



## Leading From The Middle, Why Middle Managers Are the Heart of Your Organization

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# Welcome!

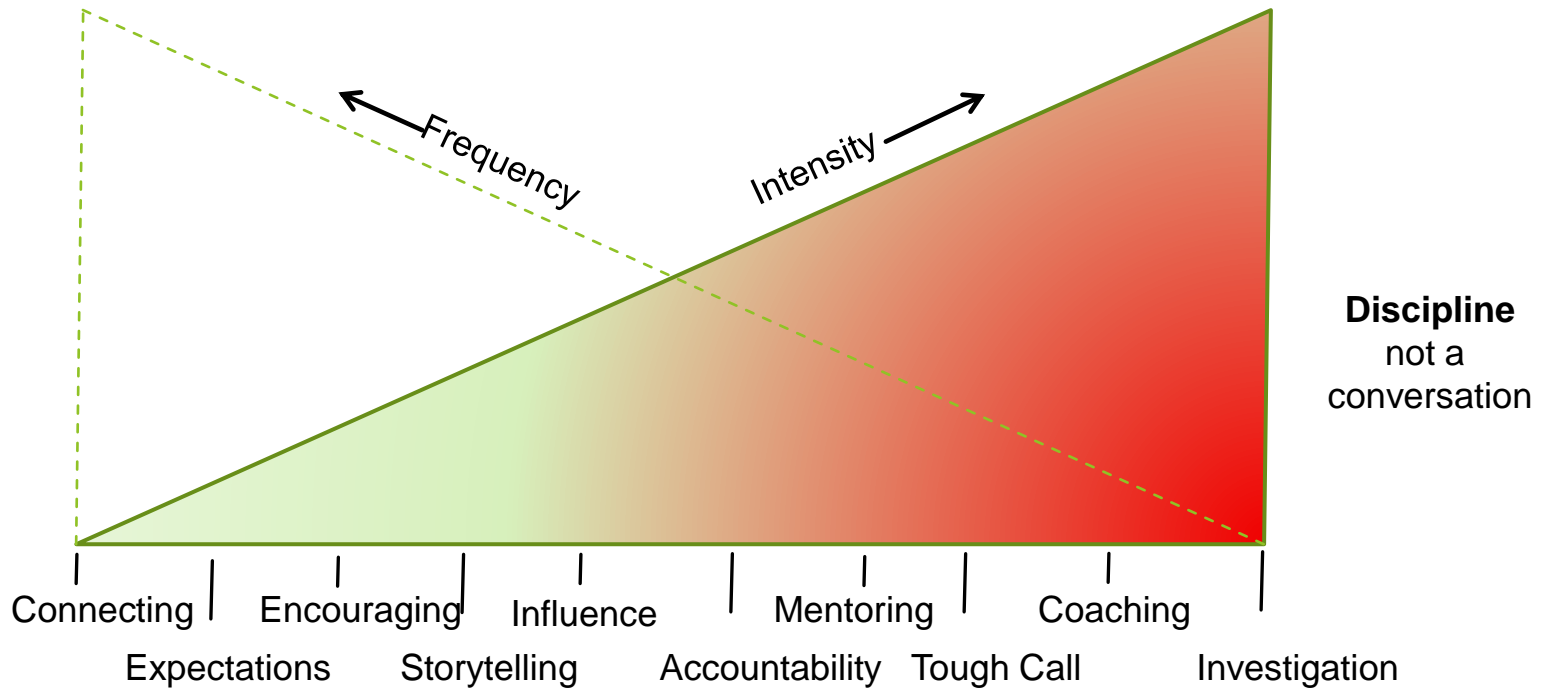
- ▶ Announcements
- ▶ Introduction



# The Art of Influence



# Ten Essential Conversations



# Self Reflection

1. Am I the problem?
  1. Do I bring drama
  2. Does a culture of crisis follow me
  3. Am I a victim
  4. Do I spend 80% of my time listening
  5. Do my judgments of others cloud my actions
  6. Do I lack executive presence

