

Lead Where You Stand

Your Influence is your Leadership

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Leader Leadership Followership



Leadership is Influence



Listen Learn Lead



Listen Learn Lead





Leaders do not summit the mountain without their whole team.

Leadership is **Influence**

based on

Credibility Connection Trust

Are you a leader?

Manager

Leader

How do we get this done?

- Systems
- Task Efficiency
- Process
- Execution
- Deadlines
- Control

Where are we going and why does it matter?

- Connection
- Trust and Courage
- Clarity and Confidence
- Meaning
- Energy
- Momentum

Questions

Manager

Leader

Are we hitting the numbers?

Are processes and policies working?

Are people productive?

Are we on schedule and within budget?

Are we moving in the right direction?

Does this work matter?

Are people growing?

**Are we building trust, resilience,
and long-term value?**

**Will this organization still be healthy
five years from now?**

Purpose brings people together.

Connection keeps them there.

**Think of a time at work when you
felt connected and significant.**

What happened?

What was said to you?

How did you feel?



Listen. Learn. Lead.



What is the research saying?

67% of employees claim they are unengaged at work

(Gallup 2025)

- *“My supervisor, or someone at work, seems to care about me as a person”*
- *“There is someone at work who encourages my development”*

30% of employees perceive they are invisible at work

(Workhuman 2025)

- *People who’ve never been thanked at work are 2x more likely to look for a new job in the next 12 months*
- *\$20 million of opportunity is lost for every 10,000 workers due to low well-being and its drain on performance*

Employees flourish when they matter and make a difference

Prilleltensky (2020), Zach Mercurio Colorado State University (2019) & Steger, Kashdan, Sullivan, & Lorentz (2008)

- *Work motivation, engagement, and satisfaction increase when individuals feel valued and are allowed to add value*

It Starts with Connection

Leader Behaviors

Significance

Ensure others feel seen, heard,
understood, and cared for

Valued

Ensure others feel appreciated, valued,
and recognized for their impact

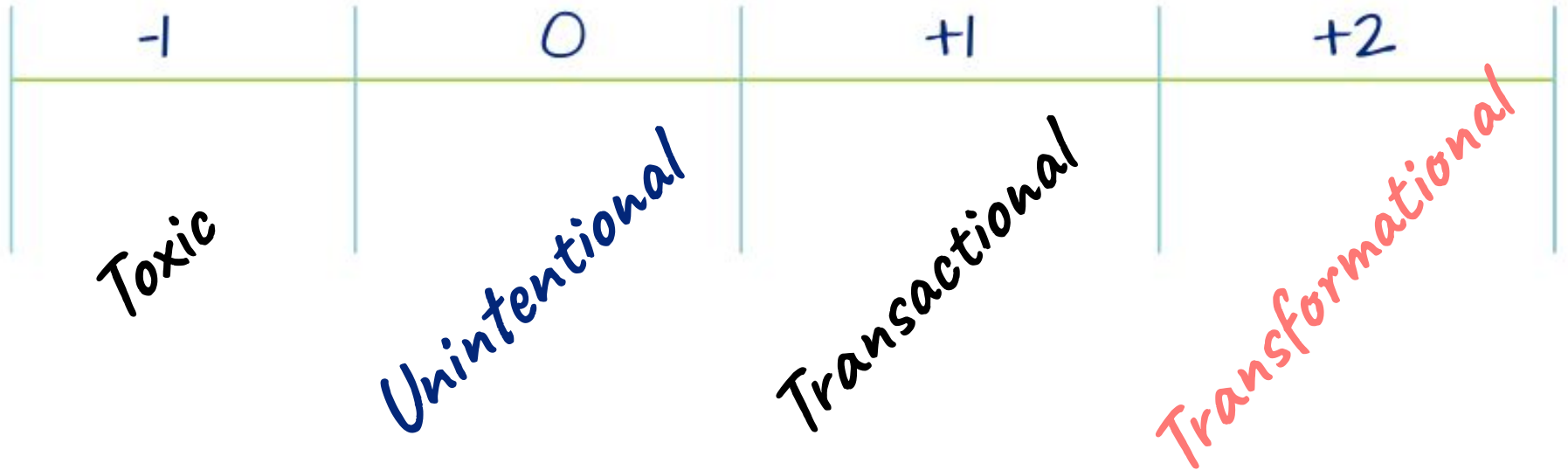
Essential

Ensure others feel needed and
important to the organization's purpose

Belief

Ensure others see your belief in their
ability and confidence in their
performance

Intentional Leadership Connections



A faint, light-colored silhouette of a person standing on a large rock with their arms raised in a gesture of triumph or achievement. The background is a soft, light gradient with a subtle lens flare effect in the lower right corner.

Top Performer?

High Achiever?

Successful?

Workhorse?



Doer

- High Performer (smartest)
- High Achiever (fastest)
- Workhorse (productive)
- Competitive

Multiplier

- Curious
- Connected
- Credible
- Trusted

**What if my
boss or current team
struggles to lead?**

Leading Up

Flip It

Learn what not to do and flip it to do the exact opposite.

Own Your Work Culture

Strive to create the conditions and environment needed for team success.

Be Curious

Be the most interested person on the team. Ask questions. Learn from others.

Develop Forward

Support your boss as a leader. Their success is the team's success.

Resist the Need to Climb

Press pause on your climb up the corporate ladder and find ways to connect with your colleagues.

“Every organization is perfectly designed to get what it is getting.”

– Arthur Jones

Eudaimonia



Listen. Learn. Lead.

**Do not leave your leader
influence up to chance.**



**You have the opportunity
to start today and lead
where you stand.**

Listen. Learn. Lead.



Leadership is **Influence**

Lead where you stand

What? So What? Now What?

1. **What is a new nugget of learning?**
2. **How does this learning challenge you now and in the future?**
3. **What is an actionable insight or next step for you?**

**Thank you for supporting your team
to summit the mountain together!**

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