

REALITY-BASED LEADERSHIP

**DITCH THE DRAMA
AND TURN EXCUSES
INTO RESULTS**

cywakeman.com

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Efficiency

- Outcomes
- Process
- Teams
- Accountability
- Management

Loyalty

- Empathy
- Responsiveness
- Teamwork
- Resources
- Individual
- Coaching & Development
- Leadership



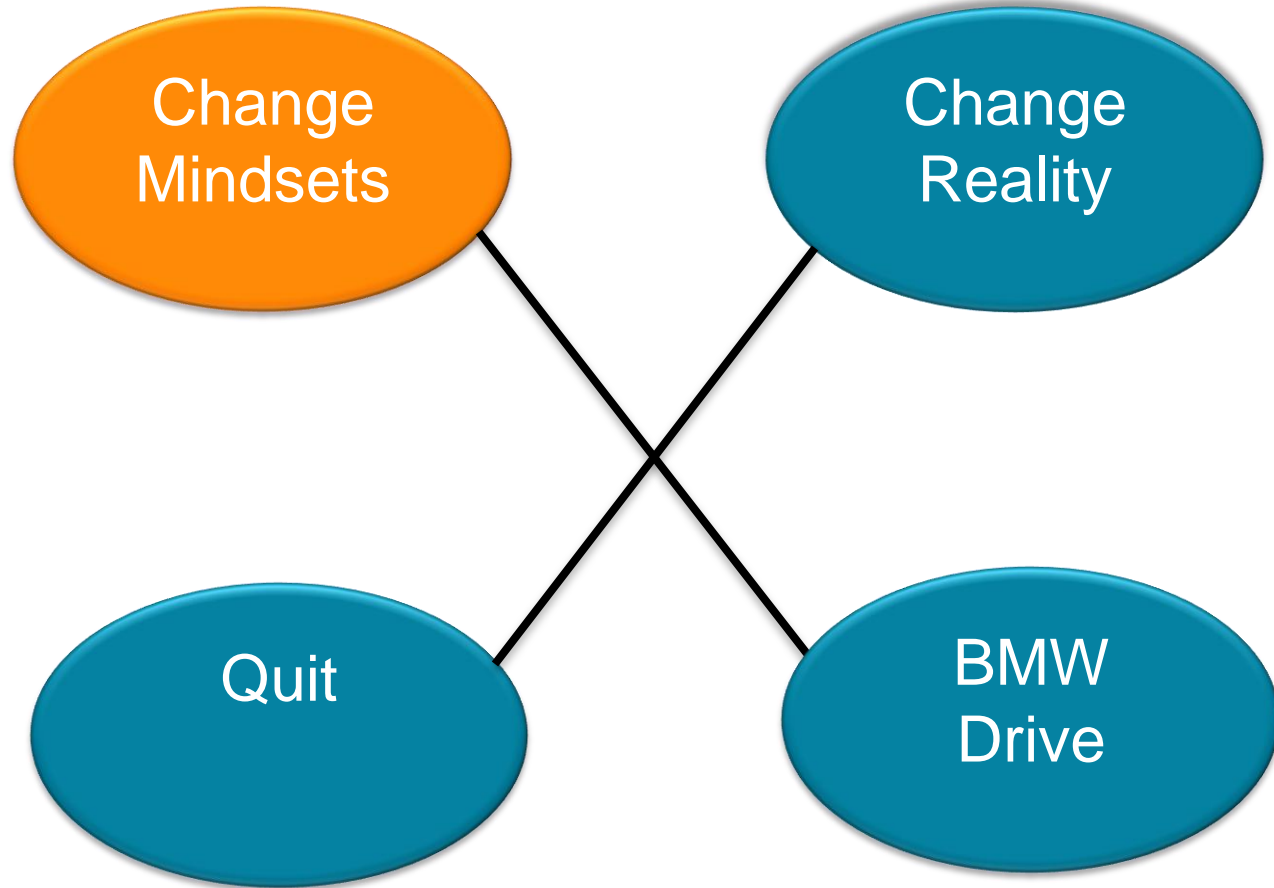
“

“In changing times,
lead first, manage second.”



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Typical Responses to Trends



Learned Helplessness



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**Employee
Value**

=

**Current
Performance
+
Future
Potential
-
(3) Emotional
Expense**



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**Emotionally
Inexpensive**

Personal Accountability

Reality Based Thinking

Change Capitalization

Organizational Alignment

Driving for Results

Personal Accountability

**Why doesn't anyone tell me anything?
Why do they keep changing?
When will they get it?**

*Personal Accountability,
QBQ.com by John Miller*



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What?

