

Peak
Performer Webinar Series

VISTAGE



Leadership Motive

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**OUR LEADERSHIP MOTIVE:
ADJUST IT AND WATCH YOUR
TEAMS THRIVE!**

Presenter

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Two Motives

Parenthood



Leadership

- Reward-centered
- Responsibility-centered



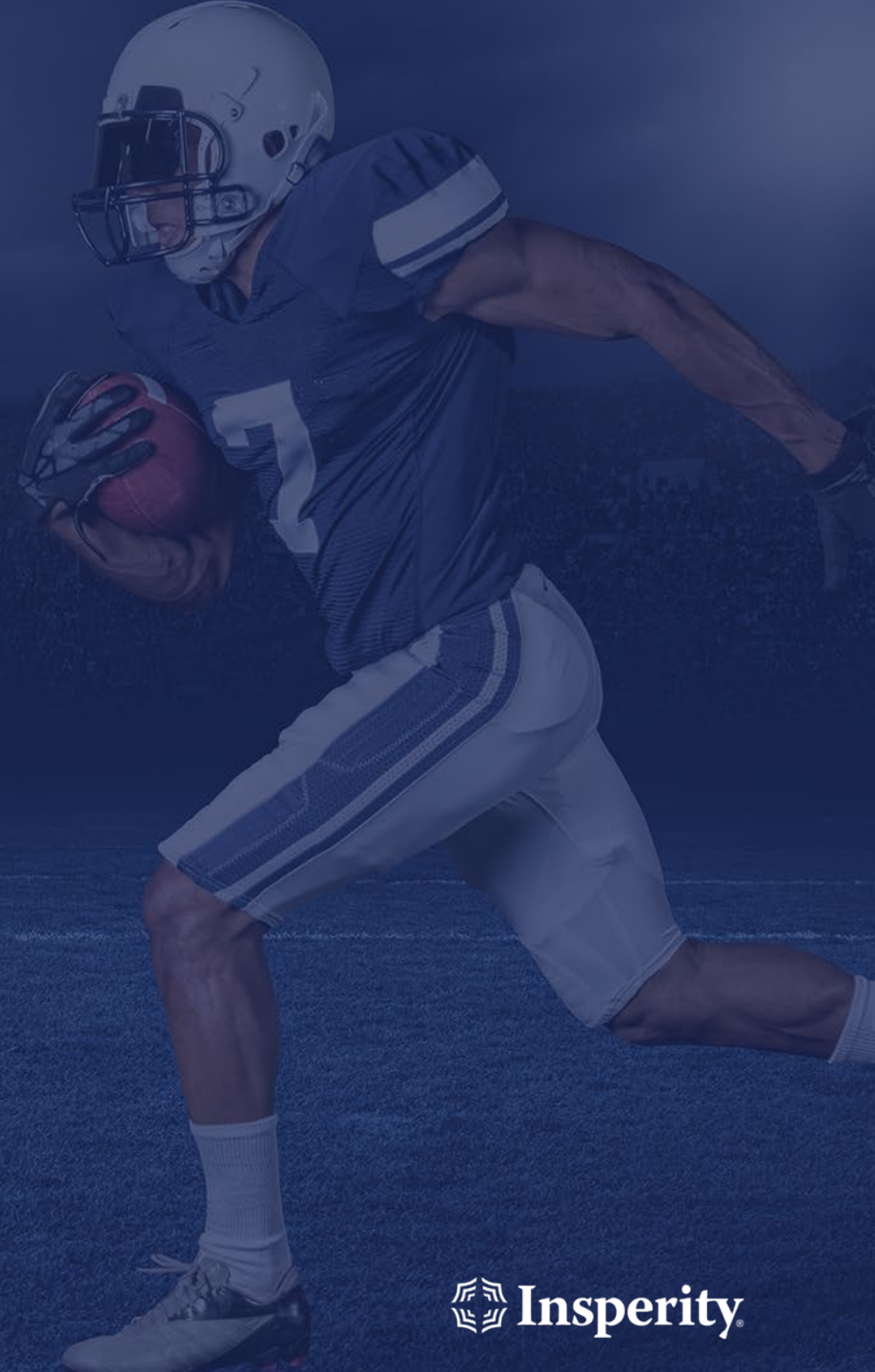
NFL Rookie Draft Pick

- I've finally made it
- I'm being recognized
- No more worries
- A house and car



Football Analogy

- Reward-centered
- Responsibility-centered





The five omissions of reward-centered leaders

- The most common omissions that reward-centered leaders find to be tedious, uncomfortable, or just plain hard.

