

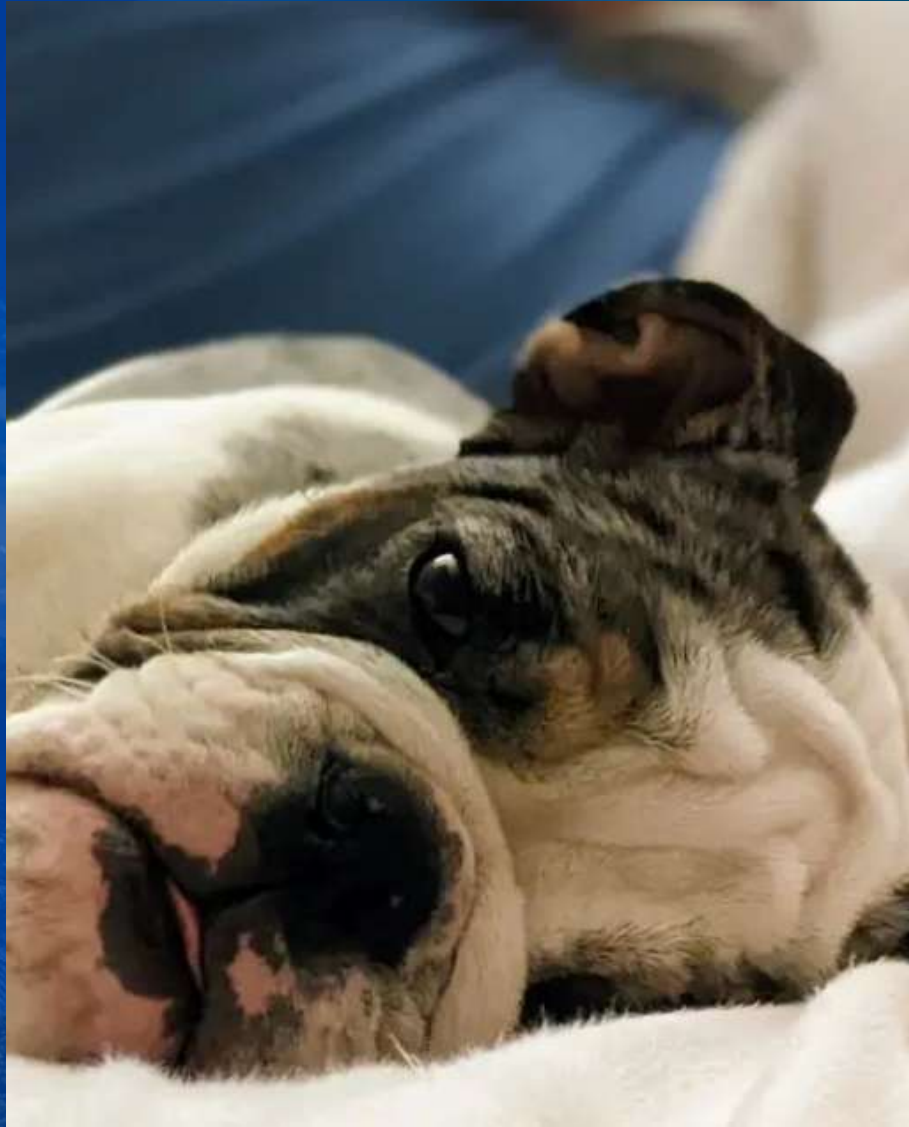


Please Take a Seat We Will Start Soon

**“Would I rather be feared or loved?
Easy. Both. I want people to be
afraid of ~~how much they love me.~~”
-Michael Scott**

Present Shawn E Molloy

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What I Learned About Loyalty From my Dog

Presented by:
Shawn E Molloy

What I Learned About Dominance From my Cats



Presented by:
Shawn E Molloy



What I Learned About Everything From my Wife

Presented by:
Shawn E Molloy



What I Learned About Leadership From my 3-Year- Old

Presented by:
Shawn E Molloy D.A.D.



What is a Leader?

Top Dog for a day.

- Leadership is not a position, it's a mentality.
 - Be helpful, be humble, and make good decisions.
- Managing and leading are two different things.
 - We lead before we manage.
- Leadership can be learned and improved.
 - Anyone can lead, it takes effort, time, and determination. Success is never an accident.



Set the Mood

People will forget what you said and did quickly, they will never forget how you made them feel.

