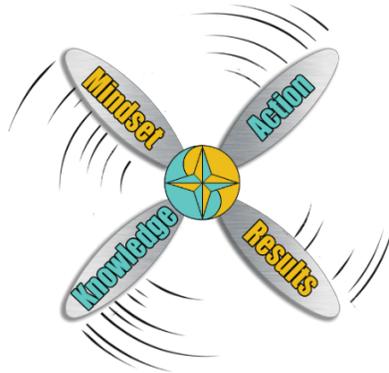
Address These Issues: As a leader, you have some measure of control, or at least influence, over the 6 Steps above. To be a complete leader, you must also be prepared for and navigate through those issues outside your control.

7. **External Conditions** (represented by the storm and the wind “pushing” the clouds in the Model) are factors and issues over which you likely have little, if any, control or influence.
 - a. Some External Conditions are obstacles that should be *avoided*. The storm depicted in the Model is a natural obstacle and dangerous to fly through. Organizations experience many “storms”; learn how and then take steps to avoid them. Many of these storms will be specific to your organization or industry.
 - b. Other External Conditions are ever-present; *you need to deal with them*. For flyers, wind is unavoidable; not only is it always present, the direction and velocity frequently change; it affects take-off, navigation, etc. The economy, regulations, laws, and opportunities are examples you might encounter. All unavoidable issues will likely impact your organizational plans and outcomes to some extent, great or small.

The Model has potentially broader implications, but we will focus on the decisions made by leaders of an organization that relate to people, systems, structures, etc.

Tool #2: The Make Your M.A.R.K! Cycle

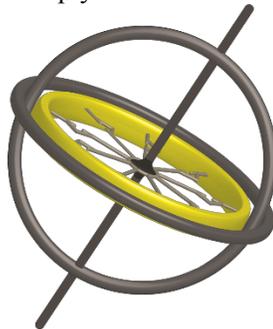
The *Cycle* was built to complement the *Model*. Good people who are serious about becoming great leaders recognize the absolute #1 difference between the leader role and all other roles for people in positions of authority (it is the starting point of the *Cycle*):



Adopt the proper **M**indsets, to ensure you are mindful of the impact your actions have on others,
Put your thoughts/plans into **A**ctions that will achieve your goal(s),
Determine the **R**esults you desire; then Measure/Assess progress to get/stay On Course,
Reconcile the **K**nowledge you Need; Gain/Share that knowledge with others on your crew.

Tool #3: The Gyroscope System

(Follow the *System* to help you best use the *Model* and the *Cycle*.)



The components of *The Gyroscope System* include:

The “brands” that support your transformation to become a great leader:

1. **Soaring Leaders Academy:** Our teaching/mentoring “brand” educates and clarifies concepts for leaders who are hungry to Grow Forward. Scope: Individual &/or “crew” growth. Focus: Build awareness of and provide knowledge of the mindsets and skillsets necessary to become a Great Leader.

2. **True Leaders Forum:** Our coaching and facilitated-mastermind-groups “brand” helps leaders establish and achieve their personalized & organizational vision. Scope: Individual & “crew” growth. Focus: Build awareness of an individual’s current capability and provide the opportunity to improve the mindsets and skillsets necessary to become a Great Leader.
3. **Impact on Results:** Our consulting “brand” is based upon our proprietary C.P.E.G.=+I.O.R. method. Scope: Organizational performance and growth. Focus: Ensure the people affiliated with our client organizations and the systems they use are aligned to achieve organizational goals.

Levels of Leader Readiness

Because leader development can’t be “one-size-fits-all”, our programs were built to serve the right people, at the right time, and in the right way. This is achieved by scaling our material to each person’s expected level of leader readiness:

1. **Emerging Leaders:** Relatively inexperienced leaders who are learning to understand/deal with expectations.
2. **Leaders with History:** These leaders have gained depth and breadth of experience and are learning to consistently achieve excellence.
3. **Leaders of Leaders:** These leaders have advanced to the level where they understand the necessity and are diligently attempting to master the development of other leaders. This will ensure accomplishment of the organization’s mission today and achievement of the organization’s vision well into the future.

Tool #4: *The Leader’s Challenge*



Imbedded within the Gyroscope System is *The Leader’s Challenge*. Accept the challenge and earn the Ratings that will ensure you have the ability and confidence to serve as a Great Leader and navigate evermore complex situations. In addition, we offer 2 Complements that supplement the Ratings to ensure you have the skills and tools you need to succeed. Shown in recommended order of completion:

1. **Ground School:** The Foundational Complement that provides a framework for effective leader growth and development; it is necessary to ensure leaders at all levels start out On Course.
2. **Earn Your Wings (Rating #1):** Oriented toward helping “Emerging Leaders” fully grasp the importance of managing expectations; plus, it gives more senior leaders a baseline for developing Emerging Leaders.
3. **Master Flight (Rating #2):** Oriented toward helping “Leaders with History” consistently achieve excellence; plus, it gives more senior leaders a baseline for developing Leaders with History.
4. **Soar (Rating #3):** Oriented toward developing “Leaders of Leaders”; it is the pinnacle rating for Great Leaders wishing to achieve and sustain exceptional results through the development of other leaders; it also serves as an extraordinary succession planning primer.
5. **Maintain Currency:** This Complement supplements each Rating by helping ensure leaders maintain a path toward greater competency within the Rating they have earned.

Not sure you’re ready to accept *The Challenge*? Although you will likely delay your growth and the results you might enjoy, some of our clients initially gain great insight from one of the Phases in the series (below) and then decide to see just how high they can soar through *The Leader’s Challenge*.

