



Fundamental Beliefs

- Leadership development is self-development.
- Leadership is everyone's business.
- Leadership is a relationship.
- The best leaders are the best learners.
- It takes deliberate practice to become a better leader.
- Leadership is an aspiration and a choice.
- Leaders make a difference.

Definition of Legacy Leadership

1

Long-lasting Influence

Legacy leadership is the ability to create a positive and enduring impact that extends beyond your immediate tenure.

2

Visionary Approach

Legacy leaders have a clear vision for their organization or team and inspire others to work towards achieving it.

3

Mentorship and Development

Legacy leaders actively invest in nurturing the growth and success of future leaders, ensuring their legacy continues.

Characteristics of a Legacy Leader

Integrity

Leading with honesty, transparency, and ethical behavior, a legacy leader sets a positive example for others to follow.

Innovation

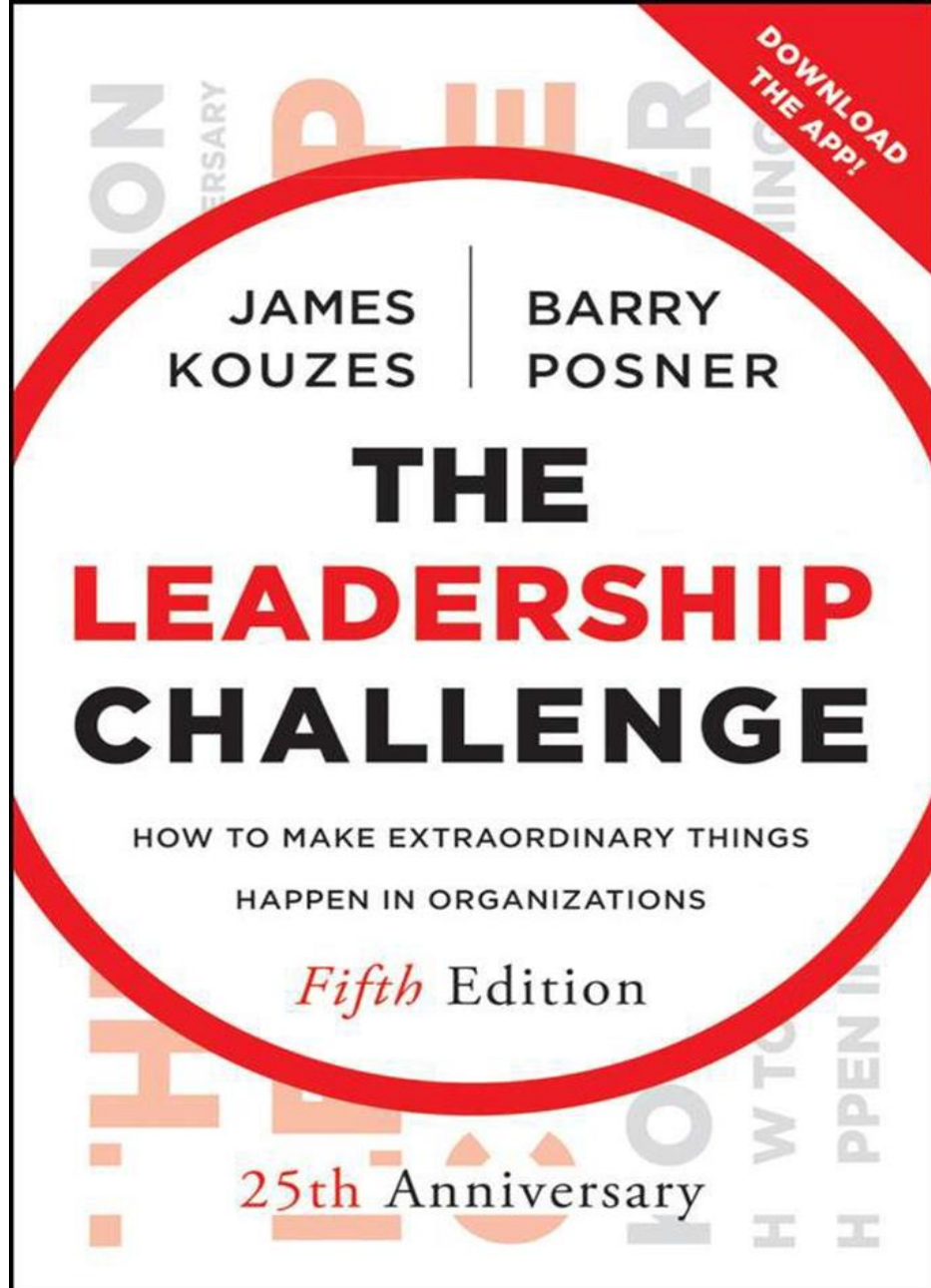
Embracing change and encouraging creative thinking, legacy leaders drive continuous improvement and growth.

