

November 18–20, 2010
Arlington, VA



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Effective Leadership Skills for HR Professionals

Clint Swindall, CSP • November 20, 2010

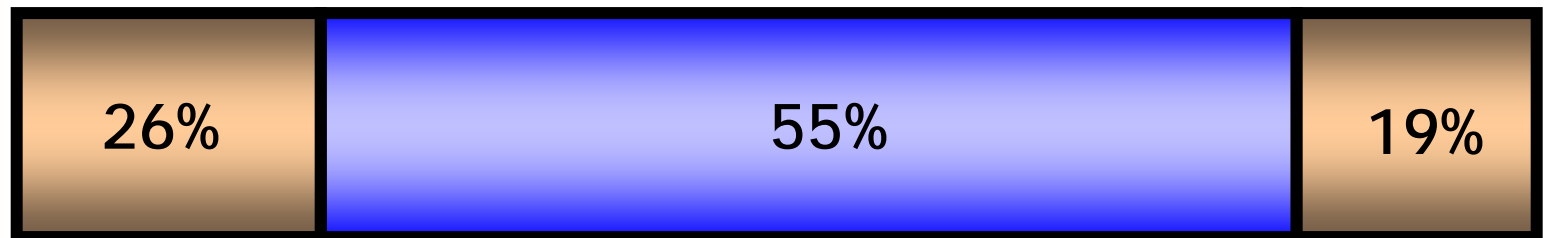
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Three Types of Volunteers

“Oh Yeah”s



“Oh No”s



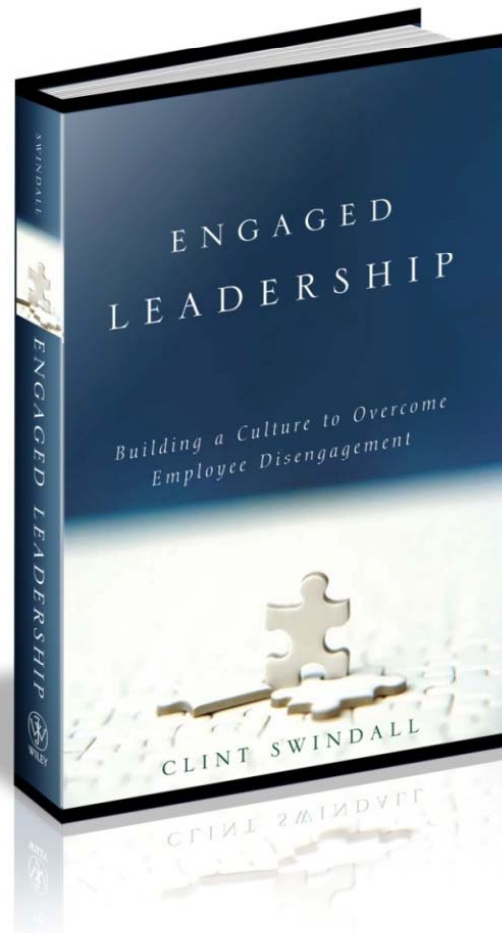
“OK”s



The **Leader's** Role

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The Engaged Leadership Model

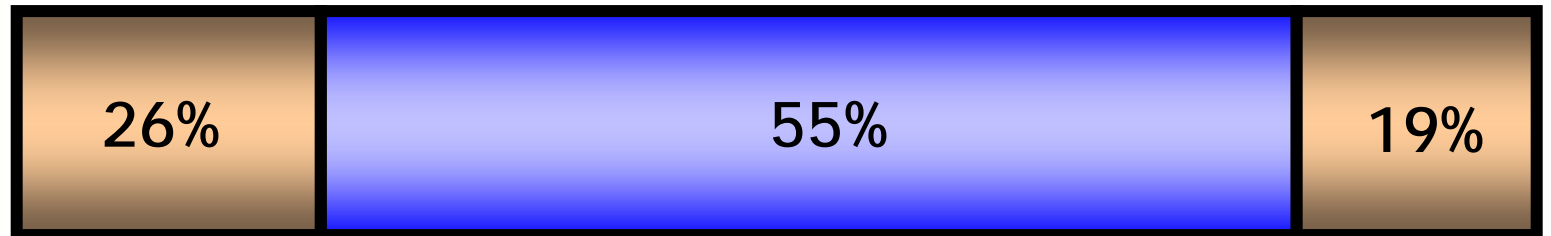


Challenge #1

Recruit support from the Top 26%

Ask them to recruit the
55% in the middle

The Importance of the 55%



Challenge #2

Celebrate small successes

Create a method to
celebrate regular successes

Challenge #3

Move toward real empowerment

Stop solving their problems

"Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity."

George

Patton

Personal Leadership

Where do **you** fall?

Keep an Eye on the Good Stuff!

**tell meTM
somethin'
good!**

Stop Being Right All the Time!

"Every time you have to be right, there's a good chance someone else has to be wrong. And if you can show me someone you regularly beat in an argument, I'll show you someone who you've made a loser."

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