Building Bench Strength

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Building Bench Strength

• You never know when you will need to call on someone to fill a void in the organizational structure
• And, what’s better than promoting someone who is qualified for the new role they are being given

**PROBLEM:** Unfortunately what is often the case – they are really only qualified for the role they are vacating

**SOLUTION:** Effective Leadership
Reduce turnover with leadership

70% of all voluntary turnover has its roots in things those in positions of leadership (authority/management/supervision) did or did not do.
Building Your Bench Strength
As leaders we face the challenge of connecting company values to a diverse workforce. To attract, retain and motivate very different generations of workers, we must understand their unique perspectives and the national events that shaped their values. To maximize performance, the generations need to work together in harmony, bridging the generational divide through shared values.

The Leadership Challenge
Symptoms of Ineffective Leadership

THEN

- Lack of Communication
- Lack of Team Work
- Lack of Training
- Lack of Praise and Recognition
Symptoms of Ineffective Leadership

**TODAY**

- Lack of Communication
- Lack of Team Work
- Lack of Praise & Recognition
- Ineffective Training
- Lack of Opportunities for Growth
- Lack of Fairness

*The More Things Change, the More They Remain the Same*
The Leadership Role

1. Motivate and Inspire Others
2. Communicate (which includes listening)
3. Lead by Personal Example
4. Delegate Well
5. Build (and are part of) Effective Teams
6. Earn Respect and Trust (through consistency & transparency)
7. Make the Hard Decisions
8. Are Innovative, Flexible, Open to Change
The Very Best Leaders...

- Modeling the desired behavior
- Caring deeply for them and about their well-being
- Communicating a compelling vision
- Involving their people
- Teaching/Training their people
- Delegating responsibility to their people
- Commissioning their people as co-laborers in the work
Effective Leadership is Transformational

- You may have bright people working for you
- You may have well trained and technically proficient people working for you
Effective Leadership is Transformational

- Know that you care
- Be inspired to do and give their best
- Be focused on the mission and vision
- Practice the core values of the organization
The Stages of Learning

Stage I – Unconscious Incompetence

Stage II – Conscious Incompetence

Stage III – Conscious Competence

Stage IV – Unconscious Competence

Stage V – Reflective Competence

INTERNALLY AWARE

EXTERNALLY EFFECTIVE

You Don’t Know What You Don’t Know

You Know What You Don’t Know

You are Intentionally Applying What You’ve Learned

You Own It You Can Teach It
When Leaders Don’t Lead
When Leaders Don’t Lead

Obstructionists 20% 60% Core Performers 20%
Visionary Leadership

(T.E.D.s – Total Energy Drains)
Evaluation

“Gap” Scores 

Coaching

Conversations 

Commitment to Act
Evaluation Criteria

Elements

“My Work”

“Our Work”

“My Behaviors”

Tools

PRE-EMPLOYMENT
• Predictive Index
• DiSC Profile
• KOLB Learning Style Inventory
• Omnia Profile

ONGOING
• Annual (or more frequent) Evaluations
• 360 Assessments
Building Bench Strength

Building Future Leaders

- Formal Training
- Coaching
- Mentoring
Contact Info

For additional information, to request a copy of this presentation, to sign-up for \[\text{Monday Morning Musings}\], learn about JMFA’s clients and services, or discuss your specific needs and objectives

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