



Leading From
Within

L	E	A	D	E	R
Lead	Empathy	Action	Develop	Empowerment	Recognition



Leading From
Within

How are things going?

Expectations

Accountability/Appreciation

Teamwork



**Leading From
Within**

3x3 Framework

3-5 MAIN POINTS

Headline - Tell them what you are going to tell them

Details - Tell them

Recap - Tell them what you told them



**Leading From
Within**

Growth Contributions and Goals (GCG's)

GROWTH

- How do you want to grow? How can you grow within the department?

CONTRIBUTIONS

- (Value) What is it that you really do? Who is impacted by what you do? How do others benefit by what you do?

GOALS

- What goals do you have with your role within IDOC. How can I/we help support those goals?



Leading From
Within

TIDES

Tell me more

In what ways?

Describe for me

Explain

Say more



Leading From Within

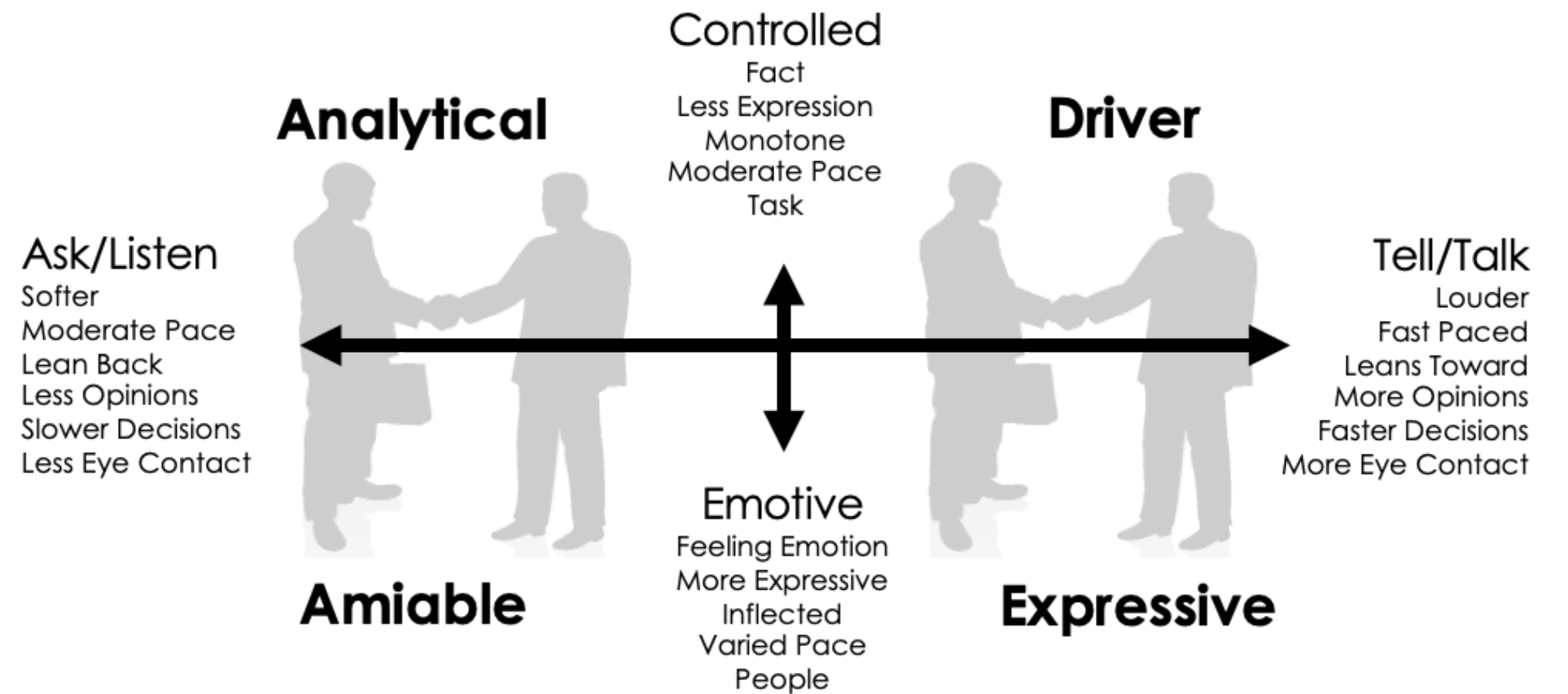
Leadership Reminders

- *Strong working relationships, engaged, fulfilled*
- *Clarity Alignment Purpose (CAP)*
- *Take action / Be flexible*
- *Promote growth*
- *Listen to understand*
- *Be open to other viewpoints and flex when needed*
- *Be intentional and follow through*



