

"Discover Your Leadership"

Monday conf call 8/8/11

Tuesday Night Live 7:30 PM – Al Bala, Mannatech Corp Offices or www.mannatechlive.com

New Mannatech Library: <http://library.mannatech.com/us>

Mannaquest Sept 2-4... this is an event that you do not want to miss.

Book by Anthony Andrew-Speed, Ph.D.

1. Tapping Your Leadership

a. Three processes for leaders:

interact with follower in a way that leader can

1. reliably predict that follower's future behavior

2. reliably get the follower to follow him or her

3. the third process that defines leadership is integrity.

b. This book is about leading from your best qualities not your worst ones.

c. Traditional Leadership versus Participative Leadership

1. TL: one person/party rule; leader's main task is to acquire more power; he defers up, controls down and competes laterally
Disadvantages: stifle imagination and creativity in followers, triggers attack or avoidance behavior, keep followers in dark, frequently engages in blame avoidance.

2. PL: motto is "train em up," team orientation; system of checks and balances; defer down, control up and cooperate laterally. Advantages: thorough examination of decisions and problems, brings differences and conflicts to surface, use praise and encouragement as opposed to TL using money and status as rewards. Focus: get most out of your people.

d. Tap your Leaderself...when anchored in the best personality qualities that you possess. As opposed to operating from Stress-self...your biggest obstacle to powerful, flexible and effective leadership because operating out of the worst qualities and characteristics of the leader.

e. Why is this book different? Looks at leadership and followership from the perspective of the human system. Two elements of the human system: the most important one for a leader to master is the process of own self-awareness. The leader must be aware of his best and his worst. Learn your path to go from the worst to the best and

use tried and true techniques and practices. And through this process, you will learn how to recognize these issues in followers and move them from worst to best in a powerful, compassionate, and charismatic way.

2. Meet Your Leaderself

a. The best and the worst

He believes you will succeed or fail as a leader because of fundamentally 2 things: (1) your degree of awareness of who you are and of what you can or cannot do, (2) how courageously and compassionately you come to terms with the worst of yourself.

The best and worst qualities of a leader will trickle down and become role models for followers. Immature leaders involve themselves in "D&D": Denial and Displacement

b. Where do Leaders come from? Your experiences build you as a person. A road map upon which your personality develops, and upon which you compare all future experiences. These hidden tapes are what control most of our decisions. You have a choice: if you have an anger program, you can not choose no anger..."you can't choose a not"...but you can choose to be caring, sensitive, powerful and compassionate. Must learn how to lead yourself before you lead others.

c. Why do leaders act the way they do? Programmed.

Leaders must be fluent in three languages:

1. Verbal brain language: thinkers and analyzers; organize raw data into words and numbers.
2. Visual brain language: organize experiences into pictures; excel at having visions.
3. Feeling brain language: people of the heart, they organize their experiences into pictures from which they are ready to conquer the world. This is the one where most leaders fail.

d. Stress: the 20th Century Plague

"This is the self which if let go unrestrained, will tear up your organization, your systems, your hopes and goals, your followers, and yourself along with it."

The stress converter: hardiness is invaluable...it is the quality that shifts bad stress into good stress..."interpret through his voices and visions the way he sees himself and the other people so as to transform their awareness from bad to good." Hang on to bad stress...anger fear and/or tension elevates. The Stress Self is the part

of you of whom you are least aware.

e. How do you gain awareness of self and others? Use the **Read Feed Lead** process:

1. Read the person or situation
2. Feed back to the person your message, purpose, or intention to work with, support or assist this person in their language.
3. Lead the person to work with, support or assist you in accomplishing the task, mission or goal.
From your position in which you feel peaceful, powerful and focused.

3. Leadership Strategies

a. Grow your leadership

Take the Myers Briggs test...personality test to help empower you to understand you better as well as others.

Work on your weak spots by associating with leaders who have matured in those areas.

b. Centering yourself: two types...peaceful or powerful

Peaceful techniques: self-talk, self-seeing, and peaceful breathing
prayer and meditation

Powerful techniques: often involve intense physical activity...jogging, boxing, running, screaming in the car...

Must be able to work with people from -10 to +10...Leadership is not a function of the head but rather of the heart.

c. Ask for Feedback. Most leaders choose not to do this. It is invaluable, and will shorten your learning process. Remember, feedback is just another person's opinion of what has happened...it is not TRUTH per se, although it is their truth.

d. Know How to Follow the Followers

If you support meeting their needs, or creating conditions that dovetail their needs, they will follow you anywhere.

e. Try Personality Mentoring

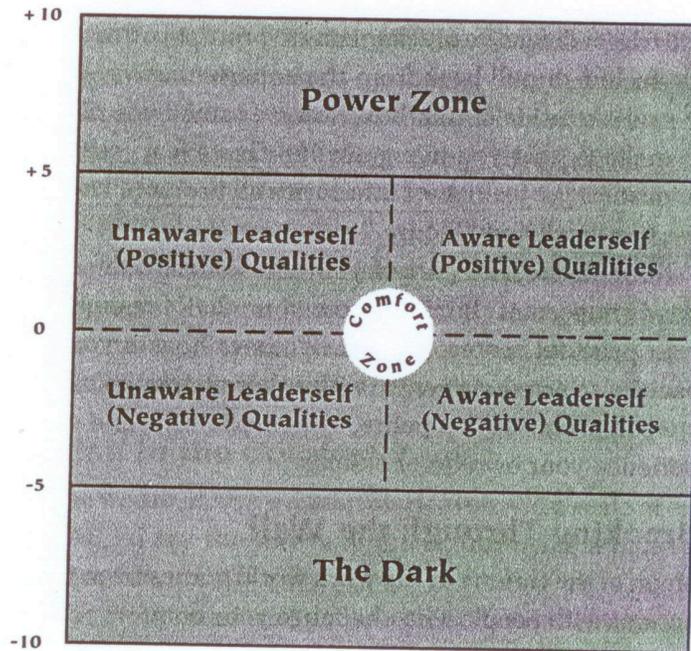
Find others who have the attributes you desire and work with them, duplicating their approach; also stay away from those who reinforce your undesirable behavioral patterns.

Pattern Intervention: when two people see things differently ask each one to take the other person's point of view...why they might think they are right.

f. The True Leader Operates out of Purpose

g. Leaders Know Their Games

Discover Your Leaderself



YOUR COMFORT ZONE AND YOUR POWER ZONE

We all live in a comfort zone, a place where we feel safe. Trauma in the work world comes from people and situations that challenge our comfort zones. A leader must become comfortable in the uncomfortable. Power techniques, such as power anchoring, help leaders enter the power zone—where great visions reside. You will experience your most positive qualities at their greatest intensity in the power zone.