

# REALITY-BASED LEADERSHIP

Ditch The Drama



CALL TO GREATNESS

WHAT WOULD GREAT  
LOOK LIKE?

**Then go be great!**

Reality-Based Leadership

@cywakeman | #NoEgoBook

DRAMA & THE DATA

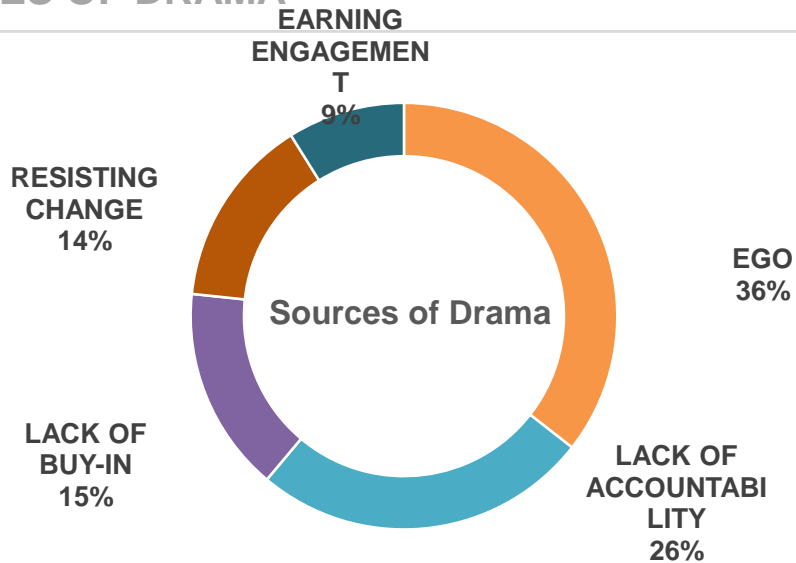
Nearly 2.5 hours a day  
more than 17 hours a week

68 hours a month

816 hours a year

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## SOURCES OF DRAMA



2016 Futures Company Research Study | 800 Leaders, 100 Orgs

## HOW WE GOT HERE

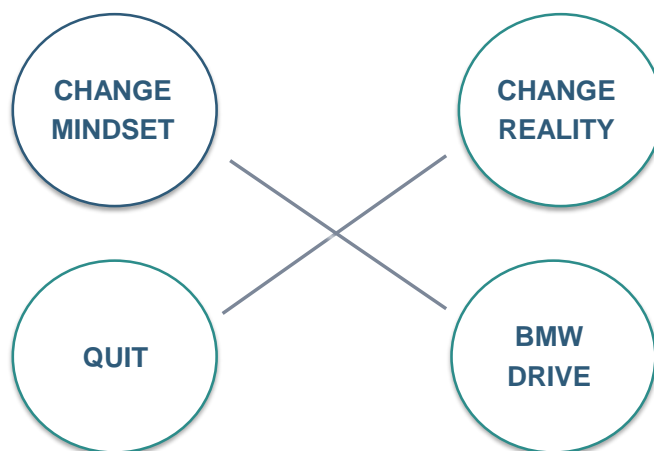
Our expertise and experience is that the **traditional** tools and programs being taught and used over the last few decades

**simply don't work.**

## NEW ROLE FOR THE LEADER

The leader's **new role** is to help employees **eliminate** emotional waste by facilitating good **mental processes**.

## TROUBLESOME TRENDS



## QUESTIONS FOR SELF-REFLECTION



1. What can you do to help?
2. What do you know for sure?
3. What can you do to add value?
4. What would great look like?

Embrace reality,  
move beyond your  
ego, and answer the  
call to greatness.



## THE DUAL ROLE OF LEADERS

Efficiency

Loyalty

**Management** holds teams **accountable**  
to their processes

Designed by Teams



Created by Process



Measured by Outcomes

## THE DUAL ROLES OF LEADERS

Efficiency

Loyalty

People who are **loyal** to you  
ask for two things

Empathy - Responsiveness



Teamwork

## THE DUAL ROLES OF LEADERS

**Management  
creates:**

Efficiency

**Leadership  
builds:**

Loyalty

When you have a good  
working team  
**resources** are abundant



Individual coaching  
& development

In changing times,  
lead first and  
manage second.

A stylized, handwritten signature in a light blue color, positioned at the bottom of the slide.

## HARDWIRING ACCOUNTABILITY

Your **ego** is NOT your **amigo**.

## VENTING & SELF-REFLECTION

**Venting** is the  
ego's way of  
avoiding self  
reflection

**Self-Reflection**  
cultivates  
accountability

**Accountability**  
is death to the  
ego



Ambiguity  
keeps us from  
accountability.