Leading From Within

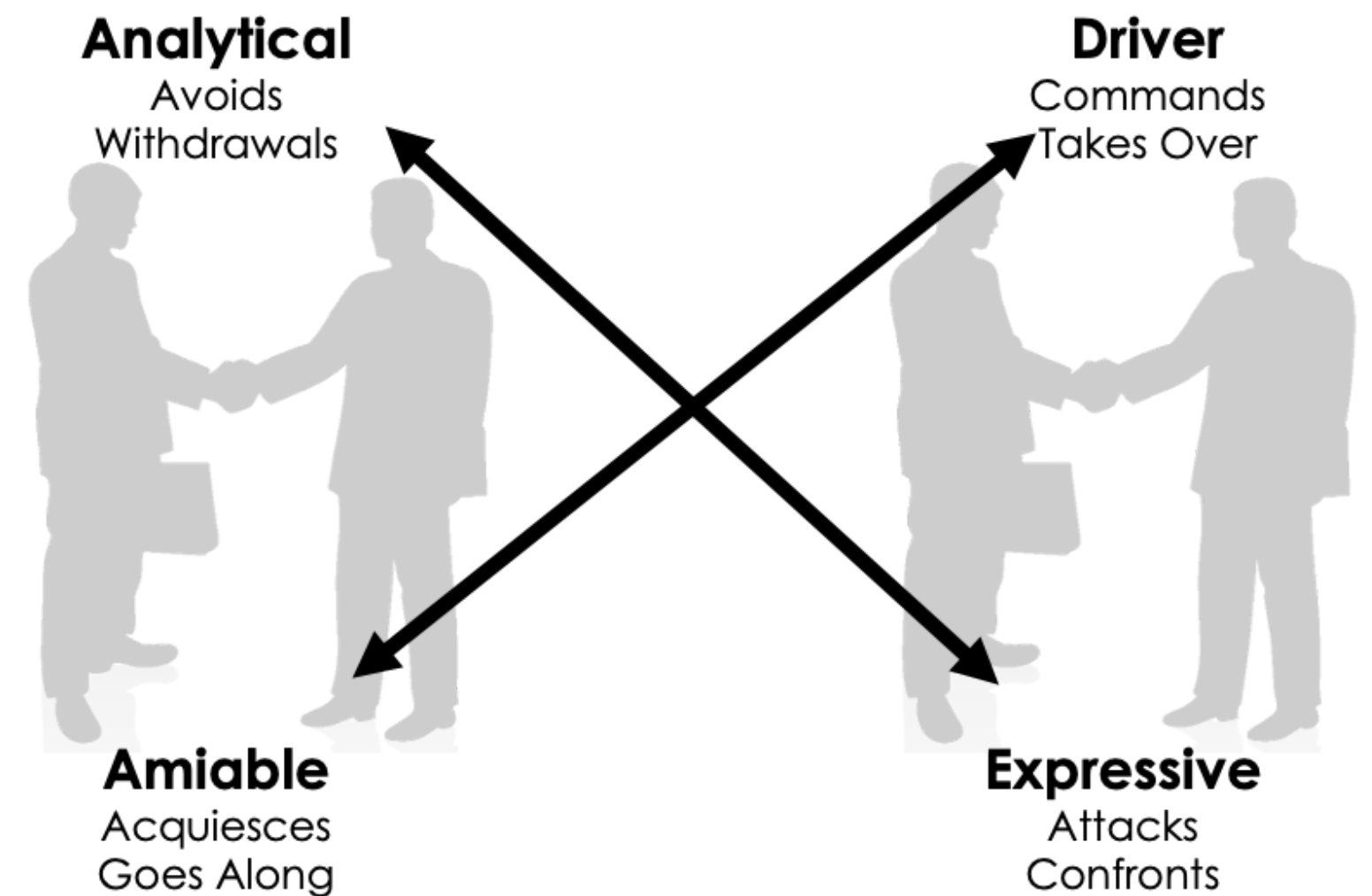
Social Styles - Identifying My Behavior





