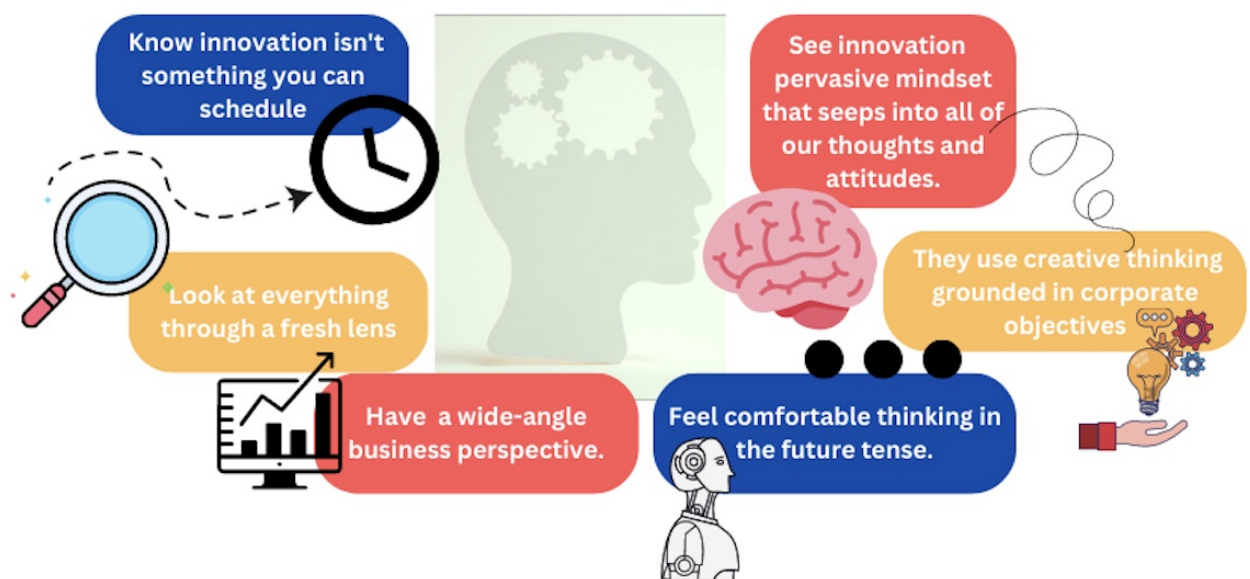


What does it mean to be an **innovative** leader?

# Innovators



How can you **change** your **mindset** to become a strong, **innovative** leader?



## Here are some steps to take:

- Give yourself **mental** space to **consider innovative** ideas and issues **beyond** the current deadline.
- Challenge yourself to **push the boundaries** and tolerate more **risks**. Not all of them will work but make **adjustments** and **keep trying**!
- Gather as much **information** as you can by **reading** and asking **questions**, and **share** and **optimize** information through open lines of **communication** to spur **inventive thoughts**.
- Be **persuasive** in presenting your ideas with **enthusiasm** and **conviction** by **pitching** them in a way that shows how the ideas could positively **impact** the company's **goals**.

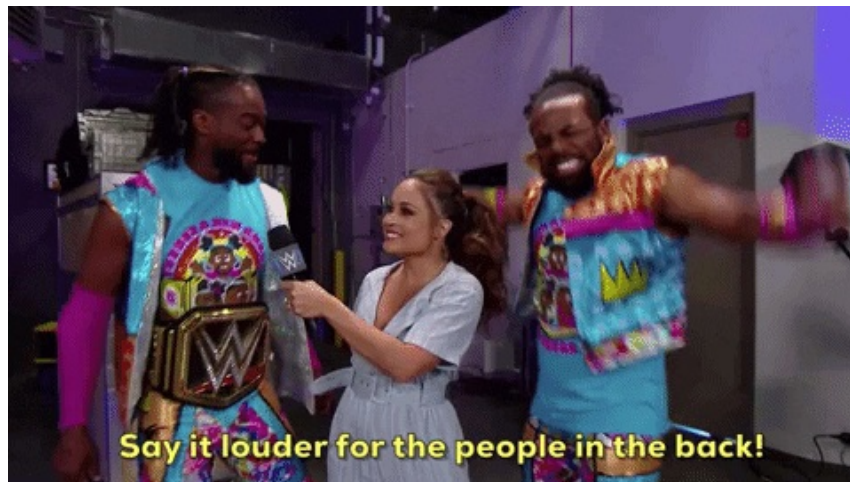
Work to become the person in your organization who **champions innovation** and leads **big changes**.



