



April 30-May 2, 2013  The Peabody-Orlando  Orlando, Florida



A large green rectangular sign with a white border and four white screws. It contains the text 'LEADERSHIP' and 'SUCCESS' in white, all-caps, sans-serif font, followed by a large white arrow pointing to the right.

LEADERSHIP
SUCCESS →



THE VOICE OF FOOD RETAIL 



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Transforming from a Manager to a Leader





Session Objectives

- Outline the evolution from the “manager” role to the “leader” role
- Review the behaviors associated with leaders of “impact”
- Identify key areas of focus to build new capabilities
- Outline a plan of action





Manager



Leader



“In the future, the real core competency of companies will be the ability to continuously and creatively destroy and remake themselves to meet customer demands.”

Noel Tichy



Manager



Leader





Things Have
Changed



How do the
changes impact
the role that you
play ?





- Researchers (Bennis & Nanus, 1985) suggest that there are differences between leaders and managers.
 - “To *manage* means to bring about, to accomplish, to have charge of or responsibility for, to consider!”
 - “*Leading* is influencing, guiding in direction, course, action, opinion.”
 - *Leaders* are people who do the right thing.



Business
Leadership



People
Leadership



Organizational
Leadership



Self
Leadership



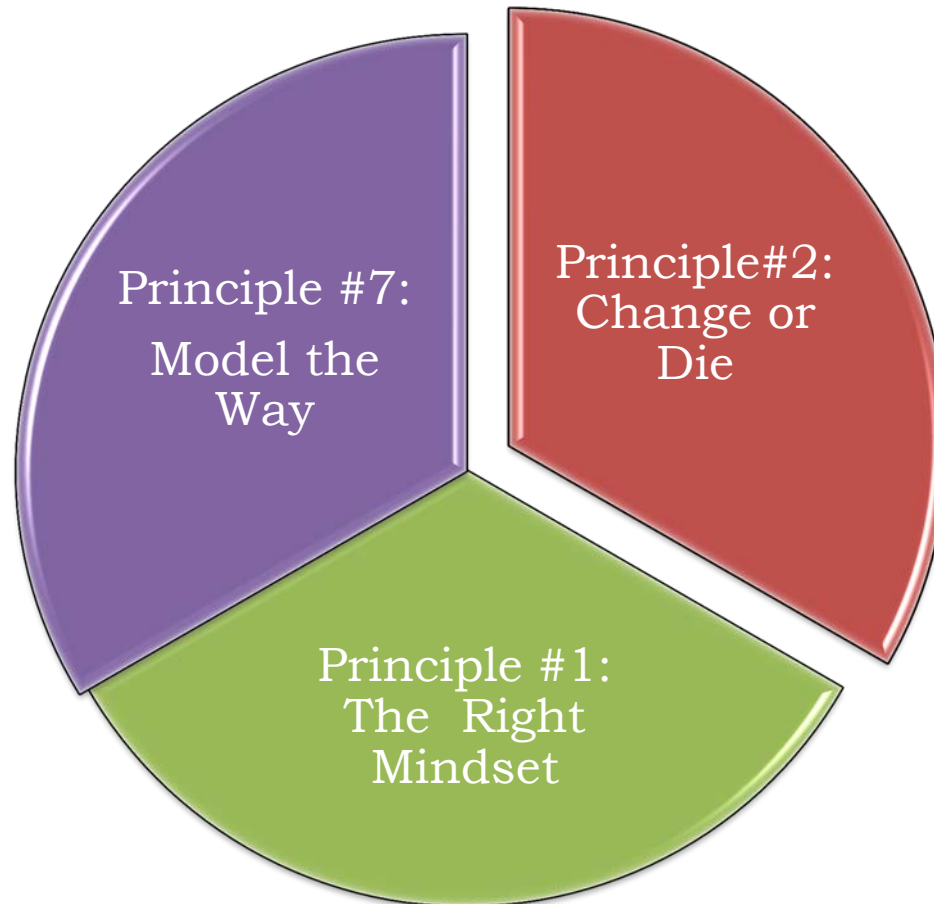
The Right Principles

- **Principle #1:** Developing the Right Leadership Mindset
- **Principle #2:** Change or Die!
- **Principle #3:** Building New Capabilities
- **Principle #4:** Reshaping Reality:
Creating Purpose Driven Teams
- **Principle #5:** The Customer Connection
- **Principle #6:** A Leader of All People, Not Just of Some People
- **Principle #7:** Modeling the Way
- **Principle #8:** The True Key to Sustainability: Culture
- **Principle #9:** Embedding Excellence
- **Principle #10:** The IMPACT Factor





Self Leadership



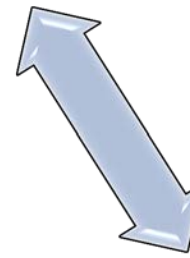
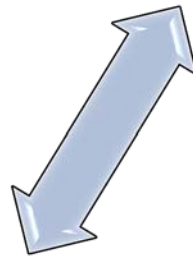


