



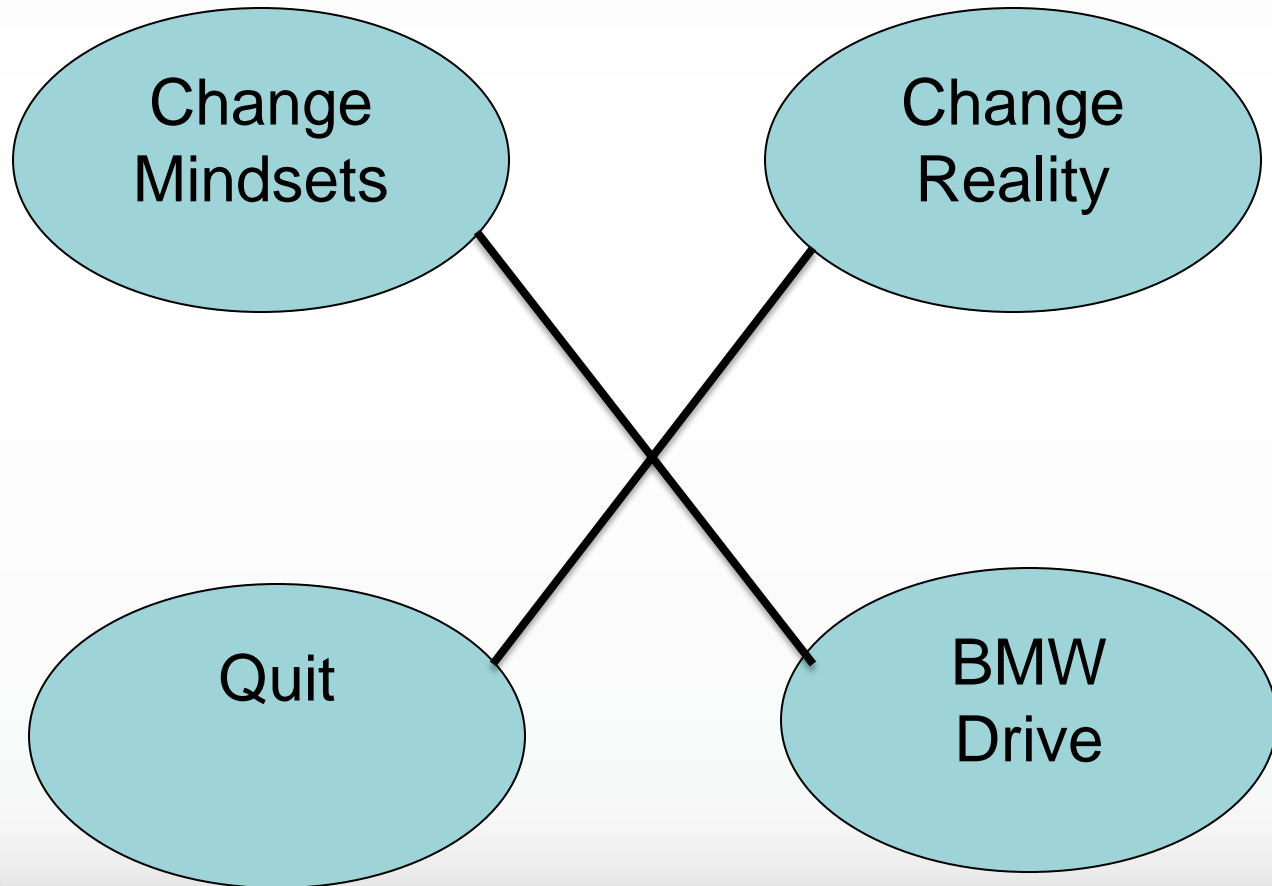
cywakeman.com

Reality Based Leadership™



Ditch the Drama and Return Results to the Workplace

succeeding
in spite
of the facts



succeeding
in spite
of the facts

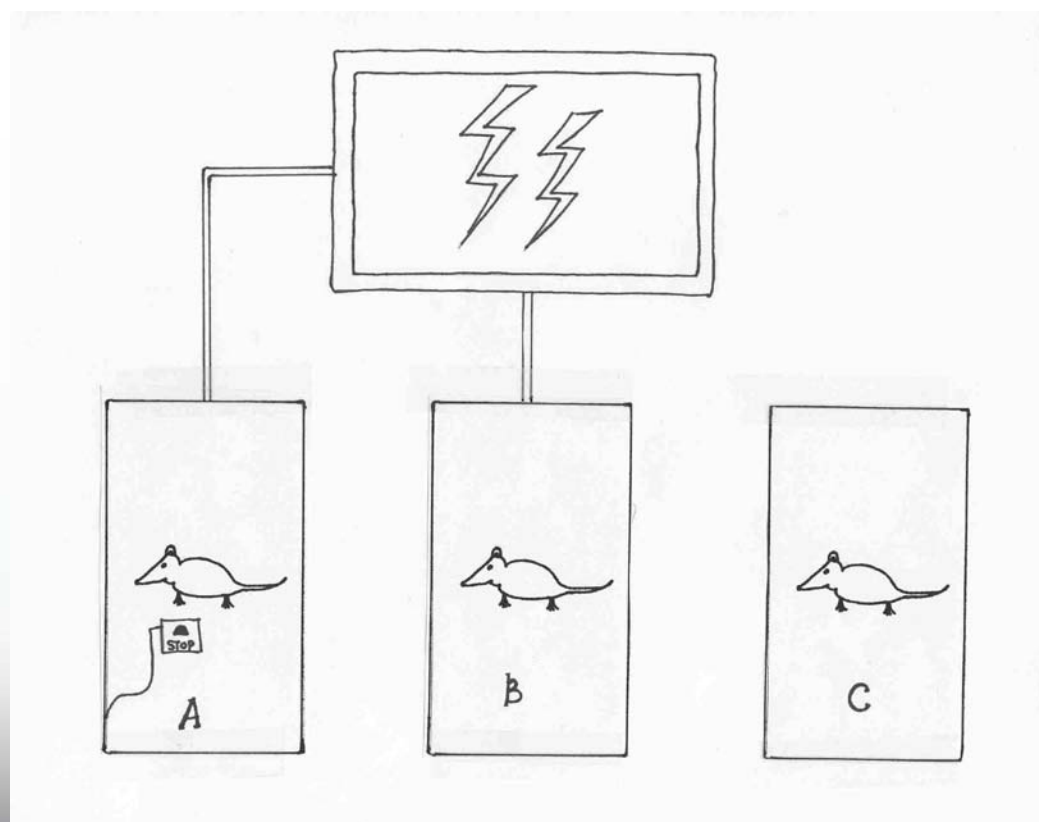
**“A problem cannot be
solved with the same mindset
that created it.”**

- Albert Einstein



succeeding
in spite
of the facts

Learned Helplessness



succeeding
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of the facts

The Dual Role

Efficiency

- Outcomes
- Process
- Teams
- Accountability
- Management

Loyalty

- Empathy
- Responsiveness
- Team-work
- Resources
- Individual
- Development and Performance Management



succeeding
in spite
of the facts

The New Employee Value Equation

- Current Performance
- Future Potential
- Emotional Expense



succeeding
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of the facts

The Competencies for Success in Changing Times