Developing the Leadership Team





Leader Reflection and Call to Action

- Do you feel that spending time developing your team members' interpersonal dynamics is superfluous or a waste of time?
- Do you organize "team-building" activities for your team that are fun but that largely ignore uncomfortable conversations about their collective behaviors?

Leading Your Direct Reports



Leader Reflection and Call to Action

- Do you believe that providing individual guidance and coaching to your people is somehow beneath you or not worth your time?
- Do you feel that you should be able to trust them to guide themselves?
- Do you justify not knowing what your direct reports are doing by claiming not to want to be a micromanager?

A blue-tinted photograph of two men sitting at a table in a modern office, engaged in a conversation. The man on the left is looking towards the man on the right, who is gesturing with his hands. Large windows in the background show a cityscape.

Having Difficult and Uncomfortable Conversations



Leader Reflection and Call to Action

- Would you rather learn to live with a person's difficult behaviors than endure an awkward, potentially emotional discussion with them?
- Do you find yourself venting about your direct reports' behavioral issues rather than talking with them directly?



Communicating Constantly and Repetitively to Employees

Leader Reflection and Call to Action

- Do you resent having to repeat yourself, complaining that your employees don't listen?
- Do you look for new messages and ideas to communicate because you get bored saying the same things again and again?





Running Great Team Meetings

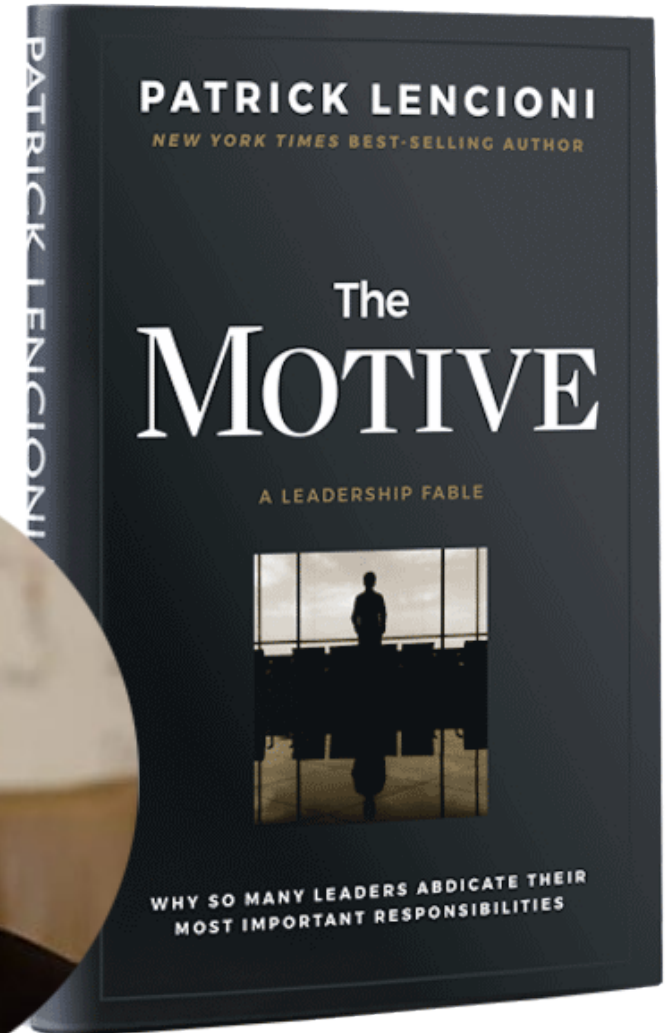


Leader Reflection and Call to Action

- Do you complain about your own meetings being boring or ineffective, and do you long for the end of them?
- Do you allow your people, and yourself, to check out during those meetings, or perhaps skip them from time to time for "more important" work?

The Five Omissions of Reward-centered Leaders

- Developing the leadership team
- Leading your direct reports
- Having difficult conversations
- Running effective meetings
- Constantly repeating key messages to employees





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The Peak Performer webinar series is designed to support your leadership climb. This series brings the most trusted experts to the Vistage community to help you navigate new challenges and possibilities.