A key aspect of *The Gyroscope System*: Our **Lead with the Wright Stuff** leader development series:

1) Unlocks the secrets of *The Leaders Model* and *The Make Your M.A.R.K.! Cycle* and 2) Supports the Ratings/Complements in *The Leader’s Challenge*. The Phases in the series and the Rating/Complement each supports:

To support *Ground School*:

Phase-1: “On Course: Become a Great Leader & Soar!”

To support *Earn Your Wings* (Rating #1):

Phase-2: “Become the Boss You Always Wanted”

Phase-3: “The Leader’s Magic Mirror” (2 parts):

First Look: Your Internal R.E.F.L.E.C.T.I.O.N.

Second Take: Your External I.M.A.G.E.

Phase-4: “Lead with P.R.I.D.E.”

To support *Master Flight* (Rating #2):

Phase-5: “True Leaders Grow Forward”

Phase-6: “The Leader’s Path: From the Ideal, through the Ordeal, to the Real Deal”

Phase-7: “The Leader’s ‘Investment’ Tool: Ken’s I.R.A.”

To support *Soar* (Rating #3):

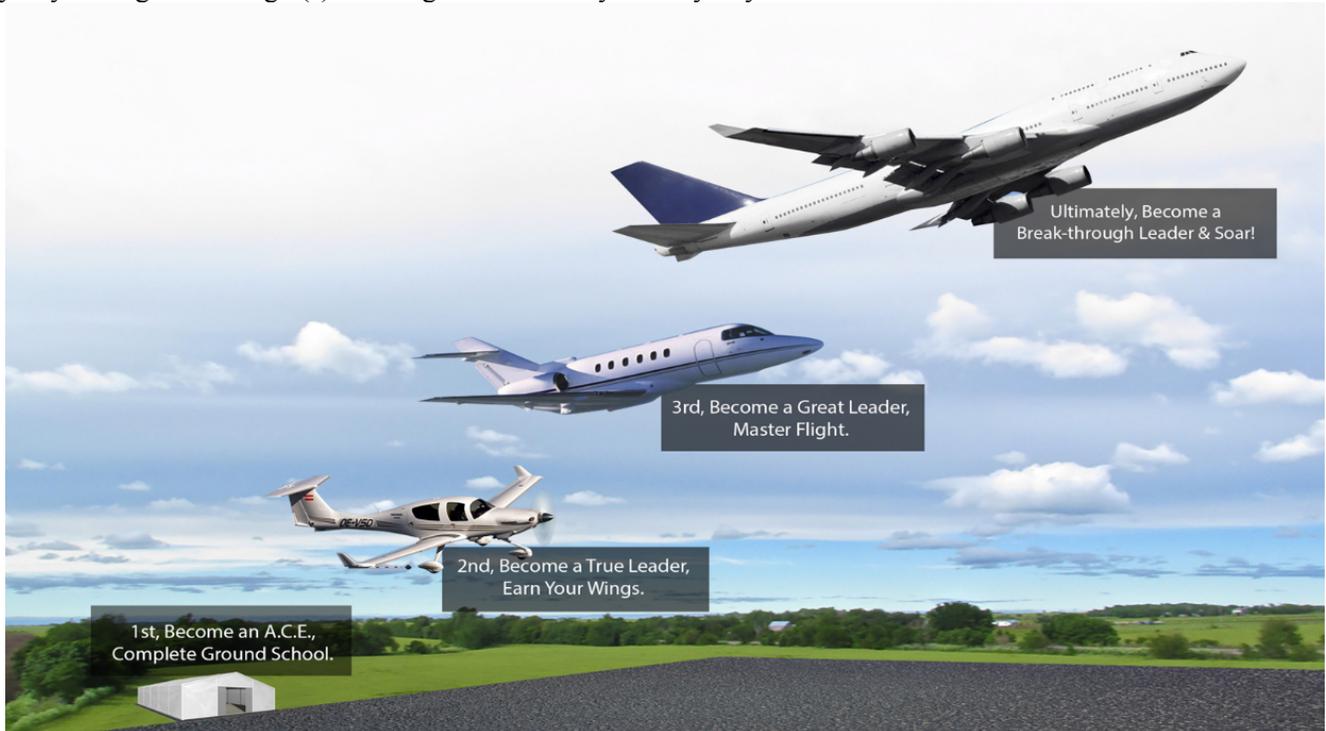
Phase-8: “Make Your Organization C.L.I.C.K.”

To support *Maintain Currency*:

Phase-9: _____ (Built to meet your needs and keep you Growing Forward)

Tool #5: *Your Flight Plan*

To get where you want to go, determine where you are. We’ll work with you to complete the assessments to ensure you/your organization get(s) off the ground and on your way to your desired destination.



File *Your Flight Plan* & prepare for Take-Off!

Notes to help with FAQs we receive:

1. Because our founder had the privilege to fly in the United States Air Force, many of our products/services have an aeronautical “flair”. Comparing his flying experiences with the tools he subsequently needed to lead medical facilities helped him realize the connection between the dynamics of flight and Leader Transformation.
2. Some use the analogy: “Getting the right people on the bus”. As much as we appreciate the work of others, here’s the problem with the analogy, a “bus” drives on predetermined roadways (you know when you are off the road). Flying is more akin to leading organizations than driving because if you fail to use the proper “instruments”, you may not know you are Off Course...until you crash. Plus, there is only 1 bus driver; although 1 crew member serves as pilot, each member of a crew-based airplane is integral to the successful accomplishment of the mission.
3. Affiliated Products: Flyers use Checklists to effectively accomplish the mission/achieve the vision and Flight Logs to record events and reflect on areas ripe for improvement. As a leader, you should also use these tools. Along with the other products and services we offer, we have incorporated both these aids into our system to help Good People become Great Leaders. *We can’t wait to help you achieve a successful transformation!*

Contact us: WE WILL HELP YOU SOAR!

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