



The **EXTREME LEADERSHIP**
W O R K S H O P

Taking the Radical LEAP®

Table of Contents

Getting Started	1
Extreme Leadership.....	2
Radical LEAP	4

Cultivate LOVE
Generate ENERGY
Inspire AUDACITY
Provide PROOF



Cultivate Love	6
Generate Energy	7
Inspire Audacity	10
Provide Proof	13
Proof Interview	14
Extreme Leader Action Plan	16

Getting Started

OBJECTIVES

- >> Gain a deep understanding of the Extreme Leadership framework and use it to improve business results, amplify personal fulfillment, and create a thriving, compelling culture.
- >> Identify your personal leadership strengths and opportunities for growth.
- >> Increase your ability to influence and energize others around you—employees, colleagues, peers, and customers alike.
- >> Create your personal Extreme Leader Action Plan to change the W/world in little and big ways.

WUP: WAKE UP PAD



Tips on how to use it:

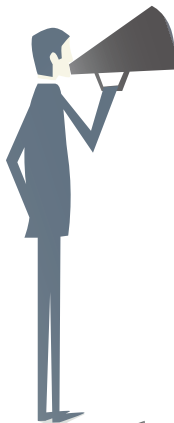
- > Carry it with you at all times
- > Scan
- > Eavesdrop
- > Ponder
- > Talk about it
- > Try something new

FIND OUT:
SOMETHING INTERESTING ABOUT
ANOTHER PERSON.

ASK:
WHAT MAKES LEADERS GREAT?
WHAT DO YOU NEED FROM YOUR LEADERS?

Extreme Leadership

A wholehearted commitment to making things better; often at the risk of failure and sacrifice.



LEADERSHIP (REATES) . . .

a culture so vibrant that when people wake up in the morning and think about the imminent day, they won't be overcome with a sense of dread or doubt whether or not they could survive the day.

Instead, they'd be filled with the hope and the knowledge that they could bring themselves fully to their roles and do something COOL, something SIGNIFICANT, something MEANINGFUL.

The Posers I've Known

Posers: People who wear the term "leader" as a label without putting themselves wholeheartedly into the act of leading. Think about posers you have encountered...

Describe the situation.	<hr/> <hr/>
What were the impacts on you, the team, the organization?	<hr/> <hr/> <hr/>
What motivated or influenced these individuals to lead the way they did?	<hr/> <hr/> <hr/>
When have YOU been a poser? Why?	<hr/> <hr/> <hr/>

WE HAVE DILUTED THE MEANING OF LEADERSHIP
TO SUCH A PROFOUND DEGREE THAT IT'S BECOME
JUST ANOTHER LABEL.

BUT **LEADERSHIP** IS NOT THAT EASY,
SO WE CON OURSELVES INTO BELIEVING THAT
THE **WORD** IS THE SAME AS **ACTION**.

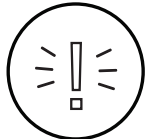
The Radical LEAP



Cultivate **LOVE**



Generate **ENERGY**



Inspire **AUDACITY**



Provide **PROOF**

A LEADER'S GREATEST OBLIGATION IS
TO MAKE POSSIBLE AN ENVIRONMENT
WHERE PEOPLE CAN ASPIRE TO
CHANGE THE WORLD.

- Carly Fiorina

THE EXTREME LEADER'S (RE)DO:

Do what you love
In the service of people
Who love what you do



Cultivate Love



This is the ultimate motivation for the Extreme Leader.

Ask yourself some question to get at the core of why you do what you do...

Why do I love what I do? /
What do I love about what I do?

Why do I love / What do I love about...
• My organization?
• What it stands for?

Why do I love / What do I love about...
• My colleagues?
• My team?

HOW DO I SHOW THAT LOVE
IN THE WAY I WORK,
SERVE AND LEAD?

Generate Energy

The Extreme Leader is a generator, a powerful force for action, for progress, and an enthusiastic believer in people and their capacity to do the awesome.



