Open Source Leadership

“Everything rises and falls on leadership.”

-John Maxwell

all of us is smarter than one of us

Simple View
Business Leadership

The way to achieve *success* is first to have a definite, clear, practical *ideal* – a goal, an objective.

Second, have the necessary means to achieve the ends: *wisdom, money, materials, and methods*.

Third, *adjust* all *means* to that end.

THE ROANOKE TIMES
Monday, September 20, 2004

STEPHANIE KLEIN-DAVIS | The Roanoke Times

Mellisa Williamson, 35, a Bullitt Avenue resident, worries about the effect on her unborn child from the sound of jackhammers.

The New Me Generation

cation

econd

What does that look like in this industry?

An organization the inspires me to spend my hard earned discretionary income with them - knowing that I am expecting a significant return on my investment through an exceptional or unique experience created by them.

Harris Poll

- **20,000 people surveyed**
- **Only 3000 could identify the top three management priorities of their companies**
- **15% could / 85% could not**

Leadership impacts...

- Revenue
- Profit
- Guest Service
- Guest Experience
- Morale
- Attitude
- Operations
- Safety
- Employee Retention
- Employee Relations
- Brand
- People

So does lack of Leadership...

Leadership is…

- *Influencing others to achieve mutually agreed upon purposes for the organization.*
- *Possessing both a capacity to rally men to a common purpose and a character which inspires confidence.*
- *Forging a clear path for self and others as you move toward success.*

Leadership is…

- *Influencing others to achieve mutually agreed upon purposes for the organization.*
- *Possessing both a capacity to rally men to a common purpose and a character which inspires confidence.*
- *Forging a clear path for self and others as you move toward success.*

So WHAT is Open Source Leadership?

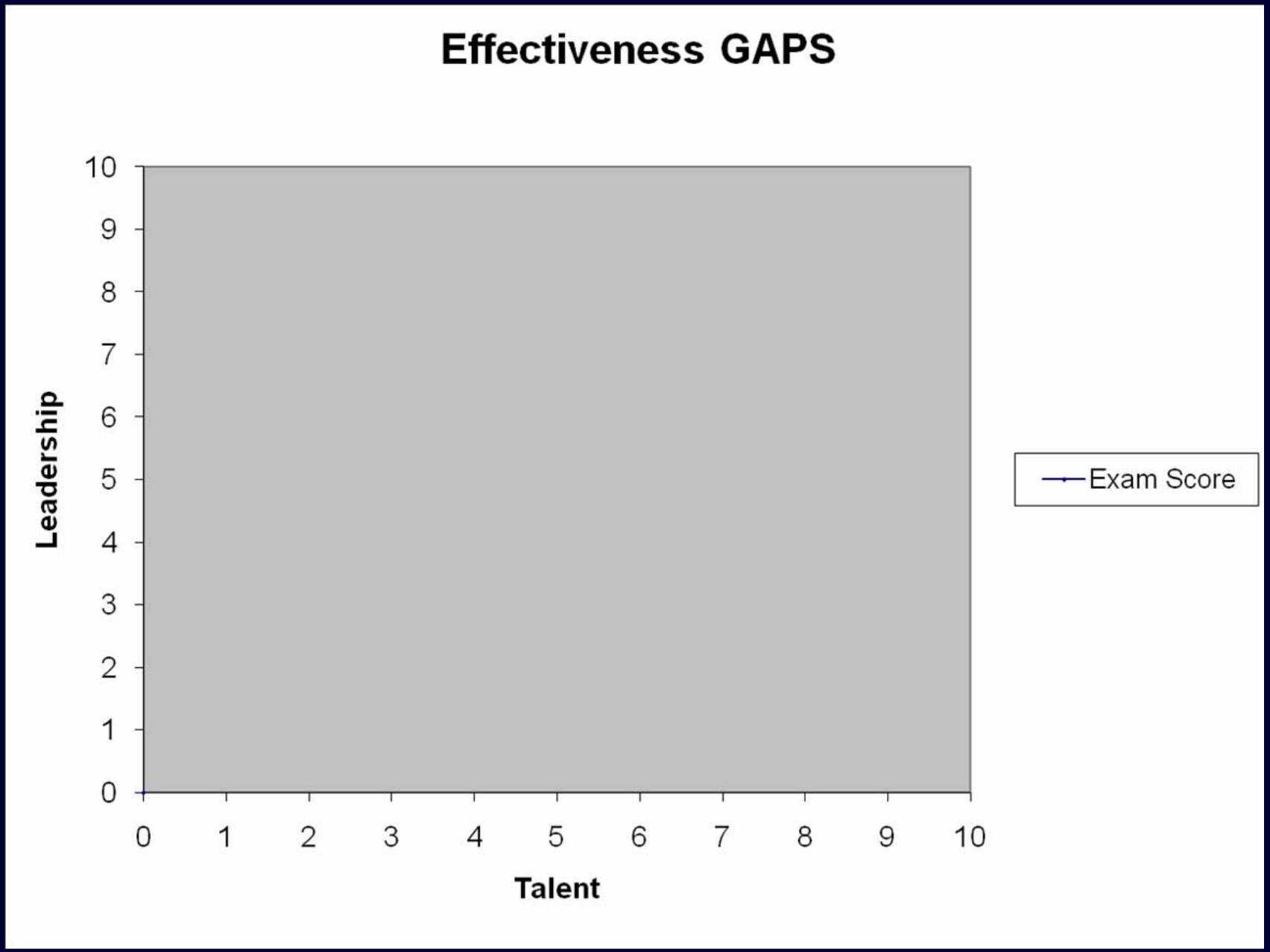
- *The free and open market of ideals created from baseline leadership philosophy and principles that are crafted to the modern leadership need (Macro View)*

