



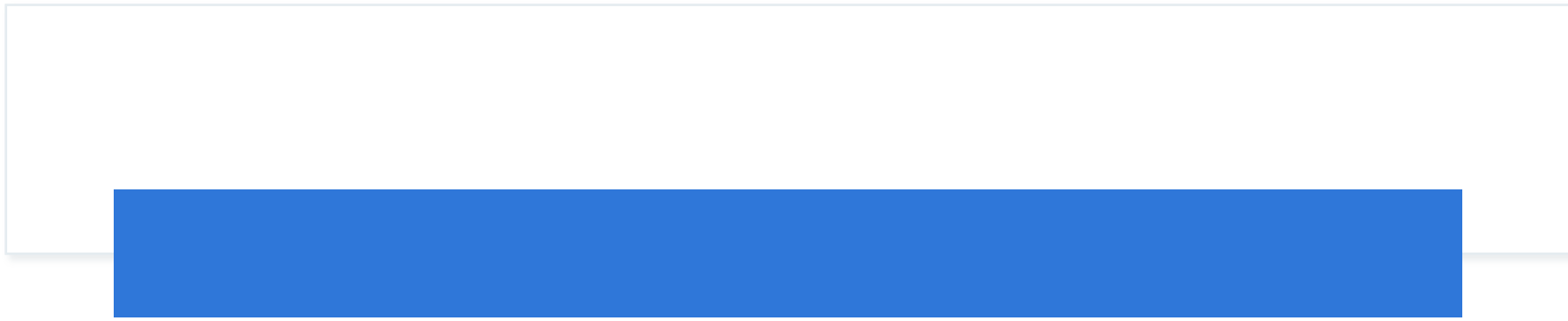
Becoming a Trust and Inspire Leader

LEADERSHIP ADVANTAGE

FEBRUARY 3RD, 2023



**STEVE ERB, MBA
SENIOR CONSULTANT
TRUE EDGE PERFORMANCE SOLUTIONS**



inspire



Outline

Becoming a Trust & Inspire Leader

- Building Trust
- Strengthening Relationships
 - Leading across Generations
- Potential Barriers
- Wrap-Up / Questions



Building Trust



Survey Questions

A close-up photograph of a pair of hands gently cupping a small, colorful globe of the Earth. The globe shows the continents of North and South America in green and yellow, and the oceans in blue. The hands are positioned as if protecting or nurturing the planet. The background is a soft, out-of-focus brown.

