



# Leadership

BUILDING BLOCKS OF SUCCESS



# Troy Medley

Chief Executive Officer

# LEARNING OUTCOMES

Ability to define leadership in context of the High Alpha position

Know your role, your duties, and the tools available to help you succeed

Conceptually understand the Situational Leadership model

Use High Alpha Summit to begin strategic plan development

# What is a Leader?

Depends whom you ask!

# ACTIVITY

Positive Leadership  
Characteristics

Negative Leadership  
Characteristics

# LEADERSHIP DEFINED

- Leadership is the ability to influence and guide followers or members of an organization.
  - Wikipedia

# LEADERSHIP DEFINED

- “The only definition of a leader is someone who has followers”.
  - Peter Drucker



# LEADERSHIP DEFINED

- A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.
  - Center for Servant Leadership



# LEADERSHIP DEFINED

- “Leadership is love in action.”
  - Vance Caesar
- Love is where hope and fear come together, and hope wins!
  - Troy Medley

# WHAT LEADERS DO

Express a vision that attracts followers.

Create a safe environment (culture) that enables followers to become the best version of themselves.

Utilize a plan to turn vision into reality. The plan breaks work into bite-size chunks of work, called goals.

Effectively use power to motivate followers to accomplish goals.

Use applicable tools to create leverage and make work easier for all.