Empathy

Understanding and valuing the needs and perspectives of others, legacy leaders foster a supportive and inclusive environment.

Courage

Having the bravery to take calculated risks and make difficult decisions, legacy leaders inspire others to strive for greatness.



The Five Practices of Exemplary Leadership®

- ✓ Model the Way – Modeling leader behaviors
- ✓ Inspire a Shared Vision – Visions and dreams of what can be
- ✓ Challenge the Process – seeking and accepting challenges
- ✓ Enable Others to Act – Thinking in a “We” mentality instead of an “I”
- ✓ Encourage the Heart – Showing appreciation and caring to team members

WHAT'S YOUR LEGACY

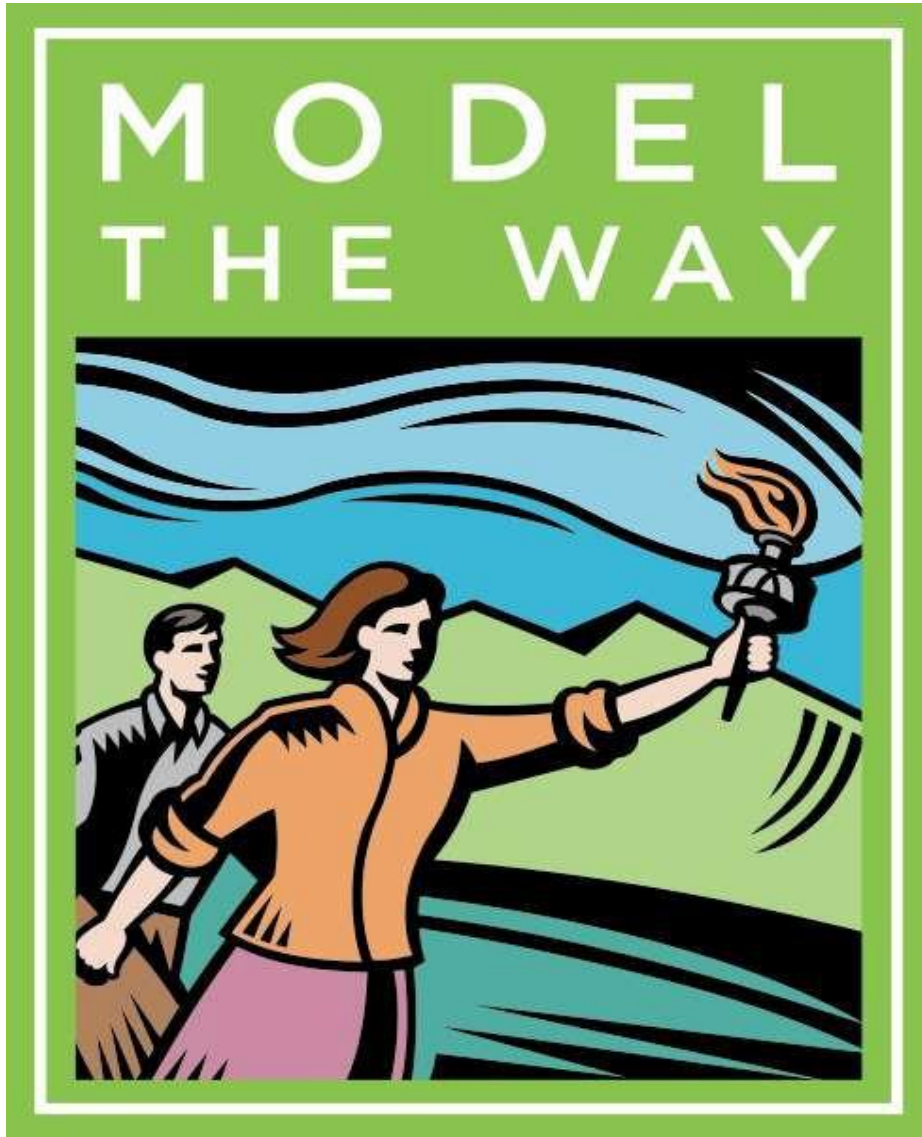




1. Explain the impact **leader behavior** has on **engagement** and performance.
2. Discuss **The Five Practices of Exemplary Leadership®** and their impact on your legacy.
3. Action plan your legacy.

Practice 1: Model the Way





Clarify values by finding your voice and affirming shared values.

Set the example by aligning actions with shared values.

Characteristics Of Admired Leaders

NORMS	CHARACTERISTIC		NORMS	CHARACTERISTIC
16	Ambitious		89	Honest
35	Broad-Minded		17	Imaginative
22	Caring		4	Independent
68	Competent		69	Inspiring
25	Cooperative		48	Intelligent
25	Courageous		18	Loyal
34	Dependable		15	Mature
25	Determined		10	Self-Controlled
39	Fair-Minded		36	Straightforward
71	Forward-Looking		35	Supportive

DWYSYWD

Values Clarity and Commitment

CLARITY OF ORGANIZATIONAL VALUES	High	4.87	6.26
	Low	4.90	6.12
		Low	High
		CLARITY OF PERSONAL VALUES	

Clarifying Values + Alignment

MY PERSONAL VALUES	ORGANIZATIONAL VALUES	HOW THEY ALIGN
	Compassion	
	Purpose	
	Team	
	Excellence	

How Are You Modeling the Way?