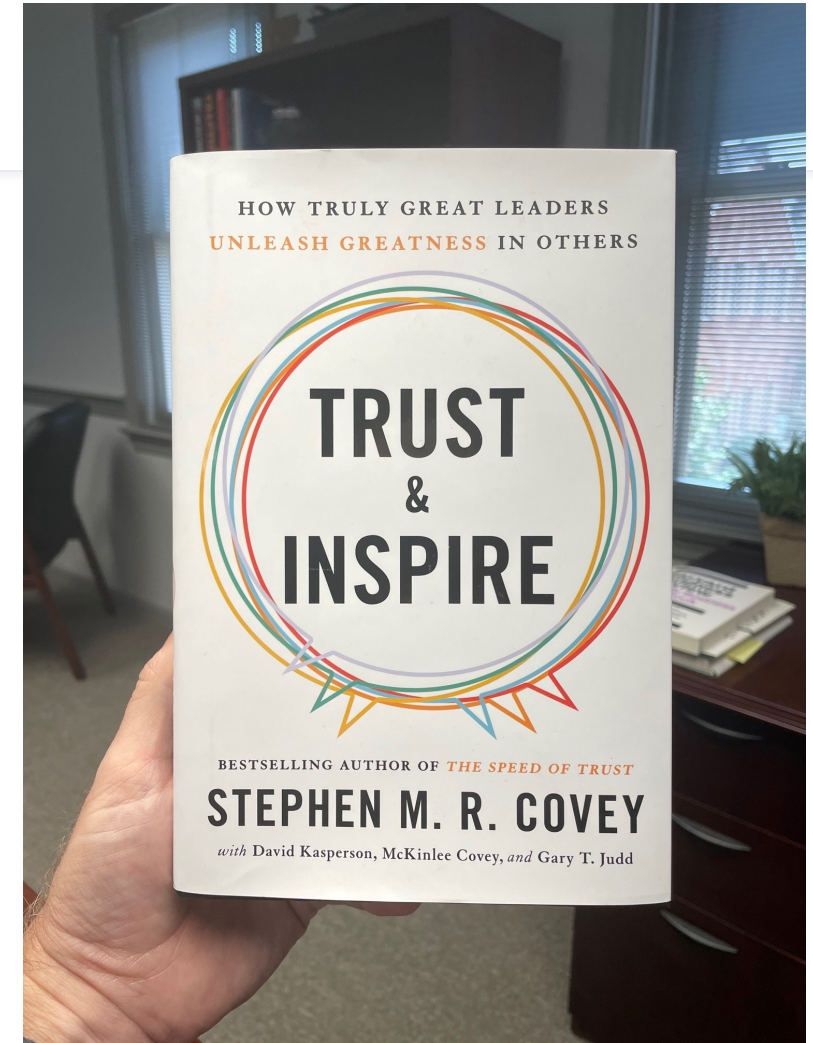
"The difference between what we are doing and what we're capable of doing would solve most of the world's problems."

-- Mahatma Gandhi

The Future of Leadership

■ Five Emerging Forces

- The Nature of the World has Changed
- The Nature of Work has Changed
- The Nature of the Workplace has Changed
- The Nature of the Workforce has Changed
- The Nature of Choice has Changed



