

Crucial Characteristics of the Aspiring Leader

Josh Allison, CUDE

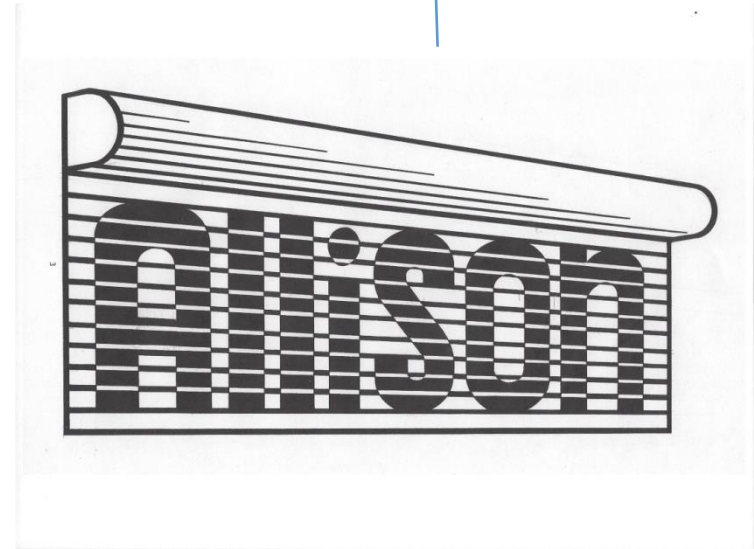
Think*Café*

Oh hi, nice to meet you!





ThinkCafé



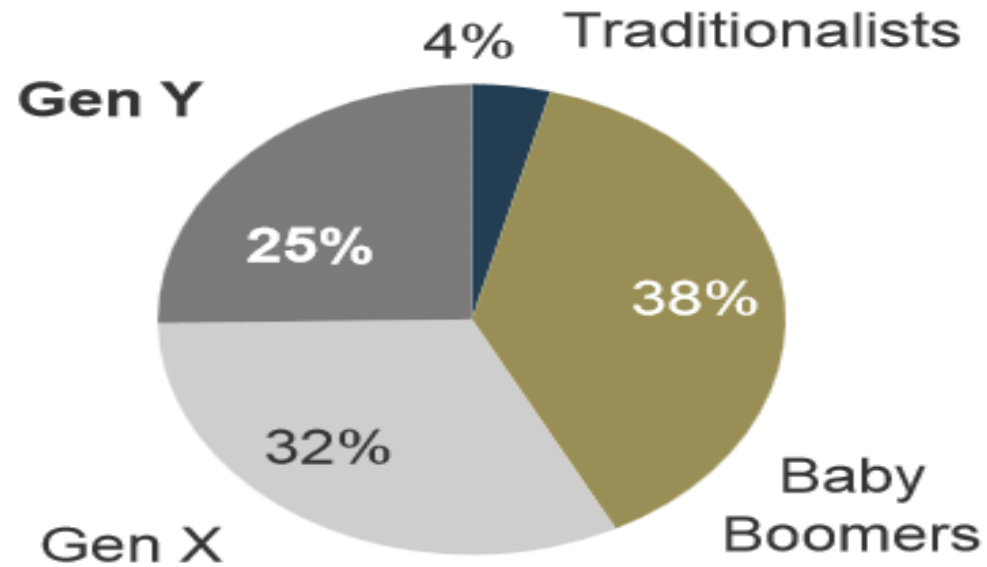


Your opportunity is real...

