

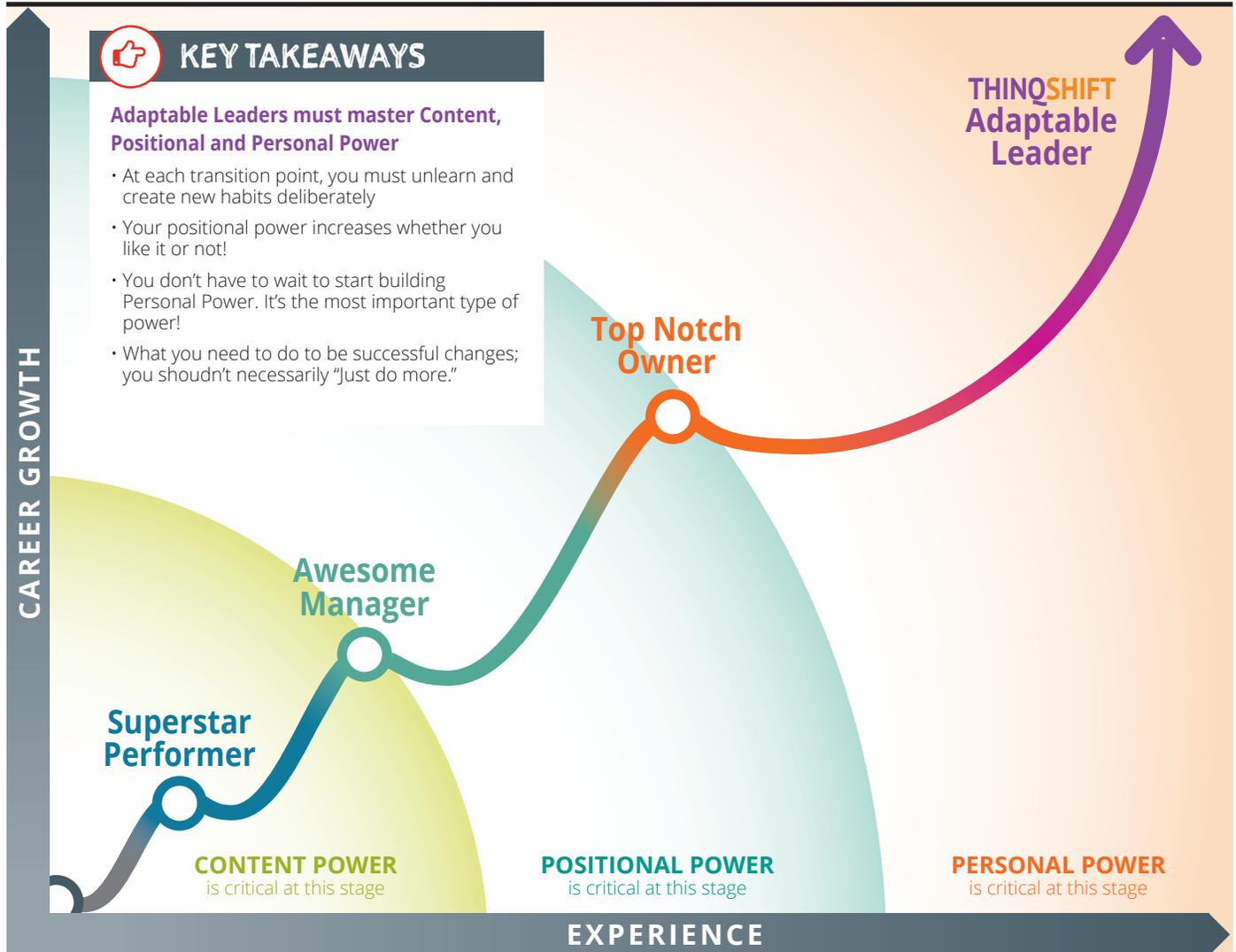
# A faster world requires Adaptable Leaders.

One who will need to master three powers.

The world is getting faster. This means things change faster. Areas of critical expertise change.

The future belongs to those guided by purpose, with insatiable curiosity, and those with extraordinary personal power.