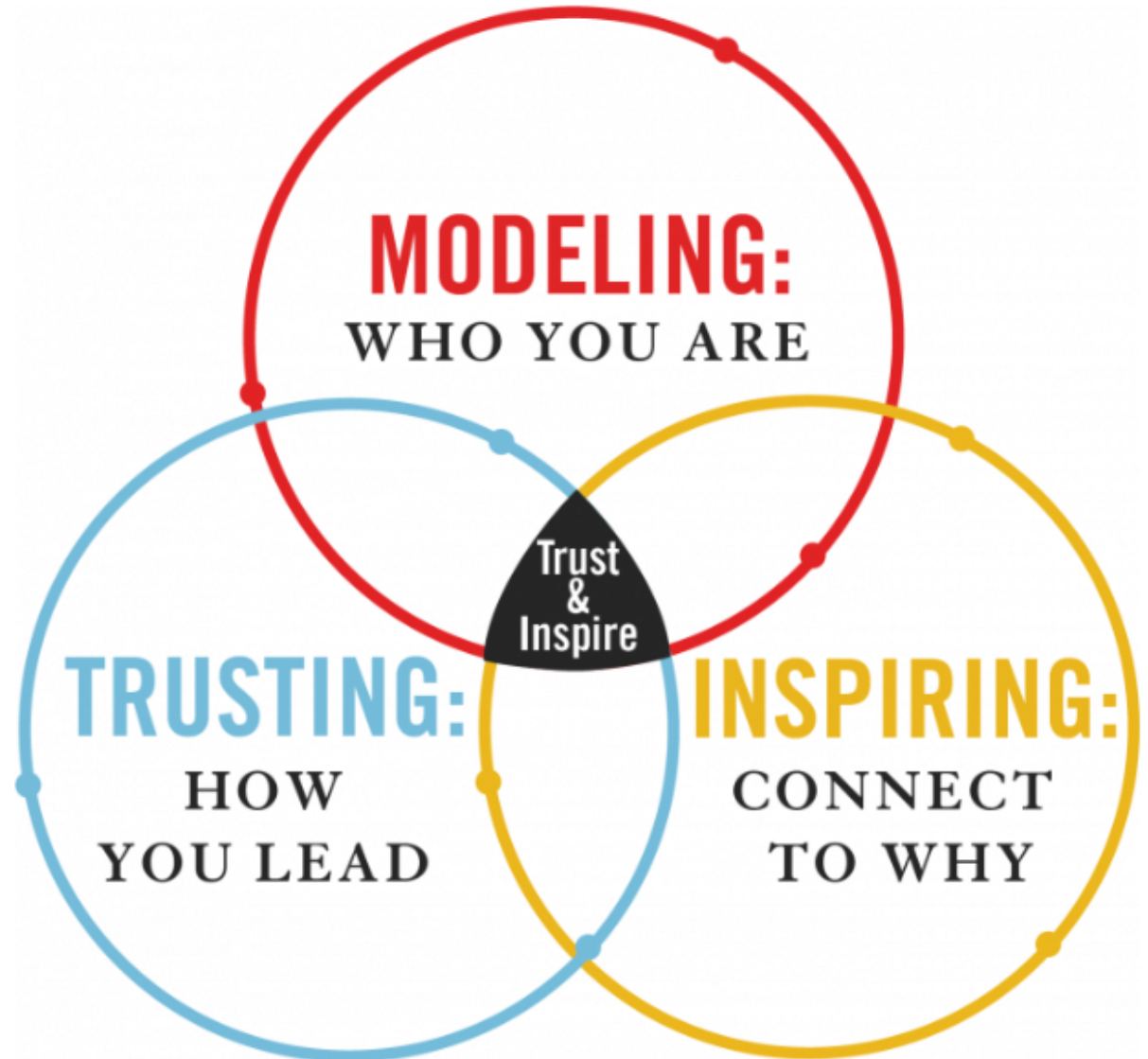
The Epic Imperatives of Our Time

- The ability to create a ***high-trust*** culture that can attract, retain, engage, and inspire the best people
 - Win the ongoing war for talent
- The ability to ***collaborate and innovate*** successfully enough to stay highly relevant in a changing, disruptive world.
 - Win the Marketplace

Fundamental Beliefs

I BELIEVE...	SO MY JOB AS A LEADER IS TO...
People have greatness inside them	Unleash their potential, not control them
People are whole people	Inspire, not merely motivate
There is enough for everyone	Elevate caring above competing
Leadership is stewardship	Put service above self-interest
Enduring influence is created from the inside out	Go first

The 3 Stewardships of a Trust and Inspire Leader



1ST STEWARDSHIP: MODELING - WHO YOU ARE



Attributes:

- Humility & Courage
- Authenticity & Vulnerability
- Empathy & Performance

2ND STEWARDSHIP: TRUSTING - HOW YOU LEAD



Attributes:

- Clarify Expectations
- Practice Accountability
- Grow People

3rd STEWARDSHIP: INSPIRING - CONNECT TO WHY



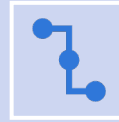
START
HOW GREAT LEADERS INSPIRE
EVERYONE TO TAKE ACTION
WITH
SIMON SINEK THE GLOBAL BESTSELLER
WHY



The value of a true leader is not measured by the work they do, but by the work they inspire others to do.



3rd STEWARDSHIP: INSPIRING - CONNECT TO WHY



Ourselves: Connect to your own purpose first



Our Relationships: Elevate Caring over Competing



Our Team: Belonging



INSPIRING: CONNECTING TO OURSELVES

What matters to me?

Who matters to me?

When do I feel most alive?

What's my "Why"?

Reflection Questions



- **Modeling Who You Are**

- How do people respond to your leadership?

- **Trusting How You Lead**

- Are you extending trust to your people?

- **Connecting (Ourselves)**

- Have you defined your own purpose?
 - My "Why"

The background of the slide features a series of white paper cutouts of human figures holding hands in a line, receding into the distance. The figures are slightly out of focus, creating a sense of depth. The background is a solid green color.

