



The slide features a large white rectangular frame. Inside, on the left, is a red QR code with a light orange circular background. To the right of the QR code, the word 'slido' is written in green lowercase letters. Below this, the text 'Join at [slido.com](https://www.slido.com)' and '#VSL\_Debunking' is displayed in a dark grey sans-serif font. At the bottom of the slide, a small note in a grey box reads: '① Start presenting to display the joining instructions on this slide.'

## Think of the Leader you most want to Emulate



Charismatic	Self-Motivated	Integrity
Intellectual	Decisive	Truthful
Inspiring	Passionate	Leads-by-Example
Powerful	Focused	Sense-of-Humor
Creative	Empathetic	Adaptable
Introverted	Persuasive	Trusting
Bold	Fearless	
Unselfish	Kind	
Courageous	Selective	
Self-Confident	Open-Minded	

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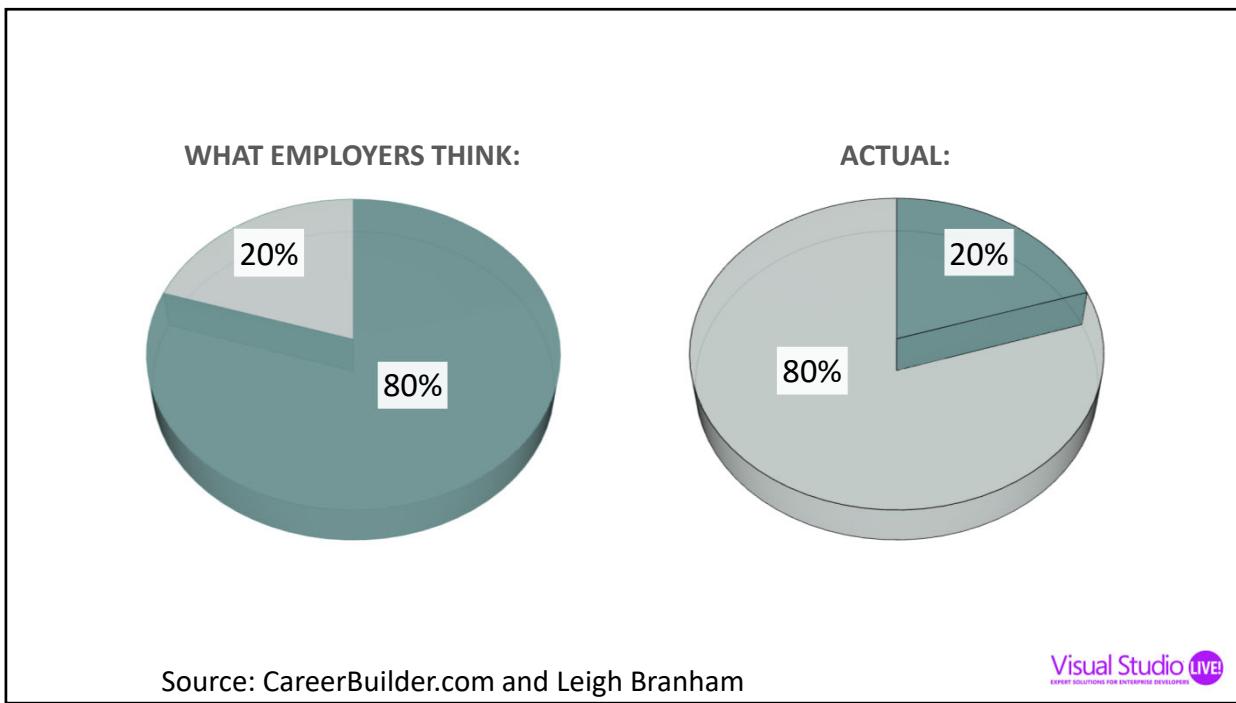
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What are the three traits?

