

Becoming a Leader: How to Create Your Own Roadmap



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My Story: An unlikely leader



Agenda

1. Who can become a leader?
2. What does a leader do?

Leadership journey roadmap: A 3-step framework



Reflection and next steps

1. Who can become a leader?

Myths and Misconceptions

- Leaders are born
- You need to have connections to become a leader
- You need to play politics to be a leader
- *What else?*

Excuses

- We are sometimes our own enemy
- I used to come up with excuses all the time as to why I couldn't be a leader
- *What are some excuses you give yourself?*

Reality

No one cares about any of that, just what you bring to the table

2. What does a leader do?

Andy Grove (High output Management) says:

- Info Gathering
- Nudging
- Decision-making
- Info Dispensing



What do I do as a leader:

- Build trust
- Build a team
- Build relationships



Leadership journey roadmap: A three-step framework



Visualize



Build



Hone

Grab a notebook and pencil, or open a google or word doc.

Roadmap - Step 1: Visualize

John Chambers in Connecting the Dots:

“Writing the press release is one of the first things I ask my teams to do when they kick off any major project.”

Write the headlines and the press release to visualize

- success
- identify problems
- outline the outcome you want.

It should be **memorable** and **crisp**, and you should be able to return to it constantly.

Example:

“The internet will change the way you work, live, learn, and play. And Cisco will build its infrastructure” - 1993



Roadmap - Step 1: Visualization Activity



Example: My own press release for this workshop:

- In Vatsala's ExCITE conference workshop, aspiring leaders got to build their own customized toolbox to carry with them as they embark on their leadership journey.

Other examples:

- As a leader, I will constantly evaluate and appreciate my employees' work and reward exceptional performance.
- As a nurse, I will provide the best level of care to every patient, with high attention.
- As a healthcare leader, I will strive to improve health awareness among patients.

Write your own press release. Share.

Roadmap - Step 1: Visualize



Inspire and lead boldly with
your presence, vision, and
communication

Roadmap - Step 2: Build: The carpenter's toolbox

On Writing - Stephen King

The carpenter's toolbox: 3 shelves/drawers:

Top shelf:

- hammer
- Saw
- pliers
- different sized wrenches

Middle shelf:

- drill
- screwdrivers

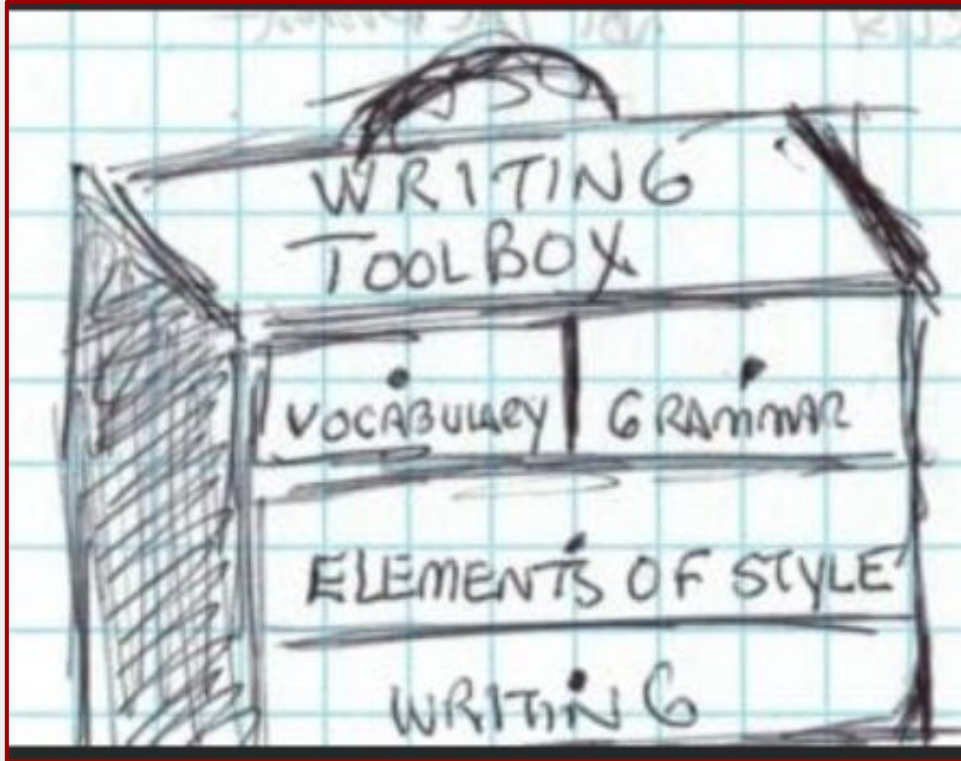
Bottom shelf:

- drill bits
- Screws
- nuts & bolts
- other miscellaneous items



com/2013/06/06/tool-chest-with-drawers

Roadmap - Step 2: Build: The writer's toolbox



On Writing - Stephen King

The writer's toolbox: 3 shelves/drawers:

Top shelf:

- vocabulary
- grammar

Middle shelf:

- elements of style
- paragraph
- chapters
- sections

Bottom shelf:

- ideas
- subject matter
- stories
- experiences
- observations

Roadmap- Step 2: Build: The leader's toolbox

The leader's toolbox: 3 shelves/drawers:

Top shelf:

- press release (your vision)
- hard skills
- soft skills

Middle shelf: Resources

- coaches
- mentors
- books
- blog articles
- leaders you follow

Bottom shelf:

- stories
- lived experiences
- observations
- ideas
- learnings (what to do, what not to do)



Roadmap - Step 2: Build, fill, & examine

You may have most of the tools needed already, but look at each one again as you load them in your box, see each anew, remind yourself of its function, and if some are rusty, clean them off.

Exercise:

- Think about your press release and your values
- What kind of leader do you want to be?
- What are your likes and dislikes
- What is your special secret sauce? (Your upbringing, your lived experiences)
 - Example: Have you traveled to 50 countries and do you speak 5 different languages?
- Opportunities and gaps

Reflect, build your toolbox, fill it with tools, and share

Top shelf:

- press release (your vision)
- hard skills
- soft skills

Middle shelf: Resources

- coaches
- mentors
- books
- blog articles
- leaders you follow

Bottom shelf:

- stories
- lived experiences
- observations
- ideas
- learning

Roadmap - Step 3: Hone

“If you want to be a writer, you must do two things above all others: read a lot and write a lot”, On Writing - Stephen King

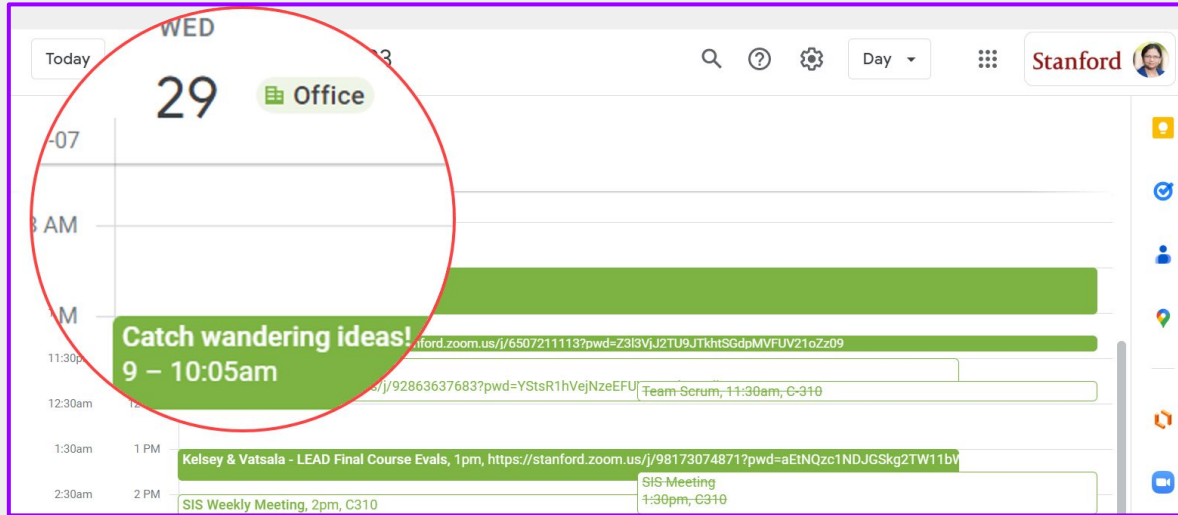
- Memorize your vision statement
 - Repeat it several times every day
- Create a process or a discipline and stick to it
 - Reading, talking, listening to podcasts, thinking
- Ask for advice and/or feedback
 - From peers, friends, family (I even ask my kids!)
- Find a coach or a mentor
 - Be honest with them
 - Tell them to push you
- Teach and help others

What else can you do to keep your tools clean and sharp?



Roadmap - Step 3: Hone (Be curious)

- Reflect
 - Catch wandering ideas
- Connect the dots
 - Be curious
 - Learn other skills and stretch your imagination
- Grab opportunities



Reflection and next step

“You can only control two things: your ball toss and your attitude” -
Martina Navratilova

What is the ball toss equivalent for you?

What will you control or start doing as your first action on your path to becoming a leader?

Write it out in your notebook or doc. Share.



Let's do this together! Connect with me!



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