Energy Generators:

LOVE, GREAT IDEAS, NOBLE PRINCIPLES,
INTERESTING WORK, EXCITING CHALLENGES,
COMPELLING VISION FOR THE FUTURE

More Energy Generators:

Brainstorm some of the ways you, or other leaders you know, generate energy for self, the team, or the organization.

Current Action

How do you currently use these generators to energize your team, the organization?

Generate Energy

Ideas For The Future

What energy generators did you hear about from peers?
What are they doing, saying,? What are the mindsets or behaviors?
Capture ideas here.





Ask Yourself

What do I / we really do here?
What's the higher meaning
and purpose of our work?

What effect does my
action(s) have on the energy
of the people around me?

Purge the Energy Suckers

What is a daily or weekly event
or task that sucks your own
energy?

What are some tasks, policies
and / or procedures that suck
the collective energy of the
team?

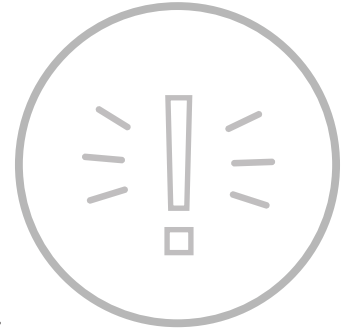
How do these things keep
the team from fulfilling their
goals and dreams?

What might we change to
increase energy?

Inspire Audacity

A bold and blatant disregard for normal constraints in order to change the world for the better.

A leader's greatest obligation is to make possible an environment where people can aspire to change the...



WORLD / WORLD

Change the World Guidelines:

- >> Define what you mean by "world."
- >> Act as though your every action has a direct impact on the world.
- >> Don't judge yourself based on the outcome of your efforts.
- >> Never try to do it alone!



Leadership IS ALWAYS SUBSTANTIVE AND RARELY FASHIONABLE.
IT IS INTENSELY PERSONAL AND INTRINSICALLY SCARY, AND IT REQUIRES US
TO LIVE THE IDEAS WE ESPOUSE – IN IRREFUTABLE WAYS –
everyday OF OUR LIVES, UP TO AND **beyond**
THE POINT OF **fear**.

OS!M

This is the moment you take the step forward, take the chance to change the world. The fear generated by the OS!M, and the courage to take it on, is what distinguishes the Extreme Leader.



Pursuing the OS!M

Think of a defining OS!M you've experienced. It can be personal or professional. Describe it.

What made pursuing this OS!M so challenging? What fears did you have? What constraints did you encounter?

Reflect on the moment you committed to the OS!M – the moment you decided to pursue it. What one word would you use to describe that moment?

Think about more recent successes you have had where you were able to draw on the initial OS!M to provide confidence that you could be successful. Describe those successes.

The Public OS!M is an important story for Extreme Leaders to tell. Consider your OS!M beyond the event—specifically, how do you want to share it? What do you want people to feel when they hear it? And what do you want them to walk away with?

[illegible]

