And sometimes it looks like this

Sometimes leadership looks like this

Everyday Leadership at its Core

Where are we going?

How do we get the Mo?
So, my vision: real life results

1. Home
2. Key Stakeholders
   Council
   Administration
   City-as-a-whole
3. Big deal

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EVERYDAY VISION is NOT AN OXYMORON!

- Vision need not be:
  - Grand
  - From the leader
  - One-way
  - Attached to retreats, speeches or momentous occasions

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Where are we going? Everyday Vision . . .

- Vision on a matchbook
Where are we going?
Everyday Vision

- Side-to-side

Where do you think THEY'RE going?

- Bottom-to-top

The Leader's Task?

"The fundamental task of leaders . . . is to prime good feeling in those they lead. That occurs when a leader creates resonance -- a reservoir of positivity that frees the best in people.

"At its root, the primal job of leadership is emotional."

How do we get the mo?
You’re in the Energy

Every interaction causes a change in energy

You CAN Measure Energy

Source: Baker 2006, Center for Positive Organizational Scholarship, Ross School of Business U Mich.
Dip an energy gauge into your worlds!
1. Home
2. Key Stakeholders
   Council
   Administration
   City-as-a-whole
3. Big issue

Every Day
Everyday Leaders Ask:

“Who am I being that the eyes of the orchestra members aren’t lighting up?”
— Benjamin Zander, conductor and author

SUREFIRE WAYS TO GENERATE ENERGY . . . IN 120 SECONDS

• Smile
• Encouragement
• Enthusiasm
• Tell a joke
• Inspire
• Passion
• Reward
Ideas for Generating Energy

- Positivity/Optimism: 18%
- Encouragement/Praise: 10%
- Activity/Energize: 19%
- Recognition/Thanks/Gift: 10%
- Communication/Share: 6%
- Honesty/Truth: 2%
- Give Direction: 6%
- Listen, Ask, Engage: 11%
- Openness: 3%
- Care: 6%
- Chocolate: 2%
- Food: 6%
- Challenge: 1%
- Encouragement/Praise: 16%
- Activity/Energize: 19%

To create the Mo!

- Encourage the heart!
- Challenge!
- Set reachable targets with clear deadlines! (Get a couple first downs!)
- Pitch in!
- Make decisions!
- Use many exclamation points!!!!!

So, my vision: real life results

1. Home
2. Key Stakeholders
3. Big deal
Lead with your best self, and ... 

“Never forget that a small group of committed individuals can change the world; indeed, it is the only thing that ever has.”

» Margaret Mead