Value Based Leadership

January, 22 2016  8:30 am – 9:45 am

PRESENTED BY:

Scott A. Moore, CAM,  Luck Companies
SCOTT A. MOORE, CAM
Aviation Department Manager, Luck Companies
smoore@luckcompanies.com

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@scottmoorecam
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HOW GOOD ARE WE DOING?

- Engagement in the 22% to 30% range globally
- 88% of associates don’t trust the boss to tell the truth
- 86% of associates leave their boss, not the company
- Less than 35% of associates are hopeful about the future
- Millennials will have 20 jobs during their careers

$500-$750 billion per year in lost productivity

$2 trillion cost over next few years in recruitment and training costs from 19% changing jobs in 2013 alone

IGNITING HUMAN POTENTIAL
HOW DID WE GET HERE?

Events + US at Midlife = CHANGING VALUES

Gen Y has adopted these values and will represent 75% of the workforce sometime between 2020 and 2025.
THE EVIDENCE: Leadership as a Force Multiplier

Leaders

What they bring with them

Mission
Values
Beliefs
Purpose

Leaders

What it feels like to work here

Climate

Engagement & Enablement
(Discretionary Effort)

Performance Outcomes

Associates

The Situation
(Job demands and circumstances)

• Leaders/Leadership have a 70% influence over Climate
• Climate has a 30% influence over Performance Outcomes
• Climate is the number one driver of Discretionary Effort
OUR BELIEFS

...in the extraordinary potential of all human beings to live a life of meaning and contribution; to make a difference

...in leadership as a force multiplier that when activated ignites the potential in individuals and organizations

...in the need for leaders to consciously choose to go first; finding their voice to in turn help others find theirs

...in our inarguable freedom and power to choose

...in the practice of self awareness and mindfulness to facilitate action in line with core values, enhance performance, increase engagement in the task at hand and appreciate this moment in life.
You were born with potential.
You were born with goodness and trust.
You were born with ideals and dreams.
You were born with greatness.
You were born with wings.
You are not meant for crawling, so don’t.
You have wings.
Learn to use them and fly.
21st Century Interpretation of Poem by Rumi

You are an accident of nature.
You are subject to the laws of luck and chance.
You can be pushed around easily.
Your dreams are meaningless.
You were born with wings.
You were meant for an ordinary life.
You have no wings.
So forget about flying and stay grounded.
You were born with potential.
You were born with goodness and trust.
You were born with ideals and dreams.
You were born with greatness.
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You are not meant for crawling, so don’t.
You have wings.
Learn to use them and fly.
“Leadership is a choice, not a title: a conscious choice to work first on
yourself to in turn positively impact the lives of those around you.”

Luck Companies
“What people value most deeply will move them powerfully in their work.”
WE WILL IGNITE HUMAN POTENTIAL THROUGH VALUES BASED LEADERSHIP AND POSITIVELY IMPACT THE LIVES OF OTHERS AROUND THE WORLD.
VALUES

COMMITHMENT
- Take personal responsibility for the long-term success of associates, customers and communities
  - Be responsible and accountable
  - Pursue self-development
  - Practice collaboration
  - Honor health, safety and the environment
  - Celebrate success

INTEGRITY
- Earn the trust and respect of others
  - Be authentic and transparent
  - Accept and value others
  - Hold yourself accountable

CREATIVITY
- Have a passion for ideas and innovation that add value
  - Be curious
  - Engage in progressive thinking
  - Adapt to change
  - Embrace ambiguity
  - Take risks

LEADERSHIP
- Ignite potential in others
  - Be aware and aligned
  - Believe in yourself and others
  - Make conscious choices
  - Initiate transparent and fierce conversations
  - Empower and inspire others

“Our values are deeply held beliefs about what is right and good. What do your actions say about what you really value?”

Jesse Lyn Stoner
ALIGNMENT

values & beliefs

actions & behaviors

mission/purpose

FINDING YOUR VOICE

IGNITING HUMAN POTENTIAL
VALUES BASED LEADERSHIP

Living, working and leading in alignment with your core values, principles, beliefs and purpose to in turn ignite the extraordinary potential in those around you.
STEPS OF VBL

AWARE
know who you are, where you are, and what’s going on around you

ALIGN
draw strength from your core values

UNDERSTAND
learn what others think, feel, believe and need

ADAPT
modify your behavior for the situation and the person

ACT
do the right thing, for the right reason, at the right now

“In everyone’s life, at some time, our inner fire goes out...we should all be thankful for those people who rekindle the inner spirit.”

Albert Schweitzer
At Luck Companies we believe doing good (making a positive impact) is the best path to doing well (progressing personal or business performance.) Values Based Leadership is how we do good and why we do well.
“if the environment is right, people will grow straight and beautiful actualizing the potential they have inherited...a musician must make music, an artist must paint, a poet must write.....what a man can be he must be...to become everything one is capable of becoming.” Abraham Harold Maslow
LIFE ON PURPOSE

“The most important story we will ever write in life is our own - not with ink, but with our choices.”

