



## BEING a Leader LIVE! | December 5, 2012 PEER-to-PEER Knowledge Sharing Insight, Wisdom, and Contributions from Participants

At registration, we ask everyone two different questions each time. For December 5, we chose, *what 2012 leadership lesson, experience, or tip contributed to your growth as a leader? ...and what LEADER SKILL or TOPIC would you most like to explore and learn more about?* Below is a summary of the responses received.

We encourage you to read through them. They will be helpful in extending your BEING a Leader LIVE! ONLINE learning experience. Together, they represent a global cross-industry/cross-sector, peer-to-peer knowledge exchange from leaders and innovators from over 20 countries --- over 250 ideas were shared. You find the responses insightful, validating, and inspiring.

### What 2012 leadership lesson, experience, or tip contributed to your growth as a LEADER?

1. be yourself, communicate well.
2. growing my capacity to allow myself to be vulnerable
3. " Live like you will die tomorrow, learn like you will live forever." Gandhi
4. "Great coaches, and effective leaders, understand everybody's strength and everybody's weakness".

5. "To serve is to lead" as exemplified by Mrs. Hesselbein, and my mother before her....
6. Accepting the leader within me - and to help others to actualise their own authentic and real leadership
7. Actually, making a huge mistake and learning from it helped as much as anything.
8. Advice: To go where no one else has gone before - so I always took jobs that were created just for me to meet a mission need of the federal government. IT was fun to have "one of kind" jobs.
9. Always talk to myself that leader is not at the top, rater in the center.
10. Attending a global women entrepreneur's conference
11. Balancing being a single parent (of a high school senior) and an educational leader.
12. Balancing various and continuously changing priorities while staying focused on completing project successfully
13. be patient in dealing with change
14. Be present, be authentic, be alive
15. becoming an Executive Director of a start up nonprofit at 27
16. Beginning of my group experiences in graduate school and my internship experiences with the SPCA Florida.
17. Being given a organization wide responsibility when I was a young professional, it allowed me to grow quickly, be mentored effectively, and increase my sense of accomplishment.
18. Being put in a position where I was required to mentor others.
19. Being self-aware is key.
20. Being told that I was not adequately prepared to lead
21. Being willing to face reality and accepting necessary endings as a part of my world view.
22. Bill Clinton's optimistic message during the election noise was the greatest speech of this election.
23. Bill George's tip: when you have an engaged, empowered and collaborative workforce or unit you get much more productive work than a hierarchical workplace.
24. Building Trust
25. Certain leadership positions i have taken up in this year by representing my nation has helped me to introspect leadership skills in me.
26. Completing a second year of an Executive MBA program
27. Confident communication skills
28. Confronting conflict
29. Convocation 2012 in Plano, Tx
30. Discipline is a learned habit formed by willpower and focus
31. Eager to discuss topics offered by this global leader.
32. Empowerment
33. Focusing communication first on the why, followed by the how, and finally on the what as a process for creating a shared vision.
34. Frances' 'let your light shine' encouragement...
35. From Frances: "Never break a promise."
36. Global cultural awareness, foresight and conceptualization
37. Going to South Africa and seeing the World Heritage Site The Cradle of Humankind impressed upon me how far we have come as Human Beings over the last 3 Million years, and also offered some great insights as to how we will make it a Million more!

38. Having a high level of integrity and dedication to the mission of my institution contributed greatly to my growth as a leader.
39. Having the weekly reminders/ tips from the Athena Online videos.
40. Having to deal with emergency situations calmly and with inner strength and power
41. hiring and listening to a staff member from a diverse community
42. Humility
43. I attended a Social Media for Nonprofits conference and learned many skills I don't use personally, but need to incorporate professionally in terms of social media campaigns and networking.
44. I have been privileged to interview a number of leaders this year for two books that I am working on. Hearing from these leaders about their mentors and leadership styles has contributed immensely to my growth as a leader.
45. I have learned that a leader never stops growing. As a result I have sought out many ways to continue to be an agent of change in my community and on my job.
46. I learned that I should not try to be all things to all people and that I should listen to my heart more often.
47. I learned that my board wanted to hear more from me about my ideas for vision and strategic goals much more than I thought. (too much background to put here)
48. I led my first funeral - a 12 year old girl who passed away from leukemia.
49. I never participated in any.
50. I took a program called, "Succeeding on the Stage," which helped tremendously with how to manage up.
51. I will be serving as an AmeriCorps\*VISTA Leader for a year and leading 18 - 25 volunteers
52. Importance of listening skills
53. In an International setting, conveying a sense of belonging and informality, sometimes having to sacrifice meeting objectives.
54. In October 2012, I obtained a Cornell Certificate on Change Leadership. I look forward each morning to reading the FHLI Leadership Tip of The Day!
55. I've been helped this year, in terms of growth, by working with/contributing to several varied working groups--committees--within and outside of my organization.
56. I've been working more on getting out of my shell and networking with folks outside of my niche.
57. Job loss
58. Leaders get pushback from others who have a different view about how to accomplish the vision. Say "yes" when you can. Stay the course. Respect others. Carry on with confidence and courage. Release control of the outcome. Show up to do the work that is y
59. Leadership and Coaching is a huge movement how does this effect leadership in your opinion?
60. Leading a team
61. Leading a team through a significant downsizing effort while maintaining our high level of support to the customer.
62. Learned that when push came to shove the voice of my mother, 'have the courage of your convictions', was louder than the voice of self-interest. Learned I was willing to pay an economic price for that decision.
63. Learning how to be an effective influencer during a business transformation.
64. Learning lessons from every experience (being transformational) and striving for silent leadership when the "platform podium" is not mine.

