


Going from Team Leader to Organizational Manager

Objectives

- ▶ Add to Your Leadership Skills
 - ▶ Give You Some BFO's
 - ▶ Inspire You to Think Out of the Box
 - ▶ Create Relationships
 - ▶ Have some Fun
 - ▶ Get Referrals
- 

The Rungs of *the Leader* Ladder

Influencing

Entrepreneur

Leader

Manager

Project Manager

Team Leader

Technical Expert

Create Money with Other
People & Network

Enrolls & Inspires

Fights For Interface with
Upper Management, Peer
Group

Negotiate Influences
Management

Coordinate the work

Does the work

Directive

Behavioural Styles ...

Outgoing

T
a
s
k

D	I
C	S

F
O
O
P
O





Reserved

POWERFUL
(TEAM)

Outgoing

POPULAR
(PLANS)

T
a
s
k

 <p><u>Dominance</u></p> <p>DRIVING DETERMINED DOER DRAMATIC DEMANDING DECISIVE DYNAMIC</p>	 <p><u>Influence</u></p> <p>INSPIRATIONAL IMPRESSIVE INTERESTING IMPRESSIONABLE INDUCING INTERACTIVE INTERESTED</p>
 <p><u>Conscientiousness</u></p> <p>CAUTIOUS CALCULATING CAREFUL COMPLIANT COMPETENT CONCERNED CONTEMPLATIVE</p>	 <p><u>Steadiness</u></p> <p>SUPPORTIVE STABLE SENSITIVE SUBMISSIVE STATUS QUO SENTIMENTAL SHY SPECIALIST</p>

P
e
o
p
i
e

PERFECT
(PACE)

Reserved

PEACEFUL
(CONFLICT)



DOMINANCE

Challenge

❖ *How you respond to problems or challenges*



INFLUENCE

Contacts

❖ *How you influence others to your point of view*



STEADINESS

Consistency

❖ *How you respond to the pace of the environment*



RESISTENCY

Constraints

❖ *How you respond to rules and procedures set by others*

CHARACTERISTICS



D: Dominance

Driving

Demanding

Determined

Decisive

Doer

Dynamic

Dramatic

- **See a favorable environment as one in which challenges can be overcome**
- **Try to change, fix or control things**
- **How does a D go swimming?**

CHARACTERISTICS



i: influence

Inspirational Inducing
Impressive Interactive
Interesting Interested
Impressionable

- See a favorable environment as one in which they can influence others
- Try to interact and persuade others
- How does an I go swimming?

CHARACTERISTICS



S: Steadiness

Supportive
Stable
Shy
Specialist

Submissive
Sentimental
Status Quo

- See a favorable environment as one which they can keep as steady as possible
- Being cooperative, supportive, and agreeable
- How does an S go swimming?

CHARACTERISTICS



C: Conscientiousness

Cautious

Competent

Calculating

Concerned

Careful

Contemplative

Compliant

- **See a favorable environment as one in which they can bring order**
- **Try to work within established rules, guidelines and procedures to ensure accuracy and quality**
- **How does a C go swimming?**

Predominant DISC Profiles

...value to TEAM

D

- ▶ Bottom line organizer
- ▶ Forward looking
- ▶ Challenge oriented
- ▶ Initiates Activity
- ▶ Innovative

I

- Optimism & Enthusiasm
- Creative problem solving
- Motivates others towards goals
- Team Player
- Negotiates conflicts

Predominant DISC Profiles

...value to TEAM

S

- Dependable team player
- Work for a leader and a cause
- Patient and Empathetic
- Logical step-wise thinker
- Service oriented

C

- Maintains high standards
- Conscientious and steady
- Defines, clarifies, gets info and tests
- Objective – “The anchor of reality”
- Comprehensive problem solver

True

Communication

is the Response

YOU get ...

BIG RICHual ...

WIFLE

What I feel like expressing is ...

And, that's what I feel like expressing

Thank-you ...

And, (name) what do you feel like
expressing ... ?