Richard Paul Evans
Take *igniter* with you, anywhere you go.
LET’S KEEP THE CONVERSATION GOING

SCOTT A. MOORE, CAM
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valuesbasedleader.com
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Discovering Your Core Values

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ALIGNMENT

values & beliefs

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FINDING YOUR VOICE

IGNITING HUMAN POTENTIAL
VALUES

COMMITTMENT
TAKE PERSONAL RESPONSIBILITY FOR THE LONG-TERM SUCCESS OF ASSOCIATES, CUSTOMERS AND COMMUNITIES

- Be responsible and accountable
- Pursue self-development
- Practice collaboration
- Honor health, safety and the environment
- Celebrate success

INTEGRITY
EARN THE TRUST AND RESPECT OF OTHERS

- Be authentic and transparent
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CREATIVITY
HAVE A PASSION FOR IDEAS AND INNOVATION THAT ADD VALUE

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“Our values are deeply held beliefs about what is right and good. What do your actions say about what you really value?”

Jesse Lyn Stoner
WHAT ARE YOUR VALUES?

Divide a piece of paper into four sections.

1. Critically Important to Me
2. Very Important to Me
3. Somewhat Important to Me
4. Not Important to Me At All

Use all the values. Feel free to add others that are not on the list.

There are no right or wrong answers.
<table>
<thead>
<tr>
<th>Accomplishment</th>
<th>Accountability</th>
<th>Accuracy</th>
<th>Achievement</th>
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<tbody>
<tr>
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<td>Advancement</td>
<td>Adventure</td>
<td>Aesthetics</td>
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<td>Affection</td>
<td>Appreciation</td>
<td>Authority</td>
<td>Challenge</td>
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<td>Clarity</td>
<td>Collaboration</td>
<td>Community</td>
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<td>Control</td>
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<td>Decisiveness</td>
<td>Effectiveness</td>
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<td>Excellence</td>
<td>Excitement</td>
<td>Fairness</td>
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<td>Family</td>
<td>Financial Security</td>
<td>Free Time</td>
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<td>Free Will</td>
<td>Freedom</td>
<td>Friendships</td>
<td>Fun</td>
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<td>Generosity</td>
<td>Growth</td>
<td>Hard Work</td>
<td>Harmony</td>
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<td>Health</td>
<td>Helping Others</td>
<td>Honesty</td>
<td>Honor</td>
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<tr>
<td>Independence</td>
<td>Individuality</td>
<td>Influencing Others</td>
<td>Inner Harmony</td>
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<td>Intelligence</td>
<td>Involvement</td>
<td>Joy</td>
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<td>Knowledge</td>
<td>Leadership</td>
<td>Learning</td>
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<td>Loyalty</td>
<td>Meaningful Work</td>
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<td>Optimism</td>
<td>Order</td>
<td>Patriotism</td>
<td>Perfection</td>
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<tr>
<td>Power</td>
<td>Privacy</td>
<td>Prosperity</td>
<td>Quality of Work</td>
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<td>Relationships</td>
<td>Relaxation</td>
<td>Reputation</td>
<td>Resourcefulness</td>
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<td>Respect</td>
<td>Responsibility</td>
<td>Results</td>
<td>Safety</td>
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<tr>
<td>Service</td>
<td>Spirituality</td>
<td>Wealth</td>
<td>Wisdom</td>
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DEVELOPMENTAL CONVERSATION

Here are the rules:

1. 10 minutes

2. One person asks the questions, and the other one answers the questions.

3. The person asking the questions must actually LISTEN to the answers.

4. Use the answers to help determine which question to ask next. Try to get below the surface.

5. Use a genuine spirit of curiosity to guide your questioning. Go where it takes you.
VALUES QUESTIONS

What surprised you about your answers?

How do your values influence your behaviors and how you spend your time?

How do your values align with the values of the organization you work for?

What impact would it have to share these values with others? What impact would it have to understand the values of others? How can you do both?

How can you make your values a more present part of your daily life?
DEVELOPMENTAL CONVERSATION

What did you learn about your values?

What did you learn about having a developmental conversation?
NEXT STEPS

NBAA Leadership Conference. Feb 22-24, 2016 in San Antonio, TX

Professional Development Courses. Various Dates and Locations.

Certified Aviation Manager

Personal Coaching coachfederation.org successunlimitednet.com
1. We have unlimited potential and the capability to achieve all of our dreams.

A. True
B. False
2. In my life, I have the ability to change:

A. My spouse’s annoying habits.
B. The way my boss micromanages my work.
C. How other people think about me.
D. Myself.
3. My values are important to me, and so everyone else should share the same values as me.

A. True
B. False
4. Having a developmental conversation with someone can:

A. Provide greater connection and understanding.
B. Help get to know someone better.
C. Help learn about the other person’s goals and aspirations.
D. All of the above
5. The next step in my leadership journey is to:

A. Have a developmental conversation with someone.
B. Work with a coach to create a better version of myself.
C. Attend the NBAA Leadership Conference or a PDP Class
D. Any of the above.
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