



XVIII Foro
Mundial
de la Calidad y de la
Gestión para la Mejora
INLAC 2014

27 al 30 de Mayo • Cancún, México



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E.E U.U.



Effective Leadership For Change

In Life & At Work



Change??

- Would you rather enable change?

OR

- Manage change?



Congratulations!

- By being here you have decided to become friends of change and to further learn what it means to you.
- *Al estar aquí usted ha decidido a convertirse en amigos del cambio, y para aprender más de lo que significa para usted.*



Welcome!

This is YOUR day!

We are here for a reason...

May be, this day is special,
for a change! 😊



Effective Leadership

- What does effective leadership for change look like?
¿Qué es el liderazgo efectivo para el cambio?
- At work
- In life
- Out and about



My Story – How It Keeps changing

...and my life without such changes would not have been the same
...and it is because of my changing life, that I am here today...

much of pain, suffering, Joy,
by times, bad times,
conditions,
parties,
insecurity,
experience, skills,
hobbies, wisdom, confidence,
peace, and fulfillment...

My Story = My Excuses



Leadership for Change

Fundamental questions?

Liderar - ¿Qué significa eso?

¿Por qué?

¿Es usted un líder?

*Las respuestas pueden no estar en su cabeza ...
puede que tenga que ir más profundo en su
corazón*



What is Change?

- Change is having, doing, saying, or thinking something different(ly)
- An altered state
- Unexpected or expected
- Accepted or unaccepted
- Supported or unsupported



Two Kinds of Change

- External Change
- Internal Change



"The world as we have created is a process of our thinking. It cannot be changed without changing our thinking." Albert Einstein

"Be the change to See the change." Gandhi



Leadership

(Ability to Lead)

- Ability to make decision
- Ability to take risks
- Ability to act
- Ability to support
- Ability to reflect
- Ability to commit
- Ability to serve



The Ability to Choose

Ability to choose = Power to choose
Capacidad de elegir = poder de elegir



Choices in Life = Impact On Change

- Happy
- Caring
- Considerate
- Focused
- Successful
- Loving spouse
- Loving parent
- Responsible...

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Unhappy
Neglectful
Inconsiderate
Scattered
Failure
Abusive/ unloving
Irresponsible
Confused/ Lost
Lazy
Angry
Unloved...



When Do We Not Have Choices?

- Victimized
 - Mental slavery
 - 'I have to'
 - Lethargy
 - Defiance
 - Anger
 - Reaction
- Víctima
 - La esclavitud mental
 - 'Tengo que'
 - Letargo
 - Desafío
 - Enojo
 - Reacción

How does that impact our attitude towards change?



Moving Forward...

Why People change Things?

- Understand
- W.I.I.F.M.
- Own it
- Believe in the process
- Support it/ Resist it

People Change Things by Changing Their Thinking



21st Century Organizations

Change is Constantly Present

- Globally seamless
- 24/7/365
- Virtual environment
- Long distance relationships
- Highly competitive
- Broad spectrum of people and leaders
- Diverse customs, thoughts, and practices
- Single vision multiple values



What kind of changes take place in Life?