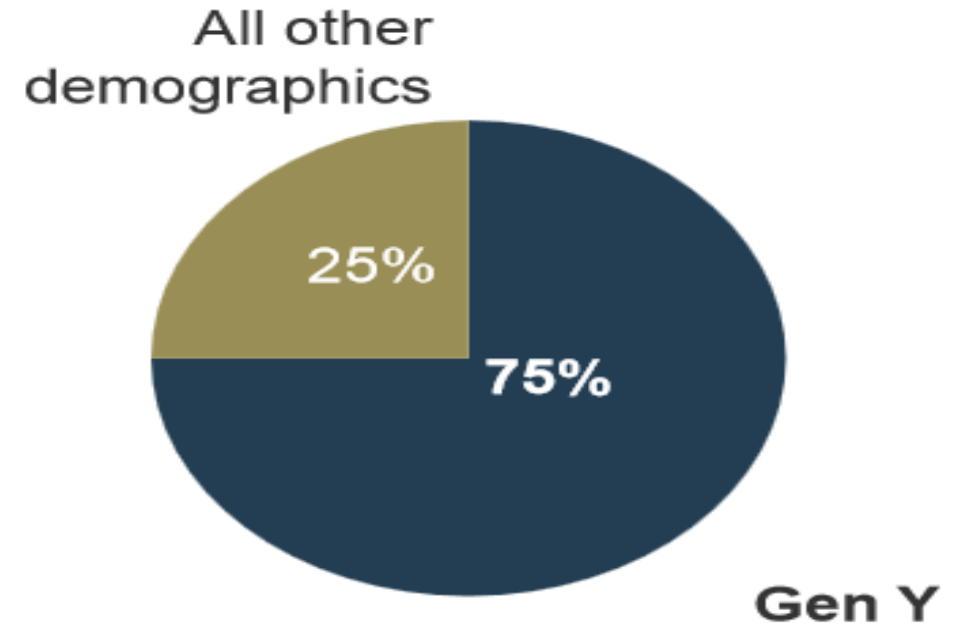
“17% of credit union CEO’s with \$100 million or more in assets plan to retire in the next five years.”

“52% of CU CEOs Eligible to retire
Within 10 years.”

North American Workforce Population by Generation in 2010



North American Workforce Population by Generation in 2025



Who will be chosen to lead? | Why?

BIG IDEAS

for succeeding at work

A dark mug of coffee sits on a white, textured cloth. The background is dark and out of focus. Overlaid on the image is a quote in white, serif, all-caps font. The quote is enclosed in large white quotation marks at the top and bottom.

“

SUCCESSFUL WORKPLACE
LEADERSHIP STARTS IN THE
MORNING.

WITH YOUR FAMILY.

”

*2

SPEAK and THINK well of
others

“When we speak well of those who **are not** in front of us, we build trust with those who **are**

“I’m an open book, but that’s MY story to tell!”

*2

Leverage humility

Leverage | Humility

We don't know what we ...

Humility acts as a buffer...

You fall harder from pedestals of...





Pride destroys leadership loyalty

- Josh Allison, Founder ThinkCafe.

Have a
positive attitude

*3

1,500 PEOPLE LONG TERM STUDY



101 Millionaires



20 YEARS LATER



1 millionaire



100 millionaires

70% of these millionaires never went to college

70% of those who became CEO's graduated in the bottom half of their class

“Attitude, more than their aptitude, determined their altitude...”

Pessimist
Life-Lenses



Personal. Permanent. Pervasive.

Optimist
Life-Lenses



Transient. Situational. Specific.

“

**Who would I be, if I
were present and
accepting of what is, in
this moment?**

”

Anger vs. Acceptance

vs.

Frustration vs. Inquiry

pursue mentors

*4

Mentors | Intentionally pursue | TWO Types

What you want to
do...

Who you want to
become...

Sent: Thursday, October 9, 2014 3:59 PM
To: Josh Allison <josh.a.allison@gmail.com>
Subject: Re:

Hey Josh,

I understand the days of doubt. I had too many to count. It's hard sometimes to see the gift that others see in us. But you definitely have it. And if I can do this, YOU can do it 10 times better, friend. So, can you?

Can you? Absolutely! You work hard. You're Josh f-ing Allison! And you have a ton of people looking out for you. So that's a dumb question and you know it so let's move on to the second one.

Why you? You are talented, a wealth of ideas and inspiration and the world deserves those gifts. So, stop robbing the world of them - it's not fair.

Who would hire you? Any company in the world with some sense and some change.

Why? You will make them and the people who work for them better through your ideas and your Josh-y inspiration in only a way you can deliver. You'll work hard for them and you'll make them successful. You'll consistently over-deliver, create a wow experience that will get them talking to others. If you don't know the answers, you'll in your own resourceful way - find the right one.

And this experience will then lead you to a new experience where you'll rediscover that "why" all over again. And once you've nailed that it will lead you to another adventure where you'll rethink it again. This is the journey of starting a new business and it's magical.

"Twenty years from now you will be more disappointed by the things you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover."

You got this! :) And I'd jump in that boat with you any day. It's going to great places.