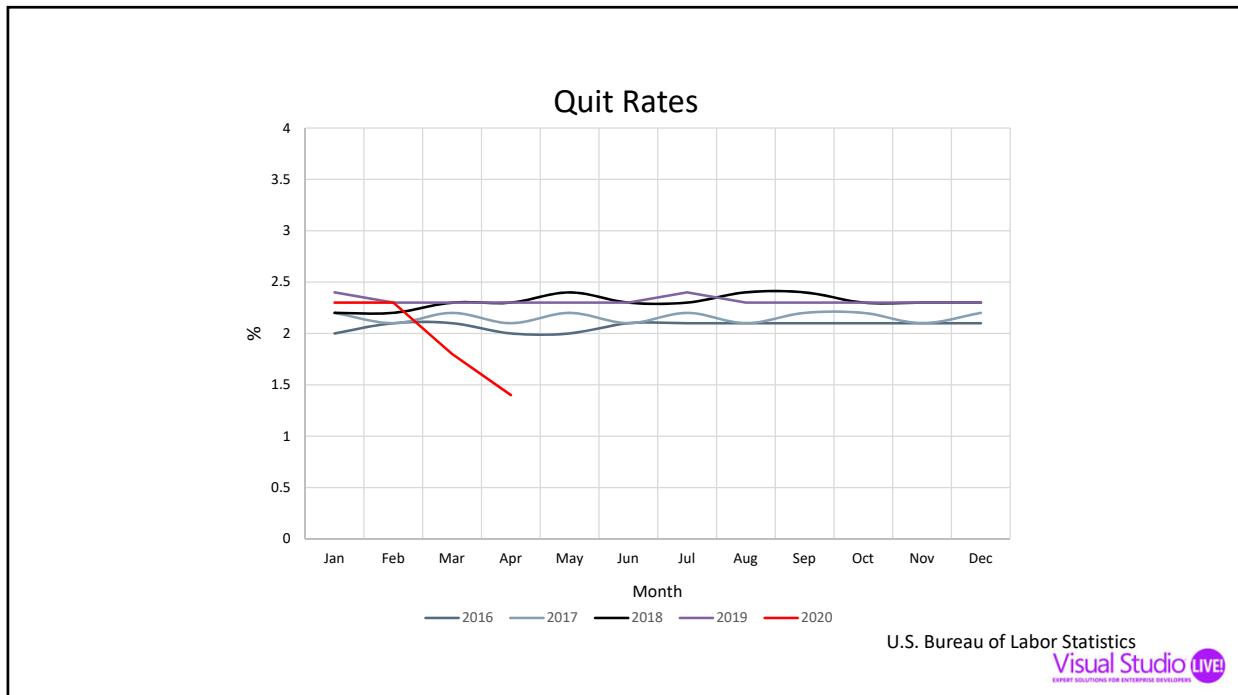
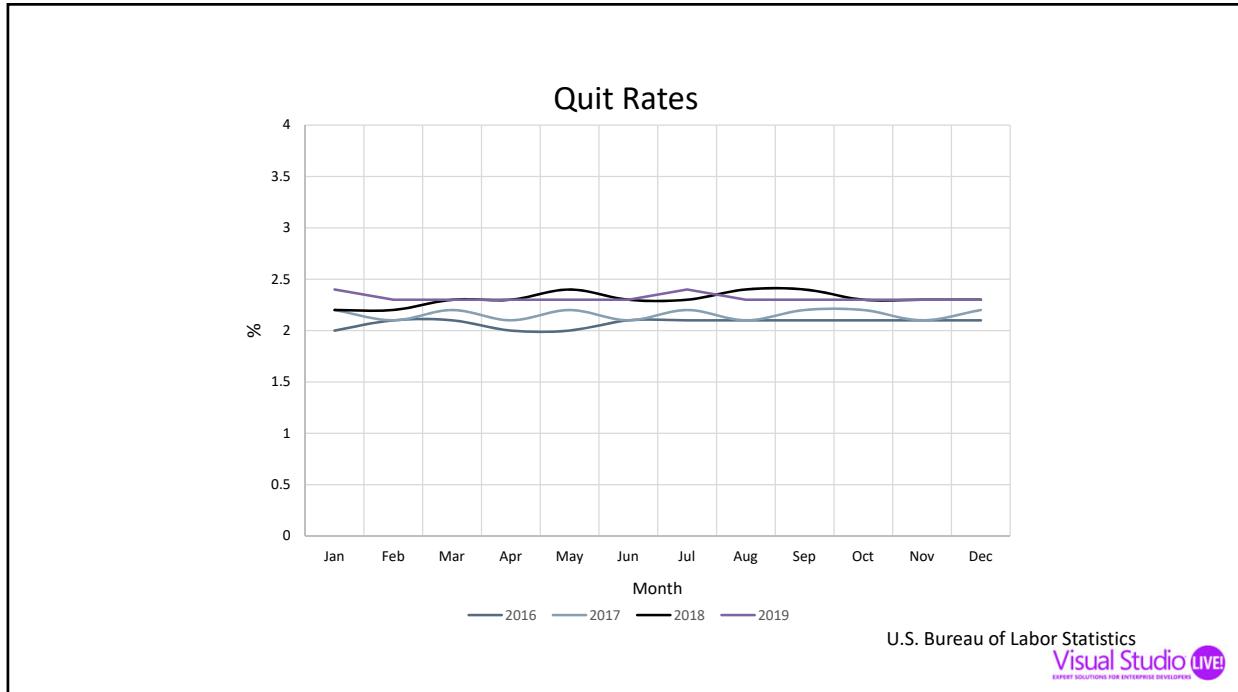
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