- **Personal Accountability**
- **Reality Based Leadership**
- **Change Capitalization**
- **Organizational Alignment**
- **Driving for Results**



Personal Accountability

QBQ.com by John Miller

- Why doesn't anyone tell me anything?
- Why do they keep changing?
- When will they get it?
- What or How
- "I"
- Action
- What do I need to do to get the information I need?



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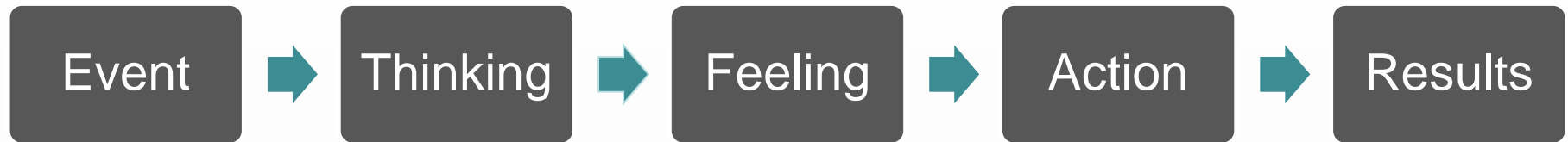
Reality Based Leadership

- The average manager spends two hours a day arguing with reality!
- Would you rather be right or happy?



succeeding
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of the facts

Reality Based Leadership



succeeding
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of the facts

Reality Based Leadership

- The average person spends two hours a day arguing with reality!
- Would you rather be right or happy?