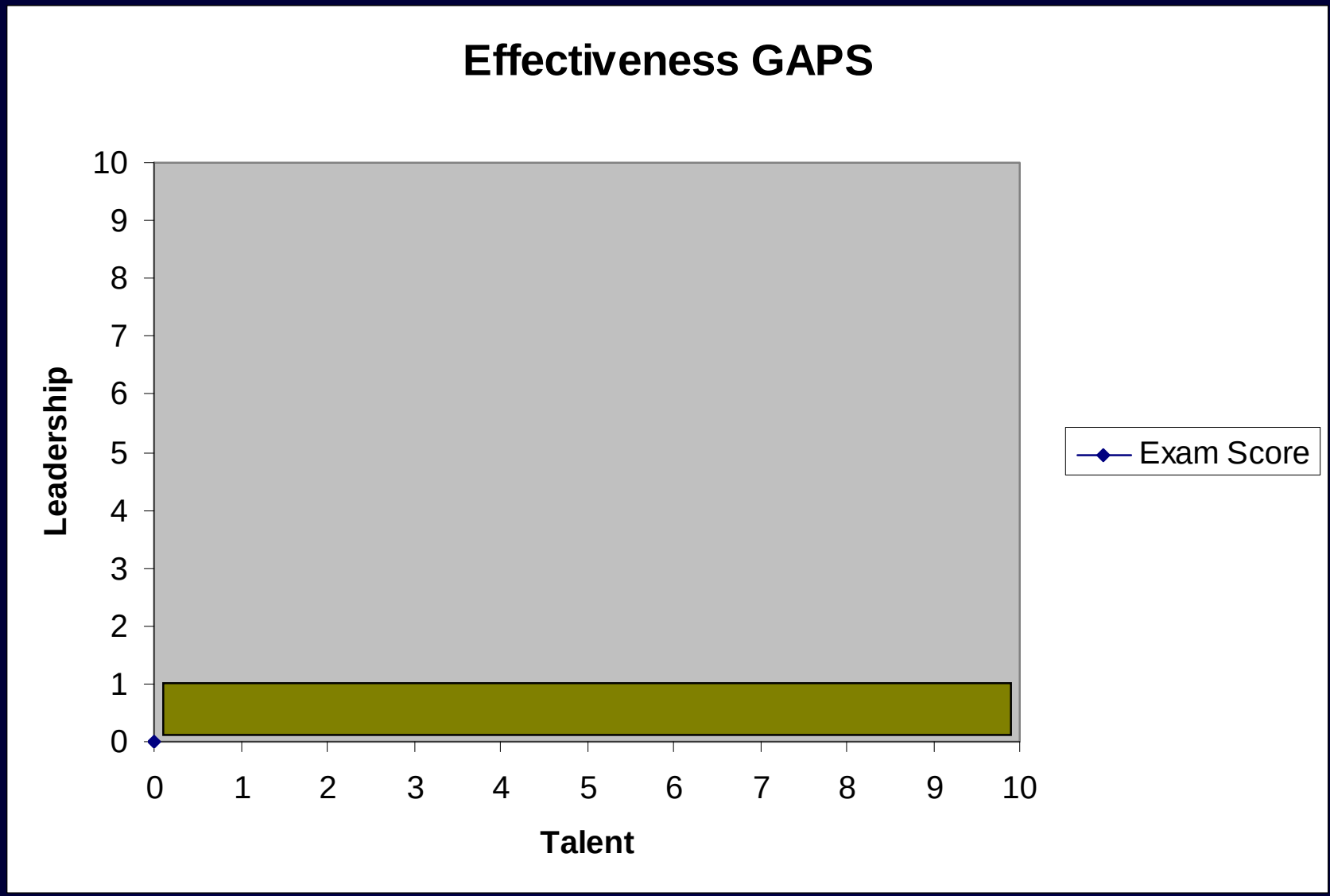
- *Harnessing the power and collective energy of the people in your organization to be an open and integral participant in the leadership process. This includes your guests. (Micro View)*

