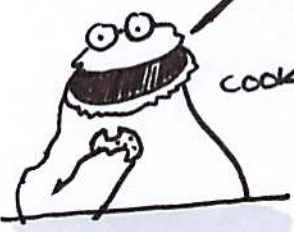


LEADERSHIP by DESIGN residency 1.



daughter 14 year old



COOKIE!

WORDS OF THE DAY: CONTROL · PROCESS · EFFICIENCY · RICHNESS

AS A LEADER YOU HAVE TO FIND OUT WHO YOU ARE & WHO OTHERS ARE

WHO ARE YOU IN A SYSTEM

LEADERSHIP IS SKILL BASED & KNOWLEDGE BASED.

Nicole Chan - TA. awesome!

INDIVIDUAL ASSIGNMENTS

- MID-TERM: CASE ANALYSIS/KEN DAVIS & ABC SOFTWARE
- MYSELF AS A LEADER & MANAGER
- MUDULE POSTINGS
- ATTENDANCE & PARTICIPATION
- Journal handwrite
- on myty related to topics.
 - WHAT I LEARNED
 - WHAT WORKED. aha!
 - WHAT I WOULD CHANGE. oh!
- residency experience.
- knowledge — 2 posts. Commons.

READ IT.

- 20 points: PREPARATION FOR RECOMMENDATION. EDUCATION. PROBLEM ANALYSIS.
- 10/20
- 5/20
- 20 and articles. 7/20
- LEVERAGED SOLUTION WHAT SHOULD KEN DO. SPECIFIC ACTIONS.

MID TERM
readings/ class
PROBLEM ANALYSIS
LEVERAGED SOLUTION

due Tues. May 4th. 6-8 pages.

POSITION YOU ARE APPLYING FOR IN IDEAL ORGANIZATION

- WHY APPLYING
- MANAGEMENT APPROACH.
- STRENGTHS. example
- AREA OF WEAKNESS. developing
- DESIGN STRATEGY MBA.

20 points. use of course knowledge

- persona
- charismatic
- leadership.

WE ARE IN A TIME OF DISRUPTIVE CHANGE.

INTANGIBLE LEADERSHIP QUALITIES.

· PRACTICE
· FEEDBACK
· GROUP PRACTICE

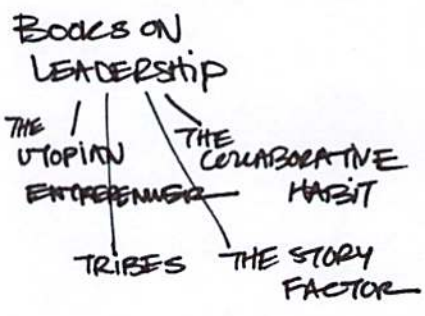
COLLABORATION

similar to musician. similar to sport.



Leading from the back.

INVENTORS WITHOUT BORDERS / DESIGN INNOVATION FOR TEENAGERS.



AS LEADERS
 moving away from golf & tennis to cross country, rowing and other team sports } changing the metaphor for leadership.

'EXCELLENCE IS A HABIT'
 -ARISTOTLE

LEADERS IN A BAD PLACE
 can operate on
 FEAR PRESSURE

WHAT POWER DOES TO PEOPLE.
 HOW DO WE DEAL WITH CORRUPTING NATURE OF POWER WHILE CREATING POWER STRUCTURES.

REPETITION TO LEARN SKILL OF LEADERSHIP.

VALUES ARE ENERGY AND GLUE THAT HOLD PEOPLE TOGETHER.

IT IS SO DARN DIFFICULT TO BE WHAT YOU SAY YOU ARE.

WHAT DOES LEADERSHIP LOOK LIKE WITH AWARENESS OF EGO



THE IS A CURRENCY IN ENTHUSIASM CURIOSITY MOTIVATION.