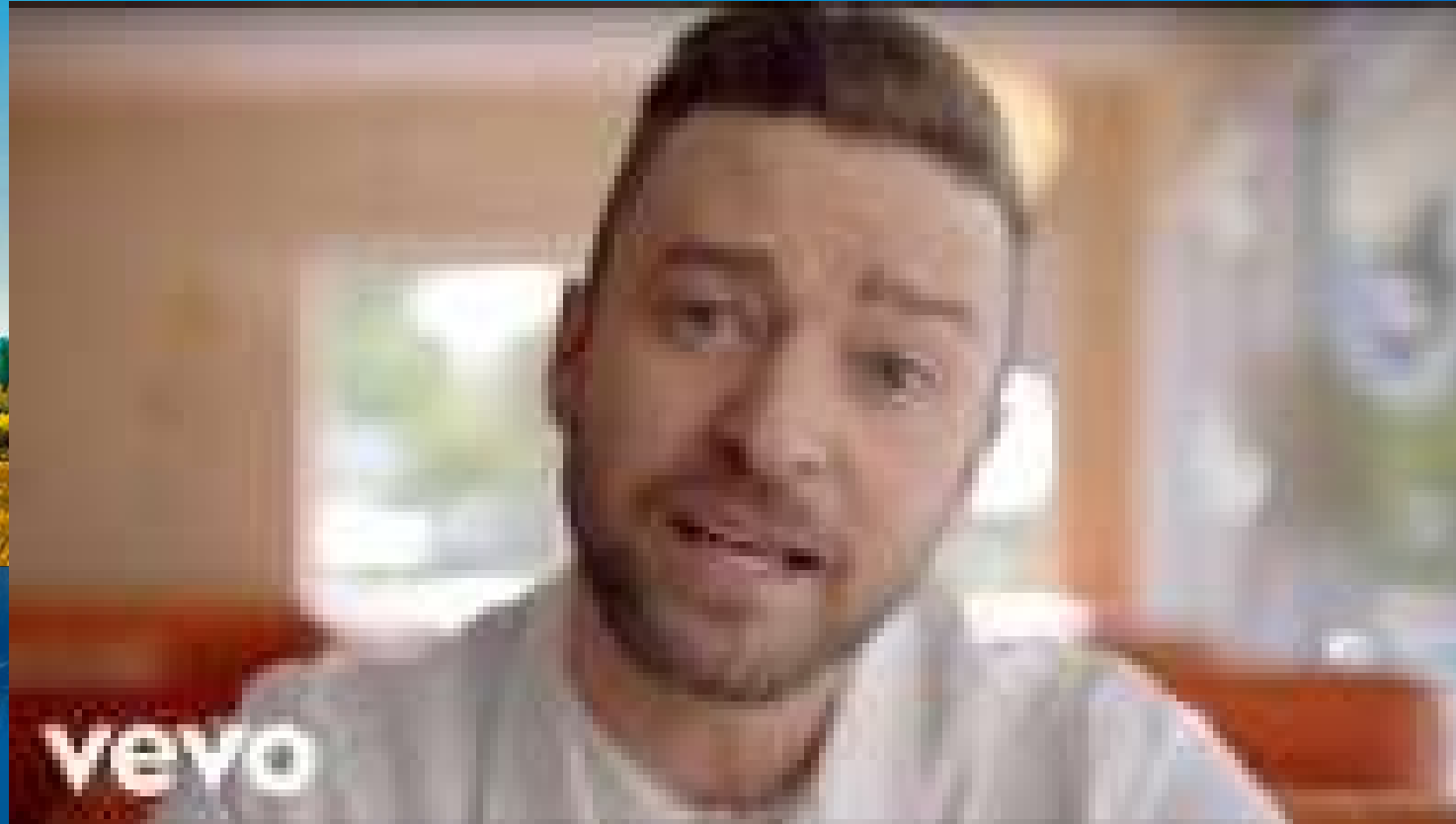
Set the Example- Be a role model, not a friend.

- Effect of Positivity, How do you start your day?
- Be who you hope they will be?
- Never stop raising your child up.

Self Care is starts with you then goes to them.

- Self Care is not self indulgent it is self preservation.
- If your passion does not include you, it is incomplete.
- Be who you hope they will be.





Let set the mood.