STRENGTHENING RELATIONSHIPS

LEADING ACROSS GENERATIONS



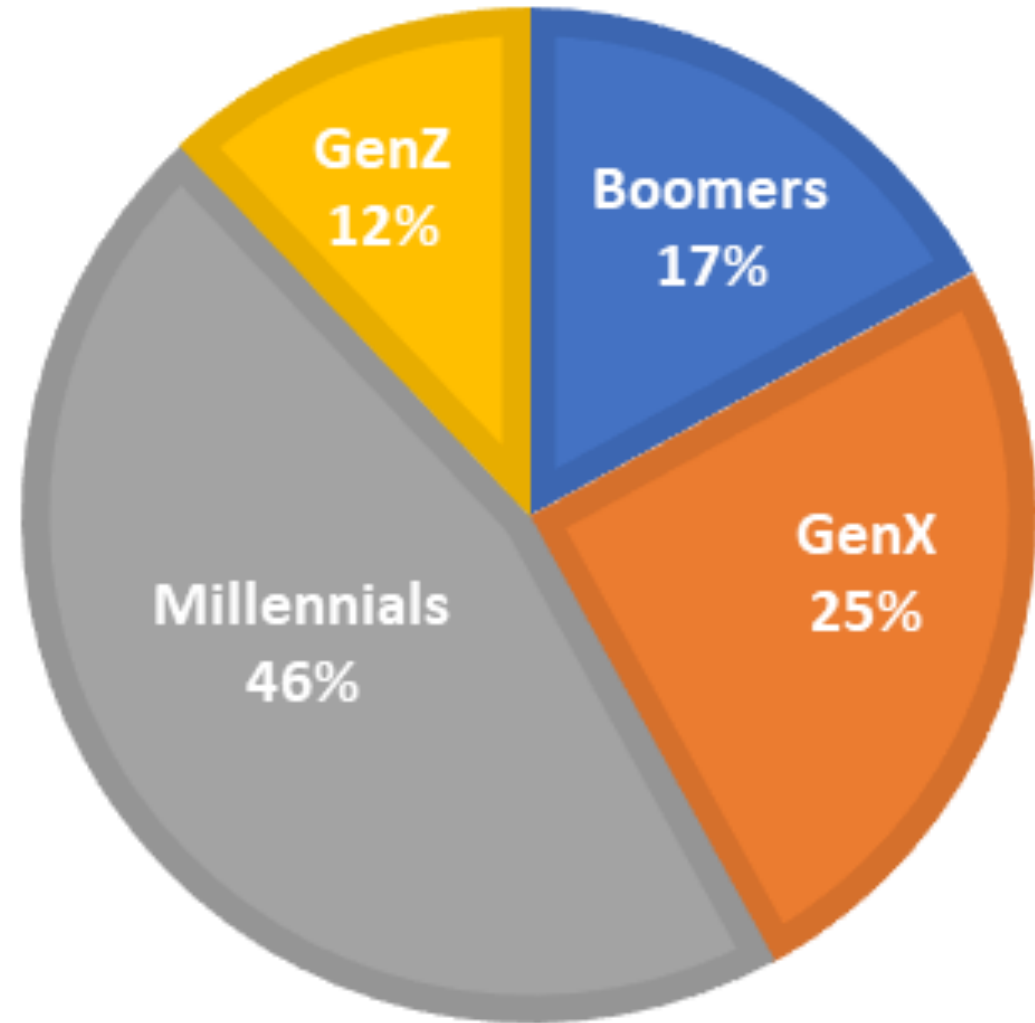
Diversity of various types

- Ethnic
- Gender
- Income
- **Generational Diversity**

Generations

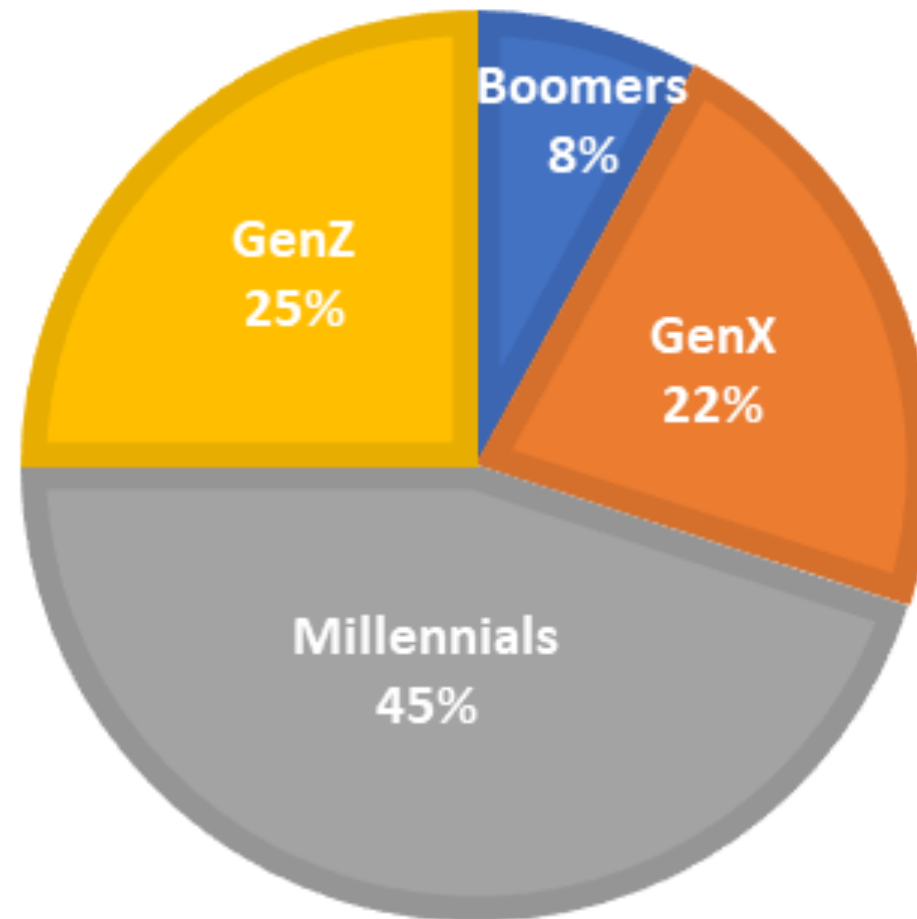
- **Baby Boomers (1946-1964)**
- **Gen X (1965-1982)**
- **Millennials (1983-1996)**
- **Gen Z (Born 1997-2015)**

Generations in the Workplace (2022)



Generations in the Workplace (2025)

By 2025, **70%**
of the workforce
will be made up
of Millennials
and GenZ



Generational Strengths - Boomers

- Committed to their roles; Respect Authority
- Good Team Players – Like to Collaborate
- Strong Work Ethic
- They bring life experiences and awareness of pitfalls that can benefit younger generations

Generational Strengths - GenX

- Adaptability - Committed to juggling work with family time, and favor work-life balance
- Independence
- Realistic perspectives – tend to be practical and resourceful

Generational Strengths - Millennials

- Concerned with ethics and social responsibility of the organization they work for
- Grew up with current technology and are more independent in sourcing information.
- Want to create their own processes rather than being told exactly what to do
- Bring energy and confidence, along with tech savviness and social connections

Generational Strengths - GenZ

- Most tech competent
- Able to multi-task unlike any other generation
- Natural Entrepreneurs; Ambitious
- Bring a fresh view that can benefit older generations

