TAKE THE LEAD!

Full Throttle Engagement
Powered by Coaching

A Vantage Program Designed for CAPHRA Conference
“Something’s happenin’ here. What it is ain’t exactly clear.”

The ‘old school’ way of leading & managing is over
Together, let’s redefine leadership!!

This is a ‘kairos’ moment!
“Cup & Ice It”

Learning Moment!
Today… Stuck in
Same Ole Same Old Thinkin’

- Feeling the need to parent and/or acting like a child
- Wondering if what you do makes a difference
- Dealing with bloat of policies, procedures, habits, rituals
- Micro-managed and/or doing fake work
- Being handed goals instead of co-creating them
- Caught up in turf issues
- Consumed with check-off mentality that is disconnected from vision, mission, values
Implications for “Managers”: Let Go of…

- Knowing every answer, solving every problem
- Seeing ourselves as sole source of authority & power
- Having tight control over everything
- Holding old school views of who can lead
- Parenting
- Feeding our own egos
- Dysfunctional comfort
Implications for Staff: Let Go of…

- Playing the role of child, victim, cynic
- Waiting…to be told what to do
- Doing only what is expected --- delight others by doing MORE
- Fear of ….risk, failure
- Holding old school views of who can lead
You’re not Alice, this doesn’t have to be a fairy tale!
So What? Why is genuine shared leadership so meaningful?

It is who we must ‘be’ to create full throttle engagement
Success Equation

BE + DO = HAVE
- BE a leader from your seat
- DO ????
- HAVE full throttle engagement
Think of the many meanings of ‘engage.’

Now define ‘full throttle’…
Signs of Full Throttle Engagement

- A leader in every seat
- Everyone adopts a framework of possibility & positivism
- Every person owns the success of the entire organization
- Everyone is personally aligned with vision, mission, values
- Everyone fosters high quality relationships
- Everyone commits to learning & un-learning
- Everyone has demonstrates a bias to effective communication
- We celebrate together (often)
What derails us?

We don’t know what to ‘do’ differently.
What do we DO?

Universal adoption of coach leadership!
Intentionality…

We must come off ‘autopilot’ and become more aware of our everyday choices. We’ve got to challenge ‘same old, same old’ regularly.

We’ve got to shed dysfunctional comfort.
Intentionality is...

A self-management system for one’s thoughts, feelings, beliefs and actions that is applied regularly to challenge our habits. Question everything!
Beware Inattentional Blindness!
Focus on your circle of influence for maximum benefit!
Roadmap to Full Throttle Engagement

- Redefine leadership/followership
- Reset expectations
- Peel back layers of ‘old paint’
- Deploy universal coach leadership 101
- Gear up for the glory work
Gear up for the glory work!

“I’m on the edge of glory & I’m hanging on a moment of truth…” Lady GaGa
Take the Lead

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LETA M. BEAM
Leta Beam
President, Vantage International
Leadership & Business Coaching

717.238.3939
leta@vantage-inter.com
www.vantage-inter.com