succeeding
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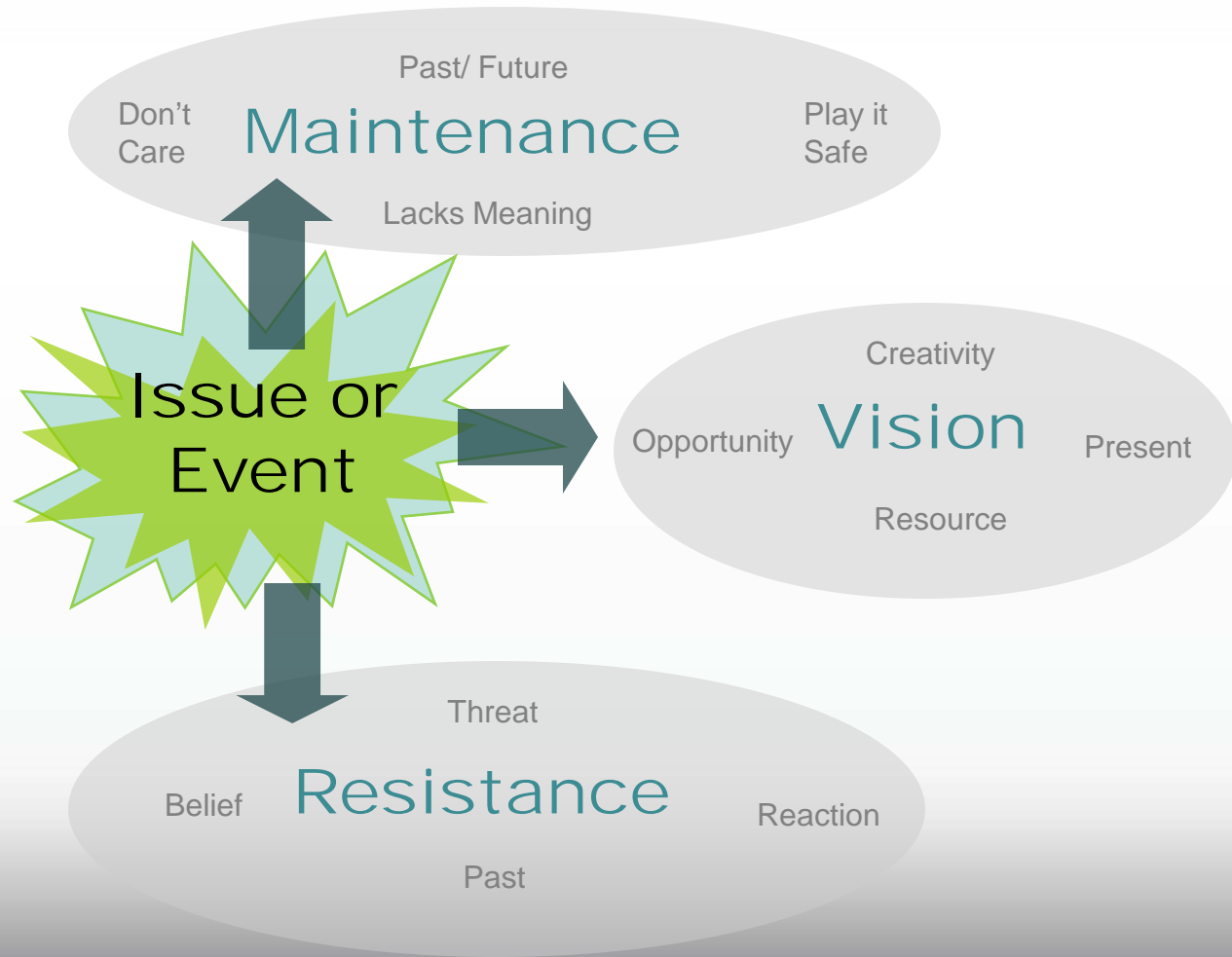
The Minute You Start Judging...