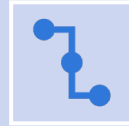
Leading across Generations

**Focus on Building
Relationships**





INSPIRING: 3 Levels of Connecting



Ourselves: Connect to your own purpose first



Our Relationships: Elevate Caring over Competing



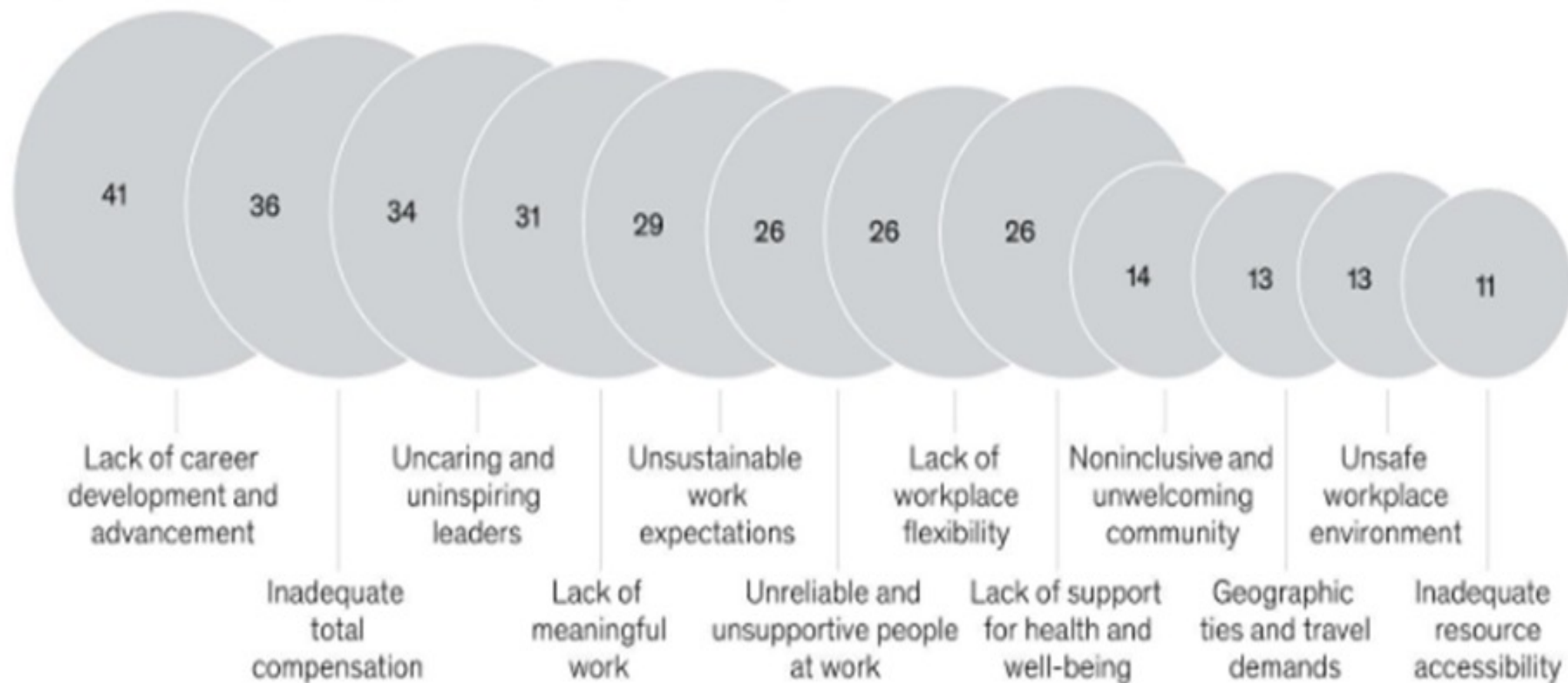
Our Team: Belonging

CARING ABOUT OTHERS

"People Don't Care
How Much You
Know Until They
Know How Much
You Care."