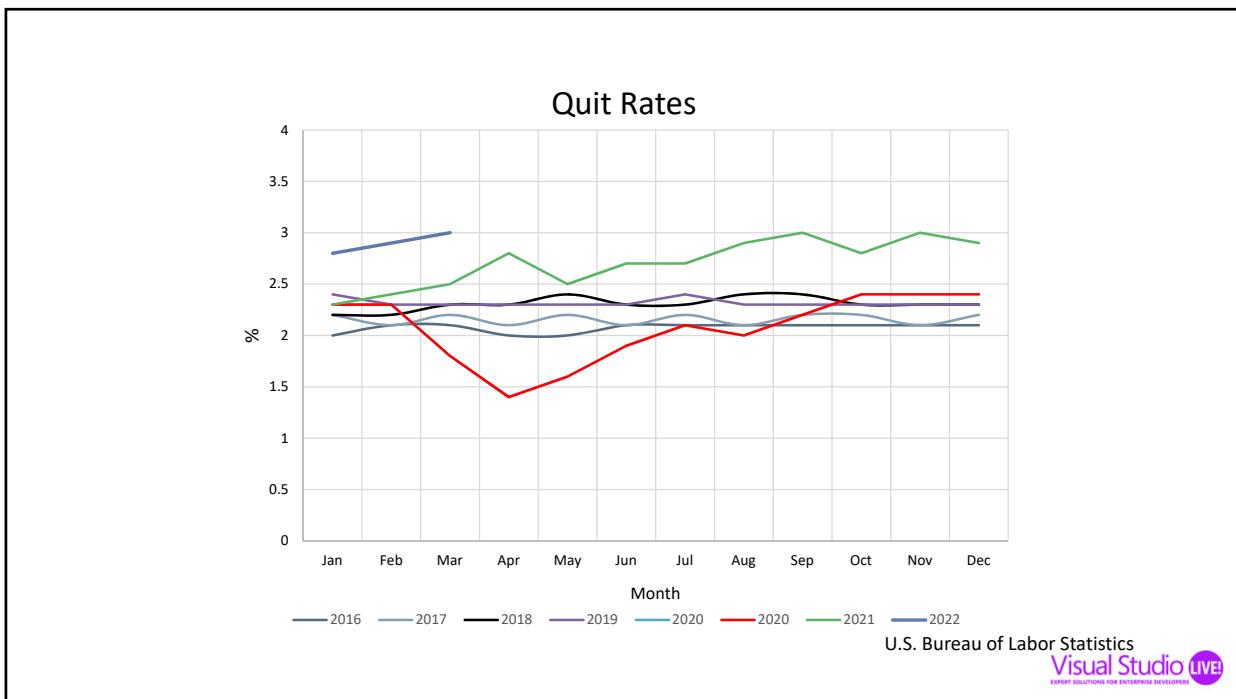
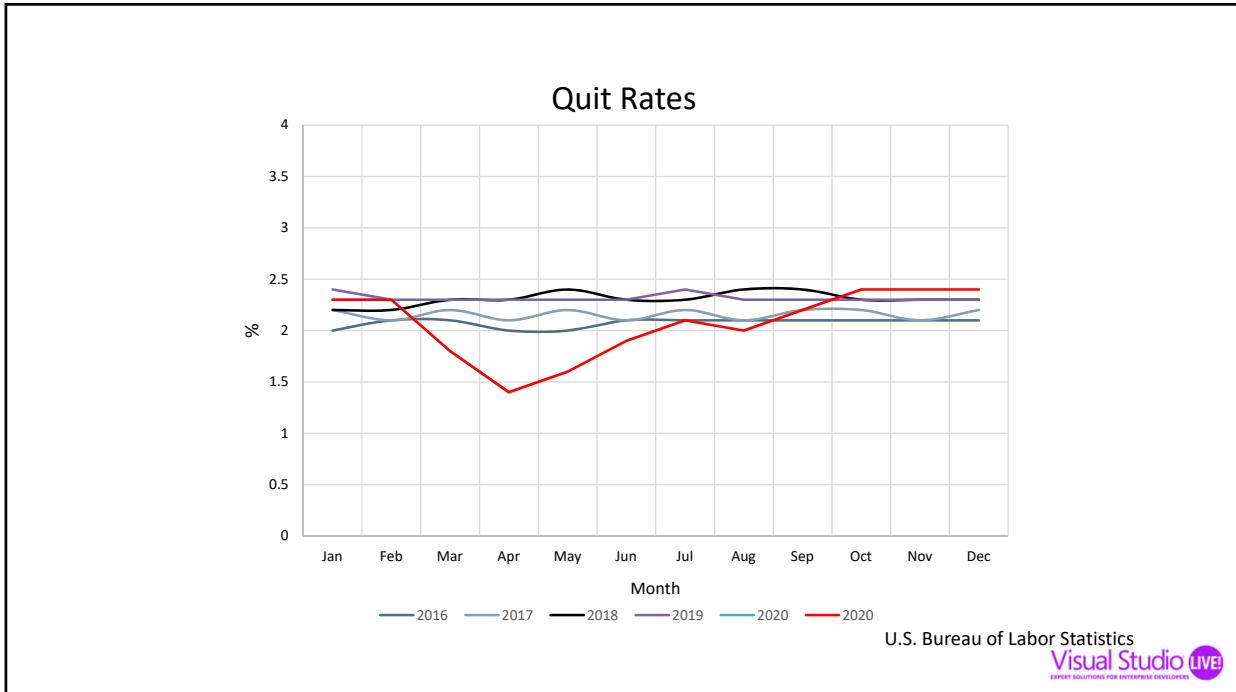


