


THE SELF EVOLVED LEADER

ELEVATE YOUR FOCUS AND DEVELOP YOUR PEOPLE

**DAVE MCKEOWN, CEO
OUTFIELD LEADERSHIP**



I'LL SHARE WITH YOU:

- 1. Why our current leadership models are failing**
- 2. Three simple concepts that will dramatically impact your leadership**
- 3. How to bring authentic, purposeful and effective leadership to your team, organization, and community**

Our Current Models Are Failing Us

Our efforts aren't working

77%
of leaders

**believe they engage & motivate
their employees...**

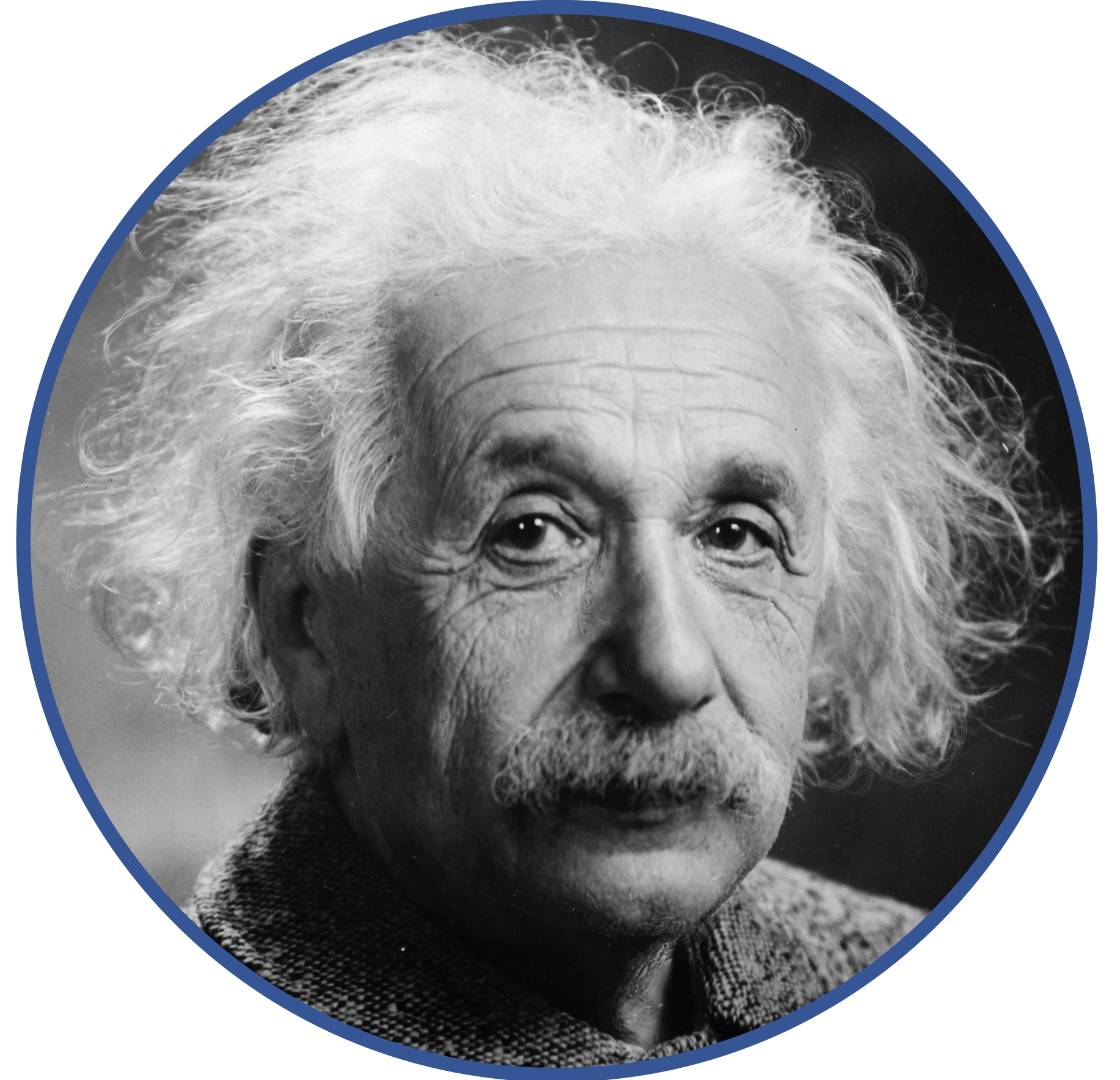
82%
of employees

disagree!

Why this matters?

