

# Transformational Leadership

## How to Maximize Your Influence with Those You Lead

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February 2020  
ILCMA

30 years Corporate leadership.  
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International Speaker: Europe, Asia,  
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Certified John Maxwell Speaker, Trainer,  
and Leadership Coach  
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# Thank you



Presenter: Marvin Bemby

# Notable Quotes

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- “All great leaders possess two things: one, they know where they are going, and two, they are able to persuade others to follow.” -John C. Maxwell
- “Leaders can never take their people farther than they have traveled. Like leader, like people.” -John C. Maxwell

# 5 Themes of Leadership

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- Leadership is influence
- Everything rises and falls on leadership
- Highest form of leadership is self-leadership
- Greatest purpose of leadership is to add value to others
- Heart of leadership is service

# Check In

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- What are the characteristics of a great leader?
- If you developed more as a leader.....
  - What effectiveness could you add?
  - What weaknesses could you subtract?
  - How could you divide your workload?
  - How could you multiply your impact?



**What are your thoughts about  
this statement?  
Share observations:**



# From “Talent is never enough”

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- More than 50% of all CEOs of Fortune 500 companies had C or C – averages in college
- 65% of all US senators came from the bottom half of their school classes
- 75% of US presidents were in the lower half club in school
- More than 50% of millionaire entrepreneurs never finished college

So what made them successful?

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# Define “Leadership”





# Leadership is not.....



Title



Rank



Position

# Leadership is...

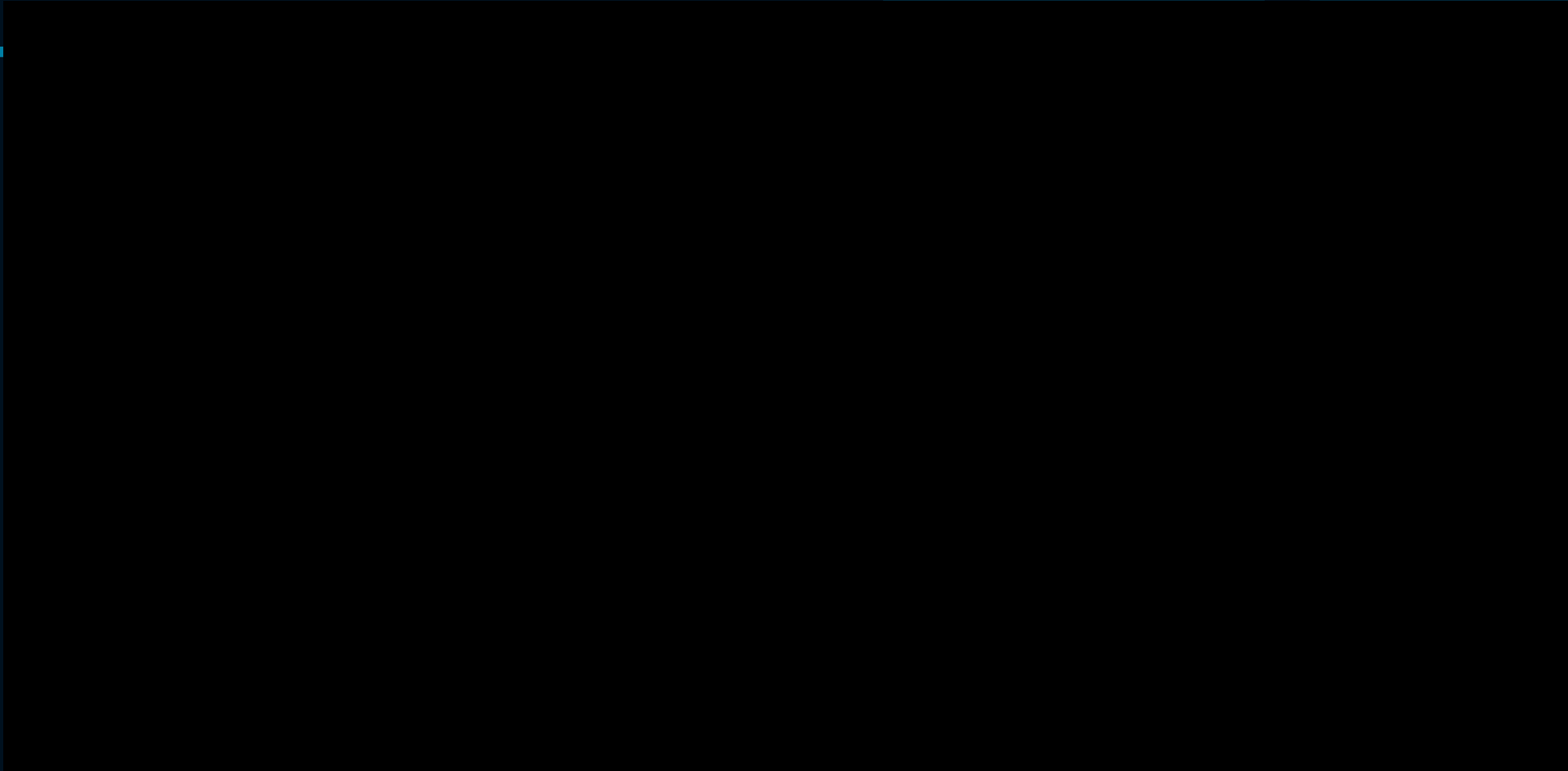
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# INFLUENCE