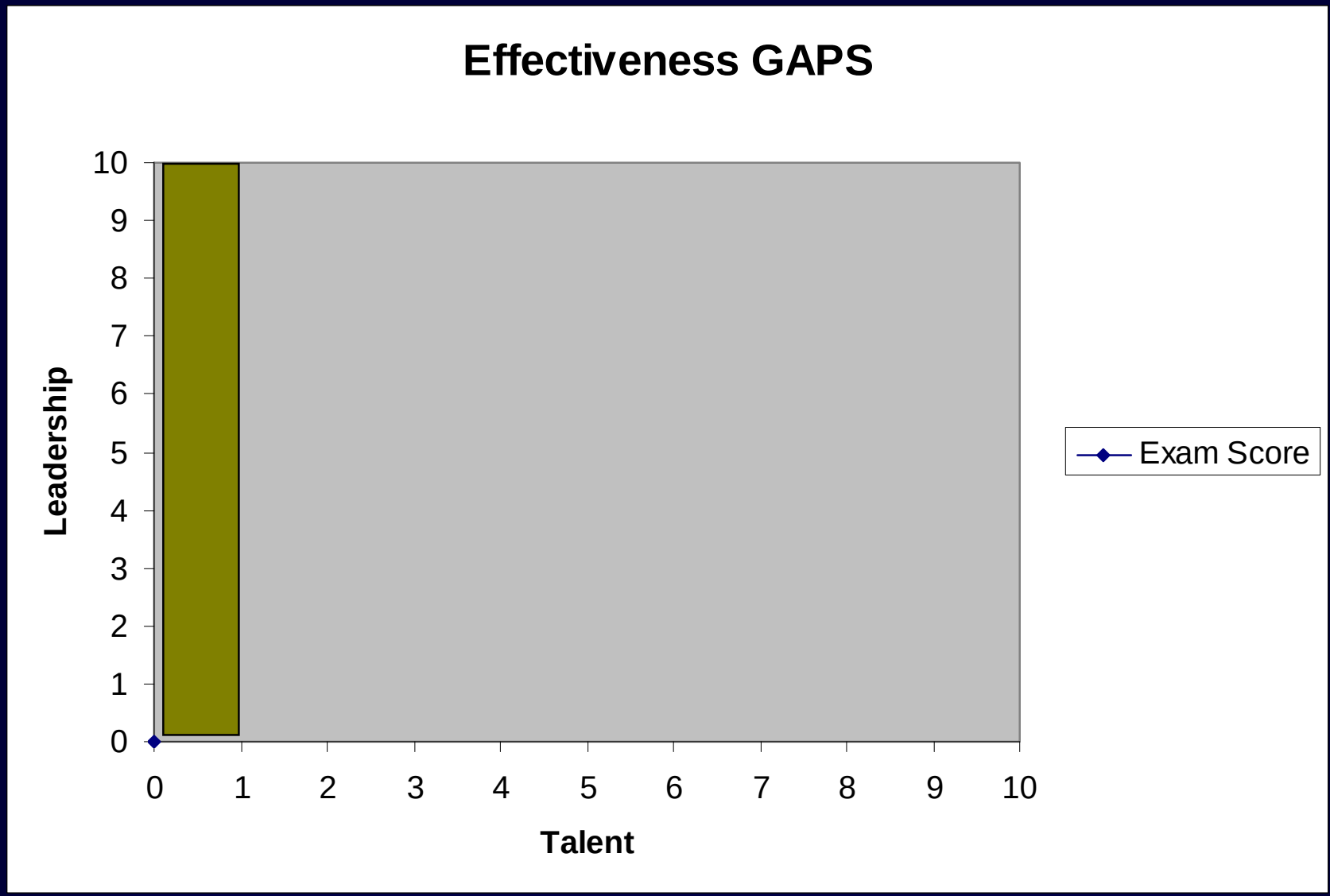
So WHAT is Open Source Leadership?

