

STANDING ALONE

ESSENTIALS

DEFINITION #1: Staking out tough and lonely _____, _____ as a lone voice, and taking the _____ that comes with that.

SKILLED BEHAVIORS

- Will stand up and be counted.
- Doesn't shirk personal responsibility.
- Can be counted on when times are tough.
- Willing to be the only champion for an idea or position.
- Is comfortable working alone on a tough assignment.

UNSKILLED BEHAVIORS

- Isn't comfortable going it alone.
- Prefers to be in the background.
- May prefer to be one of many or be part of a team.
- Doesn't take the lead on unpopular stands.
- Doesn't take on controversial issues by him/herself.
- May avoid and shrink from dispute and conflict.
- May not have a passion, may be burned out.

DEFINITION #2: Doing what _____ must do.

INTERVIEW

When directed, interview each other by asking the following questions. Be prepared to share what you hear from your partner.

1. What does Standing Alone mean to you?
2. What are some reasons why it is important for leaders to stand alone?
3. What is leadership?
4. What are some reasons that you lead?
5. What are examples of actions and stands that an effective leader must take?

PART 1: ADOPT THE RIGHT MOTIVE

WHAT IS LEADERSHIP? Adding _____ to others

1. _____ others.
2. Think about ways to add _____ to others.
3. Look for ways to add _____ to others.
4. Actually add _____ to others.
5. Encourage others to add _____ to others.

LEADERSHIP MOTIVES

Me Centered
Leadership Motive

Responsibility Centered
Leadership Motive

REFLECTION: How might I need to change my leadership motive to effectively do what leaders must do?

PART 2: LEADING INDIVIDUALS

ANONYMITY

IRRELEVANCE

IMMEASUREMENT

REFLECTION: Write down:

- 1. One practical way you could increase connection with your team(s).*
- 2. One practical way you could make someone's work more relevant.*
- 3. One practical way you could provide a simple measurement of success for someone on your team.*

PART 3: LEADING YOUR TEAM

ACTIONS TO CREATE A COHESIVE TEAM

ACTIONS TO CREATE CLARITY FOR YOUR TEAM

ACTIONS TO OVER-COMMUNICATE CLARITY FOR YOUR TEAM

ACTIONS TO RE-ENFORCE CLARITY FOR YOUR TEAM

REFLECTION: What is one action you will take from the four disciplines of a healthy team?

TAKEAWAYS

ABOUT MARK

Mark Kenny helps leaders build functional, collaborative, and aligned teams through his strategic team consulting, speaking, and training programs.

Mark brings three decades of experience, first in IT and operations, followed by running a software company, and later in speaking and consulting. Over the course of his career, Mark has worked with multiple industries including public sector, technology, healthcare, manufacturing, engineering, financial services, and retail and in a variety of organizations such as Nissan, Mars, State of Tennessee, Ohio State University, HCA, Vanderbilt, and the US Army.

Mark is the author of *The Hippo Solution: Eliminate Territorial Thinking and Unleash the Power of Teams*, the host of the *Becoming Unassailable* podcast, and a part-time basketball coach.

Mark currently lives outside of Nashville, Tennessee with his wife, daughter, and three sons.

Connect with Mark and learn more about his work at MarkSKenny.com.

BOOK MARK for Team Offsites, All Staff Retreats, Conferences, Team Coaching