The world demands an Adaptable Leader.



## CAREER STAGES CHARACTERISTICS

### Superstar Performers

- + Get things done
- + Run processes with speed and efficiency

### Awesome Managers

- + Get things done by others
- + Start building relationships based on professional respect
- + Start being a professional role model
- + Start managing others

### Top Notch Owners

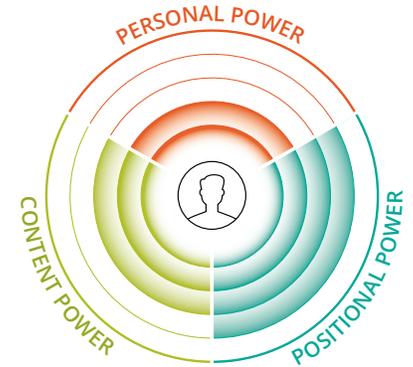
- + Get the right things done
- + Build strong business acumen (manage P&L)
- + Recognize credibility (business / expertises / sales)
- + Manage business (group / division / department)

### Adaptable Leaders

- + Inspire a shared vision
- + Enable others to act
- + Achieve high levels of self awareness and purpose
- + Strive for higher levels of authenticity
- + Seek constantly to learn

# The Three Powers

There are three types of power that all Adaptable Leaders need to master



**Content Power** is when one has power or influence over another because of perceived knowledge or expertise.

“ Sarah knows more about our operational processes than I do. I better listen to her! ”

- ✓ Power is derived from knowledge and expertise.
- ✓ It is most critical at the early stage of your career. For example, your educational focus and first job will define your Content Power.
- ✓ Content Power becomes “table stakes” as you move from Superstar Performer to Awesome Manager and beyond.



**Positional Power** is when one has power or influence over another by virtue of a title, position, or social standing.

“ You’re my boss and are responsible for my job. I need to listen to you. ”

- ✓ This power is derived from title, status, or increasing accountability.
- ✓ It is difficult to control. You have it just by virtue of being promoted. Often Execs get addicted to this power.
- ✓ It is most critical during your journey from Superstar to Awesome Manager & Top Notch Owner.



**Personal Power** is when one has power or influence over another by virtue of being, traits, or characteristics.

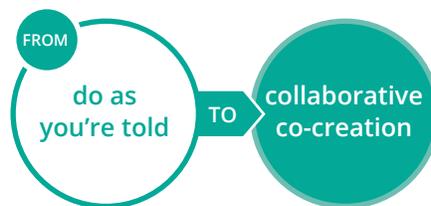
“ I think Vicki is exceptional. If she was to leave and ask me, I’d follow her anywhere. ”

- ✓ Power is derived from a deep level of self-awareness and self-purpose.
- ✓ It has a very high Emotional Intelligence Quotient.
- ✓ It’s what distinguishes senior people from leaders. Many companies have 100+ VPs; very few can point to 100+ leaders!

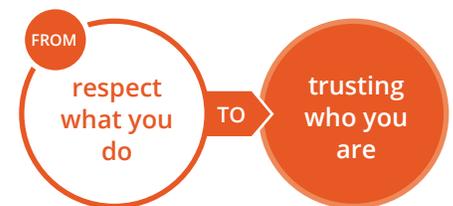
## Make a shift



## Make a shift



## Make a shift from having others



## The four Ds of an Adaptable Leader

### Be Daring

Leaders are willing to take risks in order to give their people the opportunity to reach their potential.

### Be Dynamic

Leaders need to be able to adapt to all situations while being proactive with the important things.

### Be Deliberate

Leaders are deliberate not only about increasing self awareness, but also in their commitments and priorities.

### Seek Discovery

Leaders possess an insatiable curiosity for discovery and learning. They are in constant pursuit of what they don't know.

# 9 TIPS TO ACTIVATE YOUR Super Powers

## Content Power

*Personal tip*



1

**Speak & write once per quarter**  
Speak & write at least once a quarter. This keeps you fresh and adds to your personal brand.