Business Leadership

LEADERSHIP SUCCESS



Principle # 5:
The Customer
Connection:
It's A Relationship



Principle # 3:
Building New
Capabilities:
The Customer
Experience



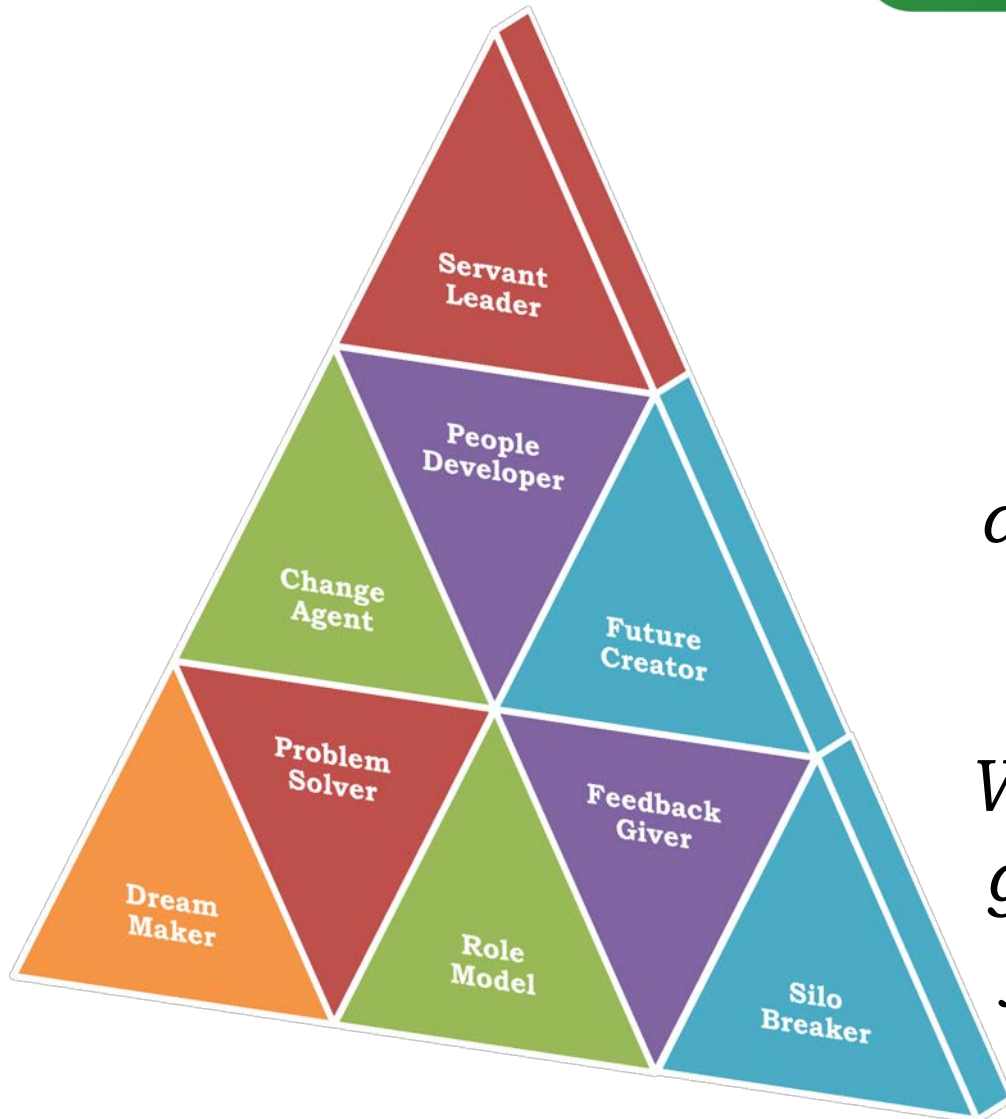
Performance and
Profits



The Role of Leaders Today

Find a partner and discuss the following question:

What areas represent growth opportunities for you to become a better leader?

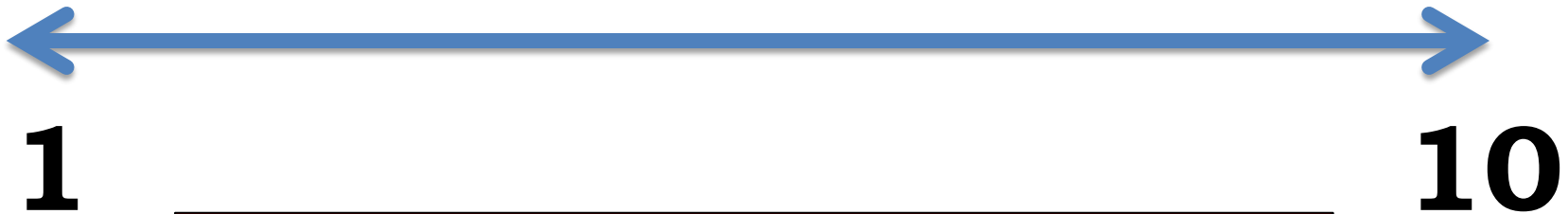




Organizational Leadership

Principle #8: The True Key to Sustainability: Culture

Principle #9: Embedding Excellence



Where does the culture that you have created stand?



