



**NHRMA 24**

86TH ANNUAL CONFERENCE + TRADESHOW

**CS15**

# **Leadership Glow Up – Spark Your Best Leadership Self**



Leadership Glow Up  
Spark Your Best Leadership Self



**ROAD  
CLOSED**

**←  
DETOUR**



Barrier #1:  
The Cookie Cutter Myth





**Expectations**



**Reality**

What does great leadership look like...?

To **YOU**?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

To your **TEAM**?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

To your **ORGANIZATION**?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

“The best kind of leader you can be is the kind  
of leader you are”

*-Gary Vee*

*-Brene Brown*

*-Brandy Ferrer*



# What kind of leader are you?

(Your Leadership Brand)

What kind of leader are you?

I am a \_\_\_\_\_ leader

My values are:

- 1.
- 2.
- 3.

Behaviors that support those values

- 1.
- 2.
- 3.

I am an Open Minded leader

I value:

1. other perspectives and ideas
2. the experiences and strengths of others
3. self-awareness, accountability and honesty-even the hard stuff

Behaviors that support those values

1. In meetings, I solicit feedback from others before sharing my own ideas
2. I seek to uncover, highlight and leverage the strengths of others
3. I admit mistakes, hold myself accountable and ask for help from others

# Your Superpowers (Your Leadership Brand)



## Barrier #2 Discomfort

- ✓ Fear
- ✓ Uncertainty
- ✓ Anxiety
- ✓ Embarrassment
- ✓ Shame



# The lengths we go to avoid discomfort

- Staying quiet
- Doing everything yourself-not asking for help
- Clinging to old responsibilities that don't maximize your value
- Being the loudest in the room or using the "elbow"
- Should-ing on yourself

# What you can do about it

- ✓ Give yourself grace
- ✓ Do it scared
- ✓ Be like the Jr. High Volleyball team
- ✓ Stop should-ing on yourself



## Barrier #3

Not aligning your time  
with your value



# Leader

- Creates Vision
- Takes risks
- Long term
- Builds relationships
- Why?
- Coach, inspire, develops others
- Fosters ideas
- Seeks other perspectives
- Shapes culture
- Multiplies
- Leadership and organizational accountability
- Role model

# Manager

- Creates goals
- Controls risk
- Short term
- Builds systems
- How?
- Directs, instructs
- Assigns duties
- Delegates
- Seeks other perspectives
- Endorses culture
- Leadership & team accountability
- Role model
- We

# Contributor

- Fulfills goals
- Avoid risk
- Daily
- Works within structure
- Follows instruction
- Listen, learn, comply
- Completes duties
- Contributes to the culture
- Personal Accountability
- Me



# Align your time, role and superpower

- Operate with your leadership brand in mind
- Stop trying to fit into the mold. Instead, find ways to use your superpower
- Remember the Jr. High volleyball team!
- Let go of the old stuff
- Develop yourself
- You are the example for future leaders. What do you want that example to look like?

# Reflection & Action

- Which one of the barriers (cookie cutter myth, discomfort, or misalignment of your value/time?) do you already have locked in?
- Which area is the biggest challenge?
- List one action you can take this week to make positive movement to address that challenge. Share with your neighbor.

lets chat  
THOUGHTS?  
QUESTIONS?

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