Leverage the
Feedback Loop

*5



Based on a global survey that SuccessFactors conducted in partnership with Oxford Economics, millennials typically want feedback 50% more often than other employees. They expect feedback from their managers, and they want it monthly, not quarterly or annually.



19%

Only 19% of millennials say they receive routine feedback

17%

An even smaller percentage of millennials (17%) say the feedback they do receive is meaningful

FOUR STATS THAT SUM UP THE MANAGER:EMPLOYEE BREAKDOWN

69%

of leaders
confessed to
being
uncomfortable
communicating
with their staff.

37%

admitted to being
uncomfortable giving
direct feedback to an
employee if they
believed that person
would respond in a
negative way.

20%

struggle to recognize
employee's
achievements

16%

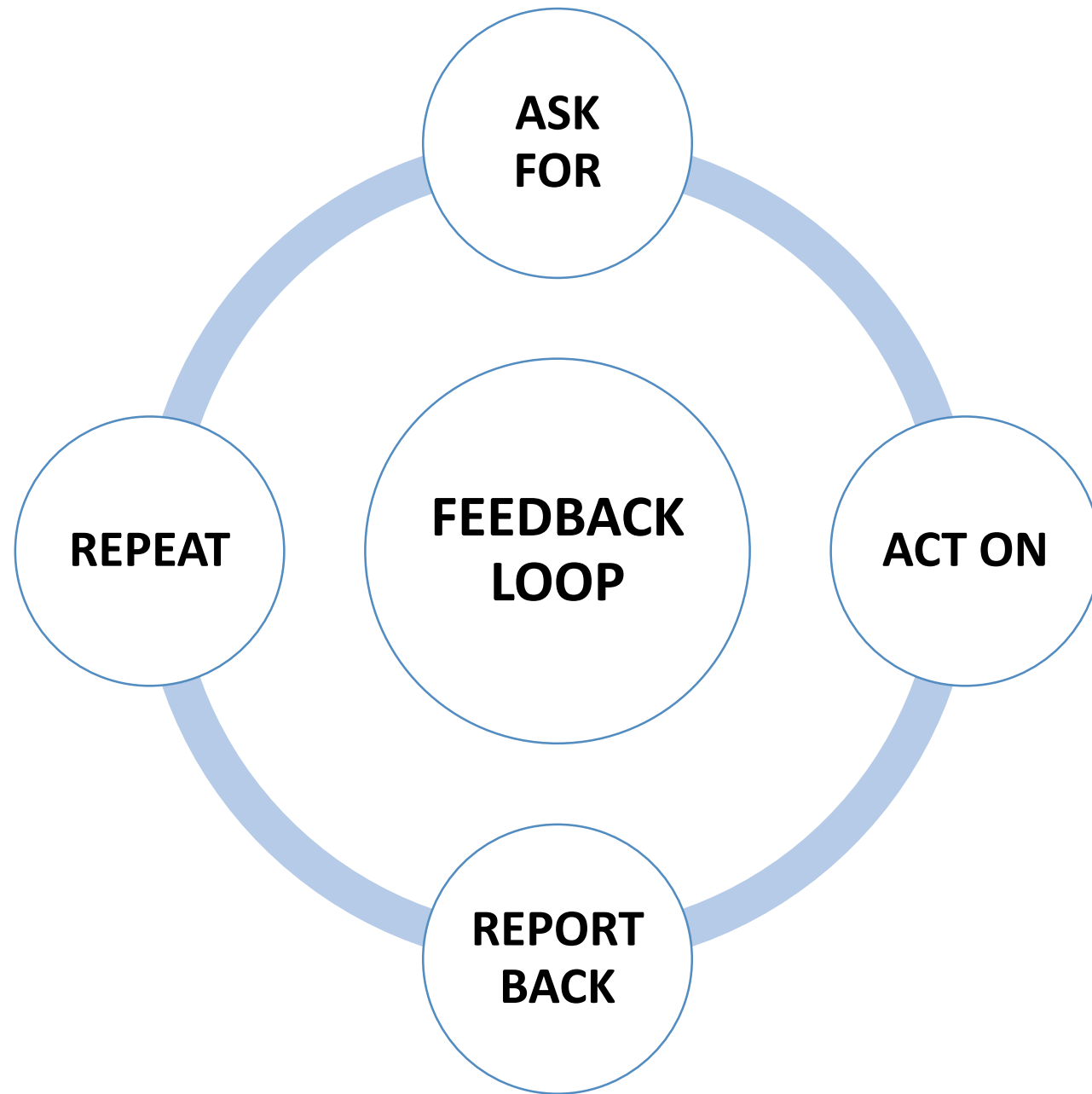
have difficulty crediting
others with good ideas.

but...