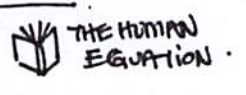
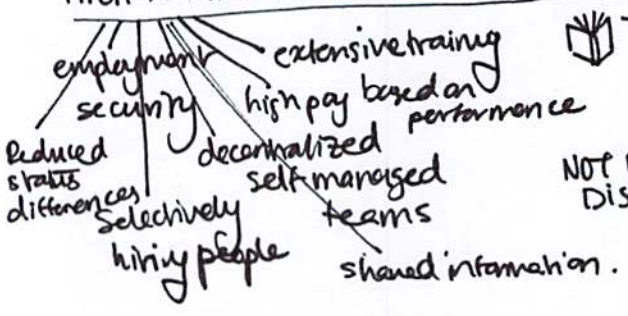
CHANGING LEADERSHIP.
 LEADERSHIP TEAMS VS. INDIVIDUALS

LEADERSHIP IN THE FACE OF DEATH.
 COUNTER CULTURE LEADERS.

INTERDEPENDANT WORK
 COLLECTIVE LEADERSHIP
 BUILDING & MENDING RELATIONSHIP.

75% of people that quit quit their ~~own~~ manager not their ~~own~~ company.
 if you are in this case be a problem solver.
 include manager.
 make feel less threatened

HIGH PERFORMING ORGANIZATIONS



NOT BEING ABLE TO DISTINGUISH OR FIND MANAGERS.

OPEN PARTICIPATING. EVERYONE SITS TOGETHER.

+ satisfaction ↔ productivity
 + productivity → satisfaction.
 facilitate performance.
 - satisfaction → turn over.

* PUBLIC SPEAKING

EFFECTIVE MANAGER SKILLS

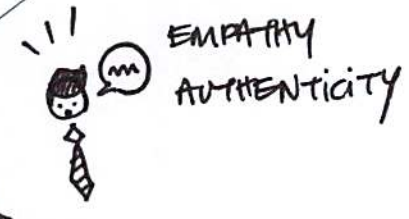


DOING RIGHT THINGS
DOING THINGS RIGHT.

LEADERSHIP VS. MANAGEMENT.

CAN YOU BE BOTH. IT'S HARD.
WITH DIFFERENCE IN PAY

IN MANY CASES THE DOING IS THE THING.



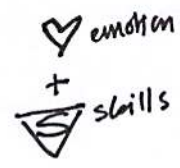
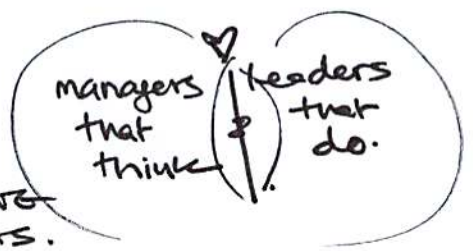
Can you separate leadership from management & visioning & doing.

CONTEXT DEFINES WHAT IS NEEDED

TOO MANY LEADERS NO MANAGERS

WHAT ABOUT HEROS.

IDEAS ARE CHEAP
DOERS IMPLEMENTING IDEAS.



STRENGTH FINDING
WEAKNESS AWARENESS.
KNOW YOUR OTHERS STRENGTHS

HOW TO WORK IN TEAMS.

EQ & SQ more important than IQ.

by GOREMAN. SOCIAL INTELLIGENCE.

self awareness
emotional awareness
thoughts
weakness

- self management
- discipline
- adaptability
- influence *
- coach/mentor
- organizational awareness *
- inspirational leadership
- teamwork

EMOTIONAL CONTROL?
EMOTIONAL EFFICIENCY?
EMOTIONAL RICHNESS?

How do you project emotions.

create emotional space
self management
express strong emotion in relevant manner

NEW SYSTEMS THINKING
PATTERN RECOGNITION

- ACCURATE EMOTIONS
- more efficient to deal with emotions.
- timely
- moment when you have to
- celebrate when in right time
- reflection time

- sincerity
- authenticity
- variety
- subtlety
- diversity
- depth & experience

we spend majority of our time at work.

moral & ethical implications?
chief emotional officer CEO.
emotionally adaptive leader.

aspects of society are ignored.

competitive values survey.
* Balance proves to be most effective.
get a team where people balance us out.

time & space for it.