What Do I Want to be When I Grow Up

What Type of leader do I need to be? Self Improvement

- | <u>Type of Parent</u> | <u>Type of Leader</u> |
|--------------------------|------------------------|
| - Helicopter Parent | - Micro Manager |
| - New Age Parent | - Inspirational Leader |
| - Free Range Parent | - Disruptive Leader |
| - High Performing Parent | - Numbers Leader |

DYNAMIC

- Leaders serve the needs of their clients, leaders, peers, and employees. Changing every second to fit the demand of an ever-changing situation. It is hard, exhausting, and draining. It is rewarding in itself, to be a leader, to serve, and to live one's life in service to another.



Be Adaptive and Resilient

Disruption bring change, change brings innovation, innovation brings advantage.

- Being a disruptive leader is built on trust.
- Always be ready to say you are wrong but have a solution and positive outlook.
- Remind the team of the why and the goal.
- Be open to feed back, change, failure, and advice.

“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.” **Charles Darwin**



Proximity

Spending time with them

Find the Happy Medium. Not Too Much,
Not Too Little, Never to Far, Never to Close.

- How to find proximity? What is it?
- How do we learn and ensure we delegate? How do we teach our leaders to delegate?
- When is micromanagement okay? When is it not?

Leaders tend to serve people they see, interact with, and speak to more. Distance becomes a bubble of simplicity, proximity burst that bubble. Leaders who huddle instead of mingle are more supportive and involved.

“Tell me your Number One”



Create Thoughtful Relationships

Earn the right to be heard, leadership is not command, it is influence. Influence is built on reputation and trust.

Engagement

- An Engaged child has an Engaged parent. This is the same with employees, show me an engaged employee and I will show you an engaged leader.
- Engagement is a factor to always consider during decision making.
- Create positive reinforcement and an environment of consequence.
- Tell them why, engagement isn't all about doing, its about feeling like you are doing your part.



Everyday is a New Day

Unconditional love is unbiased, powerful, supportive, and constructive. It creates the ultimate environment for change, growth, and development because you have the power to do what is the best for those you love.

- Give everyone the same opportunity, effort, and chance.
- Doing what is best could be reward, promotion, counseling, and determination.
- Love is hard, do what is best is not always what is best for you. Selflessness in action is truly unconditional love.
- Everyday is a new change, new challenges, and new experience.



Recognition

Invest in Recognition, every investment will benefit your influence and their engagement.

- Take the time and the resources to show appreciation.
- Small actions mean a lot.
- One trip to Chucky Cheese will be forgotten.
- Continuous recognition and support makes you a contributor to success.



Accountability

Give them the ability to be accountable and the understanding to desire it.

- Ensure they understand the why and how they play a role.
- Give them the ability to see what needs done and see their progress and success.
- Complement accountability and identify it as development. Growing up = Promotion
- Be patient, forward momentum is momentum. Micro-management doesn't promote growth, at a leadership level this is known as wake a mole or putting out fires.
 - Motivate forward momentum on multiple task and get out of the way.



Team Building

Team Building Exercise

- Team building is teaching them to see value in each other, and the value of family (Team)
- Team building is about conflict management and working through difficulties, together.
- Its about breaking down boundaries and creating comfort and relationships.
- Team Building reduces bias, ignorance, and strengthens your team.



Flexibility

Psychological flexibility gives parents the ability to remain engaged with their children, especially when things seem to be falling apart. Psychologically flexible parenting requires unhooking from self-critical thoughts, comparisons, judgments, and rigid rules

- Be the coolest cucumber in the room.
- Be in control, and be ready to reset and move on.
- Detach, be self aware, be thoughtful, and be thorough.



Fearless

1 The Courage to Fail,

2 The Resilience to Recover,

3 A Mindset for Success,

4 The Ability to Consistently Operate from a Higher Consciousness

- People like to follow other humans, not flawless icons, so admitting weakness actually attracts others and makes them feel kinship with the leader, and even greater loyalty
- Fearless leaders are not arrogant. They see themselves as in service to others, to the mission of the organization, and to its many stakeholders. “We” is the dominant pronoun in organizations that embrace fearless leadership, and collaboration is how things get done.



Delegation

Delegation is one of the most important talents a manager can develop.

- Paying for short term failures in order to gain long term competency.
- Make it a natural part of your decision making and planning.
- You can do anything, but you cant do everything.



When to Step in

Saving the day without being the hero.

- Monitor progress and provide gentle corrections and advice. Don't stunt development.
- We learn the most in the hard times.
- Step in when it is no longer developmental, safe, or beneficial.
- Work with, don't take over.



Does any of it matter?



It Matters to Him(Them)





THANK YOU!

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