

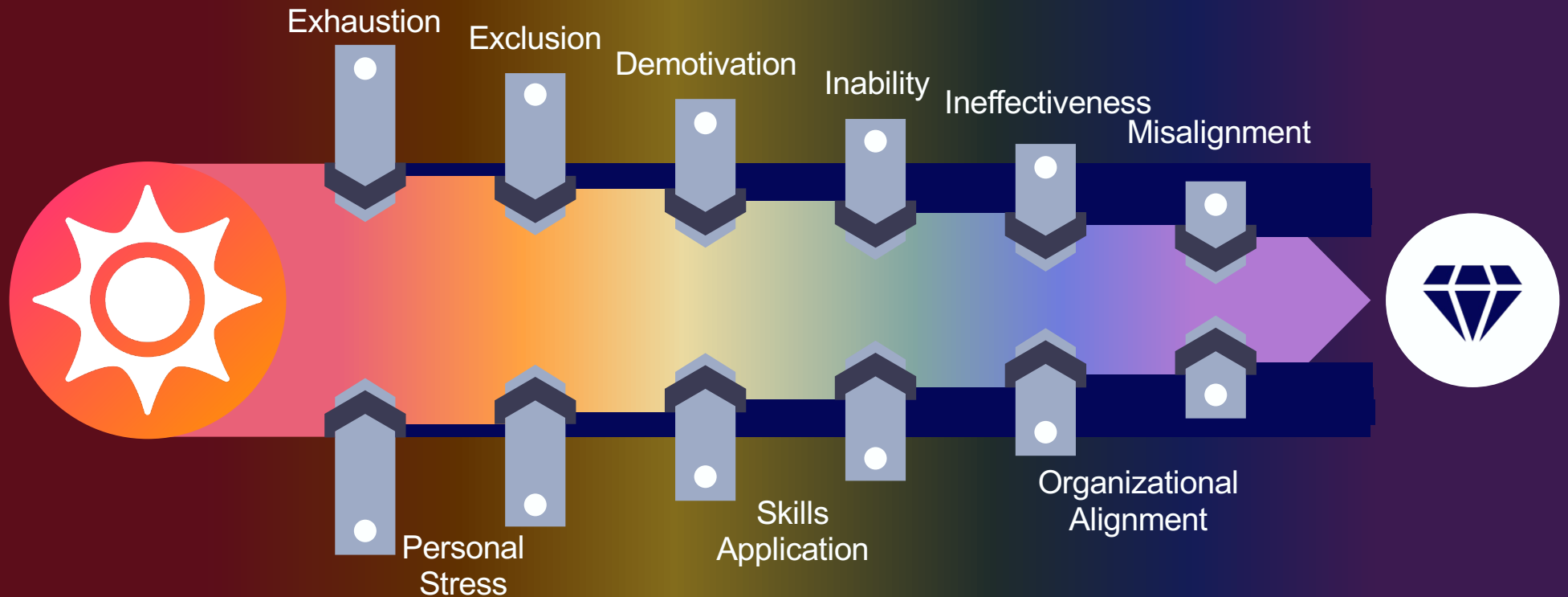
# *STOP DESTROYING VALUE*

Building Leadership  
1% at a time

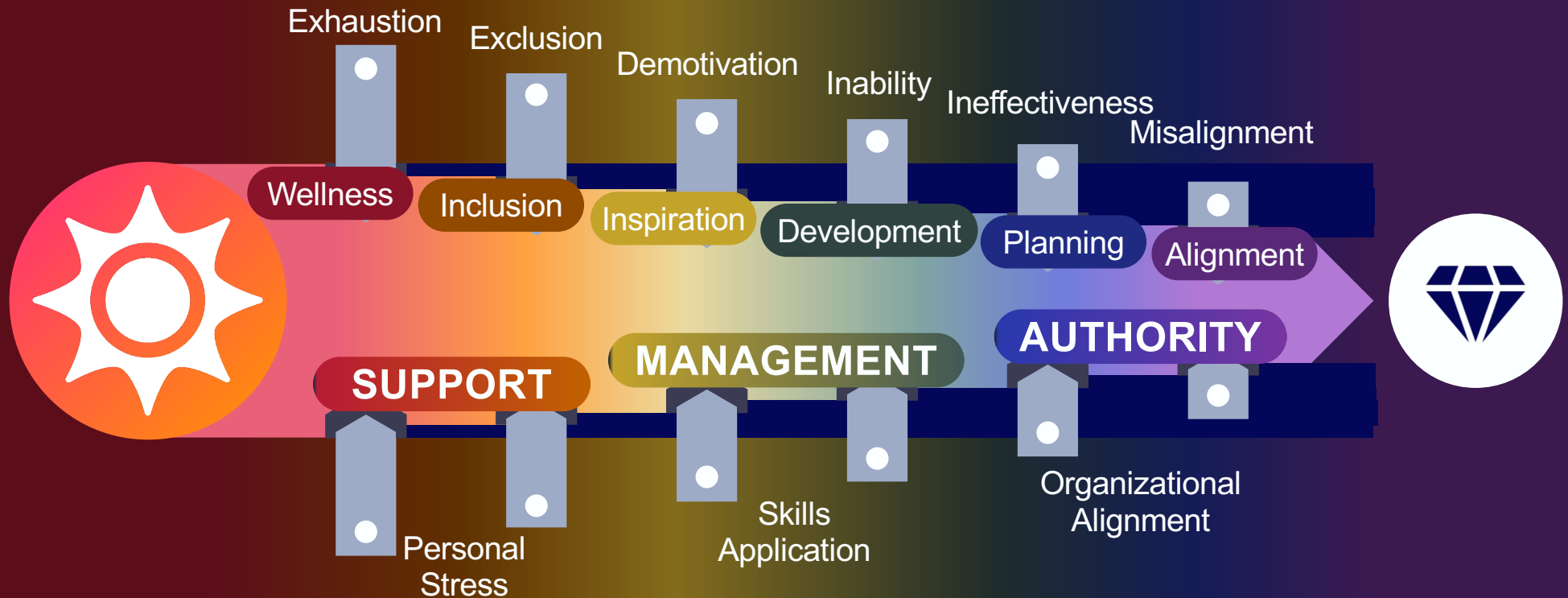
Andy Ellis



# Six Ways to Waste Energy and Kill Value



# Leadership Disciplines



**SUPPORT**

**MANAGEMENT**

**AUTHORITY**

Wellness

Inclusion

Inspiration

Development

Planning

Alignment

**Personal**



**Team**



**Org**



# Wellness

Maximize the energy people bring to the organization.



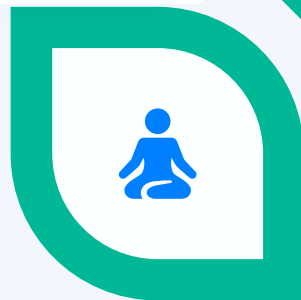
Increase their total energy



Decrease the energy cost to show up

  
Your wellness is one of the greatest assets you control

  
Four days of great work now are rarely more important than four months later



  
If you don't pay attention, you'll miss the gorilla in the room

# Inclusion

Reduce the energy cost people pay just to exist in a space.

Don't borrow evil where it wasn't intended



Culture is a garden of the plants you celebrate and the weeds you tolerate



Inclusion is the sum of countless everyday micro-inclusions



# Inspiration

Align people's  
desire to do  
work with the  
organization's  
need for work



Serenity is  
knowing that  
the crap  
you're wading  
through is  
crap you  
chose to deal  
with



Navigating the  
path forward  
drives  
engagement



Celebrating  
victories  
builds  
relationships



# Development

Give people  
the skills to  
change the  
world

Becoming right  
requires accepting that  
you might be wrong



Feedback needs to  
be a window, not a  
one-way mirror



Performance  
development should be  
applied to every person  
on your team



# Planning

Ensure that  
work isn't  
wasted,  
and that  
opportunities  
are seized



Whether you jump out of an  
airplane or get pushed out, you  
still need a parachute



If you spend all your time  
fixing crises, you aren't  
averting future crises



There is no  
perfect plan –  
there is only  
the best plan  
so far

# Alignment

Keep teams  
from working  
at cross-  
purposes



You need  
vision to know  
if you're on a  
right path



Keep your  
hand on the  
wheel to stay  
in your lane



Outrun the  
