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Get Your Shift Together: 5 Ways to Shift From Doing to Leading

Jo Miller

I have some unique



koalafications



The best kept secret
in the organization

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Don't become
indispensable for
doing work that
**downplays your
potential.**

In this workshop

- I. Own your leadership strengths
- II. Shift your mindset from doing to leading



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I. You Do You!

Own your leadership strengths

Your leadership superpowers



There's never been a more important time to ask, "**Who am I as a leader, really?**"

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We are often so
focused on trying to
fix our **weaknesses**
that we neglect to
nurture our **strengths.**

People who use their strengths @ work every day are...

3 x more likely to report excellent quality of life

6 x more likely to be engaged

8% more productive

15% less likely to quit

Strengths are vastly underleveraged

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< 20 % of
workers get
to use their
strengths
every day.

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Claiming your value starts
with understanding where
your power comes from.

5 types of leaders

Change
leader

People
leader

Results
leader

Service
leader

Thought
leader

Mashup!



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“Be authentic about your own leadership style.
Don't try to change it.
Own it. Communicate it.
Put a value on it. Put a brand on it.”



—Rohini Anand, PhD



84

% of U.S. employees are **'matrixed'** to some extent today – meaning, they work on multiple teams *every day*.

II. Get Your Shift Together:

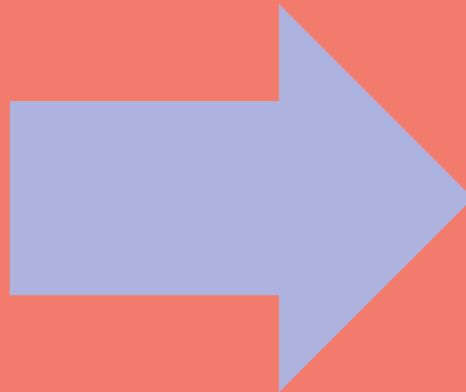
*Shift your mindset
from doing to leading*

The Shift List

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- Tactician

- Strategist





“You need to be more strategic.”

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Ellie Humphrey

VP, Enterprise Excellence & Business Transformation at Medtronic



“Strategy is a fancy word for coming up with a long-term plan and putting it into action.”

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Dona Munsch

Former VP, Cloud Operations at NetApp



“My ‘get it done’ mentality—as the go-to person, and the only one who knew how to do certain things—got in my way of moving ahead.

I couldn’t step out of my own role to take on new opportunities.”

Your time portfolio

Analyze 1 month
on your calendar

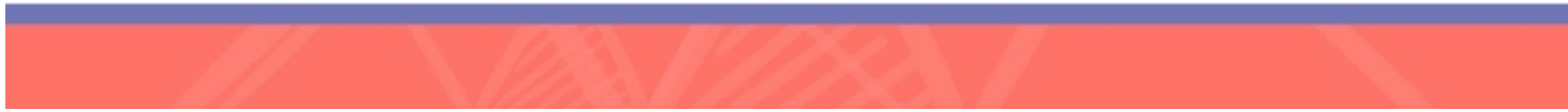
Color code your
activities: are they
tactical or **strategic**?



Your time portfolio

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1. Which tactical activities will you let go of?
2. Which strategic activities will you do more of?





3 questions asked by
strategic leaders

1) What's my time horizon?

Shift your attention away from what's in front of you, to focus on the longer term.

2) What's the scope of my influence?

Expand your scope of influence beyond your immediate role and team.

3) What's the extent of the change I'm driving?

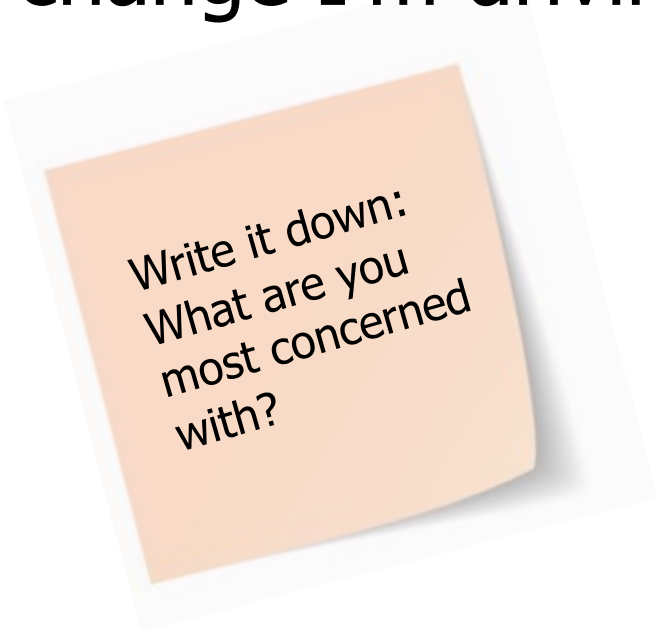
Are you maintaining the status quo or causing transformational change?