Teams that Produce...

Annual surveys by *Fortune* and the Hay Group still find that the world's elite organizations share one thing: corporate cultures that value people and how they learn.

The ability to predict changes in the marketplace

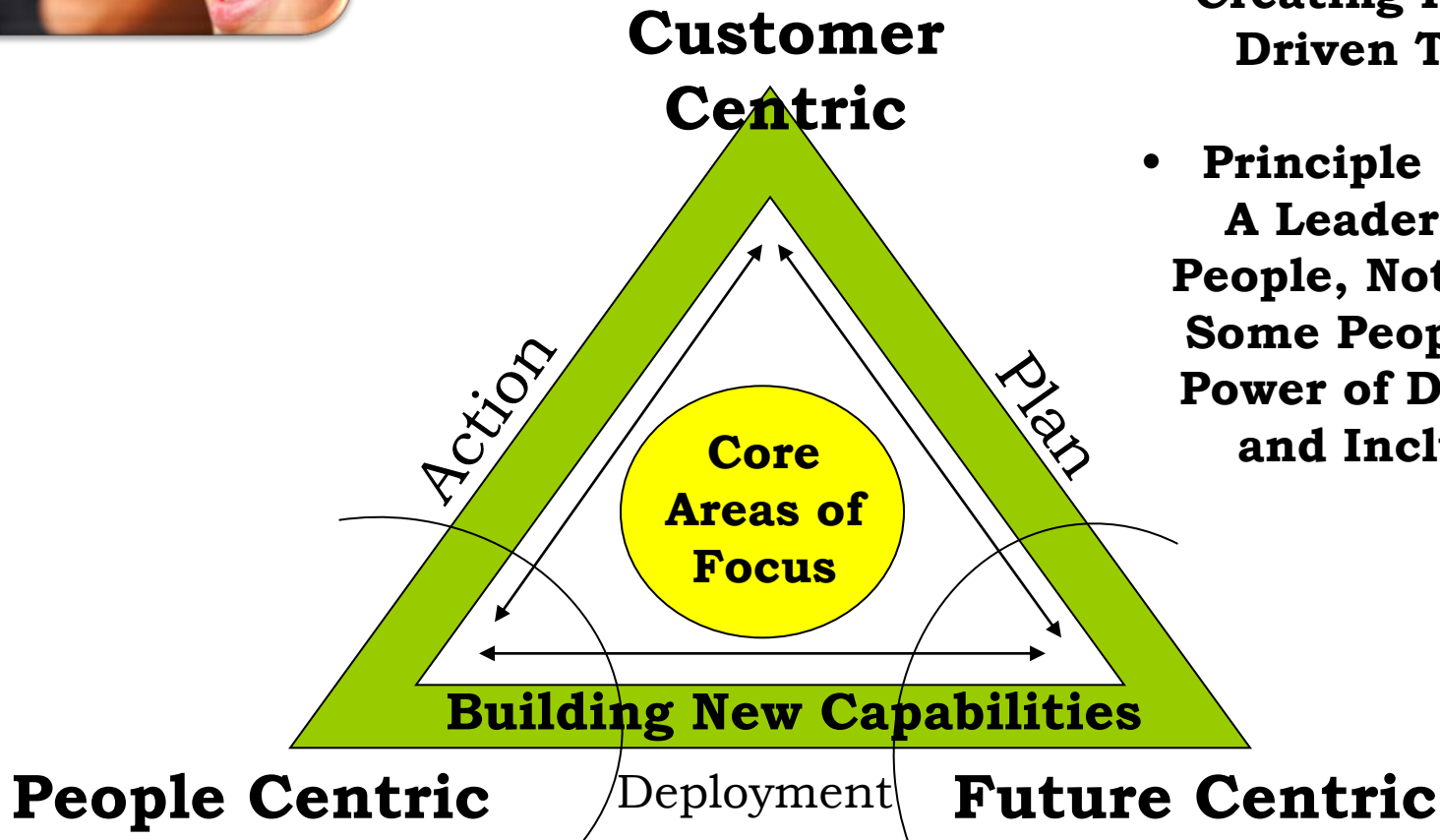
The ability to adapt to the changes

The ability to capitalize quickly



People Leadership

- **Principle #4:**
Reshaping Reality:
Creating Purpose
Driven Teams
- **Principle #6:**
A Leader of All
People, Not Just of
Some People- The
Power of Diversity
and Inclusion





Leaders as Teachers

Principle #10: The IMPACT Factor



You Make a Difference



Great Leaders Learn Forever





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Learn • Grow • Achieve



QUESTIONS