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# Leadership is Influence Video



# 1:1 Debrief

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- Who operated as a leader?
- What leadership principles were utilized?
- How can those principles be utilized in your life?

# TRANSFORMATIONAL LEADERSHIP

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- ✓ Management is the **measurement** of people, process and performance, leadership is the **development** of people, process and performance
- ✓ Influence is **not** bringing someone around to your truth, it's to bring them around to **their own**

# Are You Leadership Literate?

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn” Alvin Toffler

What do I need to learn?

What do I need to unlearn?

What do I need to relearn?

Think about your dominant style—does it need to be unlearned and relearned?



# Five levels of Leadership



# TRANSFORMATIONAL LEADERSHIP

- ✓ The quality of your leadership is determined by the quality of **relationship** you have with those you lead
- ✓ Never more than today has your success depended so much on the **willing collaboration** of others
- ✓ The **most important** skill to master in business today is the art and skill of influence

# Transition to Coaching Environments

- “Once upon a time.....”
  - Develop technical, functional or professional expertise.
  - Prove yourself by having the right answers
  - Rise up the ladder into people **management**
  - Ensure subordinates had those same answers
  - Command & Control
- Now....
  - Rapid, disruptive change is the norm
  - **Leaders** don't/can't have all the right answers.
  - **Leaders** give support and guidance more than instructions
  - Teams learn to adapt through creativity, innovation and commitment

# Quotes

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“In the past a leader was a boss. Today’s leaders must be partners with their people; they no longer can lead solely based on positional power.” – Ken Blanchard

“Coaching is designed to be the leadership approach of the 21<sup>st</sup> century.” – James Belasco

“Coaching will become the model for leaders in the future ... I am certain that leadership can be learned and that terrific coaches ... facilitate learning.” – Warren Bennis

# Big Difference

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Telling because I know the right answer.

Asking questions to unleash creative solutions & spark insight

Dictating what must be done

Facilitates employee development



# Transformational Leadership

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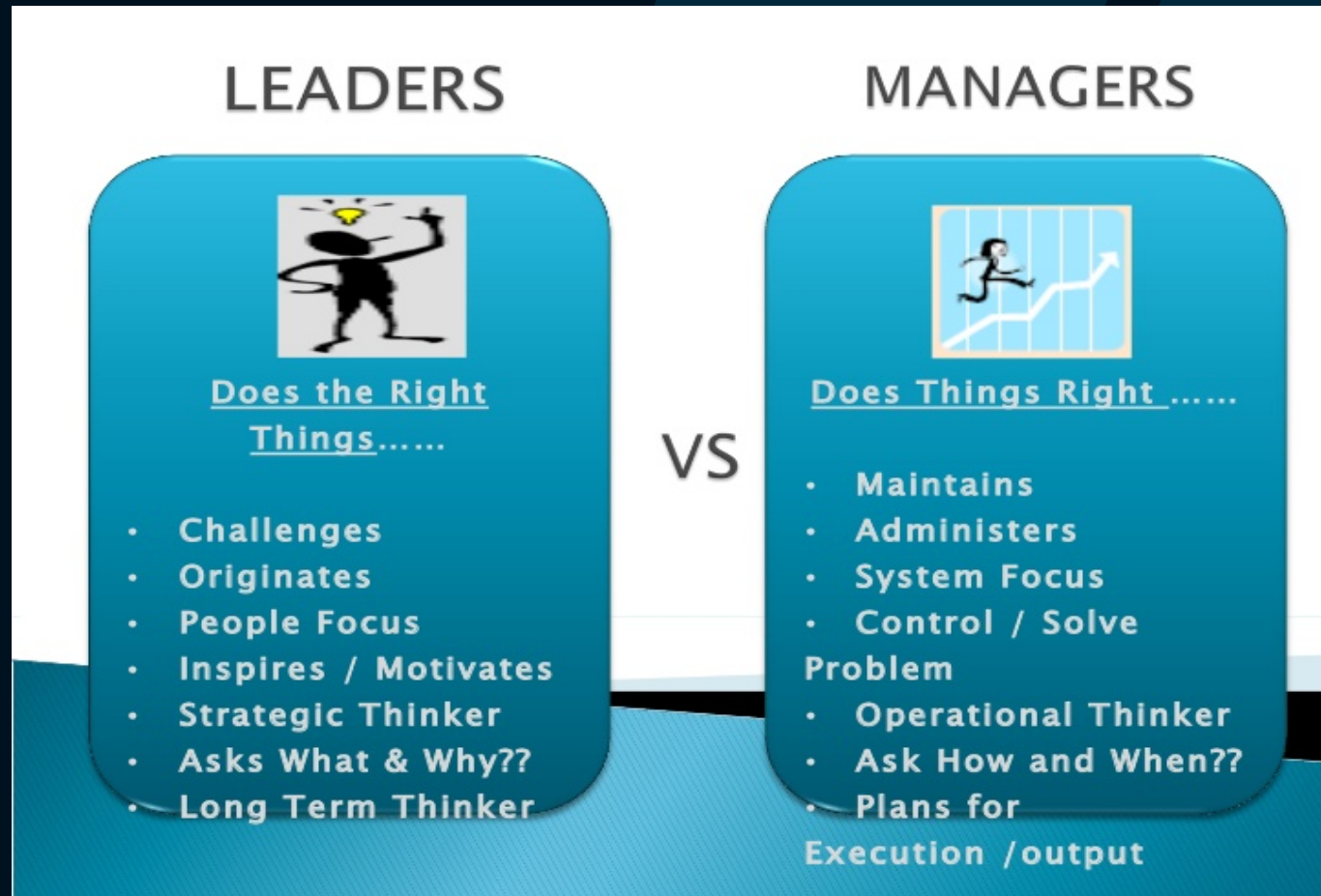
**Transformational Leadership is  
about people, not about  
position.**