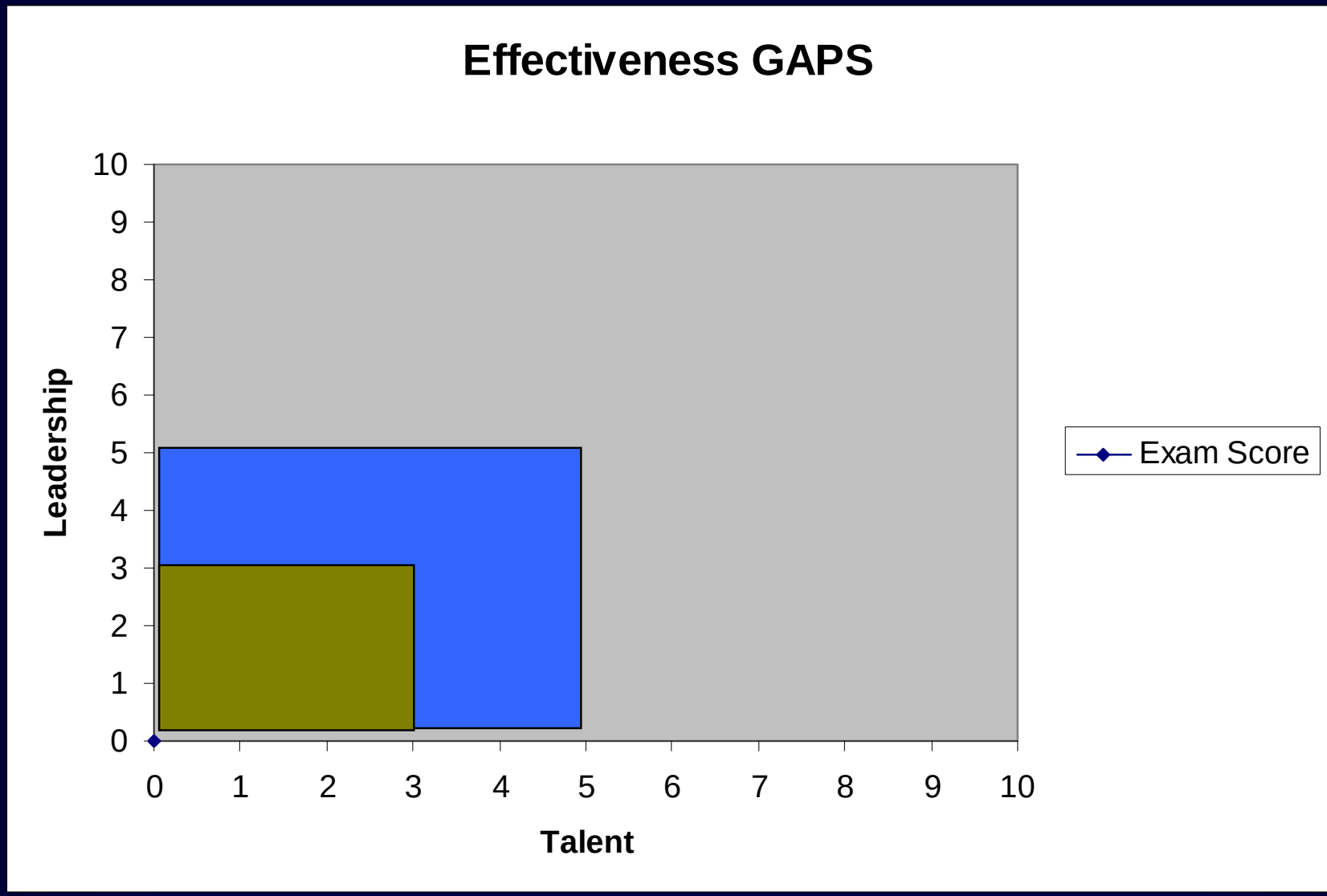
- *Allowing people to execute*
- *Allowing people to share what is working*
- *Allowing people to lead*