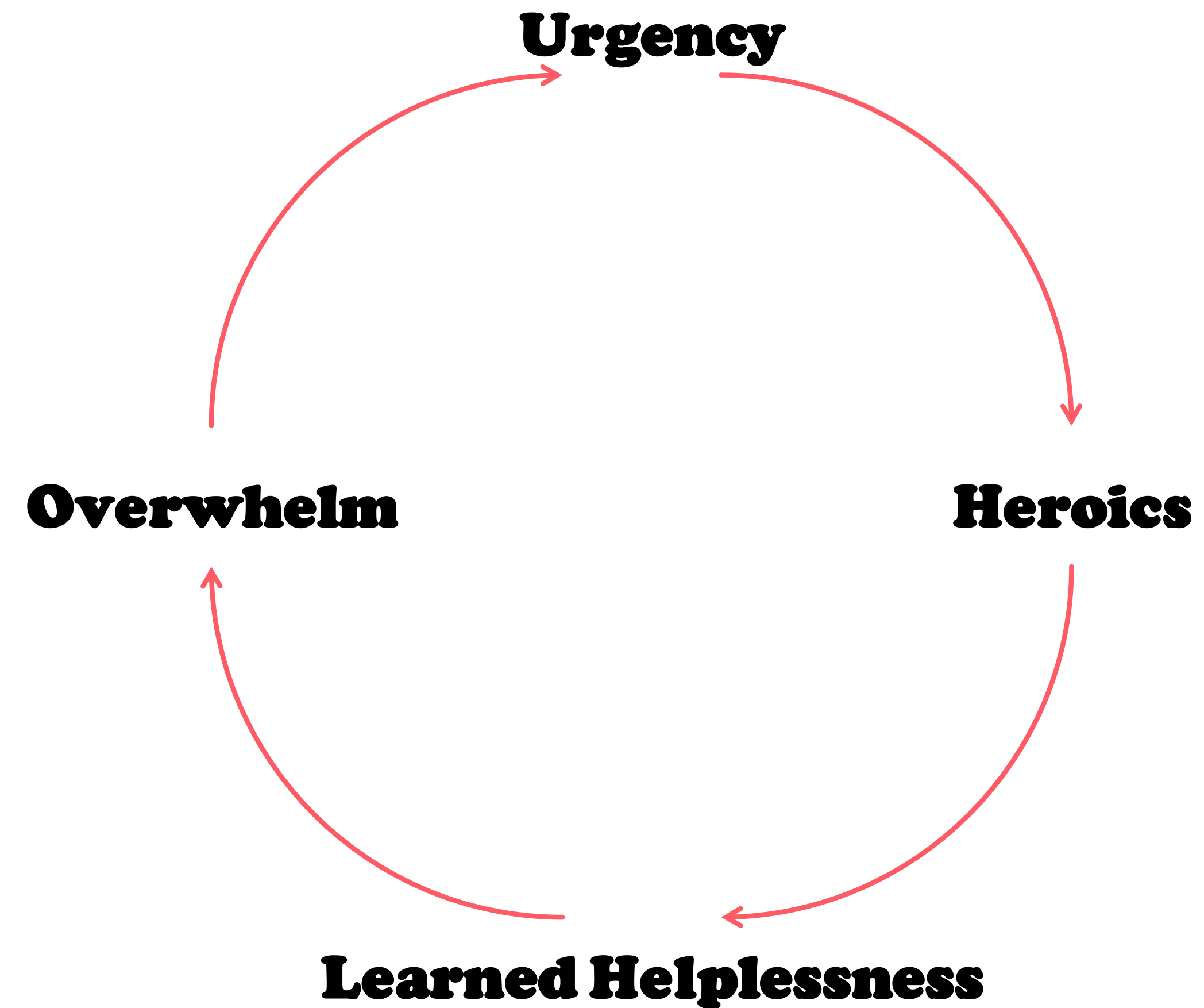
“We can't solve problems by using the same kind of thinking we used when we created them.”