81% of employees would rather join a company that values "open communication" than one that offers perks such as top health plans, free food, and gym memberships





AS AN **EMPLOYEE**, ASK THIS | Frequently

“What should I be working on to become a better professional – where do I need to improve?”

AS AN **MANAGER**, ASK THIS | Frequently

“What should I be working on to become a better manager, to set you up for success?”

Express Gratitude

*6

*Gratitude has
a crazy ROI*

Express Gratitude | Frequently

We are never the sole reason for our success.

Random | ACTS

Practice random acts of...RIGHT NOW!

reflect, then text

Become an advocate
of others



LEADERS who SPEND their
TIME BUILDING the success
of OTHERS find they don't
need to build their own.

ad-vo-cate

:one that pleads the cause of another; *specifically* : one that pleads the cause of another before a tribunal or judicial court

:one that defends or maintains a cause or proposal

:one that supports or promotes the interests of another

Merriam-Webster

YOU CAN MAKE MORE FRIENDS
IN TWO MONTHS BY BECOMING
INTERESTED IN OTHER PEOPLE
THAN YOU CAN IN TWO YEARS
BY TRYING TO GET OTHER
PEOPLE INTERESTED IN YOU.

DALE CARNEGIE

“Seek first to understand,
then to be understood.”

- Covey

*The Reciprocal Law of Leadership**

SELFISH LEADERS CREATE SELFISH TEAMS

*

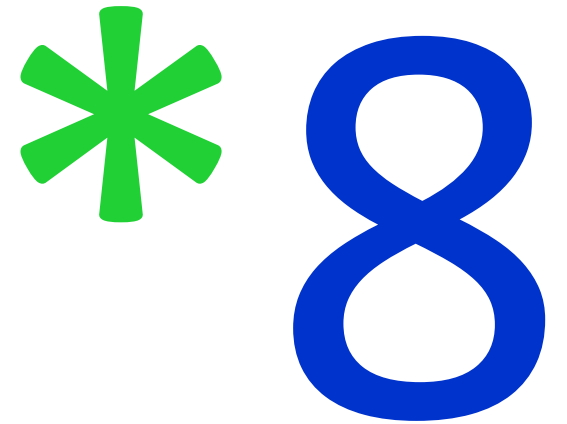
SELFLESS LEADERS CREATE SELFLESS TEAMS

