How many consider your self a leader?

How many think they are a good leader?
Information Governance is difficult – no, it is really hard to do!!!!
We have to change – can’t keep doing the same thing and hoping for a different outcome.
you are looking for solutions and proven methods that have worked
and this is not the answer. When building the IG program to address the challenges I faced I knew that we could not use the same methods to make the radical changes needed.

But how to do this????
We all want our customers and colleagues in the organization to look like this when they use the solution we just delivered - right?
What is leadership
Take a few minutes – turn to the person next to you and brainstorm a few answers – Go!
Report Backs
These are some of the common reactions and to some degree, myths, about leadership.

- I’m not a “born leader”, so I can’t lead
- A title & seniority will automatically make me a leader
- Work experience will automatically make me a leader
- I’m waiting until I get the position to develop as a leader
Webster Definition:

1. a position as a leader of a group, organization, etc. She recently assumed (the) leadership of the company.
2. the time when a person holds the position of leader
3. the power or ability to lead other people
4. the leaders of a group, organization, or country
Webster Definition:

1. a position as a leader of a group, organization, etc. She recently assumed (the leadership) of the company.
2. the time when a person holds the position of leader
3. the power or ability to lead other people
4. the leaders of a group, organization, or country
Most people make leadership complex.

The true measure of leadership is influence, nothing more, nothing less. ~John C. Maxwell
INSIGHTS INTO INFLUENCE

Leadership is **INFLUENCE**

Our influence with others is usually not in **ALL AREAS**

With influence comes **RESPONSIBILITY**

My influence with others is either **POSITIVE** or **NEGATIVE**

Our influence can **GROW**

People of positive influence **ADD VALUE** to others
10 Ways to Increase Influence
Trust is the glue that holds people together.
• Does my organization have good written values?
• Do the leaders practice and model them for others?
• Do I place the interests of my people above my own?
• Am I accountable to others for my actions?
• Since I know myself best, do I like who I am?
Nurturing people:
- Does not mean needing people
- Does mean commitment to people
- Does mean loving people
- Does mean lifting people to a higher level
Assets make things possible
People make things happen
Fear – if we are afraid of people we cannot confront them
Dislike – if we dislike people we should not lead them
Contempt – if we look down on people, we will not value them
Look at speaker – meanings are not in words, but in people
Ask questions – this is the quickest way to become a listener
Don’t interrupt – it is just as rude to step on people’s ideas as it is to step on their toes.
Don’t change subject – listening is wanting to hear
Emotion – leaders must keep current of the undercurrents
Responsive listening – when people feel that their leads no longer listens or responds, they will go somewhere else

To become a better listener:
What is their heart?
What is their hope?
What is their hurt?
How can I help?
You need to understand others...

Why relationships fail:
- Fear which causes us to erect barriers
- Selfishness which causes us to focus on self instead of others
You cannot give what you do not have
Success is knowing your purpose in life, growing to your maximum potential, and sowing seeds that benefit others
Success – when you work hard to better yourself
Significance – when you work hard to better others
There are those who can see the problem ahead and avoid it. There are those who can experience the problem and fix it. There are those who can not see the problem or fix it and they are overwhelmed.

A leader is one who sees more than others see, farther than others see, before others see.

1. Experience – been there did that
2. Success – been there did that successfully
3. Responsibility – I’m willing to take others on the trip
5. Partnership – we go together – we help each other
Credibility + Communication = Connections
Determine not to know everything, not to know everything first, not to become the primary source of communication, to let someone else represent you, to stay with your strengths.

Empowerment means:
1. Seeing the potential of the individual and the proper fit for the job
2. Saying words that encourage, equip and empower that person
3. Sharing your knowledge, experience and influence with them
4. Showing to others your belief in and power given to that person
80% of leaders attract followers

REPRODUCES
10% of leaders attract leaders

REPRODUCES
1. Model good leadership
2. Provide leadership training
3. Provide leadership resources
4. Provide leadership experiences
5. Create a growth environment
So, how do you do this?