## Positional Power

*Personal tip*



4

**Practice leadership toolkit everyday**  
Master when to direct, coach, support or delegate. Encourage thinking diversity and build Whole Brain teams.

## Personal Power

*Personal tip*



7

**Listen with all your senses!**  
Learn to actively listen and not just hear. Only 10% of communication is words. Have one new conversation instead of an email per day.

*Tips for your team*



2

**Harness innovation from your team**  
Create “shark tank” opportunities for those youngest in your teams to bring forth innovative ideas. Do this at least quarterly.

*Tips for your team*



5

**Make it safe to Feedforward**  
Teach everyone to give great Feedforward and not avoid difficult conversations.

*Tips for your team*



8

**Create ½ hour of BrainTime per day**  
Give everyone 30 minutes of quiet time everyday. Put it on the calendar. This will allow your team time to prioritize and be more creative in problem solving.



3

**Promote a business book club**  
Challenge your team to read one book per month — then come together and discuss. This helps you stretch your understanding beyond your area of expertise. It also helps you discover strengths and passions of others.



6

**Always explain the why!**  
Spend more of your time explaining “why.” Empower others with *goals* not *tasks*. Be clear on need (what) and accountability (who) but not on method (how).



9

**Mentor at least one hour per month**  
Offer one hour per month coaching for everyone on your team. This time is NOT a status update on tasks — it's time to focus on them.

# Recruit Fabulous People & 4D DNA

There are certain characteristics and habits that are critical to mastering personal power. Building personal power is long term quest, and cannot be achieved without the motivation, willpower and discipline.

Because these can take years to master, we believe that organizations should recruit for these, often over transient technical skills. We describe these as the Four non-negotiable qualities of “fabulous people” and the 4Ds. Do your recruitment processes check for this?

## The four D’s of an Adaptable Leader



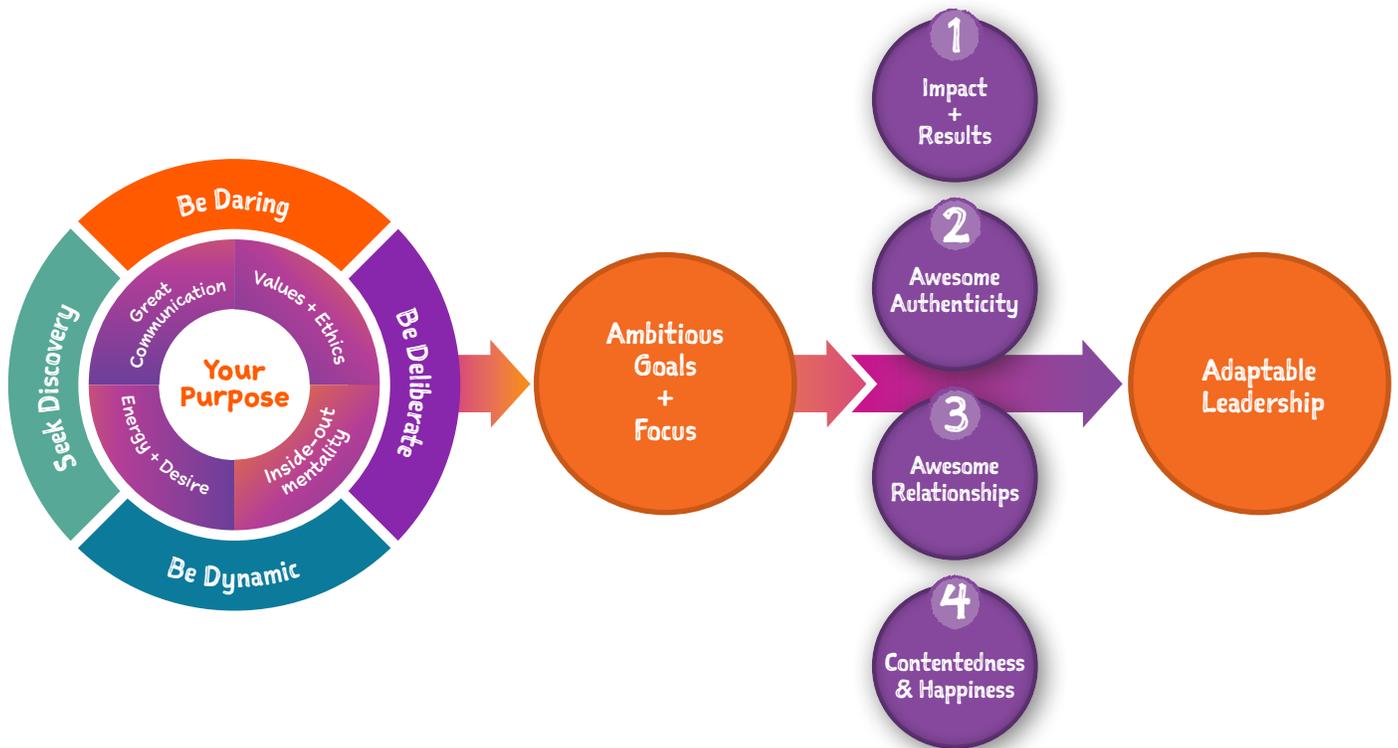
Four non-negotiable qualities of ThingShift “fabulous people”