- Albert Einstein



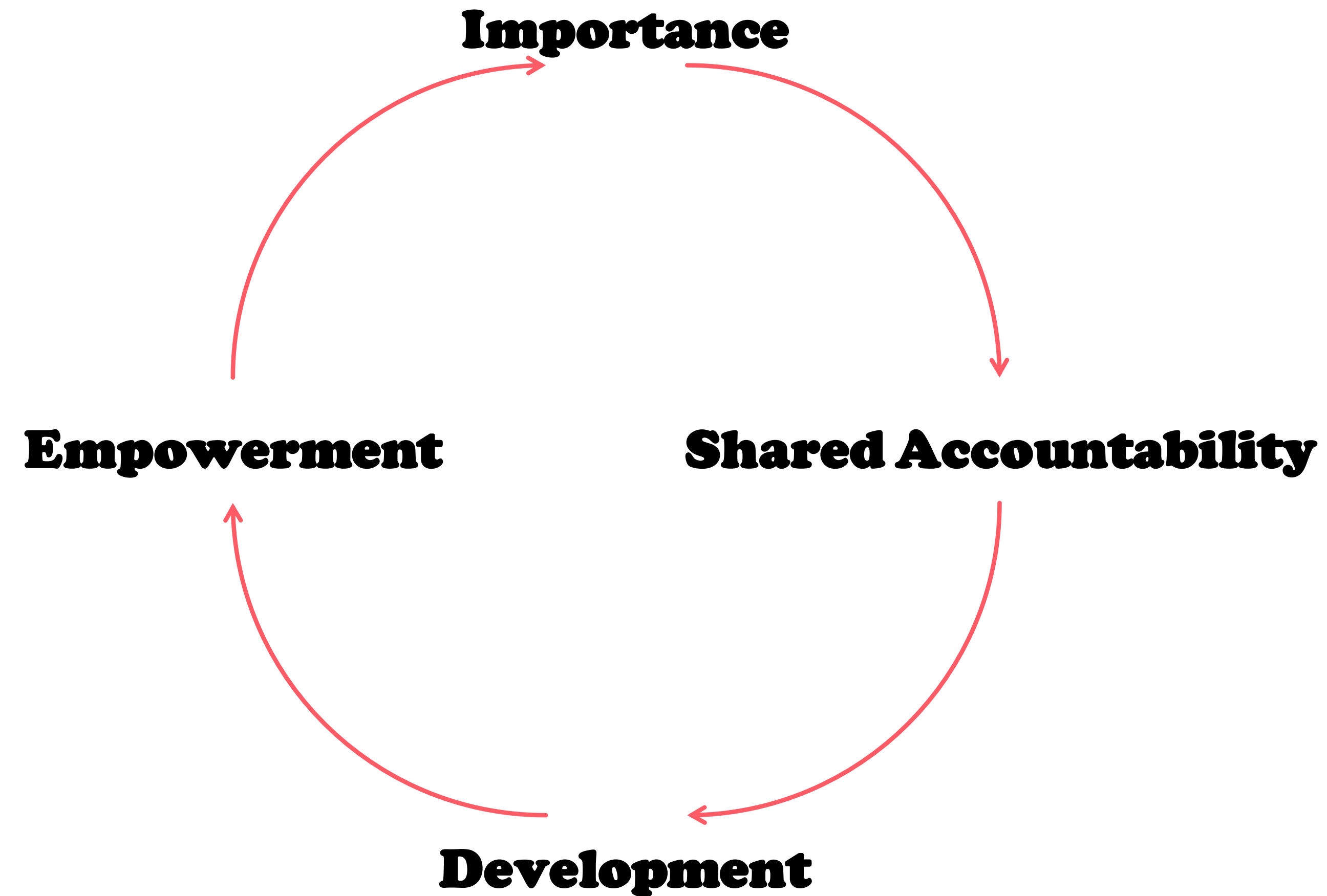
We're In A Vicious Cycle

Cycle of Mediocrity



There Is Hope!

Cycle of Excellence



A New Mantra

**My focus is to help those on my team
achieve our shared goals and in doing
so to help them become the best
version of themselves.**

Three Key Elements



VISION

Setting a shared destination



PULSE

Building an implementation rhythm



**DISCIPLIN
ES**

Honing key leadership practices

VISION

Why?

Builds alignment
Creates higher purpose
Provides a north star

How?

Create co-conspirators
Listen don't talk
Overcommunicate
Celebrate in action

What?

Is it clear?
Does it excite?
Does it articulate why?
Is it connected?

Next Steps

**Book a meeting with your
team**

**Follow the steps in The
Self-Evolved Leader
Roadmap**

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PULSE

Why?

Proactively elevates your focus

Provides focus for execution

Allows for flexibility and agility

How?

Determine your vantage points

Schedule the next 12 months

Only adjust after 6 months

What?

**Series of key reviews
mapped across your
vantage points: Strategic,
Tactical, Day-to-day**

ANNUAL

Vantage Point: 50,000 Feet (Strategy)

Purpose: To review the success and failure of the year before and set your focus and goals for the next year

Timing: Now and end of Q3

Key Questions:

What did we learn last year?

What do we want to achieve next year?

What do we need to do to get there?





QUARTERLY

**Vantage Point: 30,000 Feet
(Strategic/Tactical)**

**Purpose: To assess quarterly progress
to annual plan**

Timing: Last week of each quarter

Key Questions:

What should we start doing?

What should we keep doing?

What should we stop doing?

MONTHLY

Vantage point: 10,000 Feet (Tactical)

**Purpose: To review leading indicators
and ensure we're on track**

Timing: Last week of every month

Key Questions:

**What do you need to do to get
everything
to green?**

How can I best help you do that?



PULSE

Why?

Proactively elevates your focus

Provides focus for execution

Allows for flexibility and agility

How?

Determine your lookout points

Schedule the next 12 months

Only adjust after 6 months

What?

**Series of key reviews
mapped across your
lookout points: Strategic,
Tactical, Day-to-day**

Next Steps

**Schedule the next 12
months**

**Use the agendas in The
Self-Evolved Leader
Roadmap**

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DISCIPLIN ES

Why?

Locks in your elevated focus

Develops your people

Moves from pull to push

How?

Assess your relative strengths

Work to your advantage

Shore up your weaknesses

What?

