


LEADING THROUGH TRANSITION WITH P.E.A.C.E

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ENVIRONMENTAL

U. S. STEEL

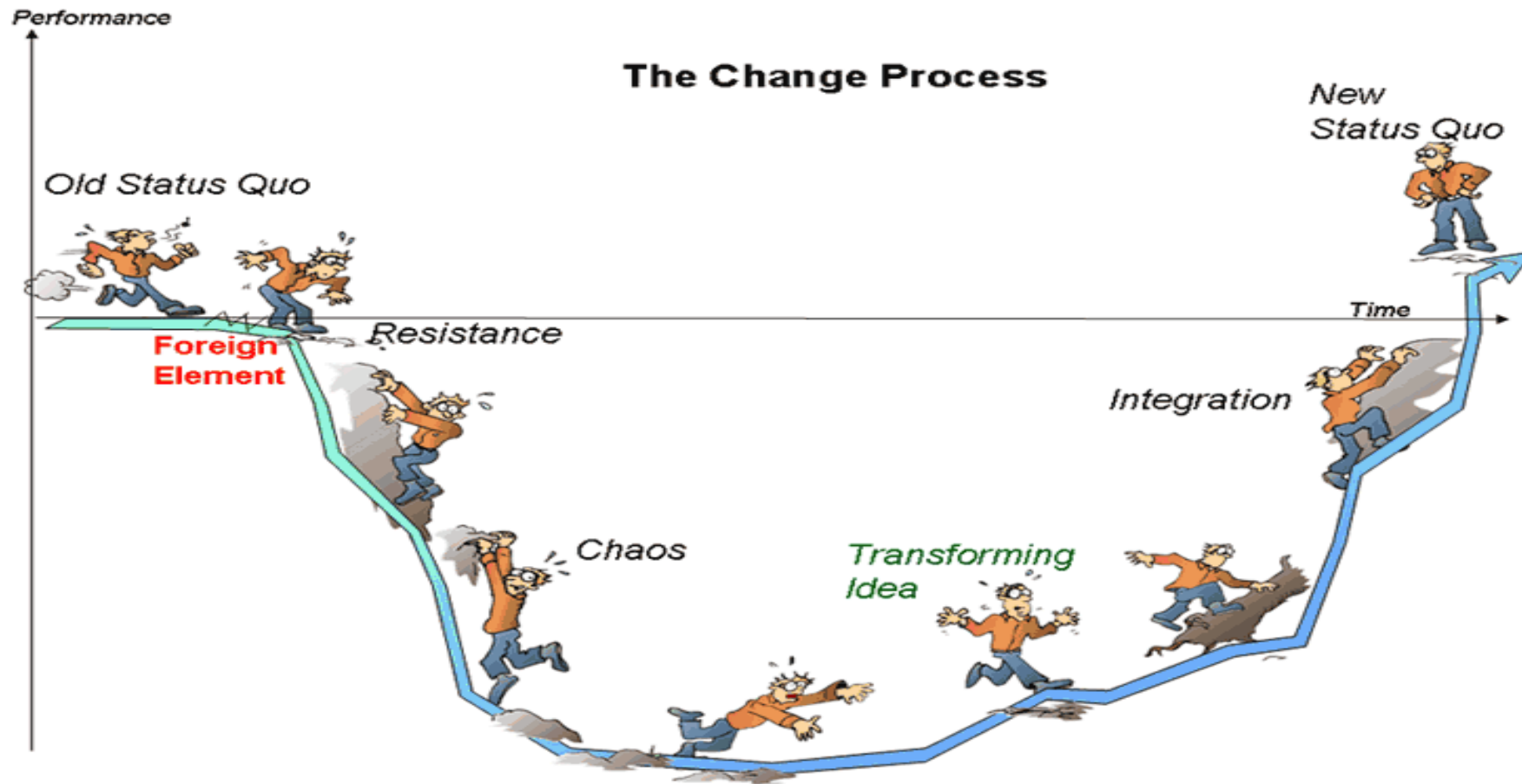
A photograph of a dirt road winding through a forest. The road is light-colored and leads into the distance. On either side of the road, there are tall, dry grasses and some evergreen trees. The background shows a dense forest of trees, some with bare branches and some with green needles. The sky is overcast and grey.

**Change is an event but a transition
is the process that you go through
in response to the change.**

William Bridges

“ quotefancy

BRIDGES CHANGE MODEL



WHAT MAKES A GREAT LEADER?

THINK ABOUT GREAT LEADERS YOU HAVE WORKED WITH... WHAT MADE THEM GREAT?

Leadership Styles - think about how you lead now and how you want to lead going forward. What works the best?

1. **Authoritarian** - impose expectations and define desired outcomes. Makes decisions independently.
2. **Transactional** - offers incentives for effective performance or penalties
3. **Democratic** - solicits input from the team
4. **Coaching** - collaboration, support and guidance. Work to identify, nurture and grow strengths of a team.
5. **Transformational** - leading to "transform", seek to empower team members to lead to the transformation
6. **Servant** - work to balance the needs of the team to produce effective results and satisfied team members.

WHAT IS LEADERSHIP

It is an **ACTION**
not a position

GROW and
DEVELOP your
team

Being an
INFLUENCE on
those who you
work with

Working with
your team to
take a **VISION** to
REALITY

Lead by
EXAMPLE

POSITIVITY



CHANGE YOUR MINDSET



Think about how you can approach a situation from a positive start. Changing the phrasing can change the mindset from the start.



Opportunities v. Challenges

ENGAGEMENT

- The best leaders are engaged with their teams.
- Foundational part of outcomes
- Communication
- Works to create a highly functional, independent teams
- Look for ways to promote engagement within your team.



ACTION

Listen
Up

Speak
Up

Stand
Up

Step Up

CHALLENGES

“Challenges are not the issue. It’s how we respond to them that matters.”

—JIM KOUZES AND BARRY POSNER
THE LEADERSHIP CHALLENGE

- Show how resilient and prepared you and your team are
- Require you to work harder to be a leader and not just a manager
- Will make your team stronger

ENCOURAGEMENT

TRANSFORMATIONAL LEADERS ARE GENERALLY ENCOURAGING, ENERGETIC, ENTHUSIASTIC, AND PASSIONATE. NOT ONLY ARE THESE LEADERS CONCERNED AND INVOLVED IN THE PROCESS, BUT THEY ARE ALSO FOCUSED ON HELPING EVERY MEMBER OF THE GROUP SUCCEED.

LET P.E.A.C.E GUIDE YOUR LEADERSHIP

Things to think about:

- How can you change your leadership style to be a more effective leader for your team?
- What is your leadership style and how does that fit with how you want to develop and grow as a leader?
- How does leading with PEACE benefit you, your team and those around you?



WORDS OF WISDOM:

"For your own success to be real, it must contribute to the success of others." Eleanor Roosevelt

"Real leadership is being the person others will gladly and confidently follow." John C. Maxwell

"As a leader, make it a priority to appreciate your team, appreciate their commitment, value their contributions, and, most importantly, thank them for their excellent service." Gifford Thomas

"Great things in business are never done by one person. They are done by a team of people." Steve Jobs

QUESTIONS?