# Five key leadership questions

1. Have I separated the stimulus and my response
2. What needs to change, be different, improved, created or stopped?
3. Do I believe I can change things for the better?  
(attitude and belief)
4. Am I clear about what needs to be worked on next?  
(direction and priorities)
5. Am I organizing my resources to work on those next thing(s)? (leading your day)

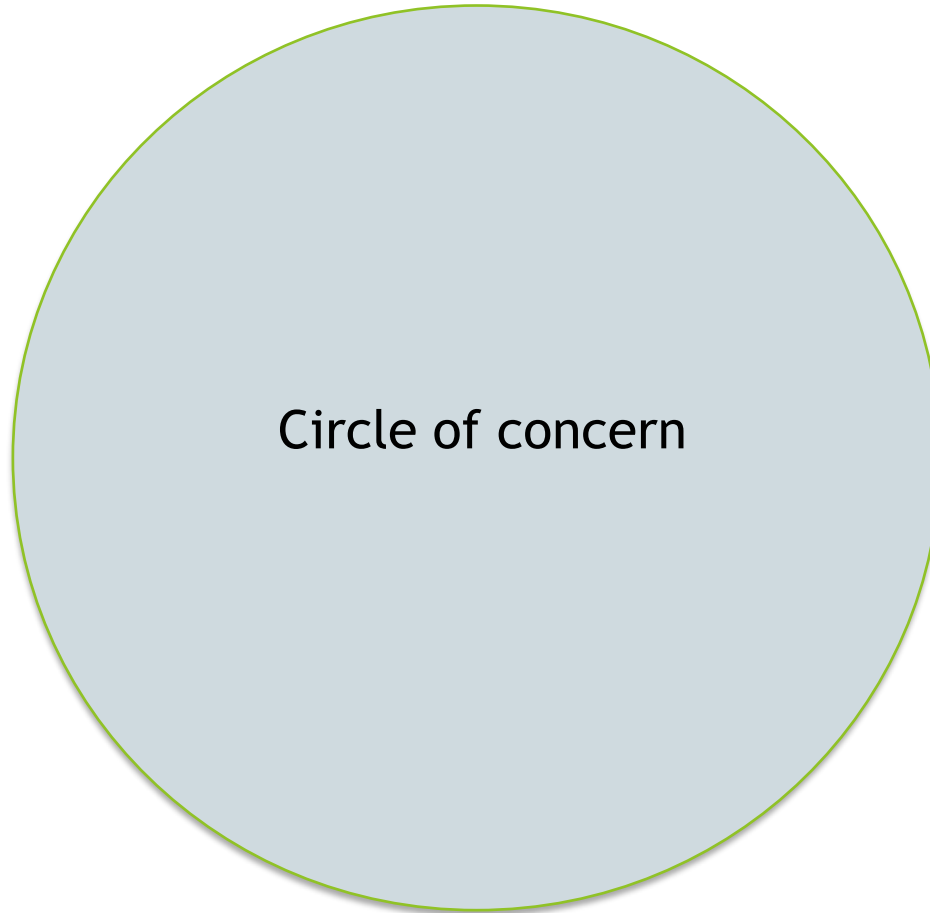
# Are you a victim (victima)? 1

## Victim mentality

seeing yourself as a victim of the negative actions of others  
beginning to think, speak and act as if you are

- ▶ Powerless
- ▶ Blaming others
- ▶ No choices
- ▶ Can't effect change
- ▶ Negative (angry, sad, flat)

