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- Director of Professional Development at iPi of UBM
- Expertise includes human performance, leadership, operations, safety, and training
- Advanced Certified Practitioner in DISC, EIQ, HVP, Motivators and Learning Styles
- Past Chairman of TT1 of OSHA ET&D Partnership, Editorial Board of iP Magazine, and member of NC Apprenticeship Council
- Highly sought-after speaker and author
- Author of Frontline Leadership – The Hurdle and Frontline Incident Prevention – The Hurdle



Leadership is Like Hurdling



• Figurative

- Jumping over a hurdle without a run-up
- Run-up without training and preparation
- No one ever got in shape by going to the gym
- Lead to win



• Literal

- Challenges like difficult conversations, human fallibility, finite resources, and us versus them mentalities
- Solutions of creating culture and developing relationships

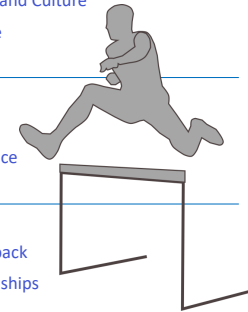


"That night in the city, when you thought I was the Special, and you said I was talented, and important...That was the first time anyone had ever told me that, and it made me want to do everything I could to be the guy that you were talking about." – Emmet, LEGO™ Movie

A Complete Definition of Leadership



What Leadership Is	Sources of Leadership
	Creating Alignment and Culture
Who Leaders Are	Team's Performance
	Leadership is Not...
What Leaders Do	C5 Leadership
	Leadership Styles
	Emotional Intelligence
	Decision Making
	Communication
	Coaching and Feedback
	Developing Relationships
	Leading Change
	Teaching and Training



"Good is the enemy of great. And that is one of the key reasons why we have so little that becomes great." – Jim Collins



What Leadership Is



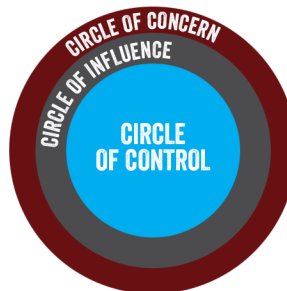
- Sources of leadership
- Creating alignment and culture
- Developing people and solutions
- Ownership and responsibility **RESPONSE-ABILITY**



INFLUENCE



PERFORMANCE



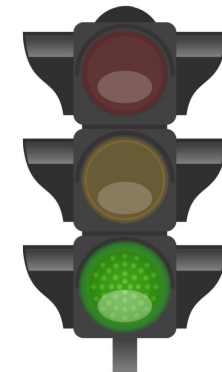
Adapted from Stephen Covey The 7 Habits of Highly Effective People

"If I really want to improve my situation, I can work on the one thing over which I have control—myself." – Stephen Covey

What Leadership is Not



- A B C D E
- About my comfort and convenience
- Changing or controlling others
- Compliance
- Instilling fear
- Fearing and avoiding
 - Change, delegation, difficult conversations, emotions, failure, hurt feelings, loss of power, and relationships



"The only time your leadership should be about you is if you are looking for someone to blame." – David McPeak



Who Leaders Are

- Adaptable
- Emotionally intelligent
- Informed, strategic decision makers
- Understand personalities and leadership styles (strategies)



"I suppose it is tempting, if the only tool you have is a hammer, to treat everything as if it were a nail." - Abraham Maslow



C5 Leadership

COMPETENCE

- How well you can do a job
 - Technical skills and experience (SME)
 - Belief in efficacy of self and team

COURAGE

CREDIBILITY

- How you take action
 - Proactive and reactive courage
 - Leadership courage
- How trustworthy you are
 - Give, earn, and maintain trust
 - You are entrusted as a leader

"What you do speaks so loudly, I cannot hear what you are saying." - Ralph Waldo Emerson



What Leaders Do

- Generate success and power performance by optimizing culture
- Practice and enhance leadership skills
 - Communicate effectively for mutual understanding
 - Develop and maintain mutually trusting, respectful, and appreciative relationships
 - Give and receive feedback
 - Observe and coach
 - Proactively lead change

"Even if you're on the right track, you'll get run over if you just sit there." - Will Rogers



Frontline Leadership – The Hurdle

- What is leadership
 - Understanding how to balance and increase influence and authority
- Who is a leader
 - C5 Leader that builds relationships centered around caring with a foundation of credibility
- What do leaders do
 - Generate success and power performance by optimizing culture
- Practice leadership and you will nail the run-up and soar over the hurdles

"Life is 10% what happens to you and 90% how you react to it." - Charles Swindoll





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