When people are leading – effectives increase exponentially!


Effectiveness GAPS
Leadership
10
9
8
7
6
5
4
3
2
1
0
0
1
2
3
4
5
6
7
8
9
10
Talent
Exam Score


Effectiveness GAPS
Leadership
10
9
8
7
6
5
4
3
2
1
0
0
1
2
3
4
5
6
7
8
9
10
Talent
Exam Score


Effectiveness GAPS
Leadership
10
9
8
7
6
5
4
3
2
1
0
0
1
2
3
4
5
6
7
8
9
10
Talent
Exam Score


Effectiveness GAPS
Leadership
Talent
0
1
2
3
4
5
6
7
8
9
10
Exam Score

So WHY
Open Source Leadership?

- ***What we know does not work all the time***

- ***Books on the shelf may create educated not actualized leaders with a briefcase of buzzwords***

  - ✓ **Vision**
  - ✓ **Mission**
  - ✓ **Core values**
  - ✓ **Accountability**

- ***Result is a lingering effect that is diminished over time as the demands of reality set back in!***

Is GOOD the enemy of GREAT?

Good Leaders

- ***Have leadership knowledge and an enhanced understanding of mindset and philosophy***
- ***Develop and commit to the guiding principles of the organization***

Great Leaders

- ***Shape behavior to match organizational ideals in an observable and measureable manner***

Is GREAT the enemy of EXCEPTIONAL?

Exceptional Leaders

- ***Develop a personal philosophy of leadership centeredness to self, others, and organization***
- ***Coach and mentor others through the GOOD and GREAT levels***
- ***Allow and expect others to participate in the leadership process***
- ***Insure that work product and behavior of self and others is a natural, observable expression organizational principles***

Open Source Environment

- **People are both free to and expected to lead**
- **People are free to make decisions**
- **People are expected to effectively and efficiently manage with emphasis on solutions *not* blame**
- **People are expected to develop and execute on a personal leadership philosophy that is congruent with the vision and mission of the organization**

Contact Information

Ron Morrison

Ron@docentus.com