**Key skills and processes to
support your Pulse and achieve
your vision**

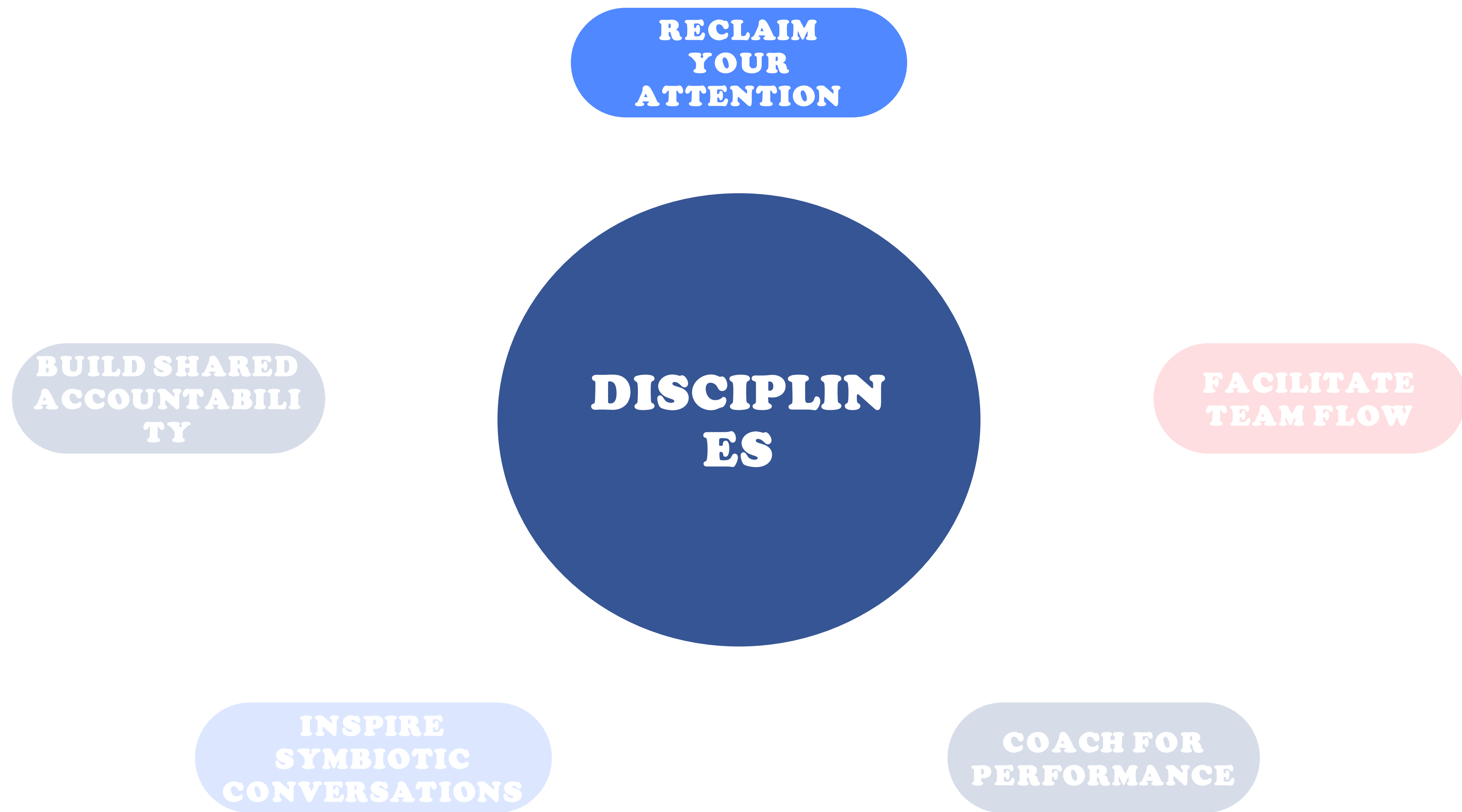


DIAGNOSTIC

Red - I really need to improve

Yellow - I could use a few tweaks

Green - I got this



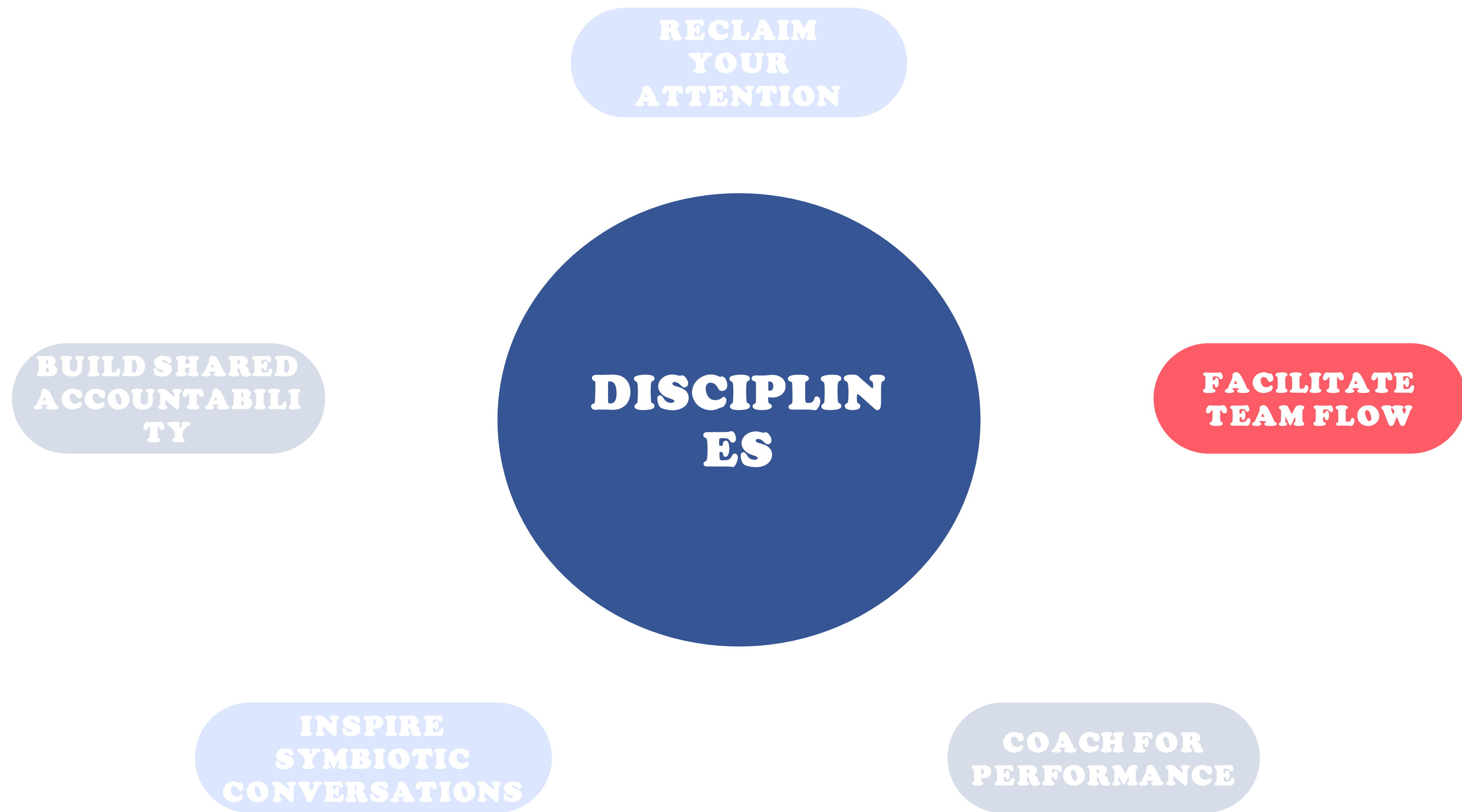
**RECLAIM
YOUR
ATTENTION**

GOALS

**I'm able to accomplish my daily,
weekly, and monthly workload with
ease**

**Every input into my daily routine
generates a necessary and appropriate