Adding Values with Actions

- Calendars
- Critical Incidents
- Stories
- Language
- Measurements
- Rewards

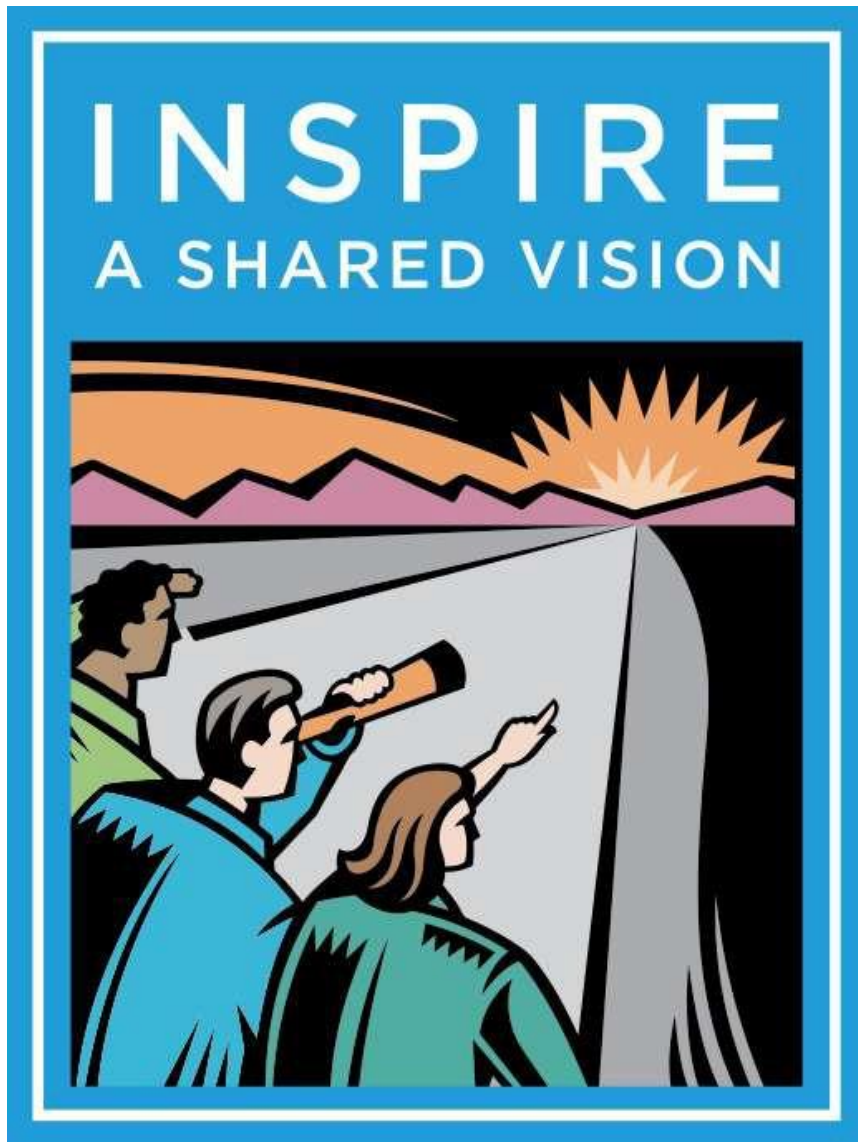
Practice 1: Model the Way Reflection



Practice 2: Inspire a Shared Vision







Envision the future by imagining exciting and ennobling possibilities.

Enlist others in a common vision by appealing to shared aspirations.

A **vision** is an ideal and unique image of the future for the common good.



Components of a Shared Vision

- ✓ **Ideal**
- ✓ **Unique**
- ✓ **Image**
- ✓ **Future-oriented**
- ✓ **Common Good**

Practice 2: Inspire a Shared Vision Reflection



Practice 3: Challenge the Process



CHALLENGE THE PROCESS



Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.

Experiment and take risks by constantly generating small wins and learning from experience.



Practice 3: Challenge the Process Reflection



Practice 4: Enable Others to Act Vision



ENABLE OTHERS TO ACT



Foster collaboration by building trust and facilitating relationships.

Strengthen others by increasing self-determination and developing competence

Powerful Times, Powerless Times

- Think of a time when you felt Powerless as a result of what someone said or did.
- Think of a time when you felt Powerful as a result of what someone said or did.



How to Empower Others

- Share information
- Involve people in decisions that affect their work
- Allow discretion for decisions
- Clear away obstacles
- Eliminate non-essential rules
- Get people to talk about their goals, dreams, and plans for the future