Leading From Within

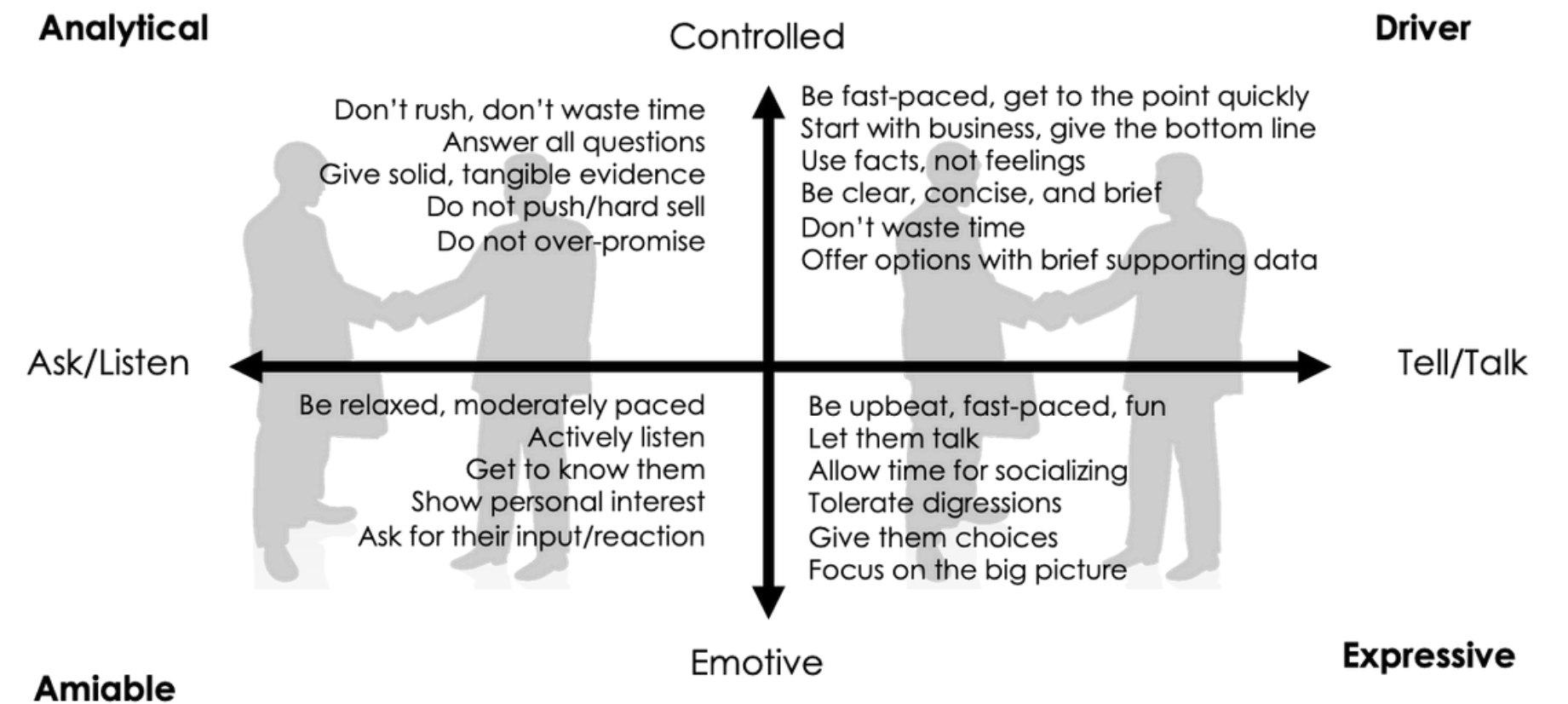
Social Styles - Styles Under Stress