Top reasons for quitting previous job, Apr 2021–Apr 2022, %



Source: Subset of respondents from McKinsey's 2022 Great Attrition, Great Attraction 2.0 global survey (n = 13,382), including those currently employed and planning to leave (n = 4,939), those currently employed and planning to stay (n = 7,439), and those who quit their previous primary jobs between Apr 2021 and Apr 2022 (n = 1,154)

INSPIRING: 3 LEVELS OF CONNECTING



Ourselves: Connect to your own purpose first

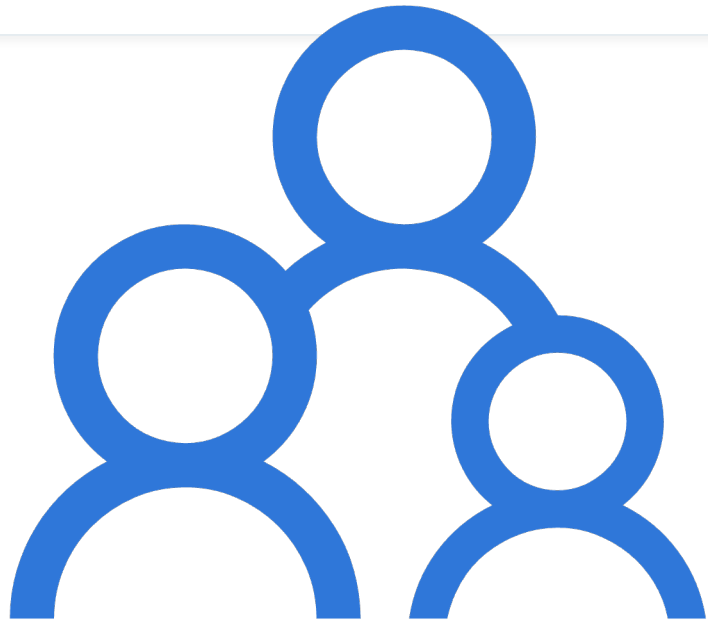


Our Relationships: Elevate Caring over Competing



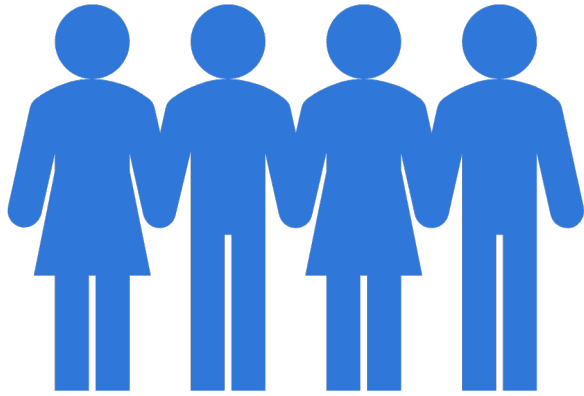
Our Team: Belonging

BELONGING



*When People Feel Like
They Are An Important
Part Of Something Bigger
Than Themselves*

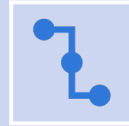
HOW TO BUILD A STRONG TEAM



- Bring Connection to Everyone
- Create a Sense of Belonging and Inclusion for All
- What's Important to Everyone and the Team