# METHODS OF INFLUENCE

*From worst to best*

- **FORCE:** There is no choice in the decision.
- **INTIMIDATION:** “My way or the highway.”
- **MANIPULATION:** There’s a winner and a loser.
- **POSITIONAL:** We follow because we have to.
- **EXCHANGE:** We both win something.

# There is a difference



# 2 Main Roles of the Leader/Coach

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- To facilitate self awareness and self-learning
- To facilitate change towards an outcome

• Sources: O'Connor & Langes; Zeus & Skiffington

# Critical quality: Authenticity

“Who you are is how you coach”

Edna Murdoch

What does this quote mean to you?

# Grow Model Sir John Whitmore

Simple but requires  
practice and re-  
training yourself  
and team.

## The GROW Coaching Model

### Way Forward

- What are the actions?
- Commit to action
- What are the steps?
- Timing and action plan

### Options

- What can you do to bridge the gap?
- What are the options?
- Who can help you?
- What do you need?
- Brainstorm

### Reality

- Where are you now?
- What is the reality?
- Ask for self-assessment
- Get feedback

### Goal

- What do you want to achieve?
- What is the ideal?
- What are your objectives?





# Self-Leadership

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- Self leadership is having a developed sense of”
  - Who you are?
  - What you can do?
  - Where you are going ?
  - The ability to influence your communication, emotions and behavior on your journey

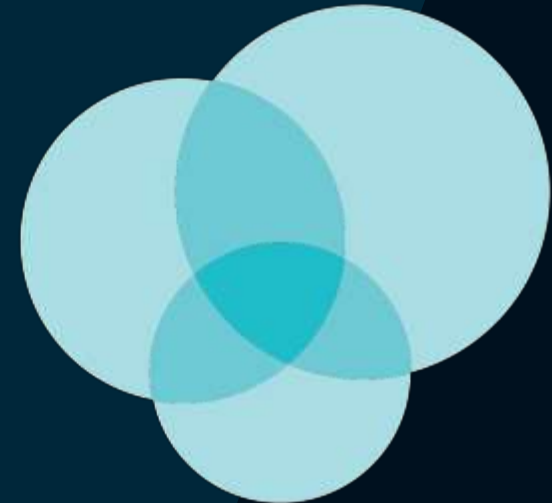
# Personal development process

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- Focus: Pick one coaching quality
- Decide: What does it mean to you?
- Discover: Where are you now?
- Develop: How do you want to be?
- Commit: To one action
- Address own issues proactively
- Feedback & accountability

**“Do you have a **plan** for  
your  
personal/leadership  
growth”?**

PLAN



# Legacy

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- “If there is anything, I would like to be remembered for it is that I helped people understand that leadership is helping other people grow and succeed. To repeat myself, leadership is not just about you. It’s about them.” – Jack Welch

# Summary Points

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- Transformative Leadership is Influence
- Transformative Leadership occurs through coaching
- Transformative Leadership always leaves a legacy

# Summary Video

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# THANK YOU

For a deeper dive into this subject matter contact me:

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