- * strengthen.
- Facilitator ROLE
- DIRECTOR ROLE

signals avoidance or over compensate



team tests.

LEARNING STYLE INVENTORY.

ACTIVE
 of BUSINESS.
CONVERGENT
 of engineering.
 APPLYING SCIENCE

REFLECTIVE
 academic

collecting?
 abstract and stories.

* LEARNING STYLE IS HARD WIRED.

ASSIMILATING

PHYSICS academics.
 SOCIOLOGY philosophy.
~~APPLYING SCIENCE~~ physics.

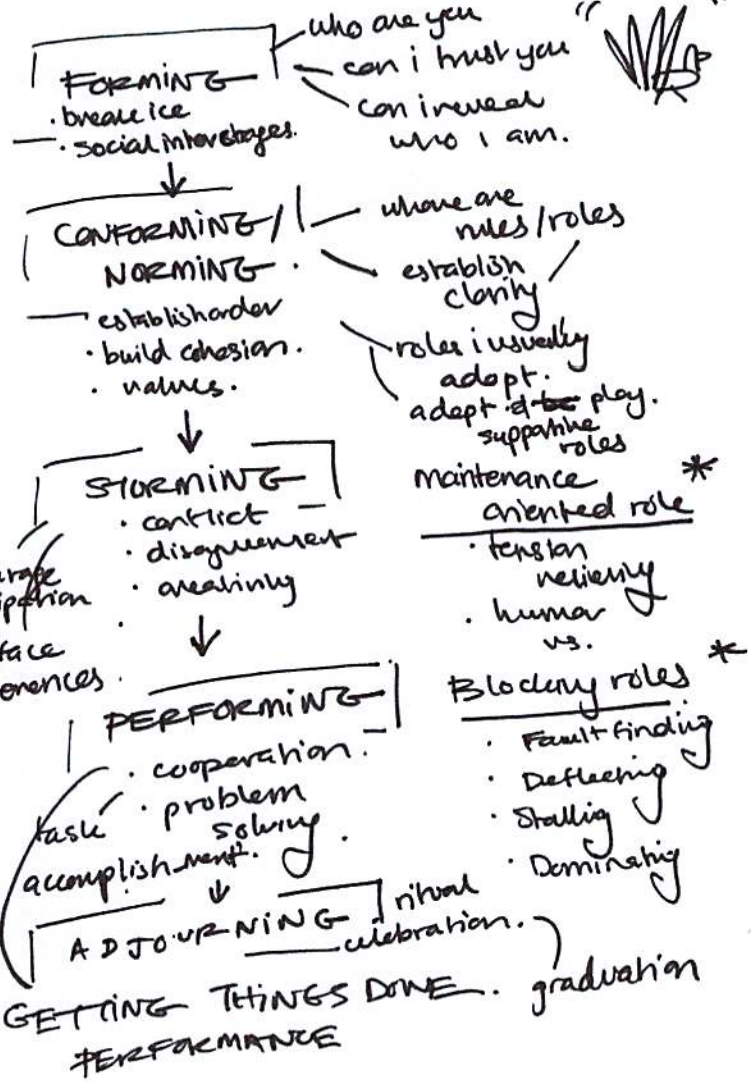
making?
 more about theory.
 abstraction.

SOCIAL DANCE.



- WE TURBULENCE TO CHANGE GAME
- RUN EXPERIMENTS
- BE OPTIMISTIC & REALISTIC
- DECIDE ON YOUR VALUES AND ACT PERSISTENTLY ON THEM.
- LOOK OVER HORIZON
- BE TRANSPARENT & DON'T LIE ABOUT RISKS OR PROGRESS.

- Task Leader & Process Leader
- Team member
- Observer & Feedback giver
- Cartographer.



PROJECT : DESIGN FOR FUN & PLAY.



environment

□ 20 min Team Photo. Saturday.

□ 7-10 page MANAGEMENT PROPOSAL.

background research ↑ ↑ recommendations

- team Contract/Agreements
- 2 team leaders per residency
- TASK & PROCESS.
- TARGET ORGANIZATION.