How?

“I”

Action

*Personal Accountability,
QBQ.com by John Miller*



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Reality-Based Thinking

Event

Thinking

Feeling

Action

Results

**The average person spends
Two hours a day arguing with reality**



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Right or happy?



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After the story . . .

How can I help?

What is the next right action?



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The minute you start judging . . .

You STOP serving

You STOP leading

You STOP adding value



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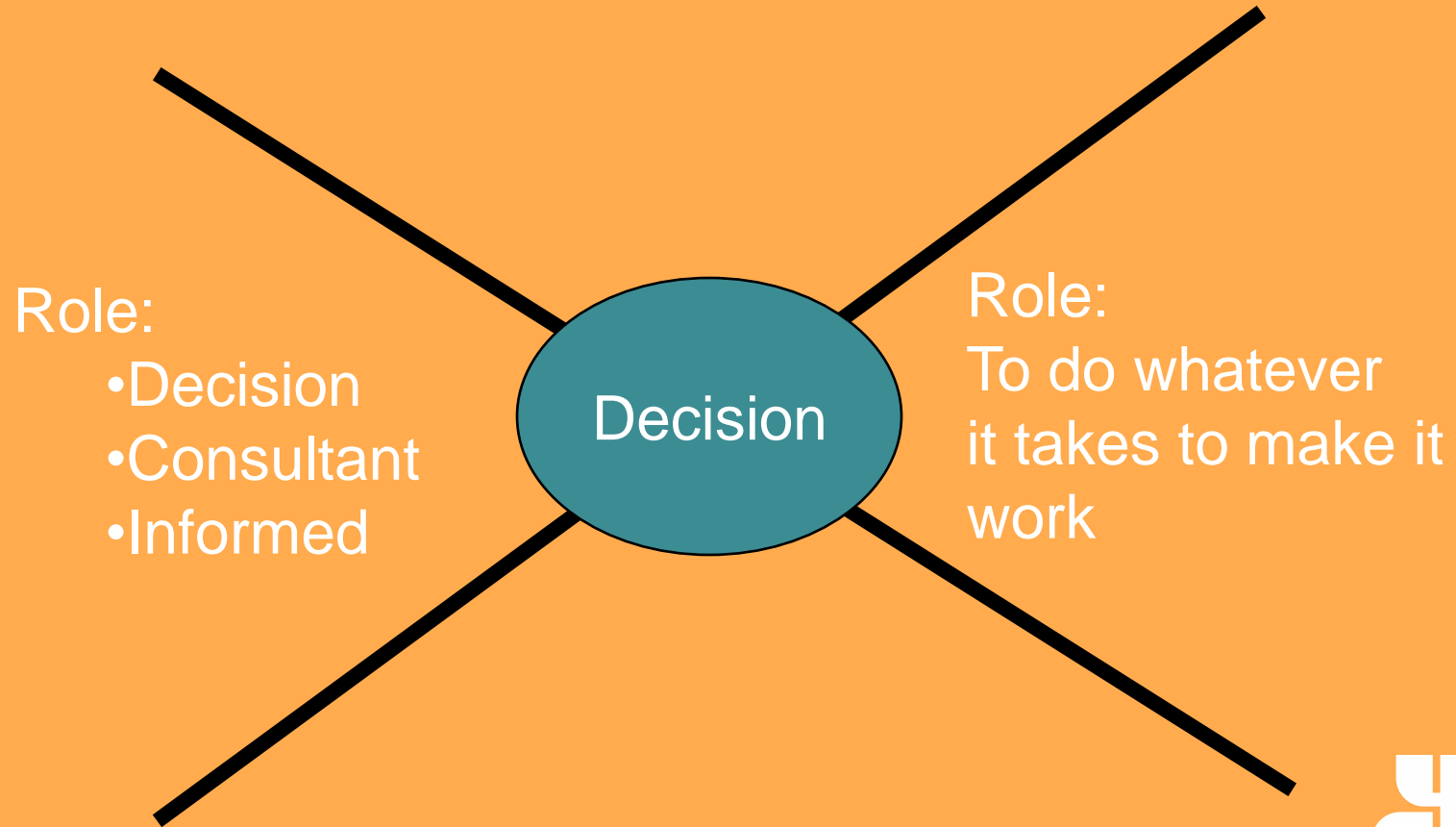
Organizational Alignment

Does my
opinion count?



