The Institute for Management Studies
38 Years of Executive Education Excellence

Presents

Reality-Based Leadership: New Approaches to Solving Old Problems

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Efficiency
- Outcomes
- Process
- Teams
- Accountability
- Management

Loyalty
- Empathy
- Responsiveness
- Team-work
- Resources
- Individual
- Coaching & Development
- Leadership

“In changing times, lead first, manage second.”
Typical Responses to Trends

- Change Mindsets
- Change Reality
- Quit
- BMW Drive

Learned Helplessness

Employee Value = Current Performance + Future Potential - (3) Emotional Expense
Emotionally Inexpensive

Personal Accountability
Reality Based Leadership
Change Capitalization
Organizational Alignment
Driving for Results

Personal Accountability

Why doesn’t anyone tell me anything?
Why do they keep changing?
When will they get it?

*Personal Accountability, QBQ.com by John Miller*

Personal Accountability, QBQ.com by John Miller

Reality-based Leadership
The average person spends
Two hours a day arguing with reality

Right or happy?

After the story . . .
How can I help?
What is the next right action?
The minute you start judging . . .
You STOP serving
You STOP leading
You STOP adding value

Organizational Alignment

Does my opinion count?
**Does My Opinion Count?**

**Decision**

Role:
- Decision
- Consultant
- Informed

Role:
- To do whatever it takes to make it work

**Capitalizing on Change**

**Leadership Personal Assessment**
- Being Clear
- Participation
- Risk
- Honesty
- Stakeholdership
- Partnership
- Responsibility
- Commitment
- Vulnerability
The Art of Reframing

Work with The willing
Whether or not you believe something to be possible or impossible, either way you will be right.

Thinking Inside the Box

Identify Goals
What are the constraints?
Box it out
Replace “or” with “and”
Problem Solve

The power of “AND”
Negative Brainstorming

Resistant Employees
- Over-rewarded
- Under-coached
- Lack of lateral moves
- Career pathing
- Protected due to technical skills
- Lack of knowledge transfer

Change Sequence
1. Aware
2. Accept
3. Act
4. Build
5. Blend
6. Consequence
What inspires?
What works?
What’s possible?
What’s not working yet?
What’s missing?

Feed forward

Danger Zone
Driving for Results

Results Circle

Decloration
Account - ability
Response - ability
Ind. Contribution
Stakeholdership

Right
Blame
Collude
Victim

Results
or Learning

Reasons
Stories
Excuses

Thanks!
cywakeman.com
Want more?

- Buy the book, “Reality Based Leadership”
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