Leading From Within

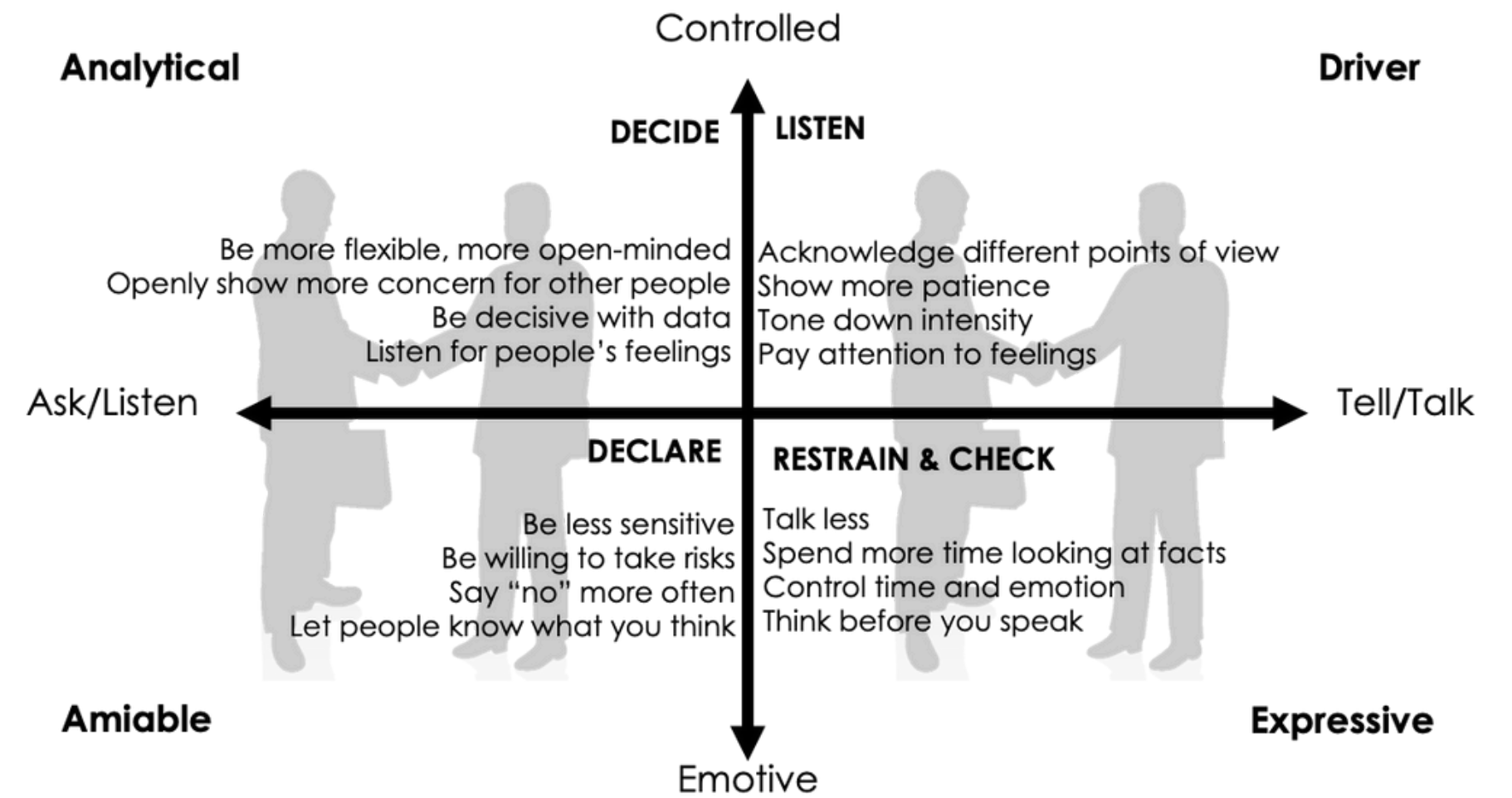
Social Styles - Flexing to Style Preferences