65. Learning to be more vulnerable
66. Learning to foster trust in a matrixed organization
67. Let everyone do their job and hold them accountable. Do not do for others what they can do for themselves. Just make sure that procedures and resources are available (including self as a leader) to help.
68. Letting go, letting come getting comfortable in the gray areas
69. Lettings go of attachment to one outcome and embracing the process
70. listen more
71. Lost key team member
72. Maintaining perspective
73. My experience in the Hesselbein Student Leadership Summit at the University of Pittsburgh last July.
74. New challenges, new company, at 57 years old. In this new Hospital I translate and send to every leader the Leadership Tips...and they return with observations about the subject.
75. Opportunities for leadership experiences and reflecting on those experiences and continuing to adjust and improve upon those experiences.
76. Our survey of 500+ executives shows that leaders want more mutual trust and respect and more personal and professional integrity to be shown in practical everyday roles of leaders.
77. Over and over again - being straight with people. People know when they are being fed garbage.
78. Patience is a virtue!
79. Perseverance
80. Professional reading about leadership; networking with other professionals at a higher level than me; building my personal board of directors and asking for guidance
81. Reading "In Extremis Leadership" and "Becoming a Leader the Annapolis Way"
82. Receiving positive feedback about my leadership.
83. Seeing the transformation of one of my companies where I gained a new partner and had to change to organizational structure so that there could be 2 leaders at the top without rocking the boat too much.
84. SET ASIDE ANY SELF-DOUBT WHEN ADDRESSING A TOWN HALL.
85. Slalom Consulting's new Women's Leadership Series developed in 2012 and continuing into 2013.
86. Someone once told me that to become a real leader you just needed to start helping people do things. That has led to me chairing several organizations and helping to develop community projects.
87. Sometimes we need to be the change in our own lives to make a difference professionally
88. Sorting out misunderstanding among Volunteer Board and strengthening the team as a result.
89. Stay true to your core values no matter what.
90. Staying connected, and committed to help and service of others - even when it hurts!
91. Stopped letting people talk over me.
92. Student affairs/student development Advisor to a nonprofit student organization
93. Taking on new projects
94. team worker, loyalty, integrity
95. The 2012 leadership lesson, experience, or tip that contributed to my growth as a LEADER is to be steadfast in faith or belief.

96. The first person to volunteer is a hero. The second person to volunteer is a helper. The third person to volunteer is a follower.
97. The idea of clear communication as it relates to growth or demise of relationships.
98. The leader full events in Tahrir Sq... lead by youth, empowered by technology to engage people in non-violent action, and how it evolved from the work of Gene Sharp.
99. The lesson of holding staff accountable and not lowering the bar for goals to be reached.
100. The lesson of starting the day right.
101. The most significant discover this past year has come from working with my Management & Executive coaching clients, to sum it up, "It is a leaders purpose to provide meaning and motivation while accomplishing strategic goals and objectives."
102. The organisation and coordination of a weekend with the church community addressing all ages between 2 and 83 years.
103. The thing that contributed most to my leadership was a situation in which I had to let one of my team members go in order to benefit the rest of my team and my program more fully.
104. There have been a few leadership tips of the day that have helped me a lot, especially a quote from Emerson, "Don't be too timid and squeamish about your actions..." and one from Wilde, "If we were always guided by other people's thoughts...."
105. There must be a vision for people to follow.
106. This is my first time here
107. This is my first webinar
108. To always remember to focus on the people you lead as a priority. As a leader, you can either succeed or fail if your team succeeds with you or in spite of you. Either way, have respect for the individual.
109. To serve is to lead
110. Transparency, building trust
111. Trust
112. Two and Two make Five!! (Synergy)
113. Understanding that you don't have to be a natural gifted leader, you can also be trained to be a successful leader without the natural gifting
114. Value Diversity, Leadership is not a dictatorship; rather a team circle with everyone having their own part.
115. Volunteering
116. Watching the role "empathy" played in the elections...reminded me of the critical need to "connect" no matter how much one knows or is in the right. Genuine passion and understanding, clearly expressed, is a potent vehicle for every message.
117. We touch lives because of being who we are and not because we are saying or doing the right stuff
118. What 2012 leadership lesson, experience, or tip contributed to your growth as a LEADER?
119. Working though changing environment
120. Working with an executive coach contributed a good deal to my growth.
121. Working with the LCWR (Leadership Conference of Women Religious)
122. Working with transitioning veterans has been rewarding and yet has also challenged my perceptions and understanding of leadership and how it presents itself in a person transitioning from the military to the civilian sector.

