

LIVE STREAM



EDUCATIONAL SEMINAR

INFLUENTIAL LEADERSHIP

1

SEMINAR SPEAKER



LEIGH ERICKSON
Site Leader, ISC Direct
Honeywell

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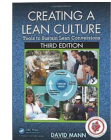
INFLUENTIAL LEADERSHIP

LEIGH J. ERICKSON
SITE LEADER AT HONEYWELL-PLYMOUTH

Honeywell

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LEAN TOOLS



RLG Ops Manager STANDARD WORK Rev Y		YEAR	WEEK OF YEAR	NAME	LEI
		MONTH	WEEK OF MONTH		
Where there is no Standard there can be no Kaizen. Taiichi Ohno					
Day	Time	Daily Activity	<input type="checkbox"/> Incomplete	<input type="checkbox"/> Complete	Notes
M	T	8:00am	Conduct RLG Tier 3 Meeting, Attend MPLS ISC Tier 4		Record escalation
T	W	F	COB		Review 1 Day by Area Chair, Other escalation
W	T	F	COB		Complete 1 Daily HSE Call Review
Th	T	F	COB		Complete 1 Supervisor Health Check signoff
Day	Time	Weekly Activity	<input type="checkbox"/> Incomplete	<input type="checkbox"/> Complete	Notes
M	T	8:00am	Merge a number of Pointed Items (Start Items to Archive, check boxes for items >29 days old)		>30000 and



Leader Standard Work

- What do I need to do?
- Leader Standard Work aligns individual critical tasks with other team members tasks

Visual Controls

- How are we doing?
- Goals are easy to understand and the team knows where we are doing well and where we need improvement

Daily Accountability

- Who owns what actions?
- Team sees over time who is accountable for items
- Everyone 'owns their dirt'

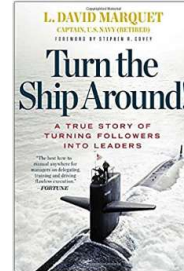
Lean Tools Help People See and Understand The Business

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INTENT BASED LEADERSHIP



- Change 'Tell me what to do' or 'I suggest' to 'I intend to'
- When someone asks 'What should I do?' respond with 'What do you intend to do?'



Turn The Ship Around

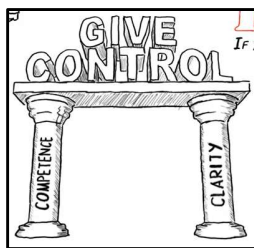
By L. David Marquet

www.leader-leader.com

To Act Your Way To A New Way Of Thinking – Use The Word 'Intent'

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INTENT BASED LEADERSHIP



- **Competence** = skills and abilities to perform action
- **Clarity** = knowing what the team and business need to succeed and improve
- Once attained – then a person is ready to **have the control!**



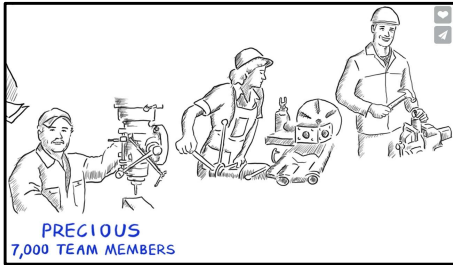
- Individual/team ability to make quick decisions that meet the business vision
- A high communication, efficient culture in which **everybody matters**



Giving Control gets Organizational Decision Speed AND Values Individuals

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ENGAGE PEOPLE BY DEMONSTRATING THAT EVERYBODY MATTERS

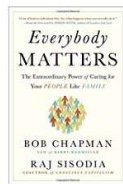


Leader Expectation

Every person has skills and abilities that we value

Organizations help people learn, grow and reflect their *positive sense of worth* to others

Ideally, modify the organization to the people – not the people to the organization



Everybody Matters

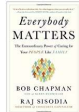
By Bob Chapman & Raj Sisodia

www.berrywehmiller.com

EVERY PERSON Knows Their Value and Their Teammates Value

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ENGAGE PEOPLE BY DEMONSTRATING THAT EVERYBODY MATTERS

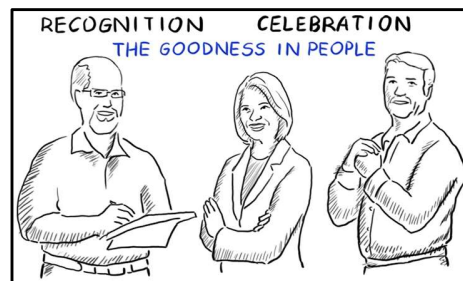


Help People Grow Self-Awareness

Individual Strengths, Influencing Behaviors, Skills

Recognize Individuals and Teams

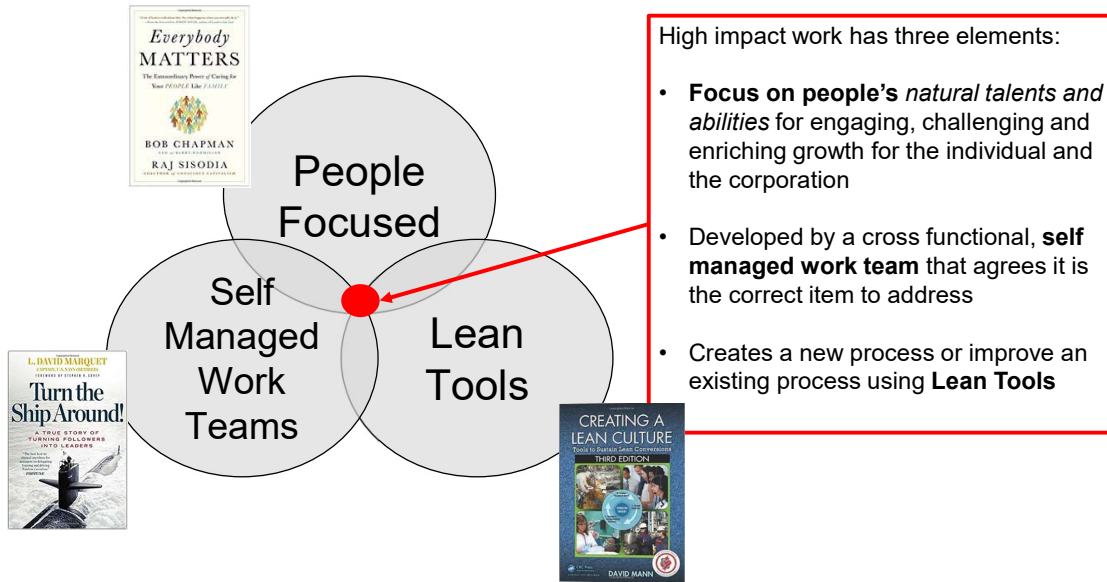
1:1 time with leaders, monetary awards, projects that 'fit', 'book club' learning, training classes, lunches, etc.



A Leader's Greatest Influencing Element is Time

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INFLUENTIAL LEADERSHIP DEVELOPS A SUSTAINING CULTURE WITH IMPACTFUL WORK



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THANK YOU

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