



EGM

EVERGREEN MOUNTAIN LLC

PO Box 1169, Taos NM 87571-1169

Phone (910) 635-2217

rob@evergreenmountainusa.com

www.evergreenmountainusa.com

A Warrior's Path to Leadership
Leadership Seminar by Robert Trivino

- I. Principles of being a good follower (10 minutes)
 - A. Why it's important to be a good follower. Principles of following with character
 - a. Be yourself – be a person of great character
 - b. Work hard
 - c. Respect everyone around you
 - d. Never quit
- II. The importance of being an influential leader (20 minutes)
 - A. How much influence you have on those around you is a choice that is made by you – the leader
 - B. Principles of a influential leader
 - a. Be professional and approachable
 - b. Inspire and motivate those around you
 - c. Truly care for those you lead
- III. Understand the method in which you want to lead – one of two ways. (20 minutes)
 - A. Leading with fear
 - a. Your people will only do the minimum of any task
 - b. The only driving force being your subordinates actions is the fear of losing their jobs
 - B. Leading with mutual respect and trust
 - a. Your people will follow you with heart and passion
 - b. You must give trust to receive trust
 - c. Your people will come to work because they want to and not because they have to
 - d. They will accomplish more
 - C. Understand the leader is responsible for the working environment
 - a. Keep it positive
 - b. Support your people on all levels
 - c. Remember leaders help, mentor, and guide – managers are results oriented and not people oriented.
- IV. Personal leadership traits (30 minutes)
 - A. Lead by example
 - B. Be fair to everyone – no favorites
 - C. Rules to follow
 - a. Do the hard right before the easy wrong

- b. Seek responsibility and take responsibility for your actions (both the good and bad actions)
- c. Hope for the best and expect the worst

V. Organizational culture and its importance (30 minutes)

- A. Create a culture that empowers your subordinates
 - a. This will help develop your subordinates
 - b. It empowers them to do what is right without direction
- B. Create a culture that is selfless serving
 - a. If you are successful in creating this environment your people will perform their work selflessly and to the best of their ability all the time

VI. Leadership rules to follow (30 minutes)

- A. Be a focused leader
- B. Do not become the person you do not want to be. Do not mortgage your integrity.
- C. Trust and respect your people
 - a. True friends will tell you when you are wrong – listen to them
 - b. Others will talk behind your back
- D. Don't accept the status quo
 - a. If you question a process or procedure you better have your ducks in a row
- E. Focus on basic skills of any task

VII. The keys to great leadership (30 minutes)

- A. Your subordinates want to know that you have their back and will NOT throw them under the bus
- B. Support your people as best you can
 - a. Training
 - b. Personally
 - c. Counseling
- C. The best leaders are lifelong learners
- D. Be respectful of your subordinates time off
- E. Hold your people accountable
- F. Task individually based on the person
- G. Micromanagement
 - a. Great leaders do not micromanage – if you find yourself having to micromanage someone on your team you might have made a hiring error.
- H. Decisiveness
 - a. It is better to make a wrong decision before making no decision at all
 - i. You will never have all the information necessary to make a great decision
 - b. Look at the problem, the time you have available, the people you have to help you, your assets/constraints and make a decision
- I. Great leaders understand what human nature is
 - a. Most people want to do the right thing
 - b. Smart leaders create and support an environment that supports human nature

J. Zero tolerance

- a. Great leaders know that depending on what is done, it's ok to make a mistake

VIII. Counseling and communication (10 minutes)

A. Leaders must counsel their subordinates

- a. Periodic counseling
 - i. At least once a quarter
- b. Performance counseling
- c. Disciplinary counseling

B. Communication – great leaders communicate well in all medias: digital, briefings, verbal, and nonverbal

IX. Final keys to successful leadership (15 minutes)

- A. The responsibility of your job or position isn't to yourself but to the people you lead
- B. The best leaders care about everything and everyone before their professional self
- C. Remember what it felt like when your past leader failed you and don't let your people feel the same way about your leadership.