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**Do you know anyone who has quit in the past 24 months?**

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**Why do you think they quit?**

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## What is the #1 Reason They Quit?

- More Flexibility – 82%
- Looking for Bosses with More Empathy – 92%
- Don't Feel Valued – 76%
- Poor corporate culture– 50%

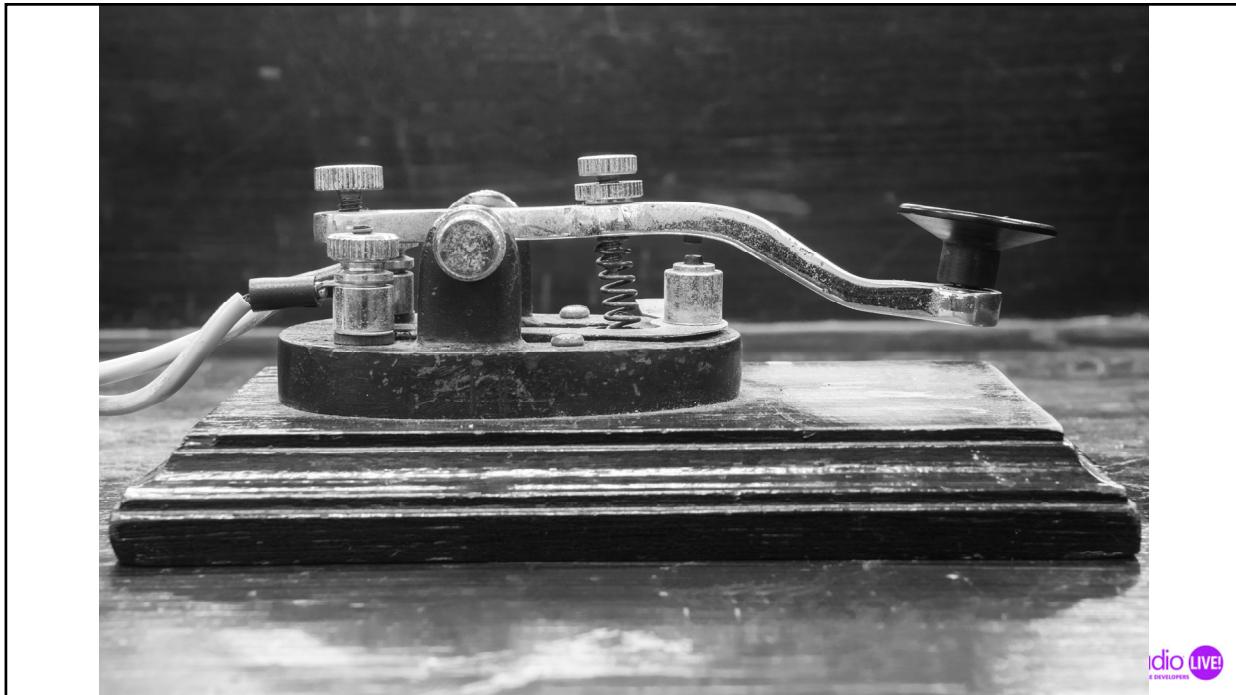
Sources: FlexJobs, Businessolver, hayes.com, Gallup



## THINK ABOUT YOUR LEADERSHIP STYLE



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## LEADERSHIP STYLES FROM YESTERYEAR

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## Great Man Theory (1840)

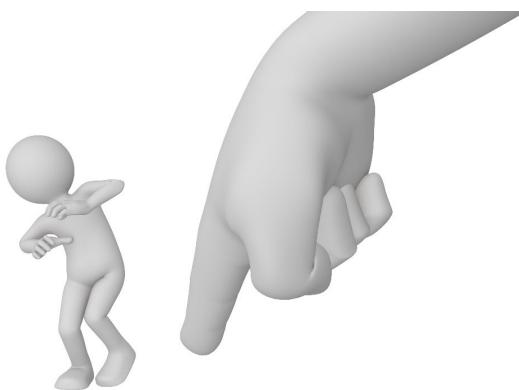
Leaders naturally dominate others by strength of personality and presence.



