

Leader Guide

WHAT'S INSIDE

Inspiring Leadership through
Agility

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LEADER RATING PAGE

Inspiring leadership excellence requires agility.

Today's rapidly shifting competitive environment requires agility, resilience and responsiveness. Leadership today requires focus and awareness, immediate and slight course corrections, and consistent reflection and learning.

At different moments in time, different strengths, attention and competencies are needed -- at one time innovation may be the highest priority; at another it's building communication and information sharing across silos; or maybe it's about just putting heads down and churning through the work to push the ball over the goal line. Being responsive and agile across the dynamic needs of an organization requires focusing the collective where it needs to be in that moment and then mapping people to tasks according to their strengths.

Leaders knowing themselves, what a situation requires, and how to enact the right blend of styles and behaviors dynamically inspires performance. The InspireCorps Leader Guide is the framework that allows for agility, while sustaining inspired people and performance.

On the following pages are various strategies and resources to help you develop these core competencies.



Competency 1

THE LEADER GUIDE

WHAT IS IT?

The InspireCorps Leader Guide is a proprietary framework for unleashing individual leadership performance. It is based on long-standing situational leadership theory and application from Aristotle to modern Psychology. The most effective leaders are competent in and agile across all four styles. This situational leadership model increases your leadership agility.

You do this by identifying, understanding, and intentionally shifting your personal leadership style to strategically align to the situation at hand to achieve your desired goal or impact.

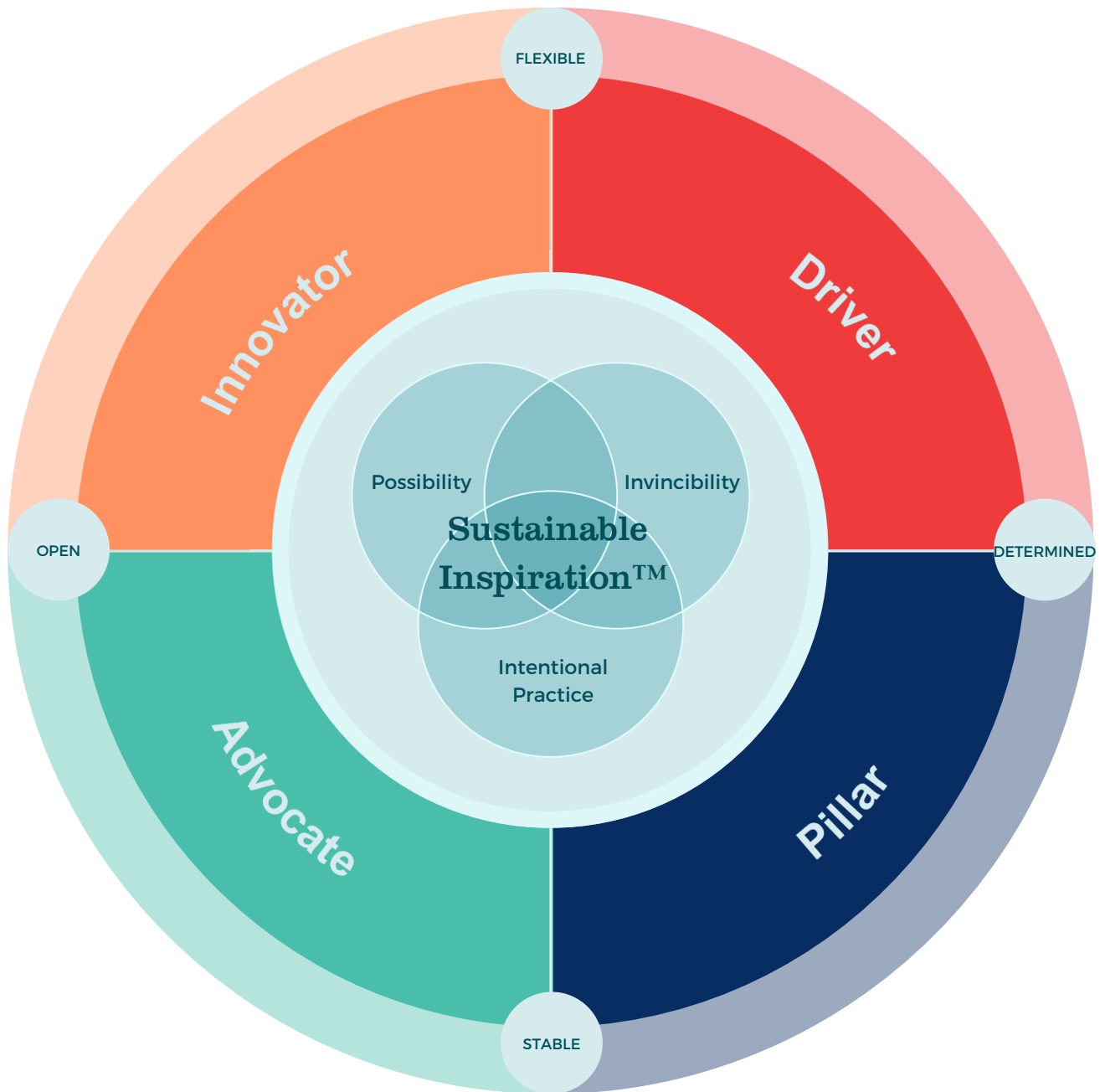
THE OUTCOMES

Agile, self-aware leaders equipped with a robust, action-oriented toolkit, prepared to move across leadership styles with agility and, in turn implement new communication and decision-making skills in their own teams.