No concern

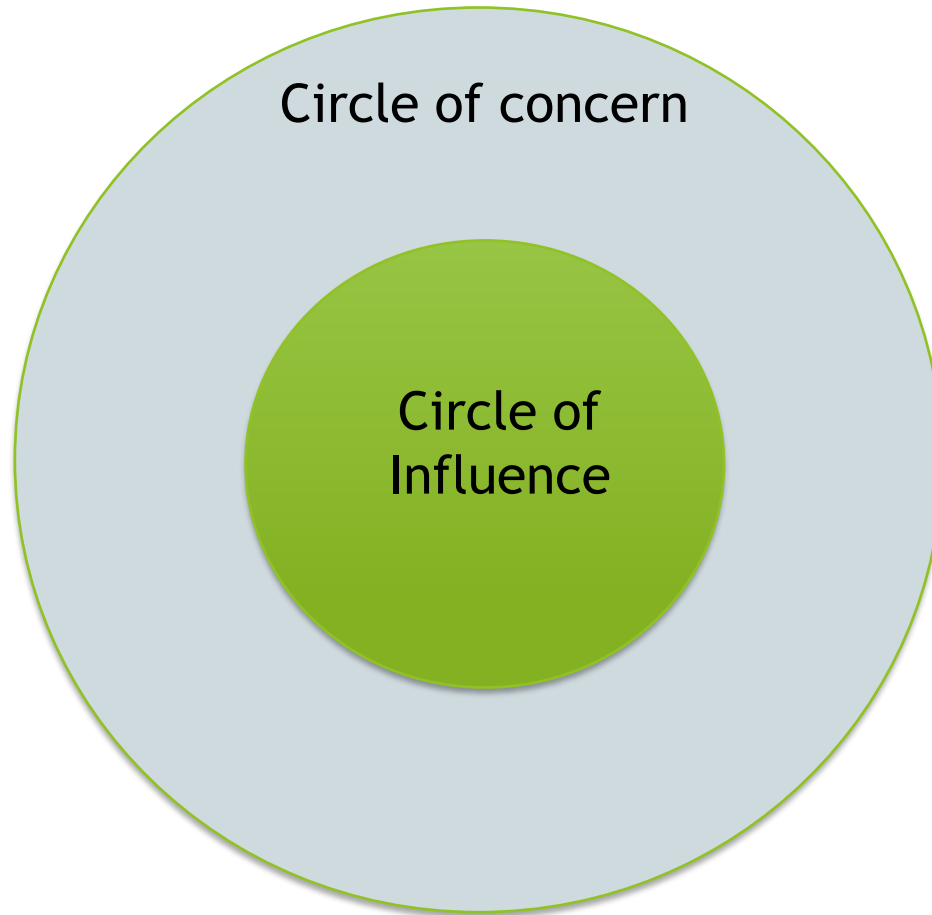


Circle of concern

No concern



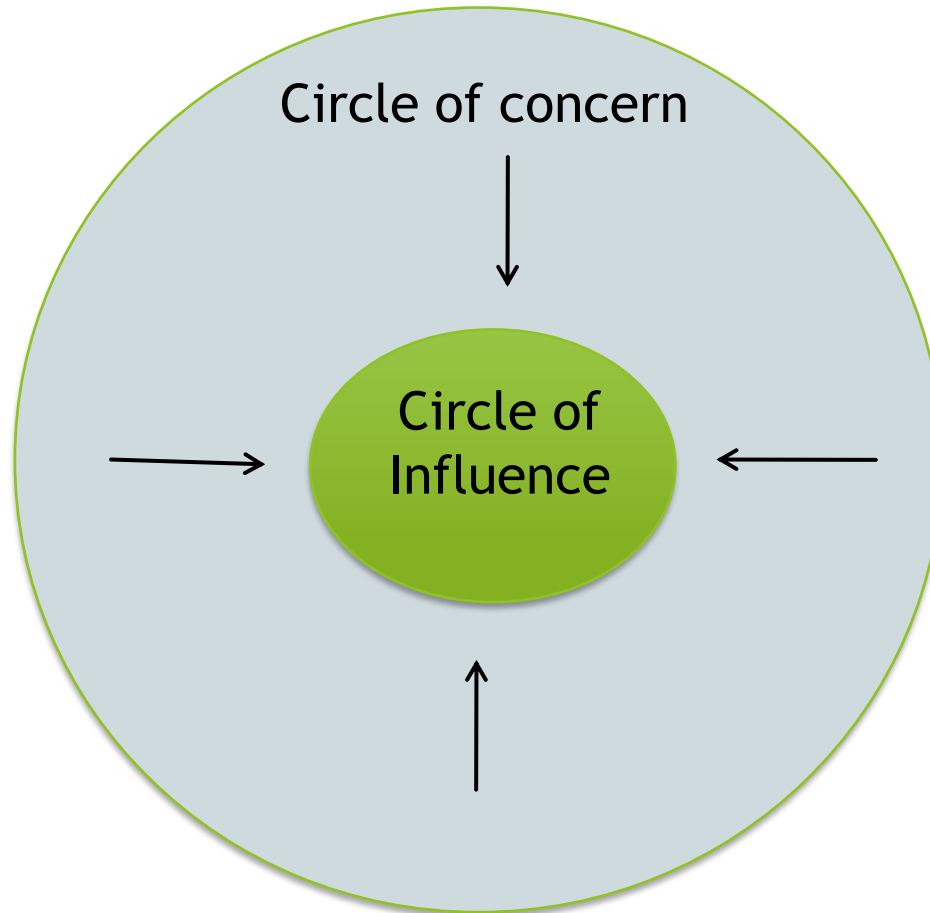
No concern



No concern

# Reactive Negative Focus

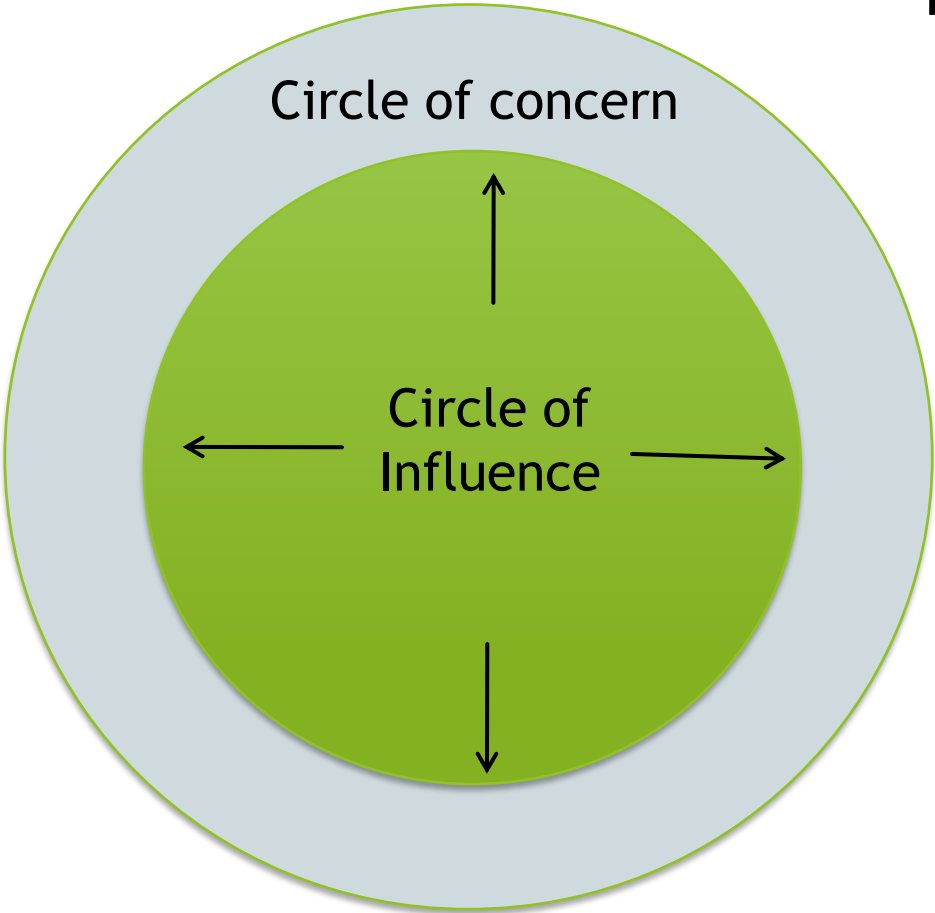
No concern



No concern

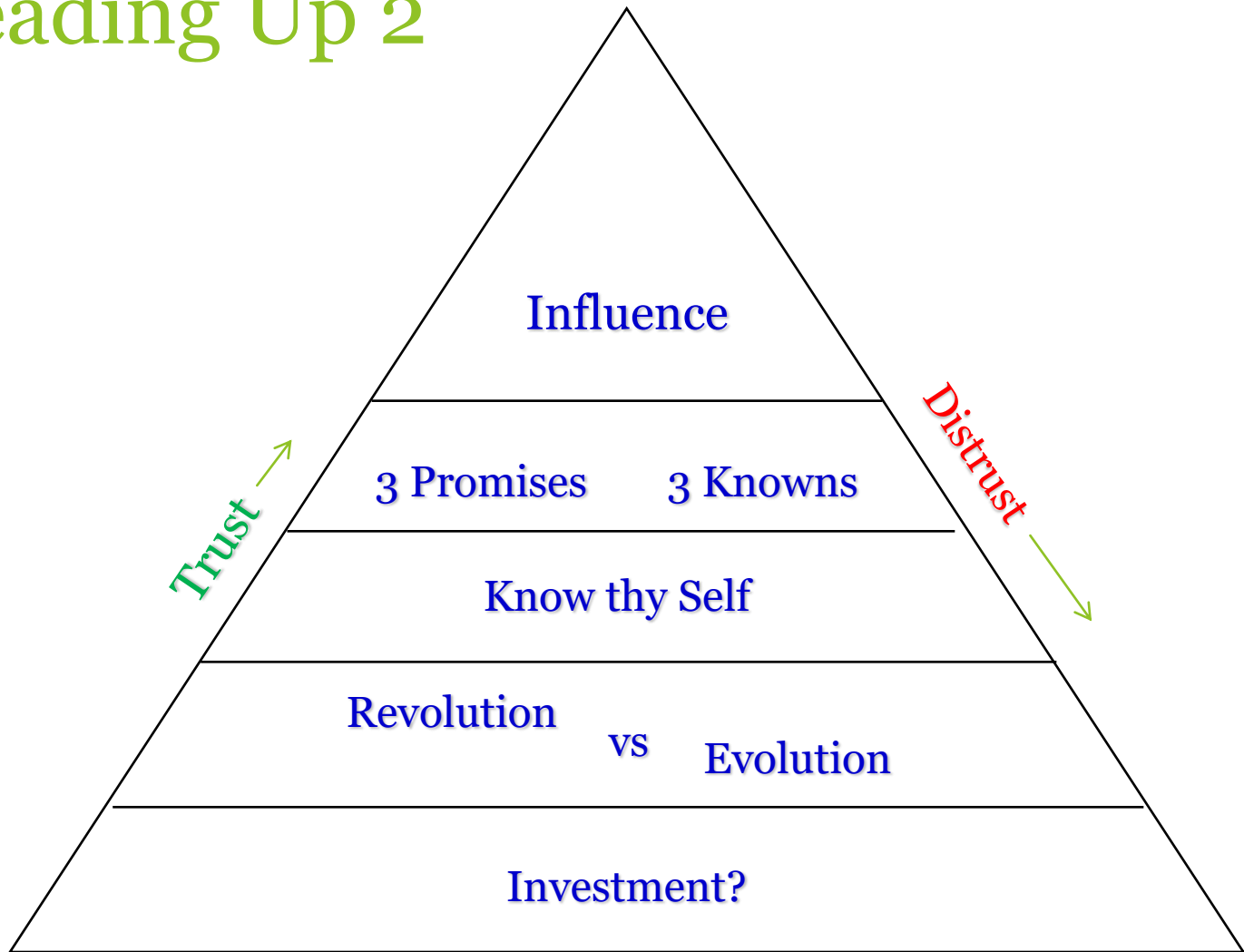
# Proactive Positive Focus

No concern



No concern

# Leading Up 2



# How to know if its not working

- ▶ Chronic not listening
- ▶ Disrespect, Shame, blame
- ▶ Chronic lack of back up
- ▶ Deal breakers

# Scenario Discussion: Whistleblower

- ▶ Role play
- ▶ COVID-19 regulations and compliance concerns.

# Discussion Points

- ▶ What does this scenario represent based on what we've discussed today?
- ▶ What are your choices when it comes to being influential?
- ▶ What would you have done differently?



# Questions?