123. You can't always be the nice person - sometimes you have to talk to your volunteers/staff about your expectations or the realities.

## What LEADER SKILL or TOPIC would you most like to explore and learn more about?

1. Anything you can offer.
2. Being a leader - courage - audacity to engage
3. Best practices for new leaders.
4. Building consensus among widely diverse worldviews.
5. Building engagement between different generations
6. Building excellence in myself as a leader so I can guide staff to build excellence.
7. Building leaders throughout an organization and community
8. Building relationship, communication
9. Can't think of anything at this time. I haven't attended as many sessions this year due to various reasons- so just hoping I can attend this session
10. Change management
11. Coaching and Leadership.
12. Collaboration
13. Collaboration and cooperation - women as global leaders
14. Collaborative leadership
15. Collective leadership.
16. Communicating effectively
17. Communication
18. Communication
19. COMMUNICATION SKILLS
20. Communication skills and dealing with negative politics.
21. Compassion
22. Continuous improvement and innovation.
23. Courage
24. Courageously embracing authenticity
25. Dealing with oppositions in leadership role
26. Decision techniques, Employees motivation, general Service Management
27. Delegation and committee management
28. Developing teamwork between colleagues, whose reward system focuses on individual contributions
29. Developing second tier management to role of leading the company upon my retirement

30. Eager to discuss topics offered by this global leader.
31. Engaging with the team without losing the human element. Forming alliances.
32. Enrolling others in my vision. Having clear goals and actions to achieve the goals.
33. Everything. How to motivate people. How to manage difficult people.
34. Following a leader who does not have experience
35. General
36. Getting results
37. Global employee management
38. Globalization of teams
39. Hiring staff
40. Hiring, developing, firing (if need be) the 25 - 35 year old generation
41. How a leader should have faith in his/her vision, idea, and project?
42. How can an introvert excel as BEING a leader?
43. How do I continue to develop a teachable spirit?
44. How do people who are called leaders, but are in fact managers implementing dictates from above, lead from within to inspire people to shift their organizations and industries to the gold standard for sustainable corporate entities?
45. How do you best motivate someone whose philosophy is to do as little as possible or has no intellectual curiosity or self motivation.
46. How do you lead in such a divisive time as we are living in...
47. How to "read the room"
48. how to allow other people's moods to roll off of me
49. How to become more confident and lead in the workplace.
50. How to change the mindset of the older generations to embrace the new generations more innovative ways of leadership
51. How to deal with difficult people. With people that complain but don't want to change.
52. How to deal with narcissistic leaders and co-workers?
53. How to develop confidence which is necessary to be a leader
54. How to developing mentoring relationships.
55. How to effectively lead and engender leadership and independence in my workers - its a tricky balance between "boss and friend."
56. How to handle passive aggressive, influential members of a group where you are the new leader and the group has been in existence for five years+.
57. How to help others face reality of their strengths and areas of improvement without undermining their confidence.
58. How to increase member engagement -- it is not enough simply to be a member of an organization.
59. How to inspire employees to be more motivated.
60. How to lead the department through a corporate downsizing
61. How to lead when others don't fulfill commitments.
62. How to listen and bring strengths of others to inform decision-making and/or the role of mistakes in leadership
63. How to move from being benevolent to a business model?
64. How to provide bad news to an employee. i.e. laying off, getting fired, skills not at level they need to be. The topic of strategic thinking...what are some basic skills.

