

MAGNETIC LEADERSHIP

18

Essential Actions of Leaders
People Love to Follow

Presented by:

Chris McClure, Executive Leadership Coach

Email — chris@mcclurecoaching.com

Website — www.McClureCoaching.com

ESSENTIAL ACTION #1

MEET NEEDS

MEET WITH PEOPLE TO DISCERN NEEDS

- Leading effectively begins with _____ your people.
- Take intentional action to meet people where they are and _____ them.
- Schedule _____ focused time with the people you lead.

SECURE RESOURCES TO MATCH NEEDS

- Consider the specific kinds of resources they need to _____ and _____.
- _____ a list of resources to help your followers grow.
- Ask your followers how you can make their jobs _____, tasks _____, and results _____.

TAKE ACTION TO FULFILL NEEDS

- Knowledge without action leads to _____ and _____.
- Fulfilling the needs of your followers and organization can increase your _____.
- _____ daily _____ is the engine for long-term success.

ESSENTIAL ACTION #1
REFLECTION QUESTIONS

Who has modeled this action well for you?

What did they do that made an impression?

How can you implement this action into your leadership this week?

Who will you share this action with and by when?

ESSENTIAL ACTION #2

ANTICIPATE OPPORTUNITIES

OPEN YOUR EYES

- Leaders stand out in their ability to see _____ and _____ than their followers.
- Don't bury your head in the _____.
- Define _____ and _____ your team.

SCAN YOUR ENVIRONMENT

- Scan your environment to understand the _____ of the world through which you're leading your team.
- Scanning requires intentional _____—a continual _____ of surroundings.
- Beware of falling into “_____.”

INCLUDE YOUR TEAM

- You need the contribution of your team's _____ to proceed most effectively.
- True _____ and _____ is achieved and experienced with the help and cooperation of others
- Including your team to anticipate requires that you _____ well and often.

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REFLECTION QUESTIONS

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ESSENTIAL ACTION #3

GIVE GENEROUSLY

WHAT DO YOU HAVE?

- The _____ you gain with people when you sacrificially give while expecting nothing in return is incredible.
- Look around your home or office and see all that is at your _____.
- When you give with generosity, you become a highly valuable _____ to society.

WHAT IS THE NEED?

- _____ specific needs before responding.
- Strategically generous people do their _____.
- Dig a few layers deep to understand the greater _____.

HOW CAN YOU HELP?

- Consider the various ways you can help beyond giving _____.
- What is _____ to you may seem _____ to others.
- Seek to become more generous and watch the _____ you can have on those who need the help you can offer.

ESSENTIAL ACTION #3
REFLECTION QUESTIONS

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ESSENTIAL ACTION #4

DEMONSTRATE NOBILITY

ASPIRE TO GREATNESS

- This aspiration drives you to _____ in all you do and helps you _____ more every day.
- You can always _____.
- Commit to _____ into the best version of yourself that you were created to become.

EXCEL IN CHARACTER

- Without a strong _____, true greatness cannot be achieved.
- Leaders with excellent character are more likely to retain _____ - _____ on their teams.
- Surround yourself with people who model the _____ and _____ you want to possess.

DO WHAT'S RIGHT

- Take action based on your _____.
- The fear of _____ hurts everyone involved and hinders the organization from reaching its potential.
- Slow down long enough to _____ your decisions based on your values.

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ESSENTIAL ACTION #5

PURSUE EXCELLENCE

REJECT PERFECTIONISM

- Two helpful principles:
 - 1) take _____ action
 - 2) implement now, _____ later
- You cannot _____ the results of every decision or plan.
- Replace perfectionism with _____ - _____.

DEMAND QUALITY

- Demanding quality begins with _____ it for your followers.
- Motivate with _____ and hold followers accountable to clearly communicated _____.
- Demanding quality requires clear effective _____.

PURSUE IMPROVEMENT

- Continue to improve your _____.
- Continue to improve your _____ and _____.
- Show your team that you are committed to becoming _____ every day.

ESSENTIAL ACTION #5
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ESSENTIAL ACTION #6

REMAIN TEACHABLE

LEARN

- _____ are learners.
- Let your team members _____ you.
- Block off 30-60 minutes each day to invest in your personal _____.

MODEL

- Followers don't need a _____ example, but they do need a _____ one.
- _____ your followers how you want things done.
- More is _____ than taught.

EQUIP

- Pay forward to your followers what you have _____ and _____ from others.
- A simple, effective equipping model:
 - Step 1 — I do, you _____
 - Step 2 — I do, you _____
 - Step 3 — You do, I _____
 - Step 4 — You do, I _____
- Equipping frees up your time long-term when you help your followers achieve _____ and _____ to act without you.

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ESSENTIAL ACTION #7

TRUST INSIGHT

UNDERSTAND THAT INSIGHT IS NOT INTUITION

- *Insight* is the maturing ability to “see what is _____” a person, relationship, situation, or problem which requires an answer.
- It’s a combination of wise _____, examined _____, and the _____ that comes from it.
- *Intuition* is perception-based _____ first-hand knowledge.

