Developing Next-Gen Leadership

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Next-Gen Leaders & High Performance Mindsets
Mindsets determine our outcomes.

Story Time: The Farmer

Growth Mindset vs Fixed Mindset
Appreciative Mindset

- Discover
  - The best of what is – and what makes it that way
- Dream
  - What could be – the vision for the future
- Design
  - A plan – to realize the vision, based on best practice
- Deliver
  - On what will be – make the plan sustainable

Leadership Mindset

SCARF

- Security
  - Relative importance to others
- Certainty
  - Ability to know and predict the future
- Autonomy
  - Sense of control over events
- Relatedness
  - Sense of safety with others
- Fairness
  - Fair exchange between people
Common Cognitive Distortions

Our current mindsets are not always accurate. When we recognize that our inaccuracy may be disabling us, we can begin shifting our mindsets.
Story Time: The Wolf You Feed

“I need to spend less.”
vs. “I need to earn more.”

Are you adding value?
Are you making someone else better?
Are you enhancing your client’s experience?

“I can’t” vs. “I won’t.”

Are you willing to perform beyond your job description?
Collaboration or Competition?
Do you embrace challenge?
“I failed.” vs. “I learned.”

(First) Attempt (In) Learning
Are you cultivating an environment where people are safe to fail?
Are you willing to take a risk?
Are you open to feedback?

Next-gen Myths

“Millenials don’t work hard enough.”
“I can’t keep people for more than 2 years.”
“I gave her a raise! What more does she want?”
“Increase shareholder value!”

Questions?
Thank you!

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