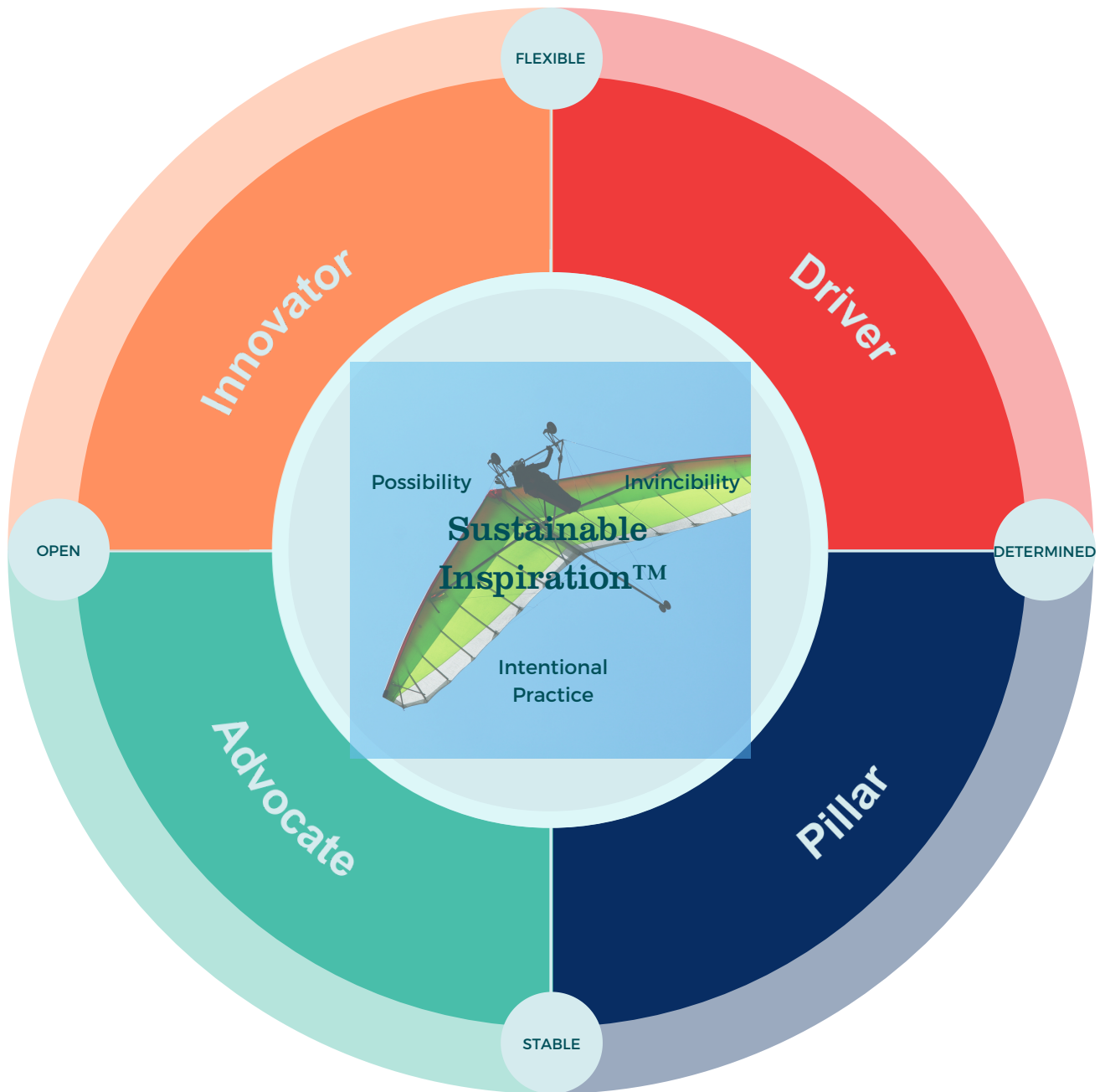
Competency 1

THE LEADER GUIDE



Competency 1

THE LEADER GUIDE



Competency 2

THE 4 LEADER STYLES

KEY POINTS

- All four are equally effective
- Some feel more natural
- Increase agility across all four