reaction**







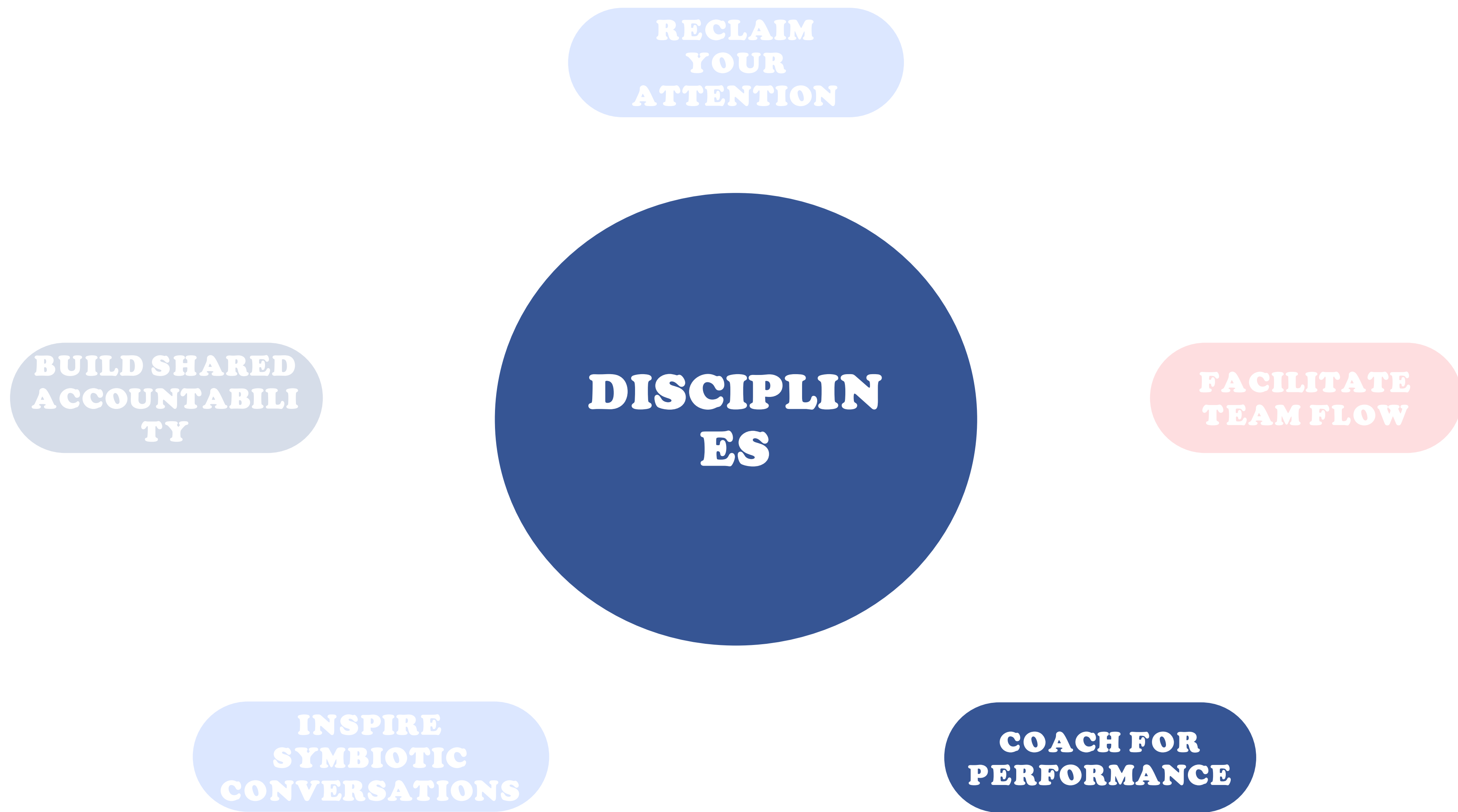
**FACILITATE
TEAM FLOW**

GOALS

I quickly assign priority to incoming asks

I make swift 'do or delegate' decisions

I treat my team 'as if' they will succeed





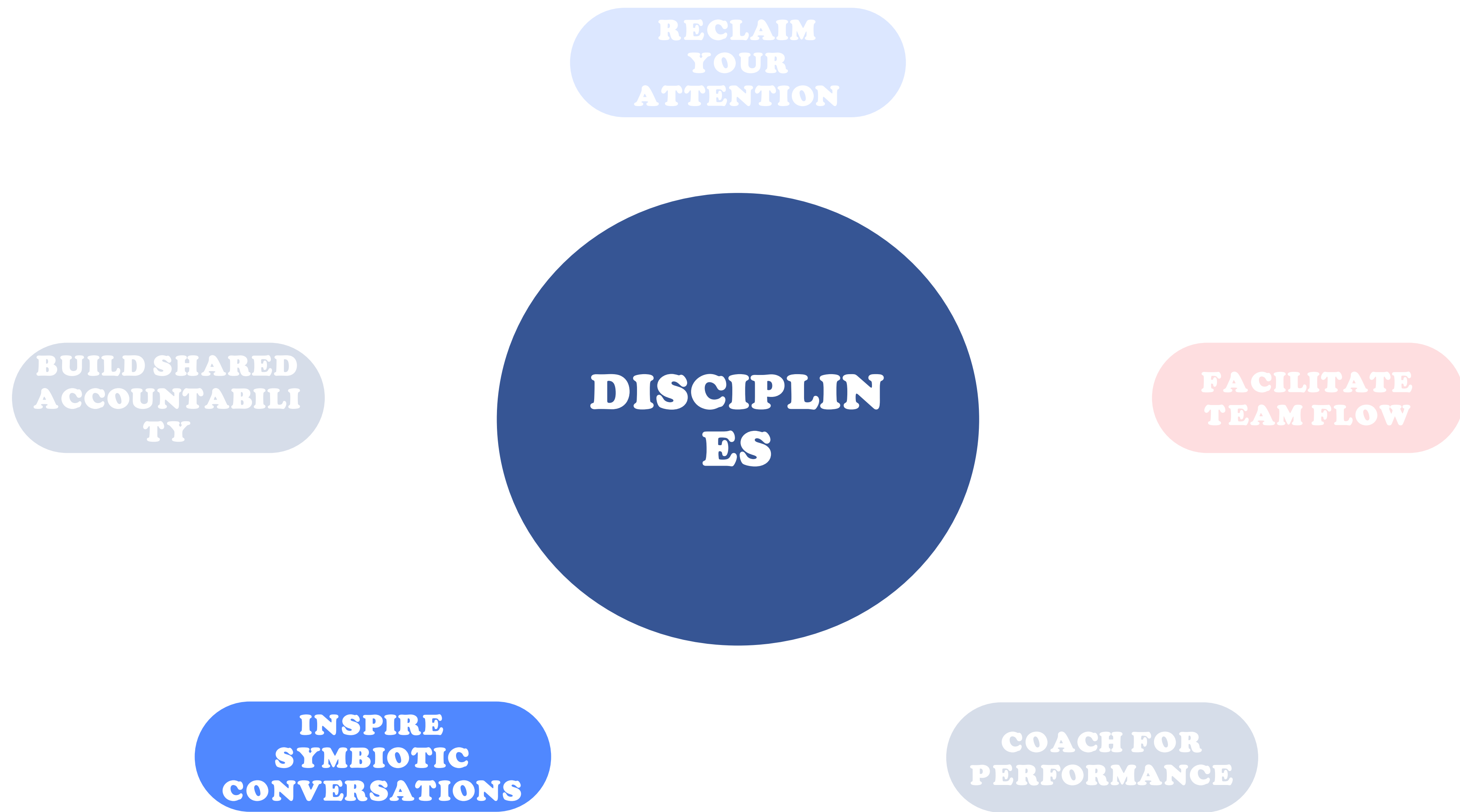
**COACH FOR
PERFORMANCE**

GOALS

**I create a safe environment to ask for
guidance**

**I resist the urge to 'save the day' and
push my team to solve their challenge**