UX

## BYPASS THE EGO

**VERBAL  
DIALOGUE**  
Engage  
the ego



**QUESTIONS FOR SELF-  
REFLECTION AND**  
~~Engage~~  
Bypass  
the ego

# REALITY-BASED THINKING

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## REALITY-BASED LEADERSHIP



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## EGO BYPASS TOOL



**EDIT THE STORY**

## EGO BYPASS TOOL



**AFTER  
THE  
STORY**

- How can I help?
- What is the next right action?



The minute  
you START judging,  
you STOP serving,  
you STOP leading,  
you STOP adding value.

WJ




**PERSONAL  
ACCOUNTABILITY**

## PERSONAL ACCOUNTABILITY

The **mindset** that results happen because of one's actions, not in spite of them.

---

Accountable people believe that they **choose** their own destiny.



Too many people are asking to be empowered. But empowerment is really just stepping into the power you already have.

UX

## PERSONAL ACCOUNTABILITY

### COMMITMENT

The willingness to do whatever it takes to get results.

### RESILIENCE

The ability to stay the course in the face of obstacles and setbacks.

### OWNERSHIP

The acceptance of the consequences of our actions, good or bad.

### CONTINUOUS LEARNING

The perspective to see success and failure as learning experiences to fuel future success.

## EGO BYPASS TOOL



### Better Line of Questioning:

“Why doesn’t anyone tell me anything?”

“Why do they keep changing?”

“When will they get it?”

## EGO BYPASS TOOL



# ACCOUNTABILITY DEVELOPMENT

## DEVELOPING PERSONAL ACCOUNTABILITY

**CHALLENGE**

EXPERIENCED ACCOUNTABILITY

**FEEDBACK**

**SELF-REFLECTION**

SENSE-MAKING MENTORING



**CAPITALIZING  
ON CHANGE**



Resistance to change is  
the work of the ego  
leading one to value  
preference over potential.

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Change doesn't hurt,  
resisting change is what  
hurts. People don't get  
hurt falling down, they get  
hurt resisting the fall.

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## CHANGE MYTHS

**CHANGE  
IS HARD**

Change is  
only hard for  
the unready.

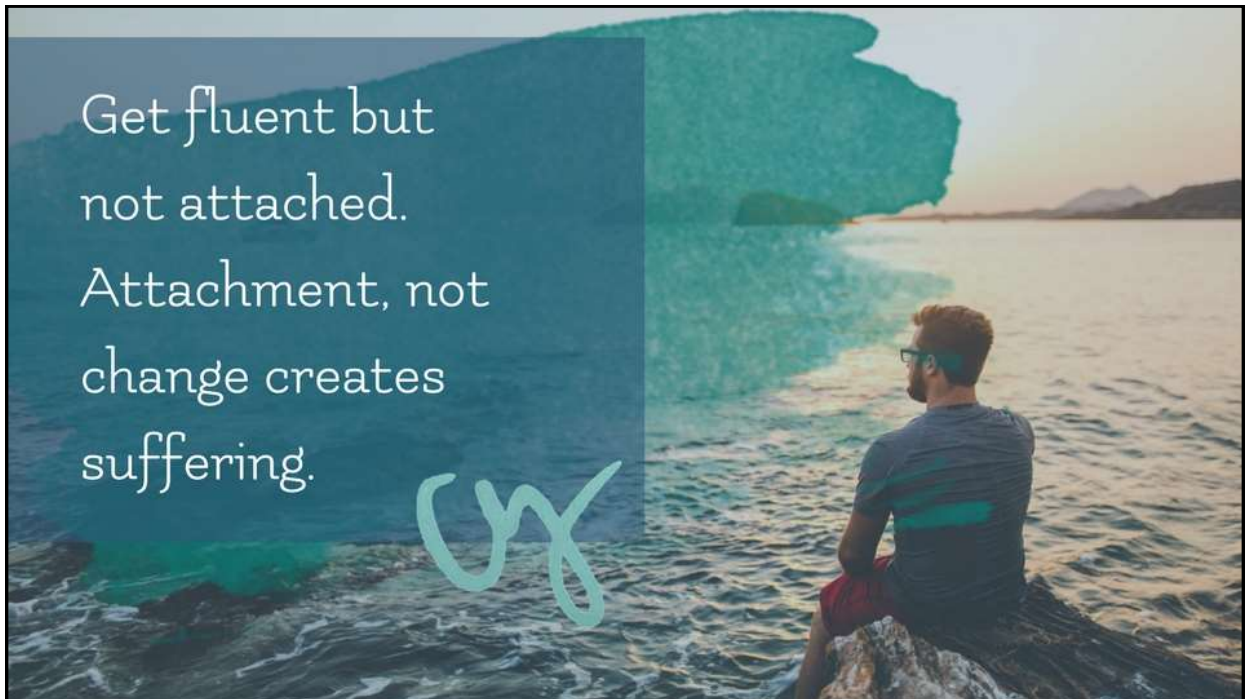
*WJ*

## CHANGE MYTHS

**NEED TIME  
TO GRIEVE**

Get fluent but  
not attached.  
Attachment, not  
change creates  
suffering.