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## Autocratic

“A system by one person with absolute power, domineering rule or control” – Merriam-Webster



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# Unyielding

“Unwilling to change, resolute” – Merriam-Webster



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## MOST DESIRED LEADERSHIP STYLES TODAY

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# Empathy

“The ability to understand and share the feelings of another.” – Merriam-Webster



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# Empathy

**Sympathy** involves understanding from your own perspective.

**Empathy** involves putting yourself in the other person's shoes and understanding WHY they may have these particular feelings.



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# Vulnerability

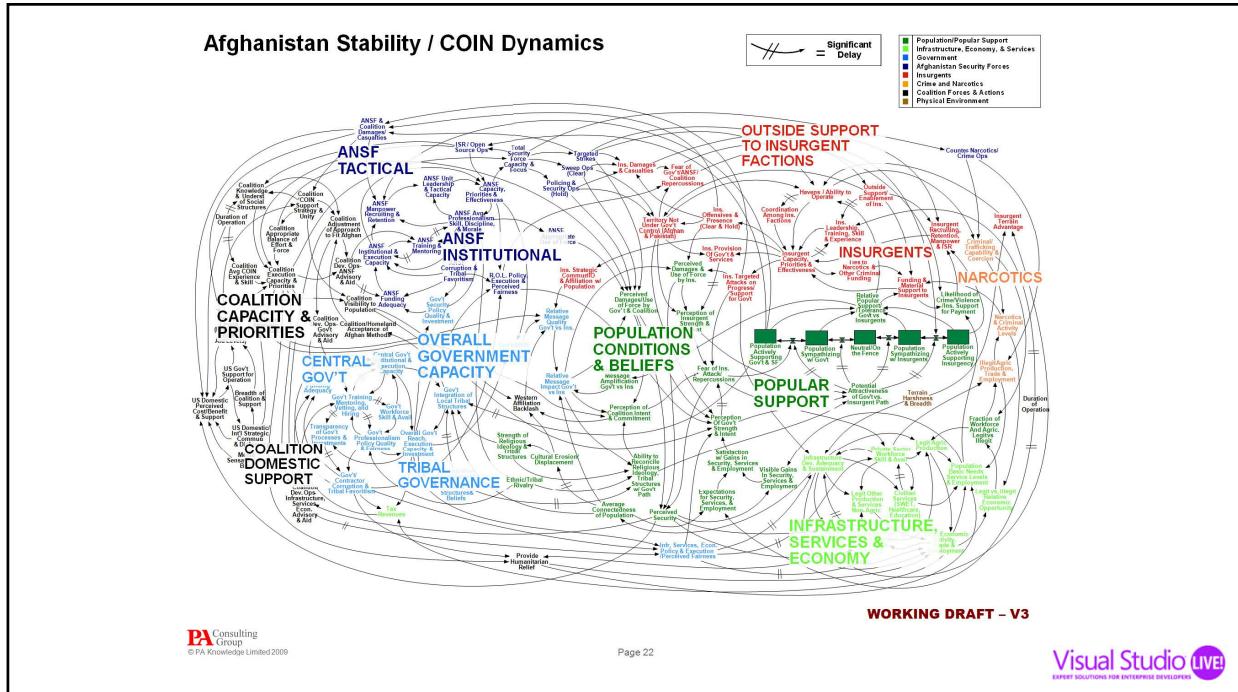
“open to attack or damage” – Merriam-Webster



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## PRACTICAL EXAMPLE

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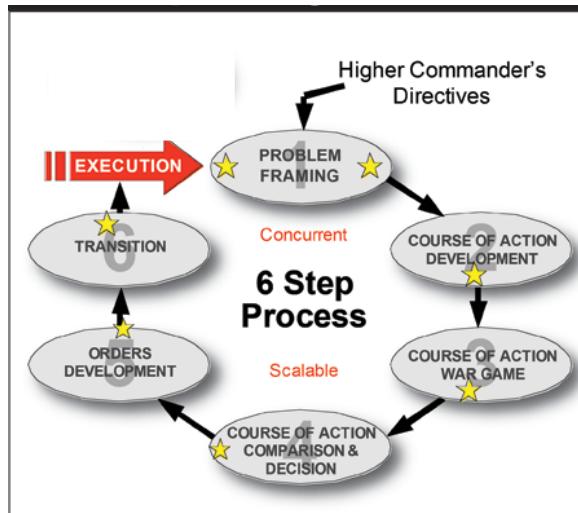
## Marine Corps Planning Process