I support the decisions my team makes





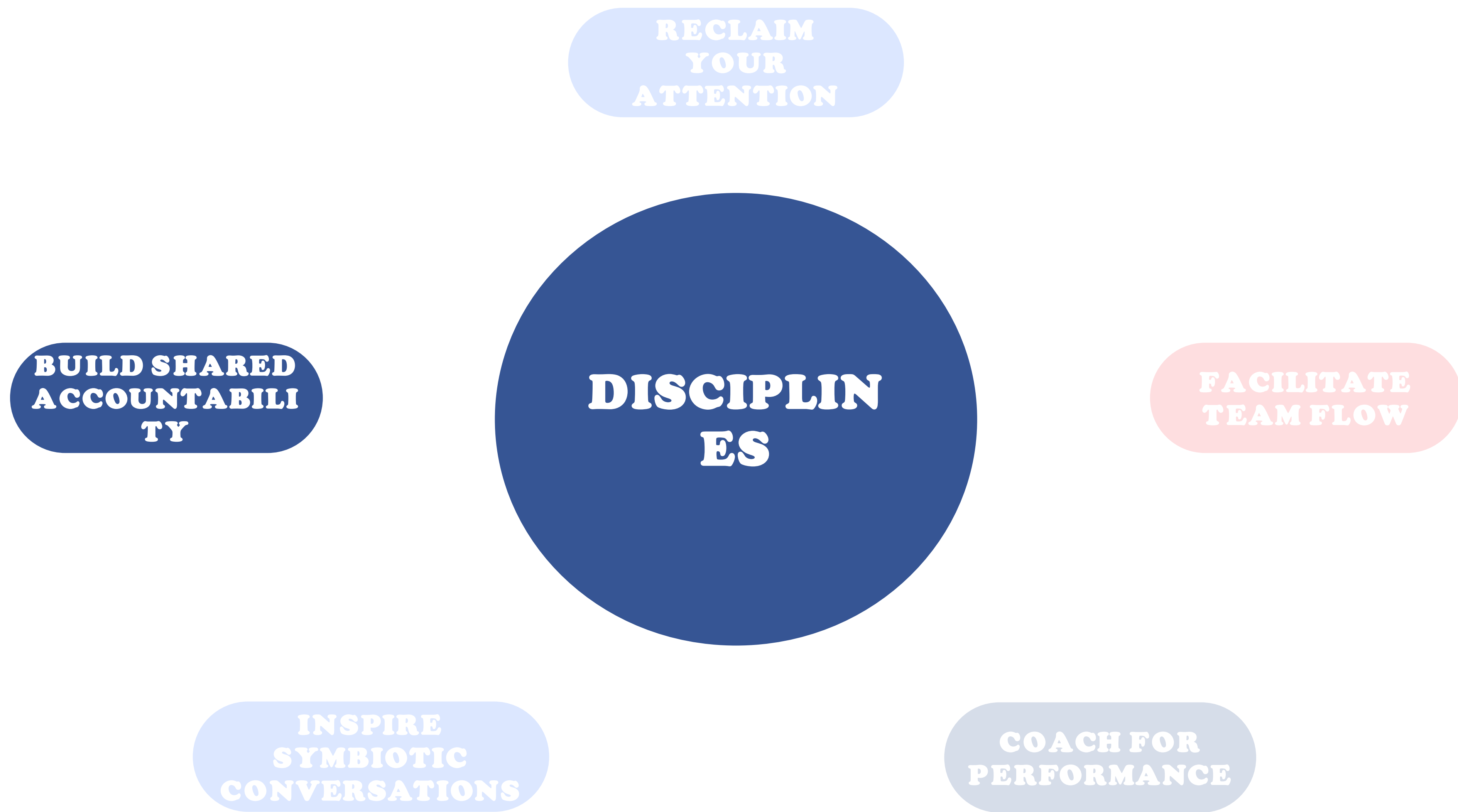
**INSPIRE
SYMBIOTIC
CONVERSATIONS**

GOALS

**I provide regular feedback both
positive and developmental**

**I handle difficult conversations with
ease**

**We make decisions in the best interest
of the team AND the individuals**



**BUILD SHARED
ACCOUNTABILITY**

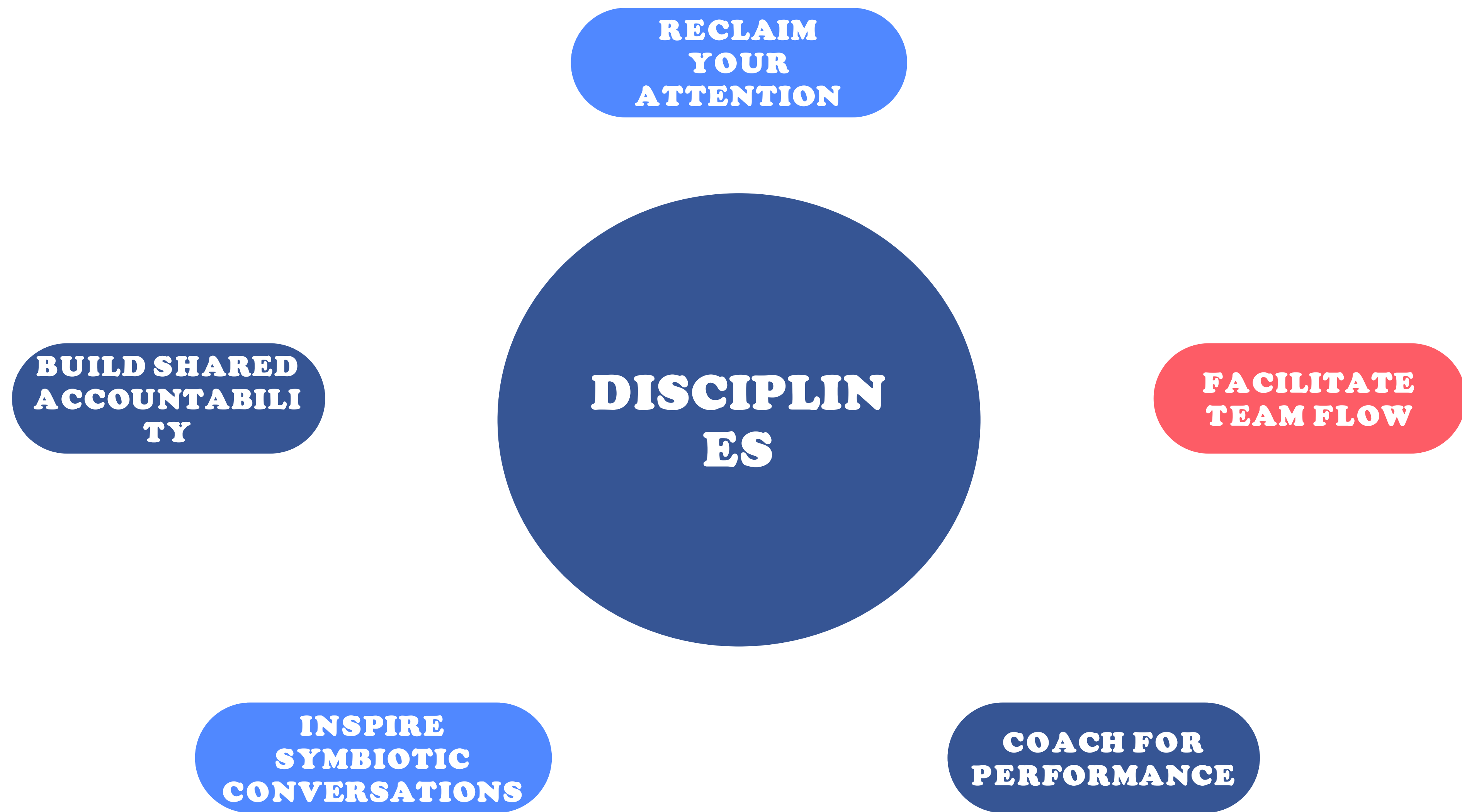
GOALS