- You stop serving
- You stop leading
- You stop adding value



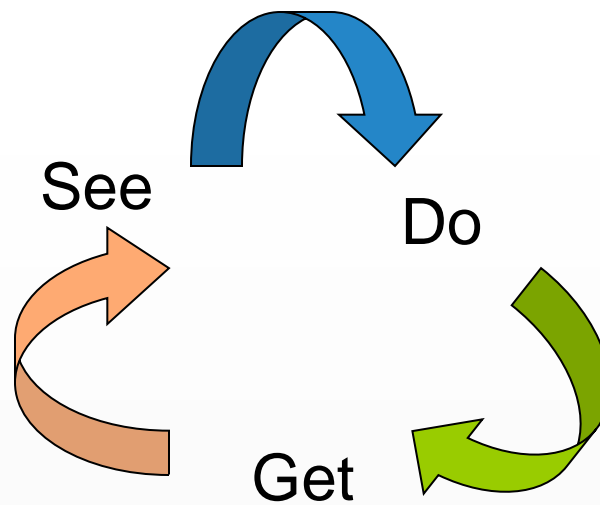
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Creating Buy-In



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The Art of Reframing



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“Work with the Willing”



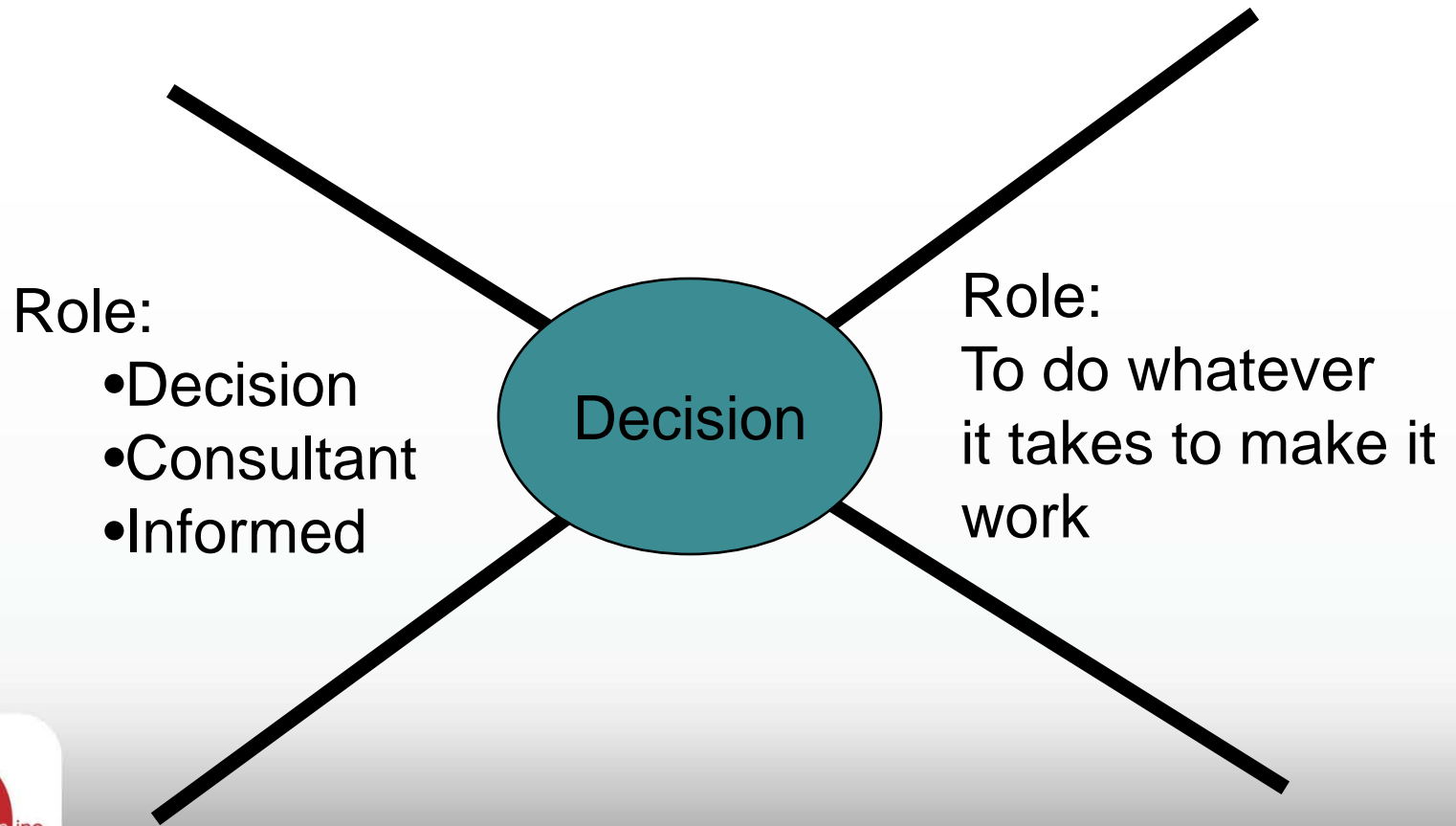
succeeding
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“Whether or not you believe
something to be possible or
impossible, either way you will
be right.”