65. How to strengthen your weaknesses and use your strengths as a leader
66. How to work well with others
67. I am more curious about how leaders are successful in convincing, negotiating people about ideas and thoughts.
68. I would like to learn more about developing one self to be able to develop others and motivate others to follow a cause that is beneficial to the community? Also could you speak about discouragement or lack of support from one's leaders toward us?
69. I would like to learn more about tips on motivating unmotivated employees and how to manage difficult employees.
70. I'm interested in gaining a better understanding of a being a servant leader.
71. Imagination and initiative.
72. Impact Investing or Social Sustainability as it pertains to Business Missions/Visions.
73. In governmental organizations, it is sometimes difficult to understand or have understood by other personnel the idea of "customer service". What are some techniques to bridge this gap?
74. Influence, persuasion
75. Innovation
76. Interpersonal relation
77. Just interested to learn
78. Keep polishing my soul & heart so that I will come close to " how to be leader", not "what to do leader".
79. LEADER SKILL or TOPIC that I would like to explore and learn more about is interaction with others.
80. Leadership across cultures.
81. Leadership and Courage
82. Leadership communication and conflict resolution
83. Leadership development How to think globally and act locally
84. Leadership for Millennials (Generation Y)
85. Leadership lessons related to military aspects
86. Leading in a non-profit
87. Leading in diversity - how does a leader lead in a multi generational, diverse cultures, global environment, what needs to be addressed, how does one remain current and relevant
88. Leading in the developing world, overcoming fears on freedom of speech.
89. Leading in what is perceived as tough economic times when executive compensation far exceeds that of the workers and companies are seeing record breaking profits.
90. Leading Millennials.
91. Leading through change, with integrity.
92. Listening more than speaking.
93. Managing Board and Management
94. Managing difficult people
95. Managing diverse teams
96. Managing in a world where people seem to have a shorter and shorter fuse and where civil discourse seems to be in short supply
97. Managing peoples and change would most like to explore about
98. Many of today's emerging leaders are very connected to smart phone and rely on that to look up, or call someone for, answers rather than use problem solving skills. I need suggestions to



help them problem solve when technology isn't readily available.

99. Marketing my services without sounding like I am bragging.
100. Motivating others.
101. Motivating the Middle. So much emphasis is placed on "unprivileged" and "exceptional" people that the vast middle is left to just float along. We can't have a strong middle class without more attention to elevating it's values, vision, and drive. How??
102. Motivating those who are served to join in struggle and step up!
103. Motivation
104. Negotiation skill, solving conflicts.
105. Networking and/or managing a team without falling into an extreme (either being too nice or too harsh)
106. Not-for-profit leadership
107. Nothing specific at this time. I am interested in what the general conversation will be.
108. Power and politics
109. Problem-solving past differences
110. Reflections from the "Frontlines" of Leadership
111. Self promotion without self aggrandizement
112. Servant Leadership Leading without Powertripping
113. Servant leadership, strategic decision making.
114. Servant Leadership.
115. Service
116. Social Leadership - (leadership to support improved societies) - outside the arena of politics
117. Speaking the truth in the face of resistance
118. Strategic planning
119. Tactics of influencing people.
120. Team work
121. the ability to not worry about the aggressive others wo are not really leaders
122. The intersection of values and strategic planning. As well as, leadership in the public agency setting.
123. The most important thing a leader does is to inspire the teams and one can never cease to lean about how to keep improving that game.
124. The myth of being a superwoman.
125. The skill of motivating people to act
126. The under-30 mindset, and the role of electronic connectivity in the workplace, vs. face-to-face meetings.
127. There is a fascinating topic for me, this is to recognize very early who will be a good partner to cooperate in business, whom to trust. I am working on my personal checklist, what to check upfront, which questions can help to get the right intuition very.
128. Thought leadership
129. Time and stress management
130. Topic: Multigenerational teams
131. Training new employees
132. Transitions from founder syndrome.

133. Understanding the leadership role options in front of me and how to continue marching up the ladder.
134. Very interested in topic 1: thinking like an under-thirty-year-old.
135. Vulnerability in leaders that fosters creativity, innovation and connection
136. We need practical ways to have young leaders experience the power of effective and caring leadership in every type of organization.
137. What are effective approaches to building continuity in a leadership team?
138. What are the most convincing reasons why organizations need to conduct an organizational self-assessment other than the most effective and successful agencies conduct these on a regular, frequent basis?
139. What is the best way to encourage employees to get the results you want... how do I get my staff to care about the level of customer service they provide?
140. When Is Leadership collaborative or dictatorial?
141. Working with a diverse governing board.