1 VALUES & ETHICS	2 COMMUNICATORS	3 ENERGY & DESIRE	4 INSIDE-OUT MENTALITY
<ul style="list-style-type: none"> <li>• High level of self-awareness of values and belief system</li> <li>• Behaviors aligned to stated values</li> <li>• Aligned ethics to the organization they serve</li> </ul>	<ul style="list-style-type: none"> <li>• Builds relationship for life</li> <li>• Demonstrate high levels of EQ (emotional intelligence)t</li> <li>• Adaptable communicators and storytellers</li> </ul>	<ul style="list-style-type: none"> <li>• Has drive and hunger to succeed in life</li> <li>• Not afraid to work hard to succeed</li> <li>• Goal-oriented (motivation and willpower)</li> </ul>	<ul style="list-style-type: none"> <li>• Not afraid to be wrong and does not seek to blame others</li> <li>• Constantly seeks to learn and reach higher levels of self-awareness</li> <li>• Recognizes symbiosis with their organization</li> </ul>

# The ThingShift Adaptable Leader Success Model

It is tempting to think that the first step to success is the setting of ambitious goals. While we agree with this in principle, we also know that 95% of new years resolutions are broken by the end of January!

The ThingShift Adaptable Leader Success Model puts the fabulous people non-negotiables, 4Ds and the success equation ( the critical aspects to build personal power) at the heart of success for digital era leaders.



How about this for a success equation for life...

**2x** ACCOUNTABILITY every...  
 while spending **1 1/2** THE TIME on it!  
 ...  
**18** MONTHS...



ThinqShift helps businesses and organizations drive incredible results by shifting mindsets and behaviors. We work with all types of clients, and we are proud of our work with non-profits and education leaders, for whom we offer a discount on services.

Our unique capabilities are geared towards kick-starting new initiatives, creating traction to maintain sustainable progress, and shifting business transformations into overdrive.

#### PART I

- ShiftUp!™
- Thinq360™
- Really! Are you “communicating”?
- Be curious.
- Ask killer questions!

#### PART II

- The Adaptable Leader
- Management Toolkits
- The Adaptable Team
- Feedforward
- Beyond Managing Performance

#### PART III

- Help! All I do is work
- Mountains and Molehills
- Satisfying Stakeholders

#### PART IV

- It takes talent to recruit talent
- Building Relationships
- Difficult Conversations
- Influence over Control



#### THINQSHIFT ACADEMY

Crafting hybrid learning and coaching programs for your best people. Crafted exclusively on soft skills to complement your technical training.



#### THINQSHIFT COACHING

One-to-one coaching focused on developing tomorrow's adaptable leaders striving to drive awesome results and make a purposeful impact.



#### THINQSHIFT ORCHESTRATE

Bringing directional clarity, architecting fabulous organizations, and activating mindset and culture shifts for success.

## THINQSHIFT

 678.823.0159

 [ThinqShift.com](http://ThinqShift.com)

 U.S. English