Fostering Collaboration

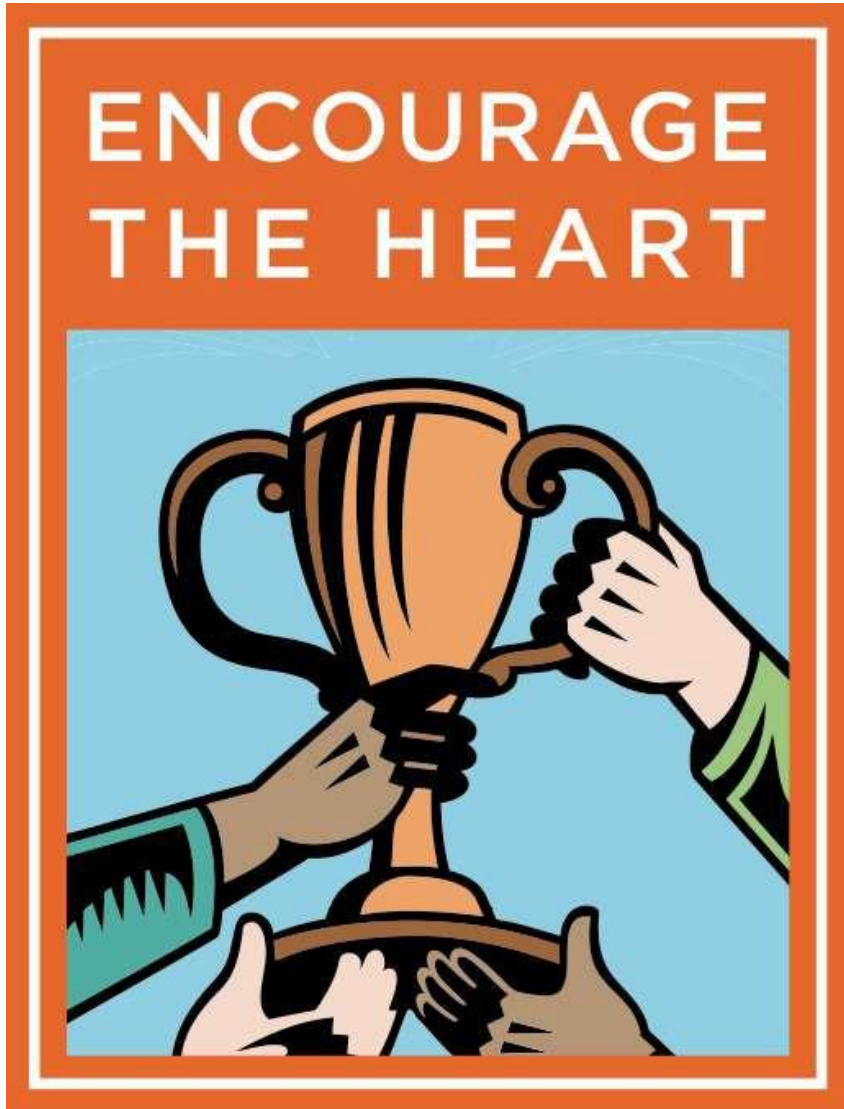
- Develop shared goals and shared roles
- Emphasize that team members need each other to be successful
- How can you structure situations so that each member of the team contributes to the success?
- Foster a “We Win” mentality

Practice 4: Enable Others to Act Reflection



Practice 5: Encourage the Heart Vision





Recognize contributions by showing appreciation for individual excellence.

Celebrate the values and victories by creating a spirit of community.



Practice 5: Encourage the Heart Reflection



Building Your Legacy

Legacy leadership requires vision, values, and a commitment to commitment to nurturing others. Start today to shape a lasting lasting positive impact.

Inspiring Generations

Legacy leaders transcend their time, leaving an indelible mark on mark on society and inspiring future generations to make a a difference.

Your Leadership Legacy

What will you be remembered for? The choice is yours to create a create a legacy that stands the test of time.

*If you're going to
live, leave a legacy.
Make a mark on
the world that can't
be erased.
Maya Angelou*



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Mike is a twenty-five-year veteran in the HR, culture, talent, training, coaching, and leadership development space. Mike's stated purpose in life is to lead, inspire, and coach others to their greatest potential. This purpose has driven his personal and professional decisions throughout his life.

Mike has worked with companies in business and talent strategy and employee development solutions across 31 different industries, helping him to refine a proven system that works for any size company or industry.

Prior to launching ML Talent Strategies, Mike spent eight years as the Chief Learning Officer at DEFENDERS, where he led all aspects of HR. Early in his tenure with DEFENDER's, Mike cast the vision and developed the strategy for talent to be the cornerstone for DEFENDERS' growth. Under his leadership, DEFENDERS was recognized by Training Magazine as the 17th Top Training organization in the world.

Before joining DEFENDERS, Mike owned and operated LQ Performance Strategies for ten years before selling the company in 2009. LQ, a full-service talent strategy firm, served over 250 companies in 30 industries.

Mike is a graduate of the Kelley School of Business at Indiana University. Mike and his wife, Julie currently reside in Indianapolis, IN and they have five adult children.