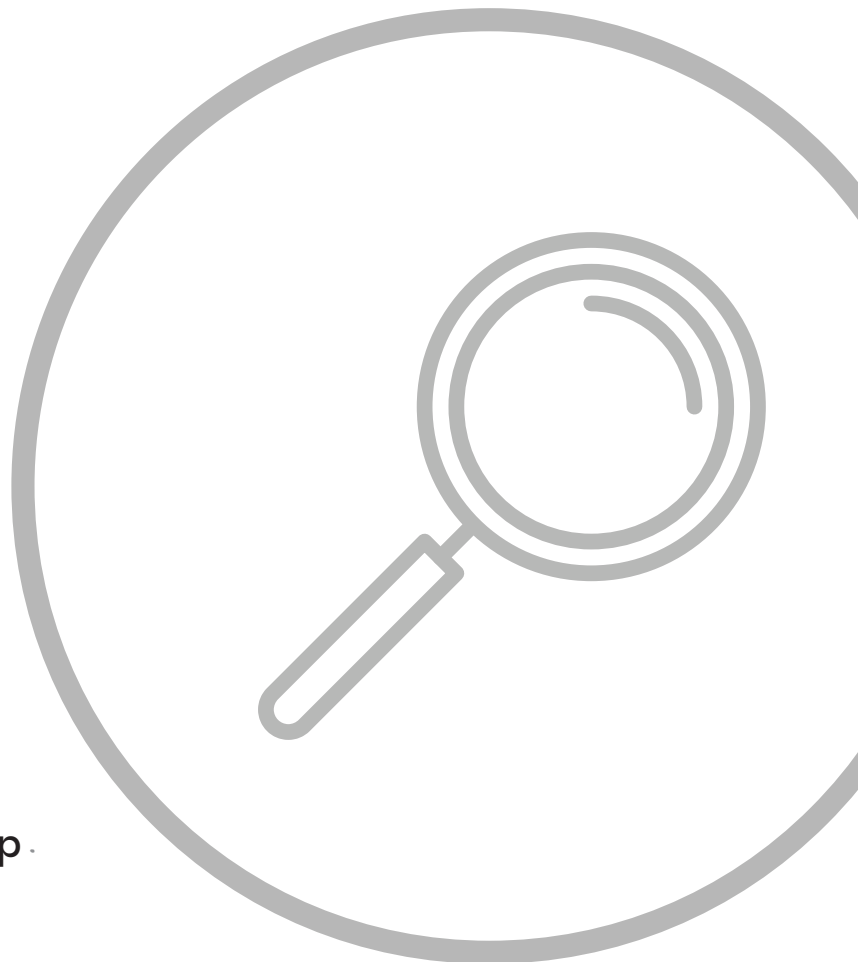
Provide Proof

Do what you say you will do. Make sure your actions and behaviors are consistent with your words and values.

Ways to provide proof...

- >> Prove It To Others
- >> Prove It To Yourself
- >> Prove It To Others That You Are Proving It To Yourself

WE ARE OUR OWN WORST CON ARTISTS
IF WE USE **safety AND security**
IN THE SAME SENTENCE AS **leadership**.



Provide Proof – The Interview

1 Prove it to Yourself

What are the OS!Ms in you past that resulted in your being where you are today?

What lessons did you learn in those OS!Ms that you continue, or should continue, to apply?

What would you keep the same in spite of a particular “failure?”
What would you change in spite of a particular “success?”

What potential opportunity for leadership is coming up that you can turn into your next OS!M? How will you pursue it?

2 Prove it to Others

What have you done today that shows your commitment to your colleagues / organization?
How have you changed the World/ world—even a little bit—today?



Prove it to Others (cont.)

What measurable, tangible evidence can you provide?

What will you do tomorrow to demonstrate the power of your commitment / conviction?

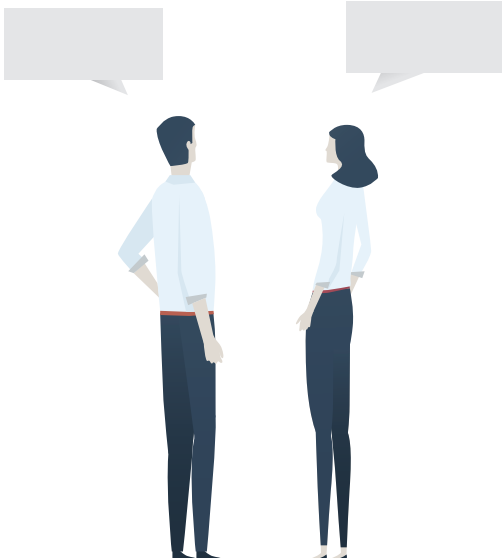
3

Prove to Others You are Proving it to Yourself

Choose someone at work to ask these questions.
Who is a trusted peer or team member?
When will you do this?

ASK OTHERS:

What do I need to do to improve as a leader?
Where are you feeling supported and energized?
Where am I screwing up? How can I get better?



Extreme Leader Action Plan

This action plan will help you apply the framework to cultivate Love for the idea / challenge / opportunity, generate the Energy necessary for success, inspire yourself and others to be Audacious in your efforts, and Prove that you're committed and making progress along the way.

