

Leaders <> Strategies <> Peak Performance ©

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Just a few ideas to think about to uncover and discover all the things you are doing right and seek ways to improve your leadership skills.

Performance (n) <> 1. The act, process, or manner of performing. 2. An accomplishment: deed. 3. To begin, carry out, fulfill. 4. To function in a certain way: act.

Leadership (n) <> 1. the position or guidance of a leader 2. the ability to lead 3. the leaders of a group.

Leader (n) <> 1. a person or thing that leads; directing, commanding, or guiding head, as of a group or activity

An innate trait of peak performers is their ability to do four specific actions first identified in a multi-year study by Dr. Charles Garfield (Peak Performers) more than two decades ago and later supported by research by Dr. Jeff Magee's book, Yield Management. Benchmark yourself against these four actions or behaviors to determine if the most successful people on the planet have something in common with you:

1. They are risk takers.
2. They actively use self-management systems.
3. They ask questions and avoid assumptions.
4. They continually and willingly participant in on-going self-development and educational endeavors.

Leaders move from performance to significance by taking some of the following steps:

1. Commitment to integrity in any environment comes from the top (Leader in any HR department, CEO of a company, and yes... head of the household).
2. The one quality that separates performers from non-performers is excellence. Leaders 'expect' excellent effort from themselves, first... by paying attention to detail, and they see projects to their conclusion.

3. Bottom line... Leaders that are top performers are positive people. They know that a negative attitude can (will) kill moral and enthusiasm. "Attitude is Everything."
4. Leaders are made, not born. Spotting a leader is easy when you notice they are independent, they gather self-assured people around them; they encourage their associates and subordinates, praising and promoting others.
5. Leaders understand the way to promote themselves... they train their replacement.
6. Leaders never pretend they thought of everything themselves.
7. Leaders think big and encourage their team to think big. As a rule...people want to be challenged and want to know their boundaries.
8. Leaders have a sense of mission and purpose because they know it is critical for growth and maturity...and success.
9. Leaders have courage to face the issue, their insecurity, (Bill Gates puts it this way: "Bad news must travel fast.") It is okay if bad news happens on your watch.
10. Leaders create a balance in the areas of: Faith, Integrity, Focus, Endurance, and Accountability.
11. It all comes down to who you are. Jim Rohn, speaker and author, gives leaders some sound advice, "Be who you say you are or quit saying who you are."
12. Professional leader qualities:
 - a. ...well educated for what they do.
 - b. ...consider their education will never end.
 - c. ...they do what they do as a service to others.

d. ...doing their job to a strong set of ethical standards.

13. To performers in leadership avoid the 'sociopath-leadership' style:

a. The Jekyll and Hyde personality.

b. Charming but not very nice.

c. Disregard for the rights, feelings, and needs of others.

d. Lack of Empathy.

e. Emotionally shallow and cold.

f. Passing the buck...easily swayed to blame others.

g. Don't do as I do... do as I say.

h. My way or the highway.

14. Leaders and their performance process:

a. They plan better. Proper planning prevents poor performance.

b. They transmit their vision, mission, and plan of action... "Clearly."

c. They continue to work on improving their teams.

d. They research and find the correct resources to execute the plan.

e. They development systems of measurements for accountability, performance, and accuracy.

15. Leaders have a sense of purpose. If where they are is not right... they are honest with themselves... and are willing to leave and help make that institute better. A quick story to affirm this: There isn't a college football coach with a greater sense of purpose than Lou Holtz. He proved it at Notre Dame, Arkansas and a host of other universities. Lou once coached the New York Jets. He left job after only eight months. Why? Because, as Lou told Harvey Mackey, he came to the job "without a clear

- sense of purpose. Absent a focus of my own, I couldn't give one to the team. I was embarrassed by my inability to provide them with proper leadership. So I left." Wow... few leaders are as honest.
16. Leaders have a force (conviction) in their voice. Take Winston Churchill's talk at the Harrow School in 1941: "Never give in, never give in, never, never, never, never – in nothing, great or small, large or petty – never give in except to convictions of honor and good sense."
 17. Leaders are always in the state of refinement. That is... they remain teachable.
 18. Code-of-Ethics and leadership...creating your own DNA. It is what you do when no one is around to see you, that speaks volumes about your leadership DNA's capability. It is one's internal codes-of-ethics that guides your every action and behavior. These codes serve as your operational DNA and are shaped from ones earliest moment in life and continually refined or reinforced based upon what you do and whom you associate with. There are a least seven true codes adhered to by every great leader living today. Benchmark yourself off of these:
 - a. Competence
 - b. Accountability
 - c. Integrity
 - d. Professional Responsibility and Duty
 - e. Respect for Rights and Personal Dignity
 - f. Commitment to the other person
 - g. Social Responsibility
 19. Sound advice from Peter Drucker to all top performing leaders, "The best way to predict the future is to create it."
 20. Leaders are not afraid to ask for help.
 21. Leaders learn how to deal with the failures of life, career, workplace, and home. First of all, know that failure is okay. We will not experience much success in life if we first... experience some failures.