## Marine Corps Planning Process

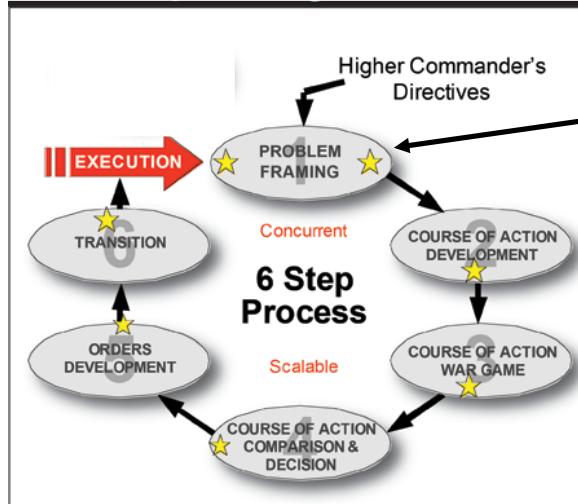


MCPP

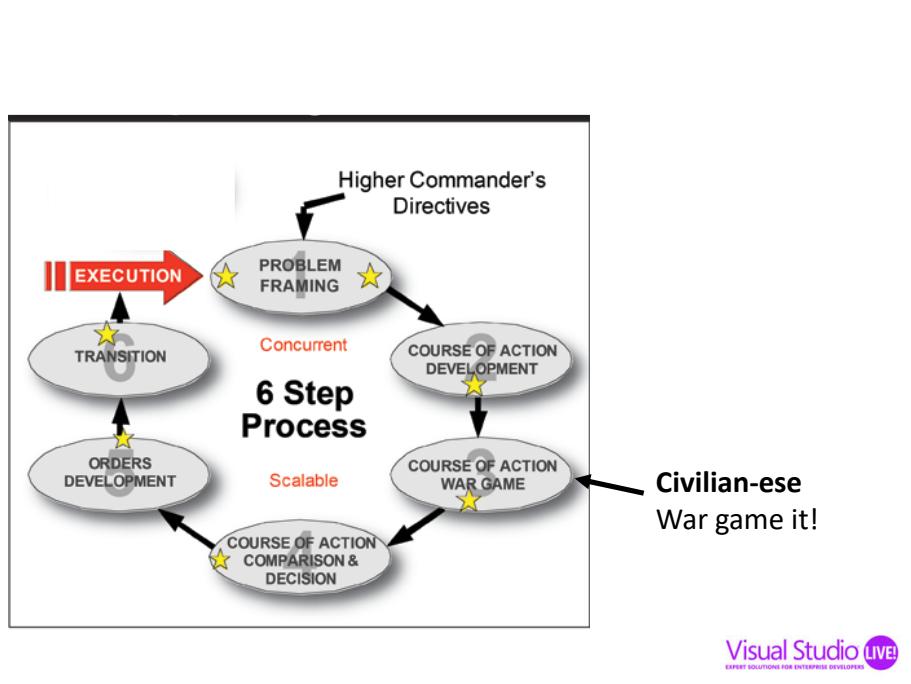
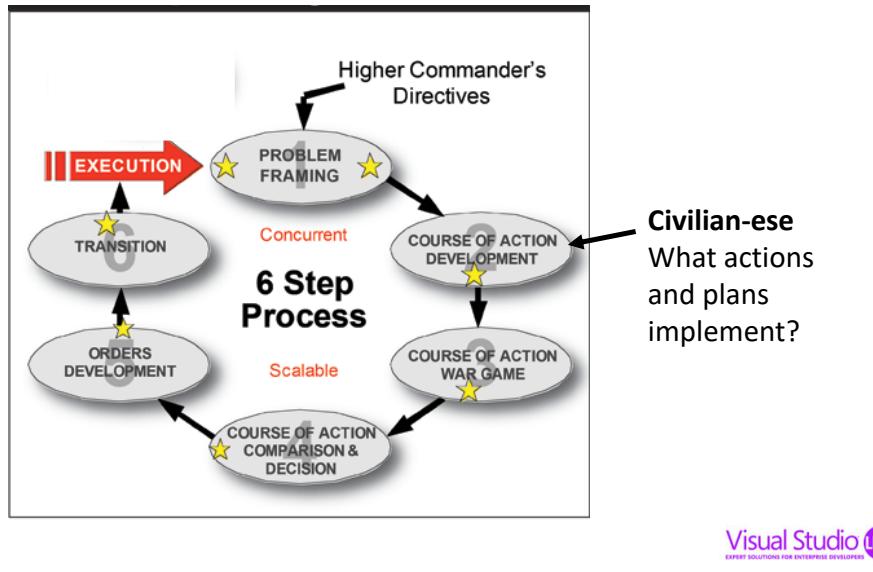