UX



## CHANGE MYTHS

**WE ARE  
CHANGE  
FATIGUED**

Not everything is  
a change initiative  
– most of it is just  
your daily job.

*ox*



## PLAYING FAVORITES

RESISTANCE

Threat  
Belief  
Reaction  
Past

MAINTENANCE

Play it Safe  
Lacks  
Meaning  
Don't Care  
Past/Future

VISION

Opportunity  
Creativity  
Resource  
Present

ISSUE or EVENT

PLAYING FAVORITES

# WORK WITH THE WILLING



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Life rewards  
the brave –  
you should  
too.

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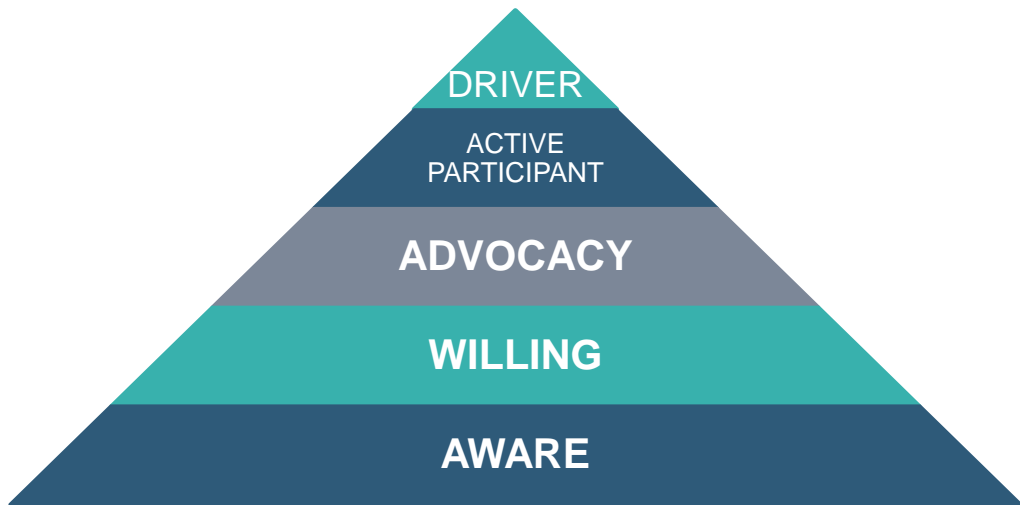


# ENSURING OUR TEAMS ARE READY FOR WHAT'S NEXT

## BUSINESS READINESS

Abandoning “change management” and focusing on “**business readiness**” gets people fluent in the now and **ready for what's next**.

## PYRAMID OF READINESS



## JOIN THE REVOLUTION

**Text  
“Reality”  
to 96000**







## ORGANIZATIONAL ALIGNMENT

Buy-in is **not** optional...  
It's your **action**, not your  
opinion that **adds value**.

## ORGANIZATIONAL ALIGNMENT

### DOES MY OPINION COUNT?

**ROLE:**

- Decision
- Consultant
- Informed



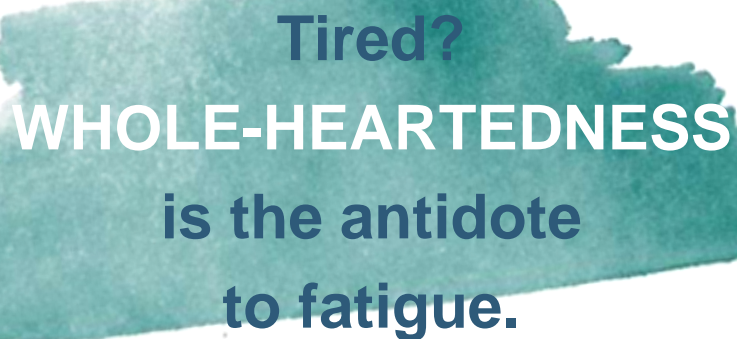
**ROLE:**

Do whatever  
it takes to get  
the job done

In today's world,  
willingness trumps  
functional expertise –  
build teams accordingly.

ux

# NO THIRD OPTION



**Tired?**  
**WHOLE-HEARTEDNESS**  
**is the antidote**  
**to fatigue.**





## WANT MORE?

Virtual Training:

[RealityBasedVT.com](http://RealityBasedVT.com)

[www.RealityBasedLeadership.com](http://www.RealityBasedLeadership.com)

Twitter: [@cywakeman](https://twitter.com/cywakeman)

Facebook: [/cywakeman](https://facebook.com/cywakeman)