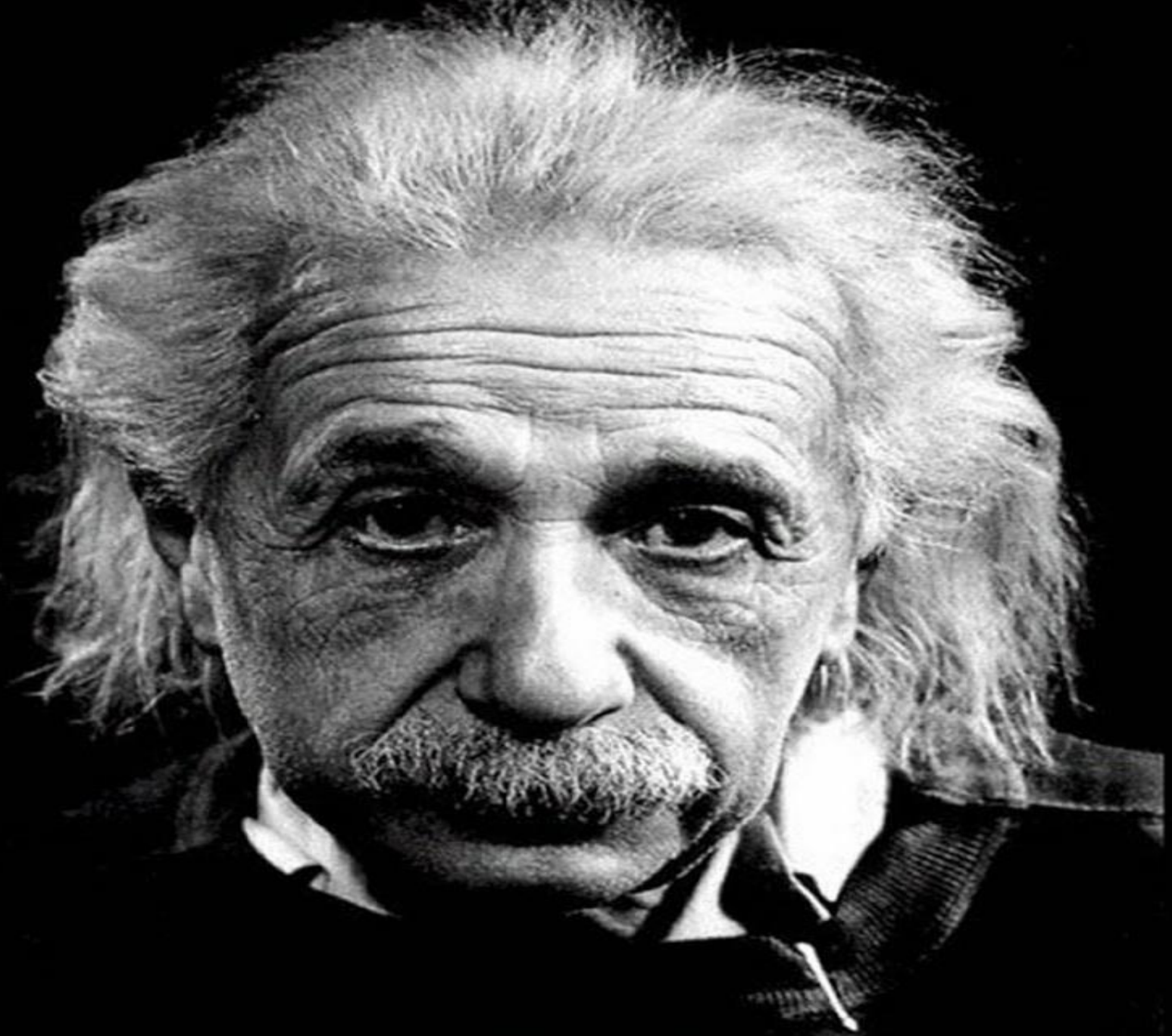
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SELFISH LEADERS WILL ALWAYS STRUGGLE TO
CREATE AND SUSTAIN SELFLESS TEAMS

JOSH ALLISON

Grow your E.Q. –
I.Q. is commoditized





We are all...

Google

https://www.google.com/?gws_rd=ssl

Google

how long are you contagious for |

- how long are you contagious for **with a cold**
- how long are you contagious for **with the flu**
- how long are you contagious for **with mono**
- how long are you contagious for **with hand foot and mouth**

Press Enter to search.

Google

https://www.google.com/?gws_rd=ssl

Google

how do i make hol|

- how do i make **holy water**
- how do i make **hollandaise sauce**
- how do i make **hollandaise sauce from scratch**
- how do i make **holes in my jeans**

Press Enter to search.

When was war of the worlds w... +

https://www.google.com/?gws_rd=ssl#q=When+was+war+of+the+worlds+written

Google

How do i replace a r|

- how do i replace a **roof**
- how do i replace a **radiator**
- how do i replace a **rotted window sill**
- how do i replace a **rainbird sprinkler head**

Press Enter to search.

“

People with the **HIGHEST** levels of intelligence (IQ) outperform those with **AVERAGE** IQs only **20%** of the time, while people with average IQs outperform those with **HIGH** IQs **70%** of the time

”

IF smart isn't the advantage,
what is?



