

RESEARCH



718k published items
973 leaders
↳ 147 questions

13 HIGH PERFORMANCE LEADERS
"ICONICS"
deep interviewed

143K DATA POINTS

THE LEADER'S SECRET CODE

MILLS, RIDLEY, LAKER, PACIFICO

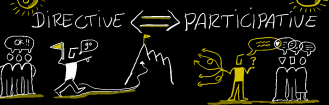
BIG IDEA

- What you believe directly influences how you perform.
- Reflect + adapt your belief systems [model if required]



CONTROL

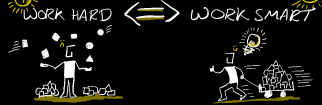
DB... someone or something most always be accountable for success



- process setting
- commanding
- visionary
- democratic
- affiliative
- coaching
- ALLOWING OTHERS TO SHARE THE JOURNEY [FOSTERERS GROWTH MINDSET]
- * GOOD LEADERS KNOW WHEN TO ADAPT

RESILIENCE

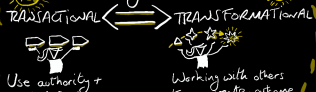
DB... I am able to withstand pressure and spring back to life



endurance = (resilience + adaptability + perseverance) reserves
Dr Liz Mellor
MAKE SURE YOU HAVE!
PERFORMANCE CHANGE MATRIX

INFLUENCE

DB... leadership is about how I make things happen through others



Use authority + well defined processes
Working with others to co-create outcome
collaborative visionary
PUSH VS PULL
THINK WHAT IS APPROPRIATE?

COMMUNICATION

DB... a good leader knows how to communicate with their audience



TEAM STRATEGIES
LOGOS + ETHOS
USE EQ
PATHOS
COMMUNICATION IS A TWO WAY STREET
TAKE IN
GIVE OUT

STRATEGY

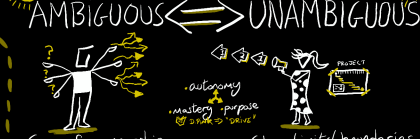
DB... Where an organisation has to position itself + how to implement it's resources to achieve success



- insights + research
- self belief + experience

EMPOWERMENT

DB... My people will feel empowered to take action + bc the best they can be



Space for ownership, accountability + learning
Clear limited boundaries in resources + actions that can be taken

FULFILMENT

DB... I am most fulfilled when I am successful



Personal recognition
"success is a journey and not a destination" ARTHUR ASHIE
EXTRINSIC
INTRINSIC
PROACTIVITY
COMMUNAL connection + shared success

- 1 Reflect on your own journey motivators
- 2 Select a DESTINATION BELIEF to work on
- 3 Compare optimum JMS level vs your levels. Reflect on best fit for you
- 4 Connect "anchor" to your moments of your brilliance BRING THEM TO LIFE
- 5 Reconnect to your DB when you are in the powerful state
- 6 NEVER STOP LEARNING

MODEL in 6 STEPS

- 1 figure out your "What do you want to do who is excellent at it? WOW" = apply + find yours
- 2 Watch the "How" deeply observe the person chosen
- 3 Ask them enquire how they are in the moment of doing it feel/think/doing what without how
- 4 Reflect on what you have learnt + put it into PLAY!!
- 5 Evaluate the changes + impact
- 6 Adopt + adapt = let the new ways of being become a part of you + change as required

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EMBED THE IDEAS