**Remember:** Failure could be just **one step away** from the next great **success**.

**Great leaders** have a brilliant way of **broadening** their **perspectives** and giving **innovation** plenty of room to **shine**.

Just because a decision has **always** been made in a certain way **doesn't** mean that's the **best** way.



**True leaders** approach **choices** and **options** in a **different** way.

### They **DON'T**

Waffle or **procrastinate**

Obsess over the **fear** of making **mistakes**

### They **DO**

- ✓ Consider a **wide range of possibilities** based on their **broad perspectives**
- ✓ Think **carefully** about the **impact** of their decisions
- ✓ Act **decisively** and **courageously** in their decision-making, but they also know when to **strategically** pause for an **advantage**





Where to start?



Here are some **strategic models** that you can use to **improve** your **decision-making**.

# 3 Common Models Leaders use to make DECISIONS

## 1 Cost-benefit analysis

- Most popular
- Helps you to assess the financial feasibility of a potential choice
- It all comes down to the bottom line

Guiding Question: Does this choice make sense in dollars and cents?



## 2 Risk analysis

- Gives you a structured approach
- Assessing potential challenges or threats
- Helps you calculate the



**RISK**

Helps you calculate the probability of the negative outcome

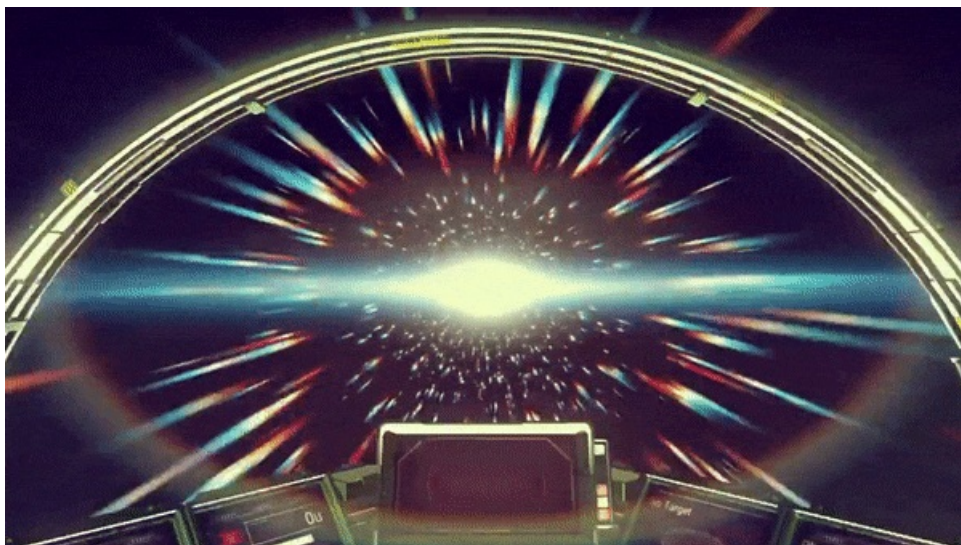
- Estimates the cost to remediate or manage the problem.

### 3 Decision matrix analysis

- Also called decision trees
- Bring together all the disparate factors involved in your decision
- Reliable and rigorous



**Beyond** using these models, **successful** leaders have the **discipline** to think through alternatives from a **strategic** scope.



They **consistently** make **smart** decisions by asking the right **questions**.

## Coaching Story: Bob



Bob had been a **manager** at a manufacturing company for **six years**.

### He had:

- ✓ Tremendous experience
- ✓ Industry knowledge
- ✓ A great reputation
- ✓ Stellar performance reviews

**But** he was **continuously** getting passed over for the director positions.

**He said**, "I feel like I'm doing all the **right** things. "I'm **staying** up-to-date on my training and certifications, "and my department is always being **recognized** "for minimal downtime and on **target results**."





The decision-makers **viewed** Bob as a **doer**, not a **driver**, and that was **holding him back**.

Bob **needed** to show that he could **think like a leader** and that would mean being **prepared to participate** 🗣️ in discussions during meetings **beyond reporting** on his own team's contributions.