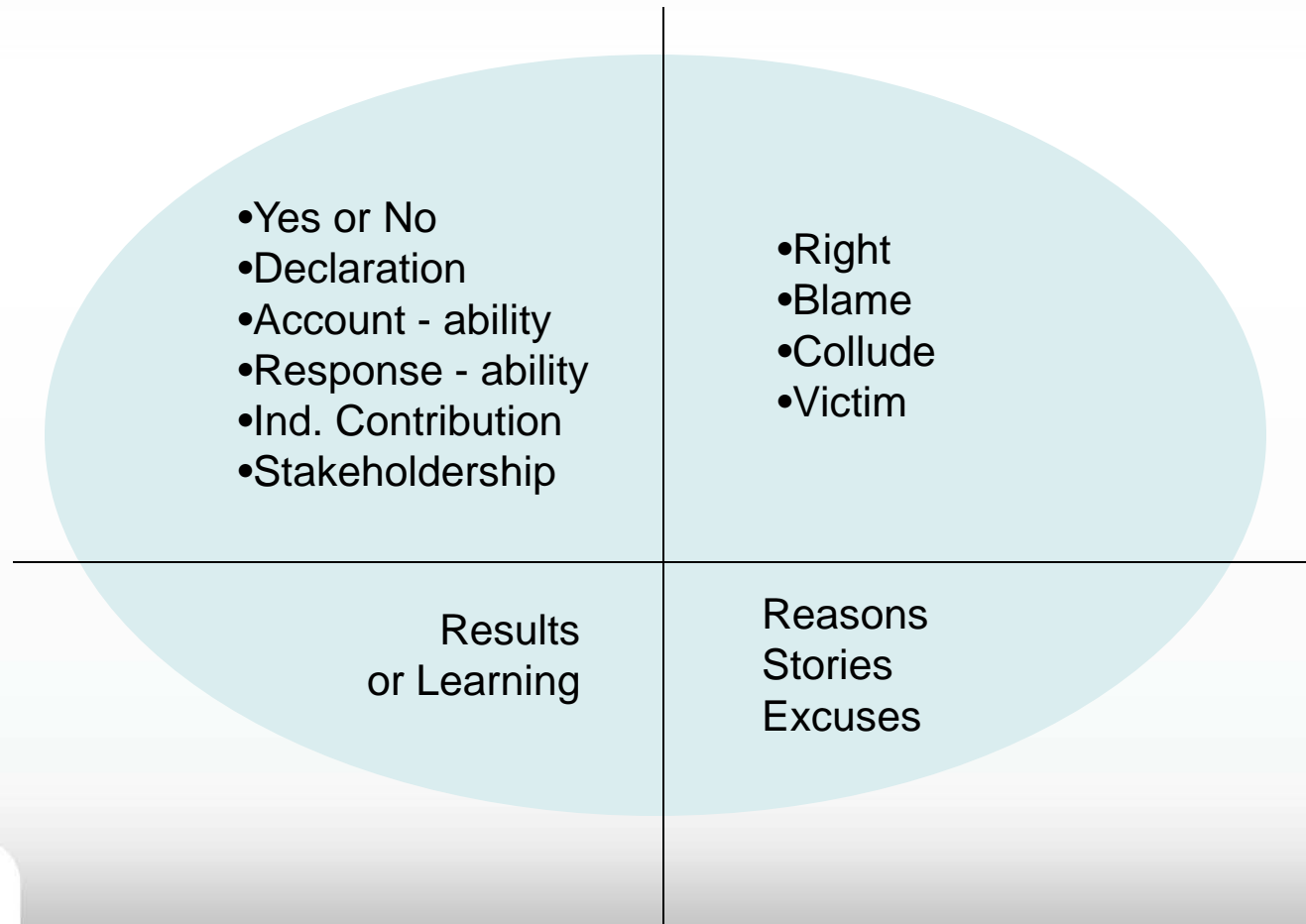
succeeding
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Does My Opinion Count?



succeeding
in spite
of the facts

Results Circle



Reality Based Leadership™ Want More?

- Leave your card in the back of the room to sign up for Cy's network to receive great newsletters
- Buy the book!
- Check out Cy's blog on fastcompany.com
- Join thegurunation.com to participate in Cy's call in radio show



- Follow Cy on Twitter and Facebook



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