

## 7 Practices Every Leader Must Stop and Start **NOW!**

### Dr. Mitchell Kusy

Leaders have heard plenty about the theories of team success, but haven't been given nearly enough practical tools on how to build teams. They've been told many vague things: inspire a vision, think conceptually with systems in mind, embrace team development, be more collaborative, enhance innovation, empower teams. Do these really make a significant difference in team success? According to my own consulting practice internationally and the latest in team research, not necessarily so. Why? Because leaders need to first discard the outmoded practices and *then* replace these with the most powerful, actionable strategies. You can't lop new behaviors onto old ones!

In this seminar, I will share data about state-of-the-art team practices that every leader must adopt immediately. If they don't, it is predicted that outmoded leaders may be doomed to mediocrity—while their high-profile colleagues pass them by on the road to success.

In my work with thousands of leaders internationally, I often see them reverting to the same old ways of doing things. While team leaders may embrace some of the new leadership thought and practice they've been taught, they often hang on to too much of the old, creating confusion and lack of trust with staff who observe these mixed messages. In my research of the most successful leaders worldwide, I discovered the 7 outmoded practices every leader must discard and their 7 replacement strategies. Culminating in my best-selling book, *Fast Forward Leadership*, with co-author Dr. Louellen Essex, this practical research is what I propose as the basis of my session along with the latest research on team success.

#### Objectives:

1. Each leader will discover exactly which of the 7 outmoded team leadership practices they must stop doing;
2. Each leader will identify at least one innovative practice they would use immediately;
3. Each leader will apply this innovative team practice through a matrix that identifies those behaviors that are high impact *and* easy to implement.

#### The 7 Practices Every Leader Must Stop & Start:

1. **The communication mindset shift—from “tell” to “sell.”** Leaders will learn to sell their vision, values and mission, by analyzing their audience, outlining their message, and choosing the best communication channels.
2. **The workforce transition from core to more non-core.** Successful leaders must let go of the notion of talent permanency in exchange for building a “non-core” talent pool—one that is treated as “first-class” organizational citizens.
3. **The recognition shift from one-generational to four-generational.** Leaders must discard single-generational perspectives for multi-generational ones, attracting and retaining the best of *every* generation.

4. **The project transfer from siloed, local teams to more interdisciplinary and dispersed teams.** Leaders must learn the strategies to build migrating, fluid groups with a project focus.
5. **The workplace transition from stationary to virtual.** Sacred Heart Health System leaders will learn to better manage the workforce through coaching and teaming with virtual “virtuosity.”
6. **The swing from team talent to maverick individualism.** 21<sup>st</sup> century leaders must move from excessive team building to individual development of entrepreneurial, unconventional talent—organizational “mavericks.”
7. **The transition from organizational restructures to the use of partnerships with skill and precision.** Successful organizations do not only go “solo”; they use suitable, external partners—even competitors—to expand organizational capacity.

### Three Key Questions:

I will back up the stops and starts provided by relating countless examples to bring these innovative concepts to light. This session will answer three questions:

1. **What** outmoded practices should leaders stop immediately?
2. **Why** should leaders change their team approaches?
3. **How** are innovative leaders mapping their organizations’ future success through these 7 innovative strategies?

### Learning Methods:

1. Applicable simulations that are meaningful, concrete, and energizing.
2. Mini-lectures (no more than 20 minutes at a time) that model the kind of presentations every leader must use in their own leadership practice.
3. Small- and large-group discussions that are poignant and not superfluous with meaningless “fluff.”
4. Relevant case studies that drive home the point of the lesson.
5. Video vignette analysis of humorous, real-life situations that impact the relevance of the learning.
6. In general, learning should be fun and that’s what I propose to do to help learning stick.