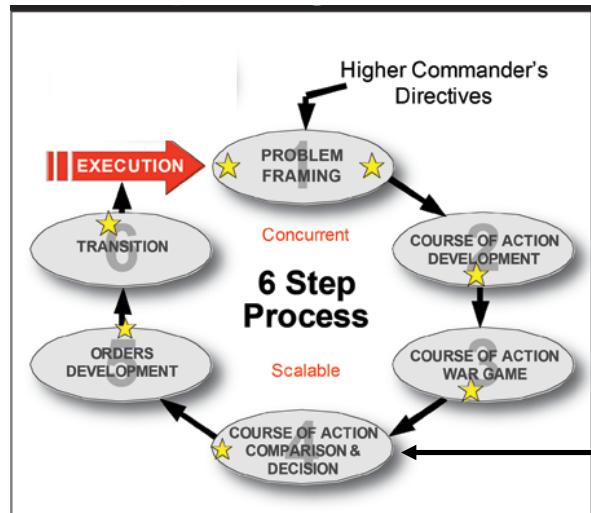


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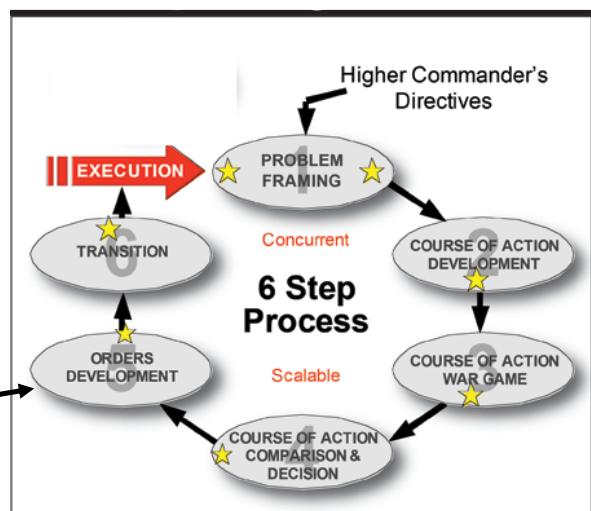
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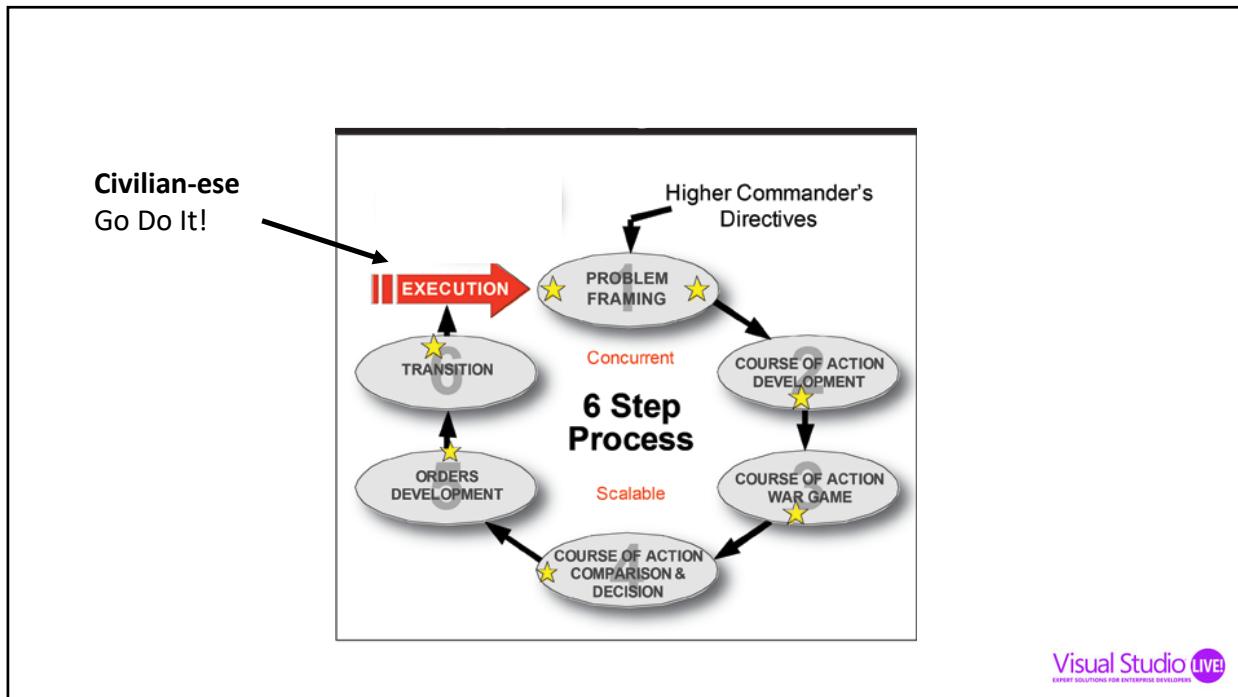
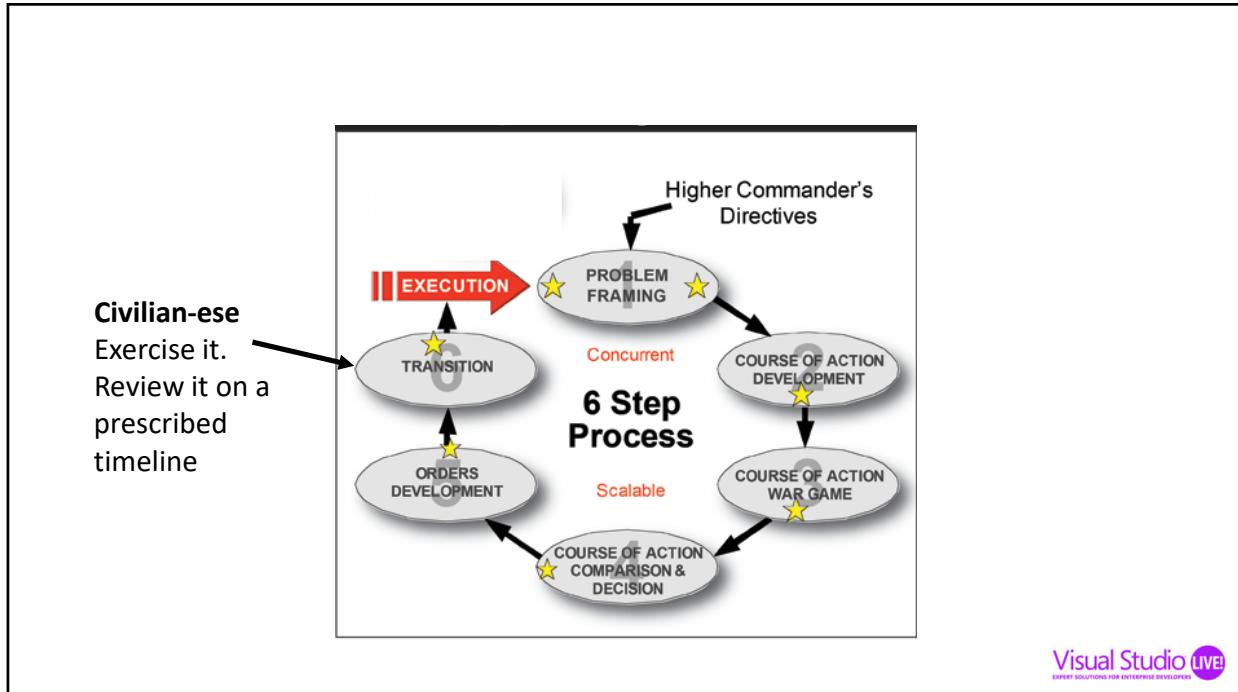