bear, not your  
friends

## SUPPORT

## MANAGEMENT

## AUTHORITY

### Wellness

### Inclusion

### Inspiration

### Development

### Planning

### Alignment

#### Personal



Your wellness is one of the greatest assets you control

Don't borrow evil where it wasn't intended

Serenity is knowing that the crap you're wading through is crap you chose to deal with

Becoming right requires accepting that you might be wrong

Whether you jump out of an airplane or get pushed out, you still need a parachute

You need vision to know if you're on a right path

#### Team



Four days of great work now are rarely more important than four months later

Inclusion is the sum of countless everyday micro-inclusions

Celebrating victories builds relationships

Feedback needs to be a window, not a one-way mirror

There is no perfect plan – there is only the best plan so far

Outrun the bear, not your friends

#### Org



If you don't pay attention, you'll miss the gorilla in the room

Culture is a garden of the plants you celebrate and the weeds you tolerate

Navigating the path forward drives engagement

Performance development should be applied to every person on your team

If you spend all your time fixing crises, you aren't averting future crises

Keep your hand on the wheel to stay in your lane

# Leaders who Focus

## SUPPORT

Wellness

Inclusion

## MANAGEMENT

Inspiration

Development

## AUTHORITY

Planning

Alignment

Servant

Visionary

Supervisor

Coach

Authentic

Efficient

Business

Cheerleader

Mindful

Trainer

Autocratic

# Balance your leadership



# This is only 1% of the content...



**Andy Ellis**

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## Talk Webpage

This talk has its own website.  
Screenshots, and these links.

<https://www.csoandy.com/talks/files/leadership-disciplines.html>



## 1% Leadership

Buffet-style leadership lessons, in concise  
and easy to consume short chapters

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## Duha One Newsletter

Weekly newsletter, with short and  
approachable leadership lessons

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