Diversity and Inclusion

Leadership Lessons Learned!

Embry Riddle Aeronautical University
Daytona Beach, FL    April 2014
Agenda

• Diversity
• Learning
• Difficult People
• Mentoring
DIVERSITY
Who is this man?
LEARNING
Leaders are Learners

- Passion for Learning
- TED
- Management vs Leadership
DIFFICULT OR UNIQUE
Embrace difference:

• Smart People
• Contrarian People
• Age variance
Comparing the Generations

First time in history – 4 generations in the workplace

Source: Marston Communications, Cam Marston, *Four Generations, the Power of Generational Insight*
Law of Diffusion of Innovation

- Innovators: 2.5%
- Early Adopters: 13.5%
- Early Majority: 34%
- Late Majority: 34%
- Laggards: 16%

Categories:
- Pioneers
- Prospectors
- Settlers
Fluid Intelligence

• Seek novelty
• Challenge yourself
• Think creatively
• Do things the hard way
• Network

• PARK YOUR EGO
Seek Novelty
Home Address Convention
Japanese Address Convention
# US Address Convention

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Originality of Thought

Richard Fonteneau

Newopticalillusions.com
MENTORING
Mentor Traits

• Integrity
  – Emperor's Seed

• Approachability
  – Bill Greer – Chicken Soup for the Veteran's Soul
Challenge Yourself

• Do you lead from the front?
• Do you really attend all the “mandatory” training? Or, your classes?
• Can you look your employees (peers) in the eye and have them know you do understand?
Employee Expectations

• They are watching everything you do –
  – No one can **NEVER** not lead
• Everything you do counts!
  – There are no “timeouts” with leadership
• Employees have expectations of you
  – Hire great people
  – De-Hire those who do not help with the mission
  – Treat them with respect
Final Thoughts

• Manage Programs – Lead People
• Leaders do only those things leaders can do
• Leaders do two things:
  – Vision
  – Resources (people & dollars)
• Own bad decisions
• Share praise with all employees
Jedi Warrior

Do or do not. There is no try.

Yoda – Jedi Master
QUESTIONS?

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