# Vision & Plan

**Create a  
Positive Culture**



SELF-ACTUALIZATION — The desire to become the most that one can be

ESTEEM — respect, self-esteem, status, recognition, strength, freedom

LOVE & BELONGING — friendship, intimacy, family, sense of connection

SAFETY NEEDS — personal security, employment, resources, health, property

PHYSIOLOGICAL NEEDS — air, water, food, shelter, sleep, clothing, reproduction

# Effective Use of Power



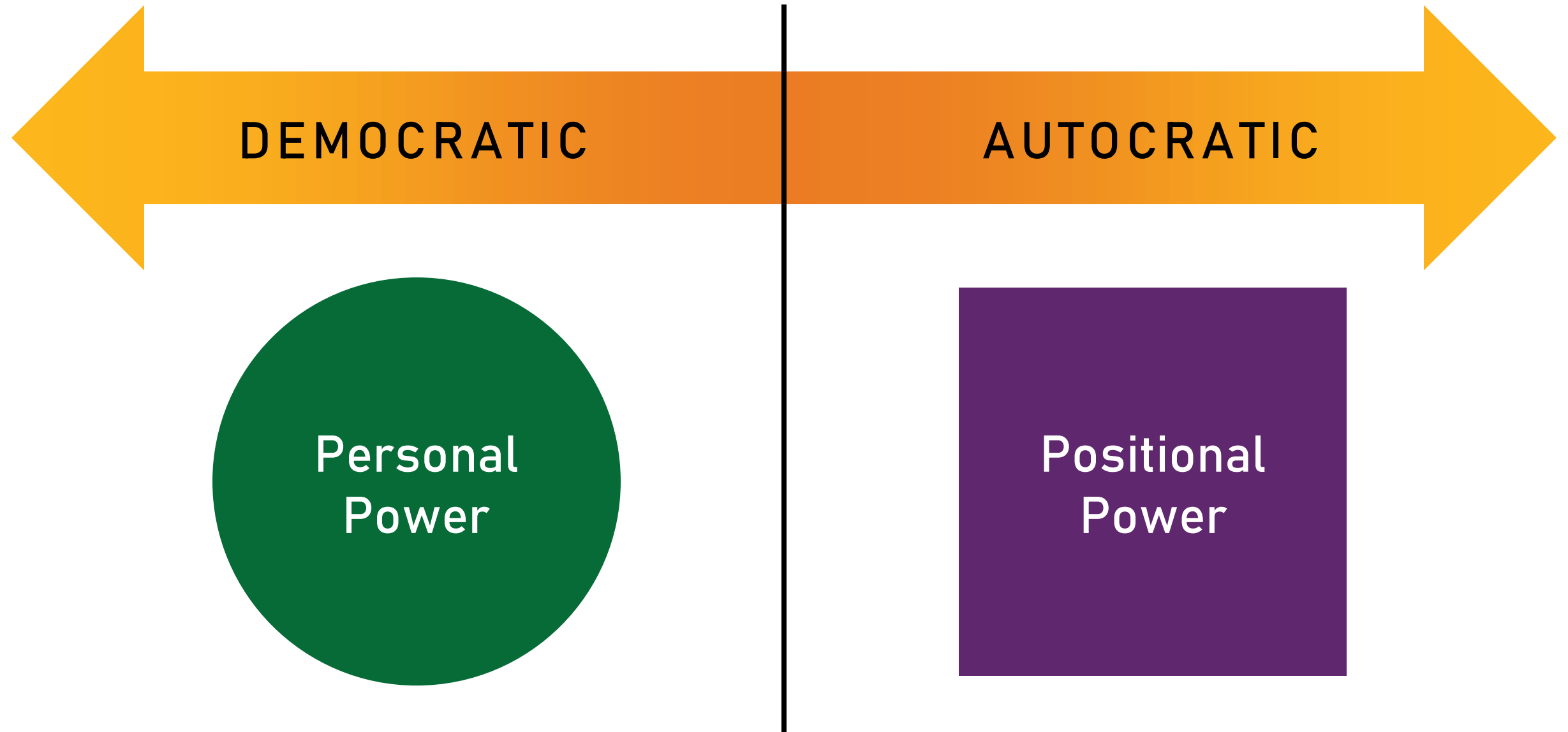
PERCEPTION AFFECTS BEHAVIOR

BASED ON PERCEPTIONS OF OTHERS

POTENTIAL TO INFLUENCE



# PERSONAL & POSITIONAL POWER



# CULTIVATING PERSONAL POWER

Your Brothers must be able to answer “yes” to the following questions:

- Have you prepared yourself for leadership?
- Can I believe you will do what you say you will do?
- Will I reach my potential by following you?
- **Are you strong enough to hold me accountable?**

# Tools Create Leverage

Leverage makes you more powerful, which makes goals easier to accomplish!

# SKILLS BASED CURRICULUM

## Ideal Man

- All-Member Development
- Onboarding & Sense of Belonging
- Oaths to Action
- Personality Assessment
- Mentoring Opportunities
- Five Year Plan

Easy to Access  
Member Development  
Skill Training  
Self-Paced Learning  
Located in Lambda Online  
Industry Expertise

## Leadership Skills

- Officer Development
- Career-Focused
- Digital Badge Certifications
- Finance / Budget Training
- Sales / Marketing Training
- Stakeholder Management

# YOUR HIGH PI & ADVISORY BOARD



# YOUR COACH

- Support Coach

- Meets with you weekly or bi-weekly for the purpose of helping you incrementally transform your plan into accomplishment
- Confidant
- Connector
- Truthteller and challenger



# TRAINING SPECIALISTS



**AVERY BAKER**

Avery's role is to help transform the lessons of ritual into the life habits of individual members by helping High Kappas and High Phis maximize effectiveness of fraternity education and ritual



**OLIVIA FITCHETT**

Olivia's role is to help ensure men of character and merit become members and then put our values into action in the service of others. She does this by helping High Deltas manage recruitment and High Thetas manage philanthropic projects.



**TIM WILKINSON**

Tim's role is to help ensure your chapter effectively utilizes money to maximize the membership experience. He does this by helping High Taus and High Gammas precisely manage your roster, create a budget and forecast, and help manage difficult collection conversations.



# PEER TO PEER LEARNING

- Create a small-group
  - Education
  - Burden sharing
  - Talent multiplier

# SIMPLE WORDS OF POWER

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Please

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Thank you

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I am Sorry



# Next Steps

TRANSFORMING THEORY INTO PRACTICE