



## Leadership vs. Management Learning How to Become “Followable”

Regardless of industry or age, most people are better equipped to move from “the frontline” to management before they are really prepared for the changes in relational dynamics that will inevitably accompany such a change. Whether they’ve been promoted from within, or hired from outside an organization, going from buddy to boss or follower to leader is a transition that requires a change in perspective and approach to building relationships and working with others.

In this workshop-style session, participants will evaluate the subtle (or sometimes not so subtle) differences between holding a position with authority and developing the rapport necessary to cultivate committed followers.

They’ll explore the fundamental attributes and actions necessary to fully engage their team members and maximize their output. Through self-evaluation, they will identify characteristics and tendencies they see in themselves that could undermine their own effectiveness.

Once those foundational principles are in place, we’ll then deal with the reality that not every idea, initiative, or project will be successful, and the importance of their reaction to unforeseen problems that are guaranteed to arise at some point. Lastly, we’ll discuss one of the truest marks of great leaders...the ability to identify followers with leadership potential and the capacity to help prepare them to move into a position of leadership.

While most applicable for persons that are new to management, this presentation will be valuable to anyone that is or aspires to be in a leadership position. Whether the strategies it contains are a reminder or a new realization, they will help leaders increase their personal influence and impact.

*Randy provides great, sensible information for managers looking for the next step and for leaders needing the next great leap.*

James Dugger / Director of Operations / United Blood Services

*This challenged me to remember my goals as a leader, not a boss. Randy helped me realize I have some work to do right now to start being better as a leader.*

Aquila “Q” Jordan / Office of Dispute Resolution / Lubbock County

***Teaching the Essential Elements of Excellence for work and life!***