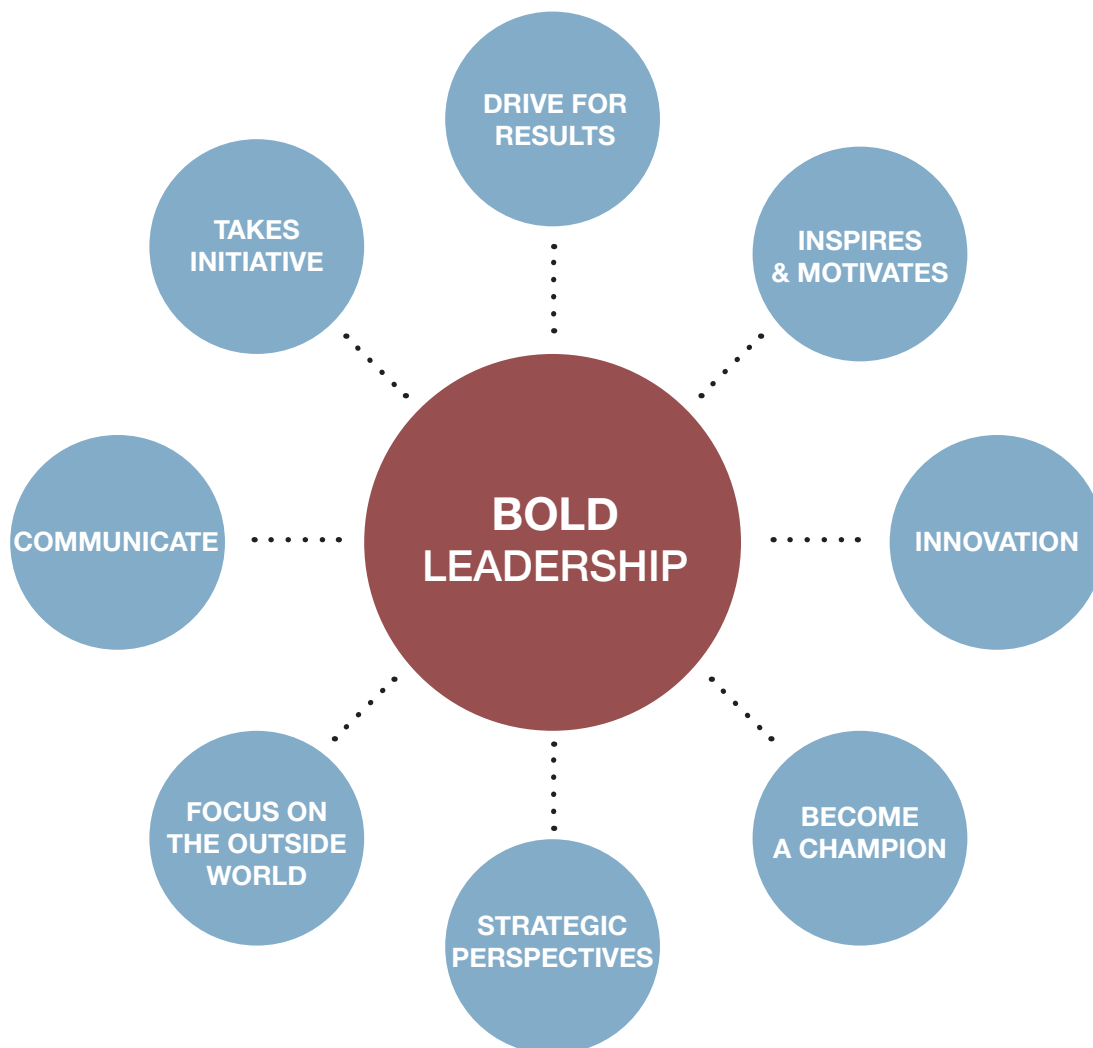


BOLD LEADERSHIP

How Ordinary People Can Take
Leadership to Another
LEVEL

Eight Researched Companion Behaviors
for **BOLD LEADERSHIP**
With Development Suggestions



8 Companion Behaviors

— Timid vs. **BOLD** Leaders —

TIMID

BOLD

Resist taking on challenging goals or asking team members to stretch.

Are willing to take on difficult and challenging goals. They are willing to ask team members to stretch and accomplish objectives that were thought to be impossible

Negative, minimalist, don't put forth extra effort.

Positive, upbeat, enthusiastic! They find ways to inspire and motivate others so that they embrace goals and are personally invested in outcomes!

Have the attitude, "If it ain't broke don't try to fix it."

Are constantly looking for new ways to help the team increase both productivity and quality. Their attitude is, "There is always a better way!"

Never volunteer!

Be willing to volunteer and become the champion for new project or programs that you feel will make a difference.

Understand the strategy but assume that others are clear and don't need to be reminded.

Are a broken record, constantly reminding others of our vision and what we need to do to reach that distant objective.

Focus their attention to internal issues or problems.

Are always looking outside the organization to understand changing customers needs, competitors and global issues.

Assume that others know what is going on, and do not need to know additional information.

Constantly look for opportunities to communicate, reinforce, and share relevant information with others.

Wait to be told what to do.

Are quick to act when they see a problem, issue, or conflict and work to get issues resolved.

Drives for Results

Get others to help raise the bar. Invite each member of your team to propose two "game changing" goals they would like to pursue.

Inspires & Motivates

Frequently convey your own passion and commitment about the work you are doing. Your emotions are extremely contagious.

Innovation

Ask challenging questions. Most innovative ideas challenge existing practices, processes, and approaches. Be willing to ask hard questions.

Become a Champion

Walk the talk. As you work to become a champion, look for opportunities to be a good example.

Strategic Perspective

Be the informant. Help your team understand key information about what is happening outside.

Focus on the Outside World

Collect and share information. The outside world for any team includes other departments in the organization.

Communicate

Put yourself in the audience. Be sure to speak about the main issues

Takes Initiative

Go far beyond the expected. How can you exceed the quality of the past?

The Authority in Strengths-based Leadership Development



- Research proves that a focus on strengths boosts employee productivity, commitment, and profitability.
- Organizations who work with us have experienced up to:
 - **4.8 times** higher profits
 - **70% higher** employee engagement and productivity
 - **40% higher** customer satisfaction
 - **50%** less turnover

THANK YOU

Zenger Folkman helps organizations flourish by increasing the effectiveness of leaders at all levels. Our unique, strengths-based development methodology enables leaders to move faster and higher.

Each offering is solidly grounded in research, utilizing our extensive empirical database. The end results are statistically significant improvements in how leaders lead, how their employees engage and how their companies profit; allowing both leaders and organizations to soar to new heights.

Contact us at info@zengerfolkman.com
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