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LEADERSHIP BOOK



Lead For Success

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Leadership is character and competence. If you can have only one, opt for character.

- H. Norman Schwarzkopf



John L. Gronski, Major General (U.S. Army Retired) is founder and CEO of Leader Grove LLC, a keynote speaker, leadership seminar facilitator, executive coach, author, and director of the leadership academy for student-athletes at Lebanon Valley College. John has earned a superb reputation as a leadership and peak performance expert, a motivational storyteller, and a much sought-after speaker and leadership seminar facilitator and trainer. His presentations feature inspirational stories and wisdom gained from his own leadership experience and the experience of others.

THANK YOU FOR DOWNLOADING THE FREE LEADERSHIP BOOK PDF!

**Please enjoy the valuable, complimentary sneak-peek
at the wealth of knowledge you could gain
from the full video training.**



Lead For Success

We are proud to announce we have a fantastic web-based leadership certificate training program featuring instruction by Major General John Gronski (US Army Retired). John is a proven combat leader with more than forty years' service in the United States Army including active duty and in the Pennsylvania Army National Guard where he led units at the company, battalion, brigade, and division level.

WHAT YOU WILL LEARN FROM THIS TRAINING:

The elements of leader competence which include:

- The ability to develop and impart a shared vision
- Having the courage to make decisions
- Effectively communicate with those you lead

Gain an understanding of why leading with character is essential for leading effective organizations. Learn how:

- Individual core values and organizational values provide direction for those you lead
- Credibility is key to developing trust in an organization
- Effective leaders place the needs of their followers ahead of their own

You will learn how to develop resiliency in yourself and those you lead. Learn why you need to:

- Inspire positive energy rather than draining energy from the team
- Exhibit all the elements of fitness to include mental, emotional, physical, and spiritual
- Show your vulnerability because it is the key to leading teams and organizations and is seldom discussed

The training can be conducted at your own pace and includes “check on learning” quizzes, and a downloadable workbook filled with valuable exercises that will help you develop your leadership competencies.



Lead With Character

Character is the foundational element of leadership. I believe that the three elements of character are personal core values, integrity (which certainly could be a personal core value) and caring more for one's followers than the leader cares about their own self interests.

A leader must have values and principles. Values guide leaders in their actions and intent.

A leader must exhibit integrity. Leadership expert and author Gus Lee defines integrity as discerning right from wrong, acting for what is right regardless of personal risk, and teaching others from acts of integrity.

Showing that you care about your followers in an important element of character. A leader must care more about their followers than they do about their own self-interests.

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If you can have only one, opt for character.**

- H. Norman Schwarzkopf



Lead With Character

Care



I have found that there are different ways you can show people who work with you, or for you, that you care about them.

1. Share success and take responsibility for failure.
2. Place the welfare of your followers ahead of your own.
3. Remove obstacles from the path of people who work for you along with providing them the resources they need, so they can do their job more effectively and efficiently.

I spoke to an executive from a large national rental company who told me that when he visits a store, he immediately goes to the rear area of the facility before he spends time with people in the showroom and front office area. He goes first to visit with those who stock shelves, repair equipment, and drive trucks. He wants to make sure these folks, who are largely unseen, know they are not forgotten. This is a great technique.



Lead With Competence

When I speak of competence in relation to leadership, it is not only about the technical and tactical competence required to do one's job. It is about the competence to lead a team or organization, no matter the profession. This includes providing a vision for the organization, making decisions, and communicating well.



“

There are three qualities a leader must exemplify to build trust: competence, connection, and character.”

- John C. Maxwell



Lead With Competence

Vision






The two characteristics of a shared vision are:

1. The vision is shared by all members of the organization. Members of the organization should feel that the vision is theirs and not simply the opinion of the leader.
2. The leader should communicate the vision and share that vision with all members of the organization. The leader should communicate the vision in a variety of ways to include written and verbal. The vision must be consistently articulated and should not change all the time.

It is incumbent upon every leader to develop, and then communicate, a shared vision across the organization. The leader must communicate the vision consistently. It should not change every month or every quarter. Your vision should be consistent and not constantly changing. There should not be a “flavor of the month club” when it comes to an organizational vision.

There are certain elements the vision should have. I like to use the acronym S-U-I-I-F. The vision should be a simple, unique, ideal, image of the future. When a leader articulates a vision, that vision should paint a picture in the minds of the members of the organization. Followers should be able to visualize that vision, just as the name implies.

A vision should be: A simple, unique, ideal, image of the future.

-  **SIMPLE**
-  **UNIQUE**
-  **IDEAL**
-  **IMAGE**
-  **FUTURE ORIENTED**

Lead With Resilience



Resilience is not only the ability to overcome adversity. It is also about achieving excellence and becoming the best version of yourself that you can be.

Resiliency does not just happen on its own. You must work at becoming resilient. It does not happen by just thinking about it. In this segment we will discuss some of the steps a leader can take to develop their own resiliency and help their followers to become more resilient.

As a leader you must look out for the welfare of those you lead. In your role as a leader, you not only have the responsibility to develop your own resiliency, but you also have the responsibility to help your followers develop resiliency.

Resiliency is not about bouncing back from a struggle, but rather it is about bouncing forward. Overcoming adversity, struggling, and eventually achieving success is transformational, so one rarely lands back at the same position they started. The nature of struggling and achieving is about moving forward, not remaining stagnant.