TRUST YOUR INSIGHT—YOU KNOW MORE THAN YOU THINK

- You may often _____ what you need to do beyond _____ what you need to do.
- Insight is proven right by how things turn out in the _____.
- Learn to trust your insight when something doesn’t feel _____ or when something just seems “off”.

ACT ACCORDINGLY—RESPOND LIKE BREATHING

- When you trust your insight, you can make decisions _____ without having to think _____.
- When your internal _____ is going off, don’t ignore it.
- Inaction on your insight produces negative, unnecessary, unintended _____.

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ESSENTIAL ACTION #8

EXPRESS CREATIVITY

UNDERSTAND YOUR CONTRIBUTION

- You are a _____ person who contributes uniquely to your cause, vision, or mission.
- When you have a greater _____ of your ability to contribute, you can intentionally use it and become more _____.
- When you know your “_____”, you will lead with greater confidence and competence.

ENGAGE YOUR IMAGINATION

- Ignoring your imagination is _____ to yourself, your team, your organization, and your customers and clients.
- Engaging your imagination is where creative _____ to big problems are discovered.
- Engaging your imagination requires you to suspend _____ on your thoughts.

DESIGN YOUR SOLUTION

- _____ are seen and created inside the mind long before they are physically created.
- The process of designing your solution requires _____.
- The Magnetic Leader is a creative, imaginative “_____,” not just a dreamer.

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ESSENTIAL ACTION #9

LOVE PEOPLE

WHAT'S LOVE GOT TO DO WITH IT?

- _____ is primarily about people.
- The kind of love that leadership requires is brotherly _____ love.
- Leadership is not about being in charge, but it is about _____ for those under your charge.

LOVE REQUIRES ACTION

- Magnetic Leaders are _____ action-takers.
- Great leaders take action to foster the best _____ possible.
- Loving people requires significant _____, _____, and _____.

LOVE DEMONSTRATES COMMITMENT

- Commitment is rarely given back to the leader without the leader going _____.
- When commitment to your followers is strong, the team becomes _____.
- When you are committed to your people, they will do all they can to help you _____ whatever task or challenge is in front of them.

ESSENTIAL ACTION #9
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ESSENTIAL ACTION #10

EXUDE ENTHUSIASM

SPARK YOUR MIND

- In order to develop an enthusiastic team, you must start with _____.
- Enthusiasm is an _____ matter.
- Invest in your own _____ to fill yourself up so you have something to give to others.

FAN YOUR FLAME

- Find and consume helpful _____.
- _____ with other enthusiastic people.
- Consistently check to see whether you are still truly _____ about what you are doing.

IGNITE YOUR FOLLOWERS

- Enthusiasm passed along to another person multiplies _____.
- The fastest way to ignite your followers is to become an _____ yourself.
- Enthusiasm is _____ and is desperately needed in our world today.

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ESSENTIAL ACTION #11

EMBRACE ACCOUNTABILITY

BE A PERSON OTHERS CAN COUNT ON

Your _____ is determined by being _____.

If your followers can't _____ on you, they won't follow you for long.

Do what you _____ you'll do.

HELP PEOPLE COUNT ON EACH OTHER

- Teams that can successfully count on each other accomplish great _____.
- Help your followers know what to _____ from one another.
- Step in and help people see where _____ or unrealistic _____ are occurring.

CULTIVATE AN ACCOUNTABILITY CULTURE

- When you allow yourself to be held accountable, you set the _____ for your followers.
- Cultivating such a culture requires clarity of _____ and _____.
- It requires dedicated _____ to create and continual _____ to nurture.

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ESSENTIAL ACTION #12

DEVELOP PEOPLE

SEE POTENTIAL IN YOURSELF AND OTHERS

- Everyone has untapped or under-developed _____ and _____.
- When you see potential _____ it out, _____ it, and _____ it.
- Keep your eyes open to spot _____ potential in your team members.

COMMIT TO PEOPLE AS YOUR GREATEST ASSET

- _____ your followers.
- Work to bring out their _____ and build quality _____ with them.
- When you develop your people, you are investing in their _____ and _____ bank accounts.

INVEST RESOURCES DAILY FOR FUTURE GROWTH

- Developing people requires an investment of _____ and _____.
- There is a much _____ cost if you don't develop them.
- Developing your people is not a _____ - _____ activity.

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ESSENTIAL ACTION #13

EQUIP CLIMBERS

CAST VISION FOR STEPPING UP

- Paint a picture for followers to see themselves stepping up to new levels in their _____.
- Help your followers to discern the next best steps which move them in the direction of _____ and _____ what they see.
- If people don't first envision _____, they won't be able to achieve it in real life.

EQUIP FOR CLIMBING UP

- Place the right _____ in the hands of those you lead.
- Equip them to _____ their strengths and weaknesses.
- Equipping involves both _____ and _____ aspects.

CELEBRATE REACHING NEW HEIGHTS

- Today's success was once a vision that felt like an enormous _____ to achieve.
- Celebrate the _____ they take along the way.
- Help your people keep _____ on their journey toward achievement.