INSPIRING: 3 LEVELS OF CONNECTING



Ourselves: Connect to your own purpose first



Our Relationships: Elevate Caring over Competing



Our Team: Belonging

Exercise



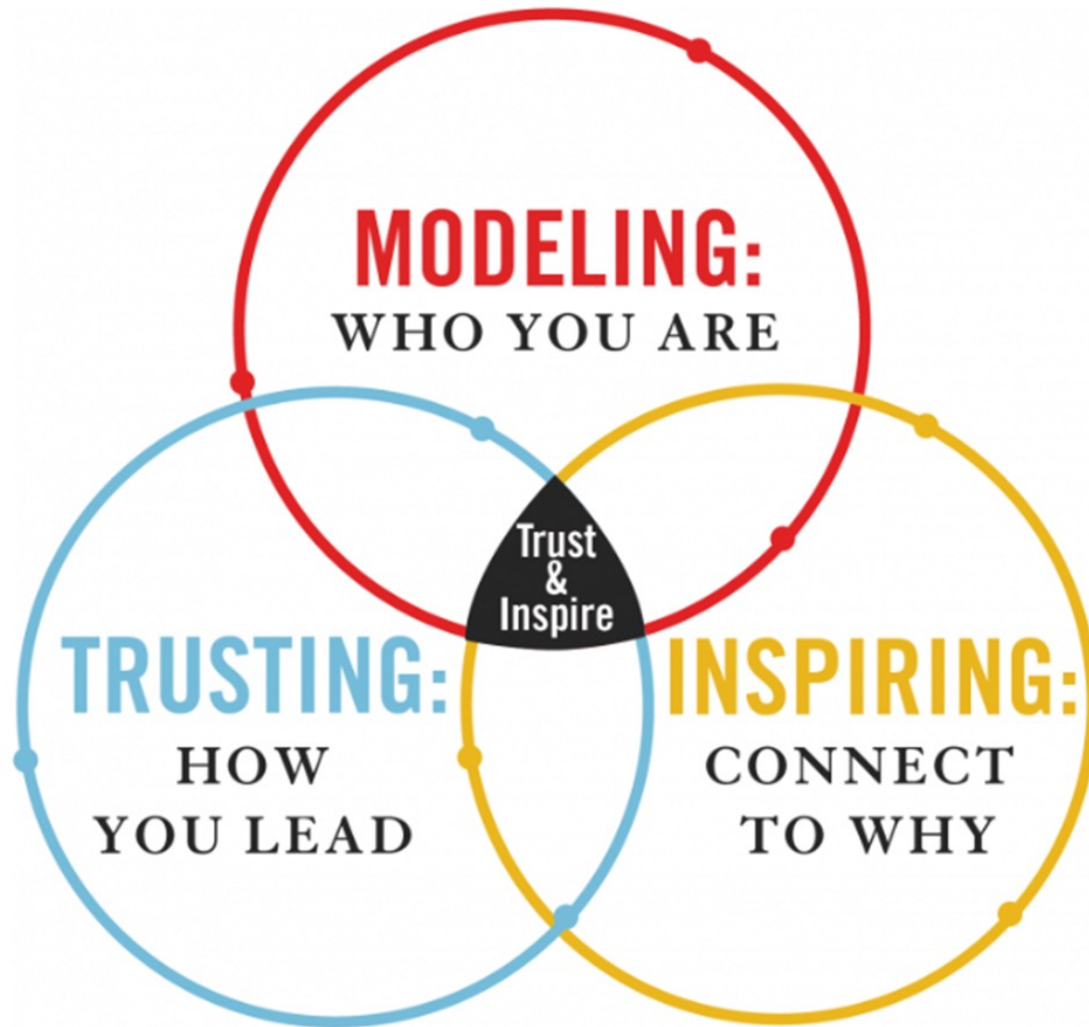
- Self-Assessment (Scale 1-5)
 - I have a personal connection with each member of my team. My people know I care about them.
 - I have cultivated a true sense of belonging and inclusion within my team.
 - I have embedded purpose, meaning, and contribution into the work we do.
- What is your 1 Takeaway / Action Item from this session ?



Potential Barriers

Potential Barriers

- "This won't work here"
- Fear – or "But What If ...?"
- "I Don't Know How to Let Go"
- "I'm the Smartest One in the Room"
- "This is Who I Am"



"People are not moved to greatness, they are **Inspired** to it"



QUESTIONS?



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“... sharpening people and organizations so they can accomplish extraordinary things.”

**THANK YOU FOR
PARTICIPATING!**