“You can’t do that with T-Rex arms.”

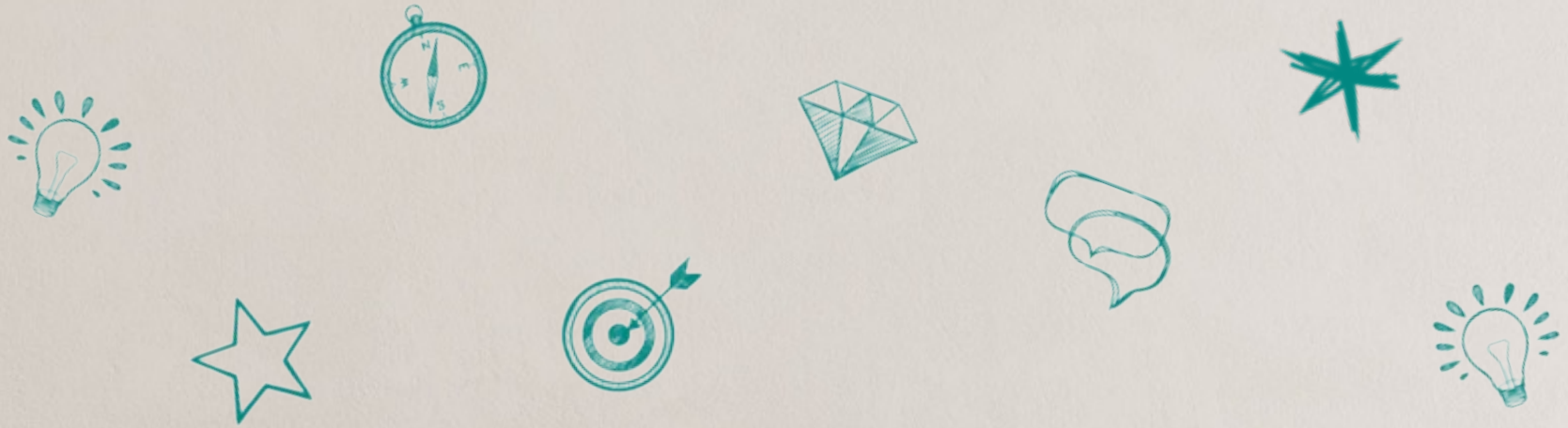


3 questions asked by strategic leaders

- 1) What's my time horizon?
- 2) What's the scope of my influence?
- 3) What's the extent of the change I'm driving?



Write it down:
What are you
most concerned
with?



Give yourself
time to think

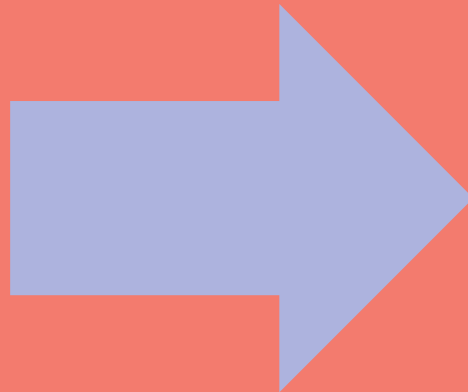


The Shift List

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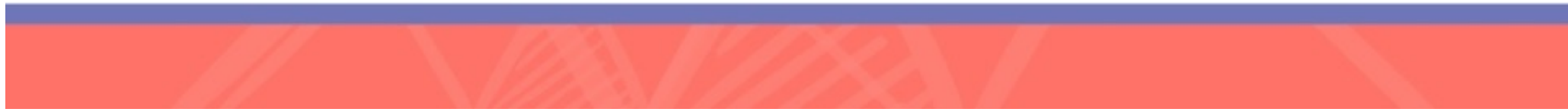
- Tactician

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Let's stay connected!



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