

Borderless Leadership Encouraging Leadership from Within

Leadership – Walking the Talk

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Speaker: **Joe L. Gaskovski**

- Joe is the President of the Gaski Group, Professor and part-time coordinator at Seneca College (Faculty of Continuing Education and Training), and served previously in various Director level roles at Canon Canada. Joe's extensive leadership experience has supported individual, government and business successes alike.
- His diverse background includes facilitation, training, and personal coaching. Joe is recognized as an expert speaker-facilitator on leadership and has been invited to speak on such topics as: Leadership - Walking the Talk, Achieving Sales Excellence, and Personal Growth and Self-Mastery, for many organizations including the Town of Markham, City of Toronto, Canadian Standards Association, Conair Consumer Products, Whole Life Tradeshow, Atrium Group, Canada Millennium Scholarship Foundation, qData, and various MeetUp groups.
- Joe has also written leadership and success-related articles for Status Magazine and has appeared on Rogers Daytime TV discussing Excellence in Business Communication. In addition, Joe has been interviewed by several newspapers and magazines including; the National Post, The Globe and Mail, The Toronto Star, Alberta Venture Magazine, and others.
- Through his direct business experiences and motivational speaking style, Joe has inspired and personally trained thousands of individuals from many organizations including: IBM, National Post, RBC Dominion Securities, Xerox, Canon, Seneca College, The Ontario AIDS Network, Kraft Foods, CAA, Foundation, Mylan Pharmaceuticals, Hunter Douglas and many others.

Key Points

Commitment ... Fighting the temptation to compromise

Honesty ... Building a reputation of one who tells the truth

Accountability ... Taking ownership for one's actions

Respect ... Treat others with dignity

Courage ... Follow your conscience instead of the crowd

Integrity ... Choose rightness over ease and convenience

What do these points have to do with leadership?

What is Great Leadership About?

It is about ...

- Ordinary people (leaders) who accomplish extraordinary things

Key concepts from “Good to Great” (Jim Collins - 2001) include:

- Good is the enemy of great
- The process of transformation emerges through 3 stages:
 - Disciplined people – the right people
 - Disciplined thought – Hedgehog, Stockdale
 - Disciplined action – culture of discipline

Qualities of a Level 5 Leader:

- Blends extreme personal humility with intense personal will
- Displays great resolve to do what-ever needs to be done
- Demonstrates incredible ambition – first/foremost for the institution
- Is modest and willful, humble and fearless
- Has ferocious resolve and stoic determination to do what must
- Gives credit when things go well and never blames bad luck

It is Possible When One:

- Is self-reflective
- Engages in conscious personal development
- Has a mentor (a great teacher, loving parents, support network)
- Realizes that status/authority come from your leadership ability
 - Not your position
- Recognizes that you can't manufacture passion or "motivate" others to feel passionate ... you must inspire them

The Transformation

- Never happened in one swoop
- Looked dramatic, almost revolutionary (from the outside), but was more like an organic process
- Was not about a need to change, but a need to evolve
- Followed the flywheel cycle:
 - Step forward, consistent with your Hedgehog Concept
 - Accumulation of visible results
 - People line up, energized by the results
 - Flywheel builds momentum

Transformation from Talk to Walk

This is the Hero's Journey from Deep Change (Robert Quinn – 1996):

- This is a story about individual transformation, this is your journey!

Upon embarking on this journey you must:

- Leave the world of certainty
- Courageously journey to strange places with many risks
- Face new problems that require new ways of thinking
- Choose to engage and resolve the problem/situation
- Surrender your present self and step outside old paradigms
- Think differently
- Continue to reinvent the “self”
- Experience a paradigm change and an “expansion of consciousness”
- Only then do you become aligned and transformed

What Can You Do?

Walk the Talk!

- Stay true to your core principles
- Create a clear vision of where you want to go
- Share your vision – inspire others
- Be prepared to begin, again!

- **Question, Answers and Open Discussion**

Thank You!