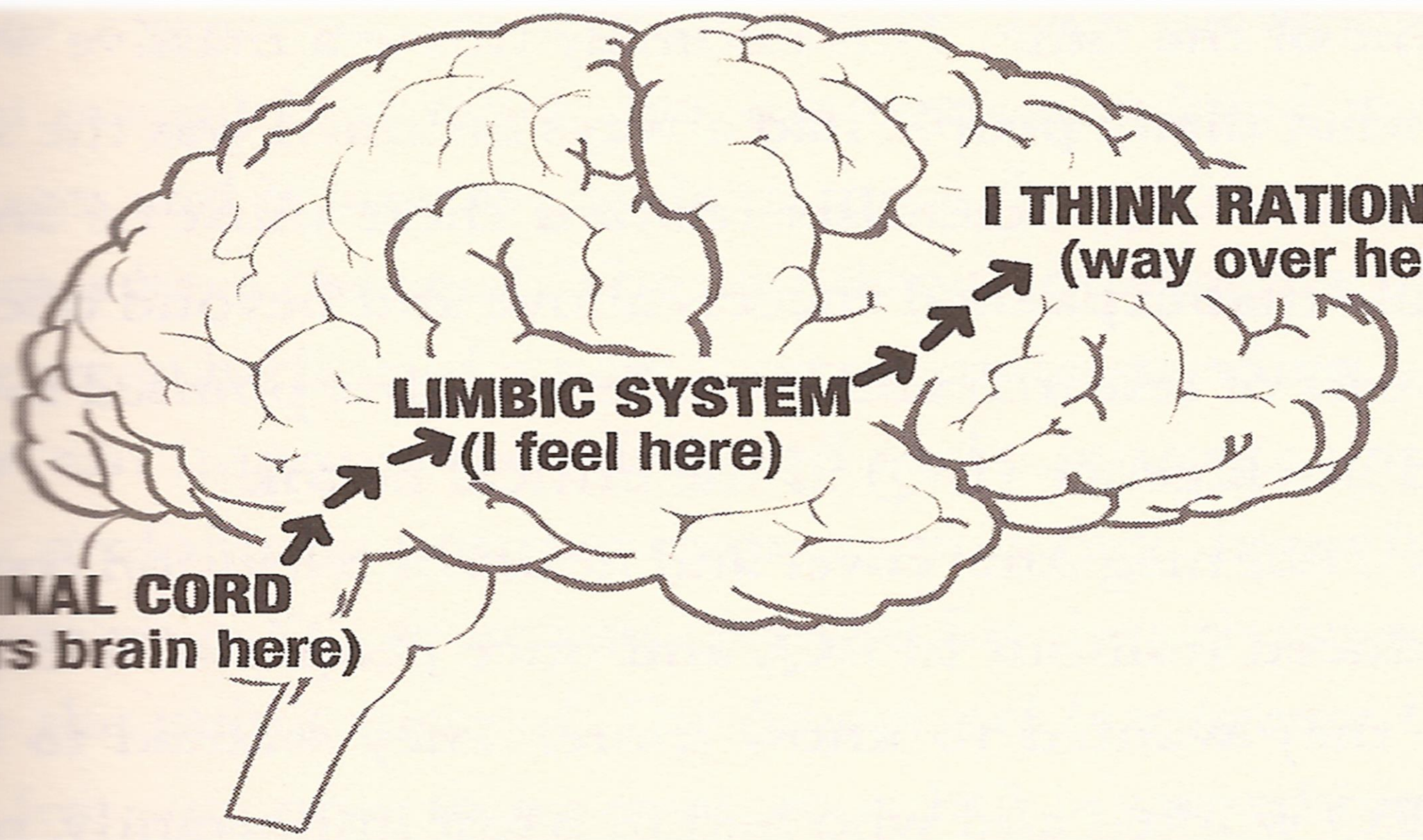
IQ vs. EQ

“

Only **36%** of the people we tested are able to accurately identify their emotions *as they* happen.

This means that ***two thirds*** of us are typically controlled by our emotions and are not yet skilled at spotting them and using them to our benefit

”



I THINK RATIONALLY
(way over here)

LIMBIC SYSTEM
(I feel here)

SPINAL CORD
(enters brain here)





#jump



Remember,
He's within
arms length"
7/17/2012



RESPECT YOUR DREAMS

Kid CO.

Open

FRESH

AND CHASE WHAT MAKES YOU FEEL ALIVE



TAKE LITTLE STEPS
TOWARD BIG GOALS,



EVERY DAY



WE CAN ALL LEAD OTHERS IN SOMETHING, ...

AND WE DO.

Final Thoughts:

- Buy-in to being about others
- Feedback is critical – for both leaders and followers
- Respect your dreams, others, and chase what makes you come alive

Let's Connect!

Josh Allison, CUDE

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509.868.3699

Think*Café*