

Welcome



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Increasing your influence
equals increasing your
leadership



That's what MCLDA and ENW LDO must do.
we must...

Model good leadership

Provide leadership training

Provide leadership resources

Provide leadership experiences

Create a growth environment



Project Oxygen

- 1. Be a good coach
- 2. Empower the team without micro-managing.
- 3. Express interest in employees' success and well-being.
- 4. Be productive and results-oriented.
- 5. Be a good communicator and listen to your team.
- 6. Help your employees with career development.
- 7. Have a clear vision and strategy for the team.
- 8. Have key technical skills, so you can help advise the team.



Oxygen

- 3 DANGER areas identified during this analysis:
 1. Having trouble making transition to team leader
 - a) Top individual performers are often promoted to manager without leadership skills
 - b) People hired from outside often don't understand the specific ways of the company
 2. Lacks a consistent approach to performance management and career development
 - a) Doesn't help employees understand what company wants
 - b) Doesn't coach employees on how they can develop and stretch
 - c) Not proactive: Waits for the employees to come to them
 3. Spends too little time on managing and communicating.

M C L D A 

M I D - C O L U M B I A
Leadership Development Association

35 Years of Leadership



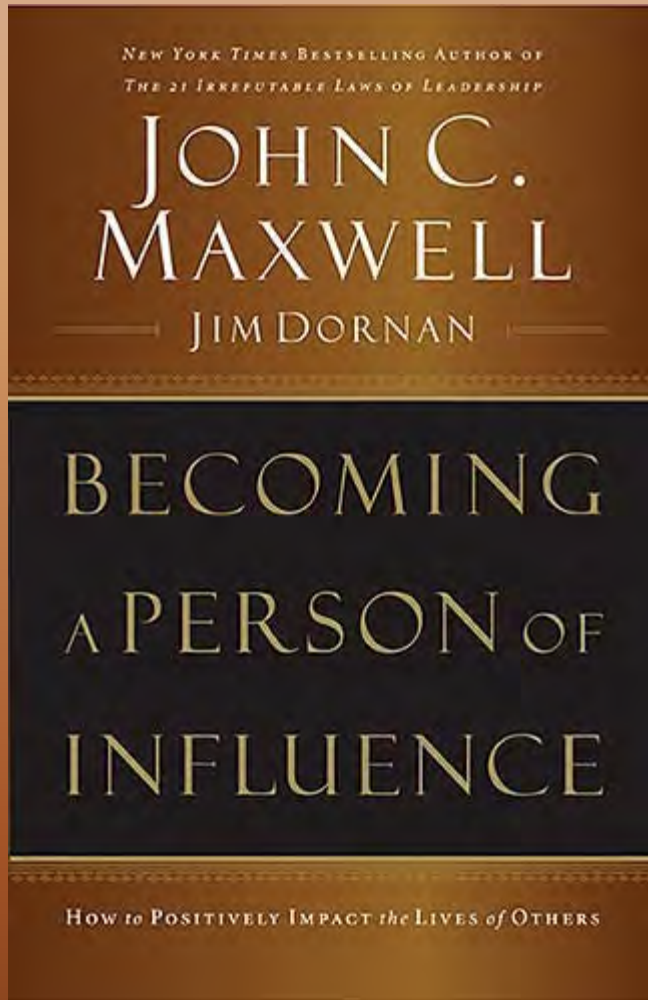
M - Manager

C - Caring

L - Listen

D - Determined

A - Attitude



Thank You



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