Leading From Within

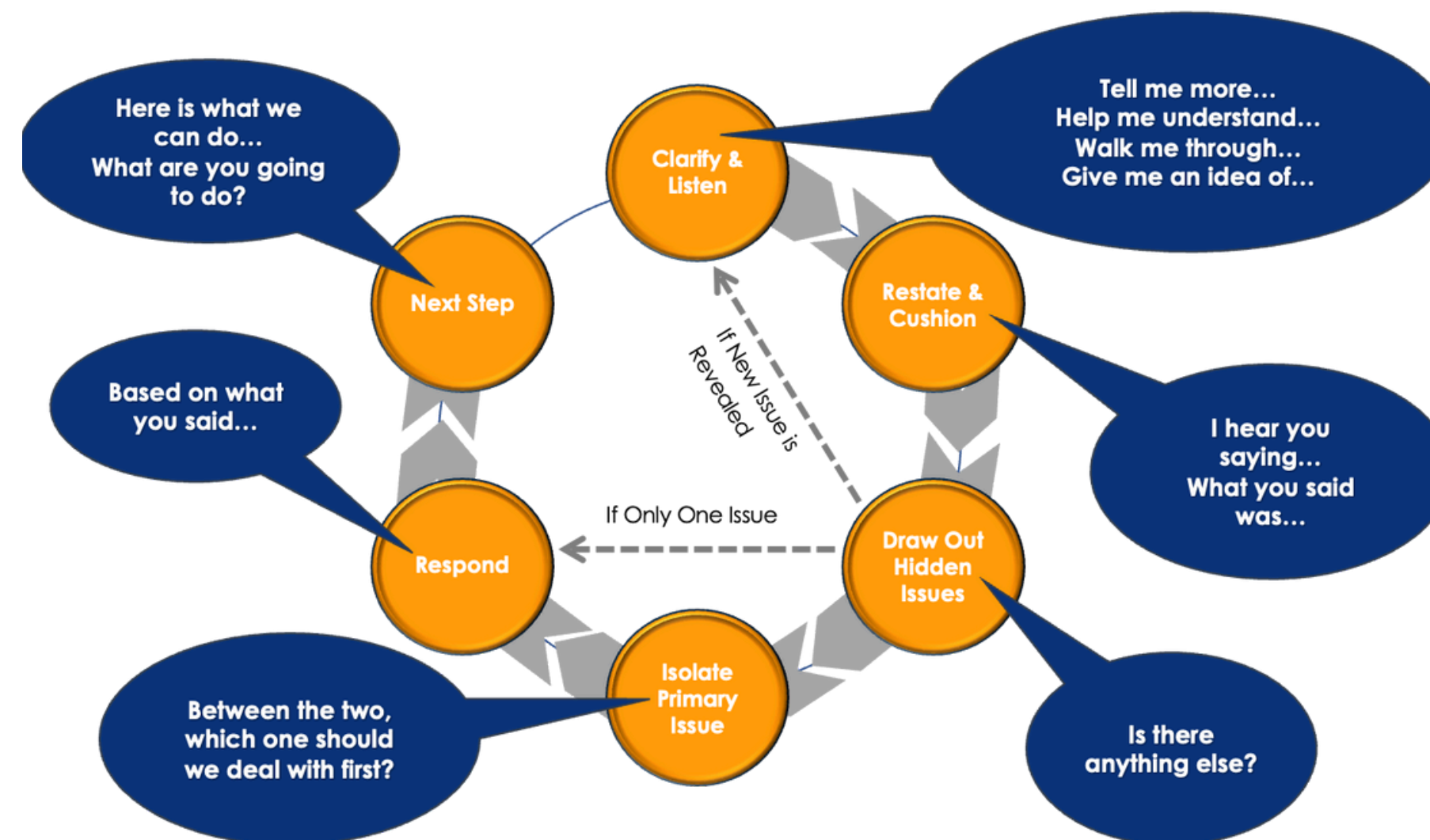
Social Styles - Improving Versatility





Leading From Within

De-Escalation





Leading From
Within

Difficult Conversations

- Who is Involved
- What Is The Purpose
- What Are The Goals
- Reason or Rationale
- Ideas
- Actions
- Reactions
- Response Strategy



Leading From Within

CAP - C Pyramid

