

Are you Building Leaders, Scapegoats or Chumps?

Presented by
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Agenda

Introduction

General Info

A Simple Device

How to Spot
Them

Conclusion

INTRO

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What This Is

- How to empower subordinate leaders.
- How to notice empowerment anomalies in yourself and others.
- Strategies for improvement.

What This Is NOT

- Leadership 101
- A blueprint to success

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Why Should You Listen To Me?

- West Point graduate
- Led 50+ teams, sized from 3 to 150+
- Powers of recognition that can only come through experience
- "Honest broker"

INFO

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General Information

- There is a general lack of GREAT leadership these days, especially in middle management.
- There is a pervasive culture of a lack of trust in subordinate leaders.
- I posit that this is due to a dwindling of respect for the next generation that seems to get worse with each iteration.
- Education is the key. Education about the RIGHT stuff.

DEVICE

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Gartner Group Magic Quadrant

Execution

Challengers

Leaders

Niche
Players

Visionaries

Vision

Two Axes of Focus

Responsibility

- Corporate responsibility
- Can and will you be BLAMED?
- Will you get the credit?

Authority

- Can you make YOUR OWN decisions?
- Can you see them through?

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Key Concepts

- Two Binary Values
- Very Strict Rules for Having Them
- Take a Long Time to Build
- Take a Short Time to Destroy
- Ever-evolving
- So, Binary, but Flexible? WTF?
- Don't Worry, It is Easy – all you have to do is pay attention!

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Gartner Group Magic Quadrant

Figure 1. Magic Quadrant for Public Cloud Infrastructure Managed Service Providers, Worldwide



Source: Gartner (March 2018)

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Joe Mack Not So Magic Quadrant

Authority

Chump

Leader

Figurehead

Scapegoat

Responsibility

SPOT

The Figurehead

- Responsibility: None or limited
- Authority: None or limited
- Prospects: None or limited
- Love: None or limited
- Cons: Just about everything
- Pros: No blame...so you got that going for you...which is nice.

The Scapegoat

- Responsibility: Yes.
- Authority: None or limited
- Prospects: TBD
- Cons:
 - Sign of a weak leader
 - Most common of the 4...OVERWHELMINGLY
- Pros:
 - Can be easy to remedy.

The Chump

- Responsibility: None or limited
- Authority: Yes
- Prospects: Yes*
- Cons:
 - All the work, none of the credit
 - Another tool of the weak leader
- Pros:
 - No blame

The Leader

- Responsibility: Yes
- Authority: Yes
- Prospects: Yes
- Cons:
 - Hard Work
 - Heavy is the Head that Wears the Crown
- Pros:
 - Trusted and Valued

Quadrant Five – Total Anarchy

- Responsibility: ???
- Authority: ???
- Prospects: Uh.....
- Cons:
 - Guessing game
 - When it is bad, it is bad
- Pros:
 - When it is good, it SEEMS better

WHAT
NOW?

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Key Factors

Culture

Personality

Trust

Build a Culture of Excellence

- Excellence in leadership, as all things, can start anywhere in the organization and radiate out.
- Take full responsibility for your own actions and decisions.
- Pull blame up.
- Push credit down.

Cultivate a Winning Personality

- Be tough, but fair. Everyone knows you are in charge. You don't have to be an ass about it.
- Teach and exhibit the Golden Rule.
- Pull blame up.
- Push credit down.

Trust Until You Don't

- Err on the side of not being a jerk. Trust someone until they give you a reason not to trust them.
- Seriously. Trust everyone. They will surprise you. Plus, you can always fire their behind.
- Pull blame up.
- Push credit down.

Q & A

Stay Connected

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