## So Bob...

- ✓ **Spoke up** more during the **meetings** to showcase his **industry knowledge**.
- ✓ Shared some **insights** and innovative **ideas**.
- ✓ Focused on **highlighting** his **strategic** side by looking for **opportunities** to shine a **different** light on your **capabilities**.

This **gave him** more **visibility**.





He **moved** from a doer to a **driver**, from a manager to a **leader**, and he finally did get that **promotion**!

Coach others to unleash talent

It's one thing for you to work hard to become more strategic and innovative.

The **real test** of a **true leader** is found in the ability to make **other people** more **successful** and help them **strengthen** their **skills** and **talents**.



Great **leaders** know how to **unleash** great talent.

Strong leaders **attract**, **hire** and **develop** the kinds of people who will create **dynamic teams**. Because of this, they end up with a much deeper **investment** in their **employees** which translates into **better team performance**.

Here are some **tips** to help you get started🎯:



When you have **mastered** those and can make the leap to helping others grow and coaching them to maximize their **performance**, you're well on your way to reaching real **leadership success**.

Cultivate conditions for team success

**Success** will be determined by the **quality** of the development **team**.



Here are six ways you can cultivate conditions for team success:

**1 Communicate** openly with your team members:



- ✓ Stay **fully present** in your conversations.
- ✓ Have a **steady demeanor** that provides **stability** despite the situation.
- ✓ Make **professionalism** your **default**.
- ✓ Be **honest** and **transparent**.

**2 Encourage** and **inspire** your team members:





- ✓ Encourage with **energy** and **enthusiasm**.
- ✓ Help move teammates **forward** to focused, **productive** action

**3** Work to understand what **motivates** each **individual**:



- ✓ Everyone has a **different** reward language (direct **praise**, others quiet **reinforcement**, getting more **responsibility**, etc.). Become **fluent** in your team's reward languages.
- ✓ Show your **appreciation** to make everyone feel truly **valued**

**Pro Tip:** Almost everyone sees **flexibility** 🦋 as a **motivator**.

#### 4 Encourage **risk-taking**:



- ✓ Give your team the **freedom** to pursue new **strategies** and **solutions**.
- ✓ Provide room for **creative thinking** and **even failure**.

 **REMEMBER:** An environment that allows for failure is a **fertile ground** for **development**.

- 5** Proactively seek out **divergent** thinking to **infuse** fresh **perspectives** for your team.





- ✓ Hire and **support** people who **don't always** share your team's **opinions** or skill sets.
- ✓ Get views from a completely **different angle** to **spark** your team's needs to **innovate** on a bigger, broader scale.

6 Set the example for your team:





- ✓ Lead with **passion**.
- ✓ **Model** the **behaviors** you want them to **emulate**.
- ✓ Be **prepared**.
- ✓ **Follow through** on your **commitments**.
- ✓ **Value** their skills and have **confidence** in their efforts.
- ✓ When the team faces **adversity**, be a **supportive** presence.

By **cultivating** the conditions that allow teams to **grow** and **thrive**, you'll be positioning yourself as a **respected leader** who knows exactly how to harvest success at a **higher level**.

**Leaders** work to build a **broader** set of meaningful **connections** with peers, stakeholders, senior-level executives, and colleagues **in and out** of their industry.



Having a bigger **network** allows leaders to **radically expand** their **knowledge** levels.

It **challenges** their thinking in **unexpected** ways, gives them access to important **resources** they may not otherwise have, and it gives them a **broader base** of support to help them reach their **goals**.

Here are some ways you can **expand** your network as a **resourceful leader**:



By **expanding** your network and making relationships a priority, you'll be setting the stage for unparalleled **success**.

## Conclusion

Primary steps to transition from manager to leader

**Congratulations.** You've made it to the end of this course.



You've **dedicated** your time🕒 and effort.

Making the transition from manager to leader is a process that involves **deliberate changes** and intentional **shifts** with the potential for an **enormous impact** on your career.

Remember the primary steps.

Enhance your personal growth.





- ✓ Increase your **self-awareness**.
- ✓ Create and exhibit an **executive presence**.
- ✓ Expand your **emotional intelligence**.
- ✓ Expand your **perspective** to be more **strategic**, **innovative**, and **decisive**.
- ✓ Make a **commitment** to position yourself as a **coach**.
- ✓ Build a broader network of **connections** that goes well beyond your team.