**I deliver on my commitments to my
team and others in the organization**

**I encourage my team to collectively
own our successes and failures**

**I give more praise than I take and take
more blame than I give**





DISCIPLIN ES

Why?

Locks in your elevated focus

Develops your people

Moves from pull to push

How?

Assess your relative strengths

Work to your advantage

Shore up your weaknesses

What?

**Key skills and processes to
support your Pulse and achieve
your vision**

Next Steps

Decide on your reds

**Be specific what you want
to work on**

Find accountability

Three Key Elements



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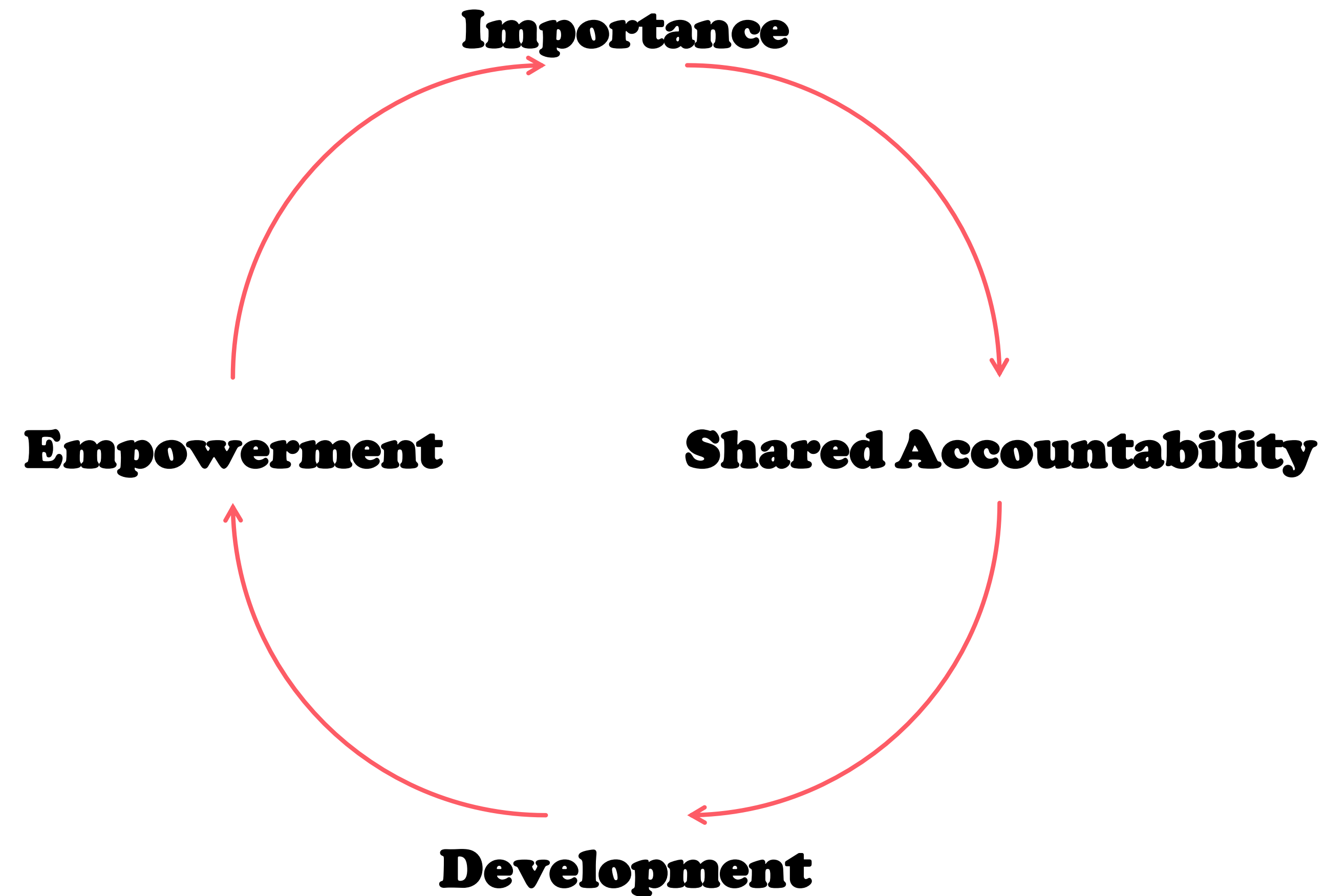
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Cycle of Excellence





NEXT STEPS

**Download The Self-Evolved Leader
Guide**

**Download a free chapter:
Selfevolvedleader.com**

THANK YOU.