DRIVER



PILLAR



ADVOCATE



INNOVATOR



Competency 2

THE 4 LEADER STYLES



Competency 2

THE 4 LEADER STYLES

DRIVER

DRIVING TO RESULTS



DEFECIT ← **IN BALANCE** → **EXCESS**

- Acts defeated
- Disengages
- Lacks focus
- Focuses on obstacles

- Ambitious
- Determined
- Mobilizes commitment
- Clears pathways to action
- Direct eye contact; leaning forward with intensity
- Action oriented
- Fast paced speech

- Impatient
- Discounts others' inputs and ideas
- Leaves others behind
- Takes control, dominates conversations + meetings



Competency 2

THE 4 LEADER STYLES

PILLAR

SCALING EXCELLENCE



DEFECIT ← IN BALANCE → EXCESS

- Gives up too soon
- Unreliable or Inconsistent
- Easily offended
- Believes too easily
- Lacks confidence

- Trusted
- Perseverant
- Self- regulated
- Rational, analytical
- Patient
- Grounded/ firm
- Deliberate Speech

- Unable to let go
- Unwilling to take risks
- Overly cautious
- Overly protective
- Lacks perspective



Competency 2

THE 4 LEADER STYLES

ADVOCATE

HIGH PERFORMANCE TEAMING



DEFECIT ← IN BALANCE → EXCESS

- | | | |
|--|--|--|
| <ul style="list-style-type: none">• In-authentic• Focused on self• Lacks empathy• Acts as lone wolf• Excludes people | <ul style="list-style-type: none">• Collaborative• Inclusive• Fair• Socially intelligent• Humble• Open, leaning forward with curiosity• Oriented to others | <ul style="list-style-type: none">• Sacrifices self too much• Burned out• Lacks self confidence• Over compromises with others• Trusts too easily |
|--|--|--|



Competency 2

THE 4 LEADER STYLES

INNOVATOR

ENVISIONING GREATNESS



DEFECIT



IN BALANCE



EXCESS

- Shuts down new ideas
- Prefers the status quo
- Unable to pivot
- Focuses on obstacles
- Gets lost in analysis

- Strategic
- Passionate
- Leads change
- Communicates bold vision
- Challenges status quo
- Excited, spontaneous movements
- Fast paced speech

- Indecisive
- Wastes too much time on brainstorming
- Fails to refine ideas and prioritize
- Has difficulty focusing
- Lacks ability to execute



Competency 3

WAYS TO RESET + SHIFT YOUR LEADERSHIP STYLE



DRIVER

Body: Flexible, determined, forward

Emotions: Intense, focused

Mindset: Ambitious, goal-oriented

GENERATE THIS STYLE

THINK ABOUT

- What is the most efficient way to accomplish our goals?
- How can we stay strong to the finish?
- What will it feel like when we achieve our goal?

MUSIC

- Strong, fast-paced, lyrics about determination

MOVES

- Forward and intense (marching, going up stairs)



PILLAR

Body: Stable, low center of gravity, grounded

Emotions: Calm, resolved, brave

Mindset: Protective, honest, critical

GENERATE THIS STYLE

THINK ABOUT

- What is at stake here?
- What are my greatest priorities?
- What is the best for the organization overall/in the long term?

MUSIC

- Slower-paced, steady beat, lyrics about protection

MOVES

- Grounded, solid, firm (plank, squat, box breathing)



Competency 3

WAYS TO RESET + SHIFT YOUR LEADERSHIP STYLE



ADVOCATE

Body: Eye contact with others, attention on present, open stance

Emotions: Kind, empathetic, trusting

Mindset: Generous, humble, curious

GENERATE THIS STYLE

THINK ABOUT

- How are the people important here?
- How could my support help them succeed?
- How can I increase trust with others?

MUSIC

- Slower-paced, lyrics about connection

MOVES

- Open, slower-paced, eye contact (collaborative movements)



INNOVATOR

Body: Spontaneous, flexible, animated

Emotions: Excited, hopeful, passionate

Mindset: Creative, optimistic, future-minded

GENERATE THIS STYLE

THINK ABOUT

- What's the greatest future we can imagine?
- How can new approaches help us succeed?
- What could happen if we break the rules?

MUSIC

- Fast-paced, upbeat, lyrics that spark thinking about the future and/or positive emotions

MOVES

- Flexible, open, expanding (free style dance)



Competency 4

LEADERSHIP AGILITY CHALLENGE

In the next two weeks - identify your key leadership opportunity:

Success looks like:

1. Who do you need to be?
2. What positive impact will you have on others?
3. What results will you produce?



Competency 4

LEADERSHIP AGILITY CHALLENGE

RESET + SHIFT

BODY

- Engaging in activity
- Changing body posture
- Shifting facial expressions

EMOTIONS

- Listening to music
- Breathing
- Connecting socially

MINDSET

- Using your strengths
- Connecting to purpose
- Anchoring in values

STYLE UP TO DIAL UP:

How to dial up this style using body, mindset, and emotions:



Competency 5

LEADER RATING PAGE

RATE TYPICAL AND IDEAL STYLES
(1= not activated to 5 = fully activated)