1. Find a program of learning that is delivered as a journey and not just a single event like a one or two-day seminar.
2. Surround yourself with other life learners who you can share the journey and create mutual accountability partners.
3. Make sure you find a mentor or mentors to help you on your journey of growth.
Resources
Raise the level of personal leadership effectiveness through an increased understanding of leadership principles.
Before we talk about how you can wield your influence effectively...

You can develop as a leader
Effective Communication is a Critical Influence Skill.
Well-crafted stories deliver business concepts simply and powerfully.

Packed with over 100 ready-to-use narratives organized by different business challenges
Then one day I thought, why not try wearing a pair of my colorful socks to the office. Would people still take me seriously? As a result of joining the JMT along with many new experiences and growth I’ve had over the last year, I’ve become much more comfortable in my own skin. I decided try wearing a pair to work.

What I discovered was that these colorful and fun socks are an excellent leadership tool. Because of my position in the organization as a director leading over 100 folks, many people have been programmed to feel intimidated by someone in that position of leadership. I need to connect with them and make sure they can honestly share what is working, what is not, and what they think would be even better for our team. Maybe socks are the answer! I started wearing my colorful sock to the office and started to get folks to notice them. When I did I discovered a powerful leadership tool.

So now I wear them every day and when I approach a team member, I ask them what day it is. Is it Monday, Hump Day eve, Hump Day, Friday Eve, or Friday? Then I show them the socks I have on for the day to celebrate that day. When I tell them I am celebrating that day something magical happens. They laugh, they make fun of my socks, I laugh at myself and all of a sudden I am a team mate not the “Boss”. I am finding that after I break the tension with this simple leadership tool I am having deeper and more meaningful conversations with these normally reserved team members. Their perception is quickly changed and they open up to share their concerns, ideas, and dreams.

So, I challenge you to try using this powerful leadership tool to help you become a better, more approachable and fun leader. They are only socks. What do you have to
lose?
Before we move on – what is one of the biggest factors for IG success?
I think the people side of change is the most important success factor for successful Information Governance.

Talk about why – most of the ways information governance happens out within the organization through the new behaviors and culture we need to install – yes I said install.

Let’s talk about some of the barriers to change
But change is hard – here are 3 of the top 4 change management obstacles.

The top one was the lack or active and visible sponsorship. – This is important but assume you got that one covered since the organization is backing IG.

The next 3 scream for a formal change management program with a CM professional at your side.
Most people have “their way” of managing information and we are asking them to change.

Change is hard!!! This was not a time to shoot from the hip.

There were some really significant drivers that called for a formal CM program.
So, what is culture? Behaviors, Systems, and Symbols

We provided very clear and unambiguous examples of good behaviors and unacceptable behaviors that tied back to and reinforced the IM Policy.

We worked with each Department to help them create their own Information Management processes.
Dr. Cloud was working with a CEO and when discussing some of the issues holding back his company he asked: “What kind of culture would drive the business forward if you had it?” And when the CEO began to describe the culture he wanted...

Dr. Cloud asked him: “So why don’t you build that kind of culture?”

The CEO said: “You know, when you think about it . . . I am ridiculously in charge.”

You can help empower your CEO or senior leaders to be ridiculously in charge. Tell them or show them what this means when creating a culture of information management excellence.
People feel awkward and self-conscious doing something new...

Hands clasped exercise
People initially focus on what they will have to give up...

People initially focus on what they will have to give up...
People are afraid of being ridiculed... Many do not want to ask for help
People personalize change and may feel alone in the process...
you can do it too!
One effective way to influence is through stakeholder briefings.

But don’t just present what you are doing – ask questions. Get them talking about what they need from you.
Get on the Leadership Team’s agenda regularly.

Another way to have active and visible sponsorship is to involve the Leadership Team. I briefed them on a regular basis and also made sure they assigned data owners from their organizations that we could work with.

I can't stress the importance of communication with the leaders of the organization.
Part of that support system was IM champions. They served the role of the Change Agent Network.

We had IM Champions in each Department and they became the super users that others could go to for help and quick on the spot training.

The Department Heads recognized them for their vital role with the change success.

These virtual team members can make up the operations team.
Lunch and learns
Talk about ways to use this influence to grow chapters and to increase engagement.
Leading through influence