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**Civilian-ese**  
Write it down.  
Everyone  
knows their  
part to play



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# EXECUTION

“Everyone has a plan until they get punched in the mouth”.

- Mike Tyson



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# EXECUTION

- Nothing ever goes as plans
- When things change, Trust your Team and adapt to change
- You can't control your circumstances, but you can control your reaction

*Don't get married to the plan*



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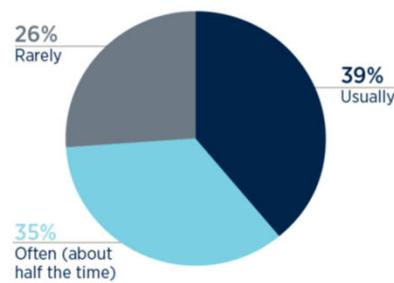
## DEBRIEF

1) Talk about what worked and did not work

2) The improvements for next time

3) Don't be afraid to praise the effort (not the result)

Projects Reviewed After Completion to Ensure Benefits and Learnings are Received  
(Percentage Distribution of Organizations)



Source: 2020 AF Project Investment and Cost of Capital Survey Report

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What was your biggest take-away?

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## Tomorrow's Morning Actions



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What will you do tomorrow?

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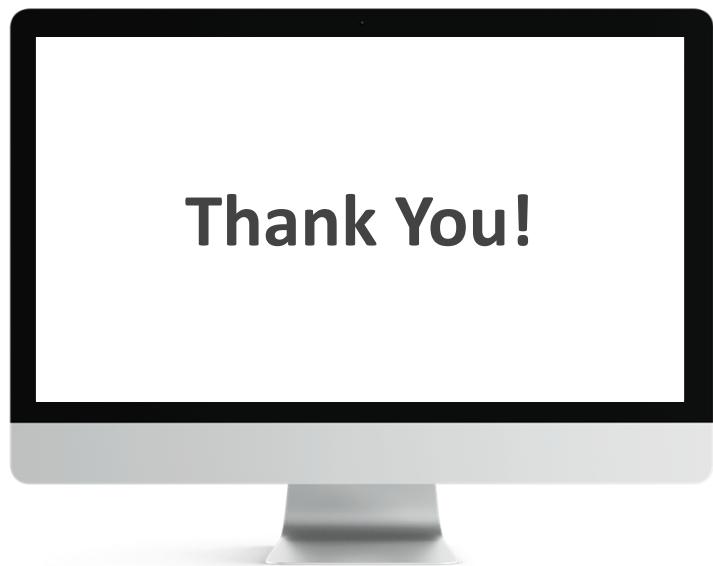
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