

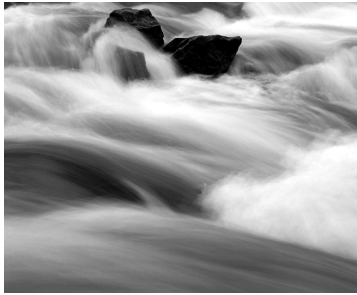
ROCK SOLID LEADERSHIP IN TURBULENT TIMES!

Presented by ATW Training & Consulting, Inc.

Session Objectives

- Identify current issues causing turbulence in our organizations and in human resources.
- Discuss three strategies in dealing with “turbulent times”.
- Reaffirm our role as a “rock solid” leader when times are tough.

Permanent Whitewater



A true leader is defined not during times of calm but instead in times of difficulty.



Real World Case: Hurricane Katrina

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All men dream, but unequally. Those that dream at night in the dusty recesses of their minds awake the next day to find that their dreams were just vanity. But those who dream during the day with their eyes wide open are dangerous (powerful) men; they act out their dreams to make them reality.

Lawrence of Arabia

Principle #1: Always Check the Radar!

- Determine what is your “radar”
- Once “storm” or situation is identified you have three choices:
 - ▣ Navigate around the issue
 - ▣ Ride it out while seeking shelter
 - ▣ Hit it straight on



“As a leader you need to know where you are going before you decide how to get there!”

Sharing is the essence of teaching. It is, I have come to believe, the essence of civilization...Without it, the imagination is but the echo of the self, trapped in a soundproof chamber, reverberating upon itself until it is spent in exhaustion or futility.

Bill Moyers

Principle #2: Share Information

- Three rules of helping others deal with turbulence...
- Think about what you would want to know
- Different people will deal with situations differently
 - ▣ Personalities
 - ▣ Tenure/experience in the organization
 - ▣ Generational issues
 - ▣ Other...




Principle #3: Model the Way

- Be a leader that others want to follow
- People do what people see
- Lead from the front, not the rear
- Understand what you can AND can't control
- Confront the brutal facts
- Look for opportunities


Case Study: Boeing




Case Study: Johnson and Johnson



Current Study: Auto Bailout



Rock Solid Leadership



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