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ESSENTIAL ACTION #14

PRIORITIZE RELATIONSHIPS

BUILD RELATIONSHIPS WITH YOUR PEOPLE

- You cannot lead _____ without relationships.
- Building relationships *with* your followers requires you to connect on a _____ level.
- Make time to learn about people _____, share _____, and _____ to what they are truly saying.

FOSTER RELATIONSHIPS BETWEEN YOUR PEOPLE

- Serve as a _____ between people.
- _____ when there are conflicts.
- _____ gathering spaces, meeting formats, and off-site opportunities which all encourage connections.

CHAMPION RELATIONSHIPS IN YOUR ORGANIZATION

- Your cause is _____ and _____ healthy, productive relationships among your team members.
- Championing a relational culture for your organization cannot be _____. This is your responsibility.
- Check in with your followers and model healthy relational _____.

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ESSENTIAL ACTION #15

SERVE PURPOSEFULLY

GIVE OF YOURSELF

- Take the call to serve others _____.
- Set aside your task list in order to jump in and help where _____.
- Adjust your _____ to work so you can give of yourself more effectively.

FOR THE BENEFIT OF OTHERS

- Serving provides _____ you share with your team.
- When you serve your followers and help them become more _____, your organization benefits overall.
- People love to work for organizations who serve them by _____ in them.

FOR THE SAKE OF THE MISSION

- Without accomplishing the mission, your organization's impact and influence in the world is _____.
- When you serve in a way which is purposefully connected to the mission, "_____ " is less likely to occur.
- Serving purposefully for the sake of the mission is good for _____.

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ESSENTIAL ACTION #16

EXEMPLIFY HUMILITY

LOWERING YOURSELF REQUIRES STRENGTH

- Lowering yourself requires you to _____ yourself enough to realize you must come down a level from which you are living or working to _____.
- Humble leaders live with a _____ and in a way which doesn't rub their success in the faces of others.
- Humble leadership requires _____.

BEND DOWN TO LIFT OTHERS UP

- The Magnetic Leader bends down to _____, _____, and _____ others up.
- Followers become more confident when they have greater _____ to those in higher positions and more influential roles.
- Remember where you _____.

GAIN RESPECT BY GIVING RESPECT

- Show respect to all people regardless of _____, _____, or _____.
- If you want your people to be respectful, you must first be respectful in your _____ with them.
- _____ ways to give respect to your followers.

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ESSENTIAL ACTION #17

GUARD INTEGRITY

DEFINE AND KNOW YOUR VALUES

- Integrity is staying true to your _____ and being _____ in how you operate in all areas of your life.
- Invest time _____ about and _____ out your values.
- _____ values which are values that you want to have. _____ values are what you actually live out daily.

COMMUNICATE WITH WORDS, DEMONSTRATE WITH ACTIONS

- A leader's words and actions must be _____.
- Integrity is _____ when your stated values aren't lived out.
- Leading with and guarding integrity requires _____.

ADVANCE YOUR REPUTATION WITH CREDIBILITY

- When all is said and done, your reputation as a leader is the one thing that you carry with you _____ you go.
- When you guard your integrity, you develop a reputation that others _____ from you.
- If you consistently guard your integrity, your reputation can remain intact even amidst _____ and _____.

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ESSENTIAL ACTION #18

PRODUCE RESULTS

PLANT SEEDS

- Leadership is ultimately about _____.
- You can't yield an abundant _____ without planting many seeds first.
- When you plant seeds in your followers, they can then go and plant seeds into _____ who can produce results as well.

CULTIVATE GROWTH

- Leaders must continually invest in their team members and nurture them consistently so they can become _____ for the sake of the mission, vision, and goals.
- Sometimes you must _____ by removing ineffective or disruptive team members.
- A large part of cultivating growth is _____.

YIELD RESULTS

- When you've done the work of planting seeds and cultivating growth, you're now ready to _____ the benefit of your effort.
- Yielding results is the _____ for your hard work.
- Remember to _____ the successful outcome of your planting and cultivating.

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COURSE DEBRIEF

What are your greatest takeaways from this course?

List your weakest Essential Actions. How will you intentionally develop them?

List your strongest Essential Actions. How will you emphasize them more in your leadership?

List 3-5 specific next steps you'll take in the next 30-90 days to become more magnetic.

Write down the name of at least one person you'll ask to hold you accountable for taking action to grow.

THE MAGNETIC LEADER

18 Essential Actions of Leaders People Love to Follow

#1 MEETS NEEDS

#2 ANTICIPATES OPPORTUNITIES

#3 GIVES GENEROUSLY

#4 DEMONSTRATES NOBILITY

#5 PURSUES EXCELLENCE

#6 REMAINS TEACHABLE

#7 TRUSTS INSIGHT

#8 EXPRESSES CREATIVITY

#9 LOVES PEOPLE

#10 EXUDES ENTHUSIASM

#11 EMBRACES ACCOUNTABILITY

#12 DEVELOPS PEOPLE

#13 EQUIPS CLIMBERS

#14 PRIORITIZES RELATIONSHIPS

#15 SERVES PURPOSEFULLY

#16 EXEMPLIFIES HUMILITY

#17 GUARDS INTEGRITY

#18 PRODUCES RESULTS