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Does My Opinion Count?



Capitalizing on Change

Work with the Willing



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Resistance

**Threat
Belief
Reaction
Past**

Maintenance

**Play it Safe
Lacks Meaning
Don't Care
Past/Future**

Vision

**Opportunity
Creativity
Resource
Present**

Issue or Event

The Art of Reframing

**Whether or not you believe
something to be possible or
impossible, either way you
will be right.**



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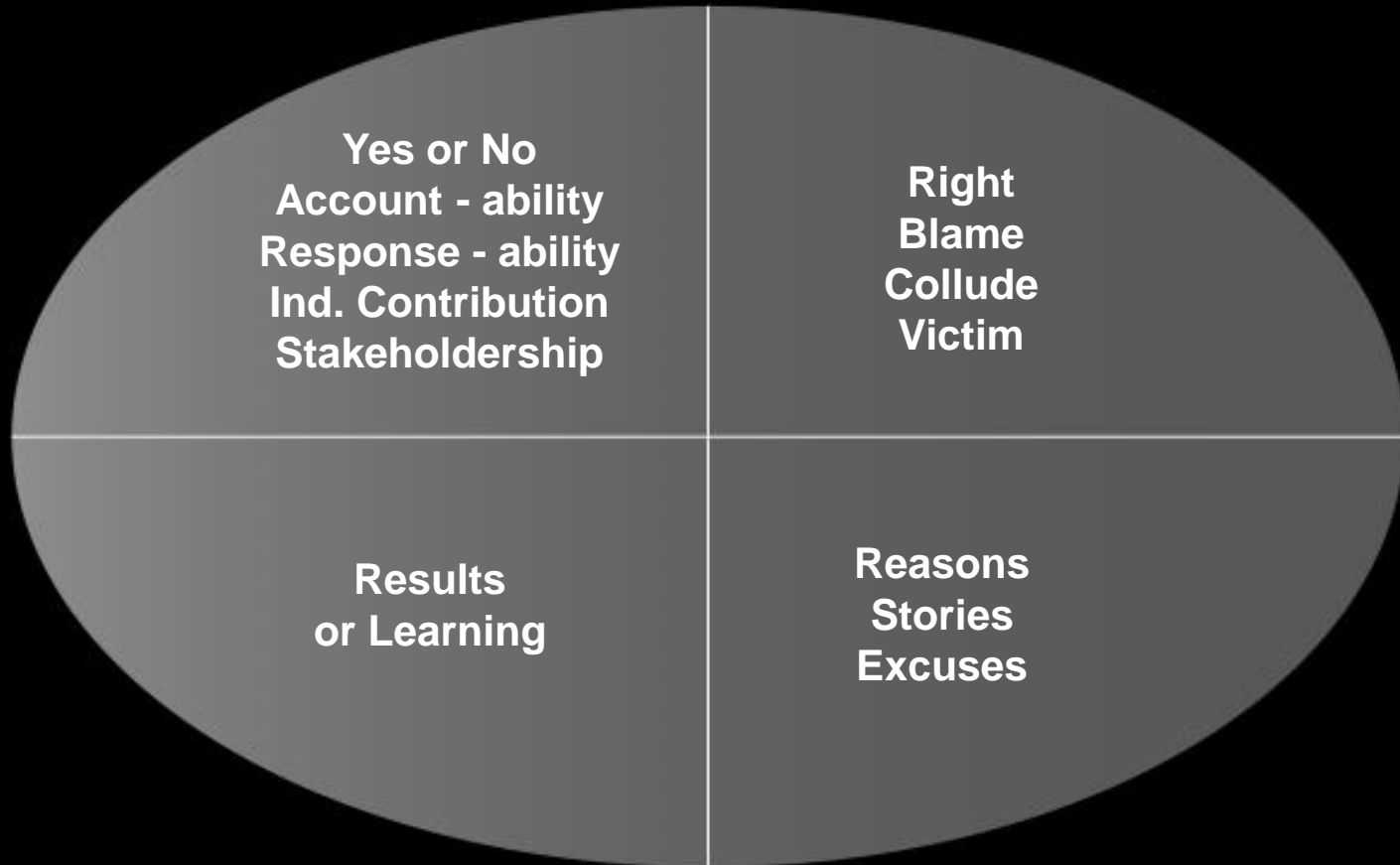
Negative Brainstorming



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Driving for Results

Results Circle



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