1 Start *HERE*

Choose a current idea, project, goal, challenge or opportunity for your business, team, or organization. Summarize it in a few sentences.

2 Cultivate LOVE

I love this idea/challenge/opportunity because...

Others will love this idea/
challenge/opportunity because...

I will know that this idea/
challenge/opportunity is
successful when...

DO WHAT YOU LOVE IN THE
SERVICE OF PEOPLE WHO
LOVE WHAT YOU DO

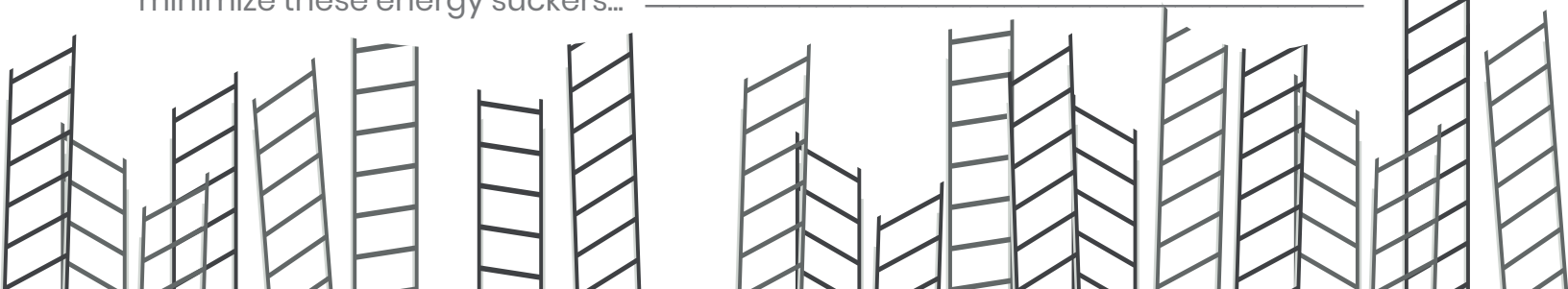
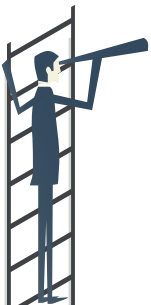
3 I will involve the following people in this change:

I will involve the following people in this change...

Actions I can take to align/
energize my team around this
idea/challenge/opportunity
include...

(Consider energy generators. Name the key actions, shifts in mindset or new behaviors you want to commit to.)

I will look out for, purge or minimize these energy suckers...



Cultivate LOVE
Generate ENERGY
Inspire AUDACITY
Provide PROOF



4 Inspire AUDACITY

The “normal” constraints that I/we need to disregard are...

My personal OS!M attached to this idea/challenge/opportunity is...

My fears about implementing this include...

The first step I will take to pursue this OS!M is...

5 Provide PROOF

The specific results I am seeking are...

One of the first milestones to reach this success is...

I will show my personal commitment to this idea/challenge/opportunity by...

FIRST STEPS I WILL TAKE...

FIRST PERSON I NEED TO ENLIST...

BY WHAT DATE...



OF ALL THE THINGS YOU COULD DO
WHAT ACTIONS, BEHAVIORS AND MINDSETS
WILL HAVE THE BIGGEST IMPACT ON YOUR LEADERSHIP STYLE,
ON YOUR TEAM, ON YOUR ORGANIZATION?

CONTINUE CULTIVATING YOUR EXTREME LEADERSHIP EXPERIENCE:

www.extremeleadership.com



Extreme Leaders. Award-Winning Cultures. Radical Results.

info@extremeleadership.com | (858) 513-4184

© Copyright 2019 The Extreme Leadership Institute, Inc. All rights reserved under United States, international and universal copyright conventions. Published in the United States of America, the United Kingdom, Canada, and other countries. Extreme Leadership, Inc. prohibits the reproduction of these printed materials in any medium without prior written permission from the publisher.