There are three aspects to resiliency. They are positive energy, fitness, and vulnerability.

Lead With Resilience

Positive Energy

Positive Energy

It is extremely important for a leader to exhibit positive energy. A leader needs to create energy and not be someone who saps energy from a team or organization. A person who takes energy away from the team is someone I call an energy sponge. They are someone who brightens up a room – when they leave it.

Leaders must exude optimism. Colin Powell has said that optimism is a force multiplier. Being optimistic does not mean being Pollyannaish and seeing the world only through rose-colored glasses. Rather, it is about being hopeful and believing that no matter how bad things are today, they will get better tomorrow.

Positive and optimistic attitudes, just like many other things, can be developed. There are several ways to do this.

1. Reflect on times in your life when you faced a challenge or things were going very badly. Now think about how you rose above that tough time to be where you are today.
2. At the end of every day reflect upon the good things you have going for you and things to be thankful for. Most of us have many more things to be thankful for than things we are suffering with.
3. Visualize a future goal or a better future state for yourself and think about the action steps you need to take to achieve that goal or that ideal future state.

Leadership Video Training and Workbook

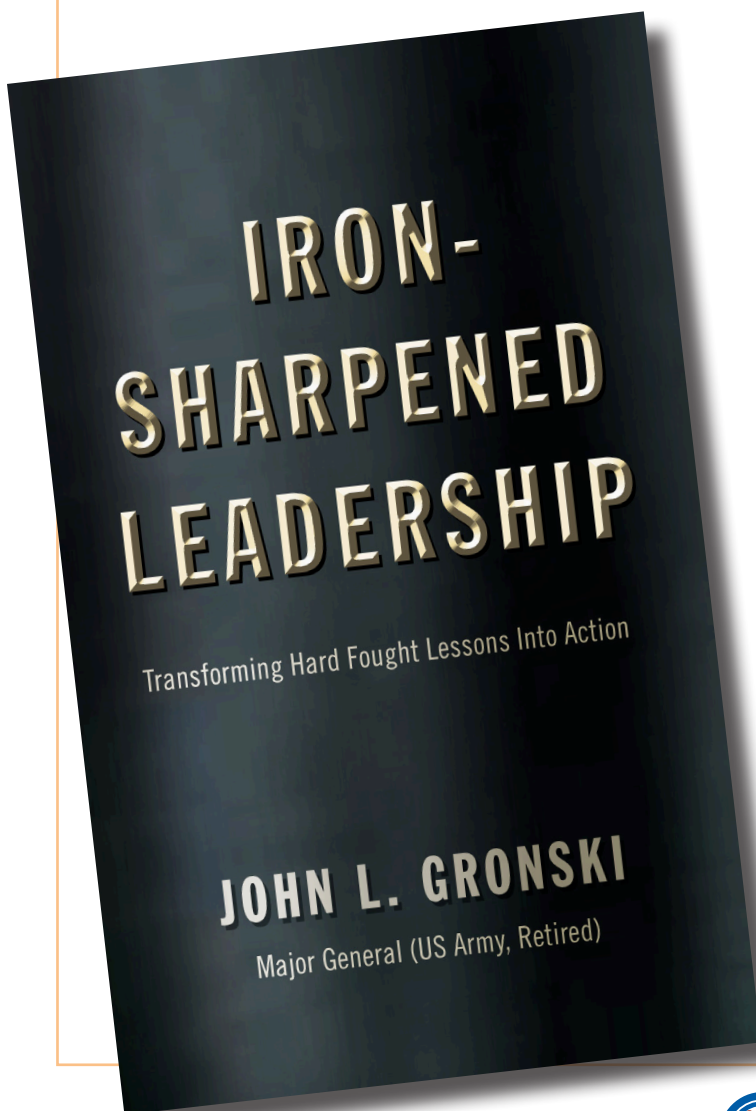


If the skills or confidence to project your leadership ability have been holding you back from taking the next step - personally, or professionally - this training could make the difference. Everyone has the capacity to be a capable, competent leader. This training will help you unlock that potential. Through more than 40 years of leadership experience in high-pressure situations, John Gronski will guide you through this leadership training program designed for aspiring leaders or leaders with years of experience. Now is the time to invest in yourself and grow as a leader. Register today intellectualpoint.com/lead-for-success.

More from John L. Gronski

Iron-Sharpened Leadership is a leadership book the reader will find valuable and inspiring. This leadership book is based on operational experience and is peppered with inspirational stories along with actions one can take to become a more effective leader. Author, John Gronski, takes a values-based approach to leadership effectiveness and the book is oriented along the lines of his leadership philosophy which includes character, competence, and resilience.

The book is scheduled for release on June 9, 2021. You can order a copy today at store.LeaderGrove.com or at Amazon.com.



Praise for "Iron-Sharpened Leadership"

John's views on Leadership and what it takes to be successful are very inspiring. From developing character through his three V's approach...to his battle tested commitment to his team. John has led a full life from which we can all learn. Your life may not be as complex as commander serving in a war zone; however, his values and wisdom will serve all well who read this book.

Ultimately, learning from his many examples of leadership reading this book will open you up to many new leadership concepts. John's insights are grounded in a wealth of experiences. Enjoy the read as I did.

Paul S. Spitale, Senior VP Colt Manufacturing Co. and the author of "A More Valued Success"



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