Change Leadership Perceptions



What we believe is what we become

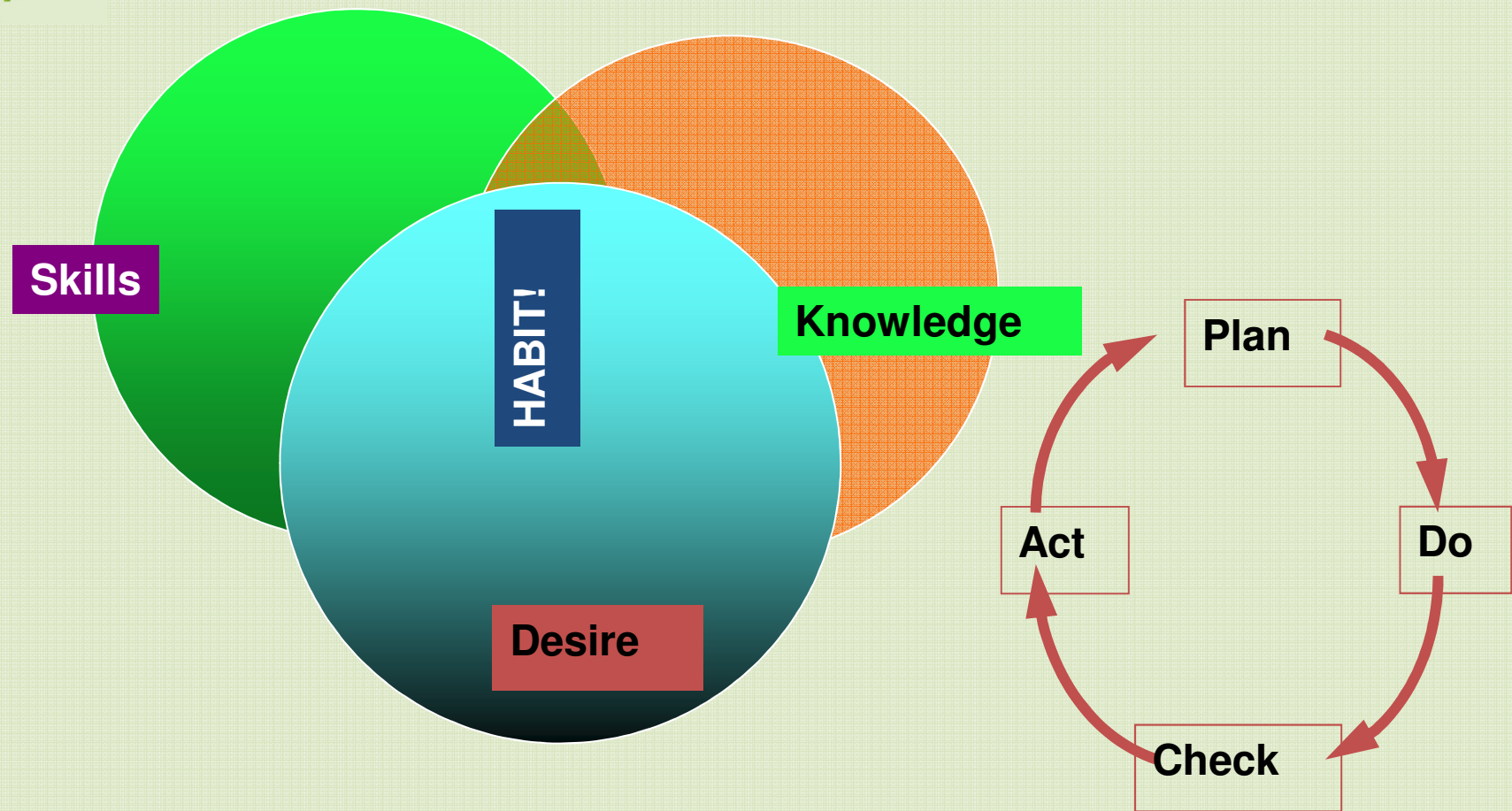


Use Our Strengths for Change

- 1. Loving
- 2. Hard working
- 3. Sensitive
- 4. Intelligent
- 5. ...101 strengths



Form New Habits





What Do You Want?

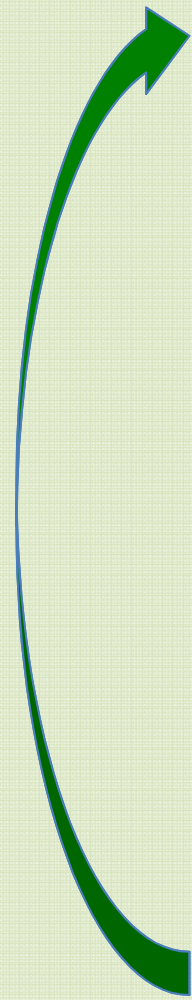
- **Habits that move you forward...?**

Or

- **Habits that others ask of you?**



Leader



Learn

Enjoy

Appreciate

Deliver

Enhance

Repeat



Evolution Mindset/ Personal Growth

- Information + Applied → Knowledge
- Knowledge + Applied → Skill
- Skill + Applied → Experience
- Experience + Applied → Wisdom



Wisdom +
←← Applied →→





You Are A Born Leader

- Find that hidden Leader in YOU Now!
- Use your abilities
- Exercise your choices
- Practice everyday
- Discover your strengths – at least 101 strengths in one month – guaranteed!



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¡GRACIAS!