



REALITY-BASED LEADERSHIP

No Ego: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

Most leadership philosophies are grounded in two completely faulty assumptions — “change is hard” and “engagement drives results.” Those beliefs have inspired expensive attempts to keep change from being disruptive to employees and an unachievable goal to create a perfect, stress-free workplace.

Recent research conducted by Cy Wakeman in conjunction with the Futures Company, reveals the traditional approach to leadership, one that hasn't been revolutionized in over thirty years, actually engages the ego, fueling drama in the workplace rather than driving performance and success. Engagement without accountability creates entitlement, not results. In fact, the research indicated that under currently prescribed leadership philosophy and strategic best practices, up to three months per year of each employee's time - potentially billions of dollars annually in the U.S. alone – is wasted in drama.

In this session, Cy proposes a radically different approach to core leadership philosophies such as engagement, change management, and accountability. Join Cy as she calls leadership professionals to redefine leadership with science and research and to teach leaders strategies and tools that will actually work in their modern workplace. Innovation, collaboration, teamwork, engagement, success – it's all our natural state when the drama is gone.

Session Objectives:

- Discover strategies for eradicating entitlement with team-based tools which changes the energy of entire group meetings from “Why we can't” to “How we could.”
- Develop highly effective mental processes in their teams that hold all team members accountable to quality and excellence.
- Use a simple list of questions that can be implemented immediately and used for self-reflection and cultivating accountability.
- Understand compelling research showing that current leadership strategic direction and foundational philosophies regarding change management, engagement, accountability and leadership development are flawed and causing significant waste in the workplace.
- Learn a new set of tools that leaders can immediately begin to use and implement in their daily leadership practices to develop happy, high performing employees that drive results by fostering personal accountability.