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

Jo Miller

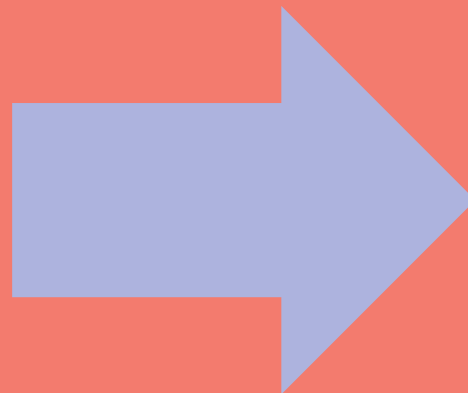
Recap!

*What's one idea/insight
you took from last session?*

The Shift List

JO MILLER

- Tactician
- Doing



- Strategist
- Delegating



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Alice Katwan

SVP & GM, North America Sales, Twilio



“The most successful leaders don’t try to do it all.

Enlisting support from others is *crucial* to your own career success.”

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Leadership is not about doing more. It's about **shifting from *doing to leading.***

From this point forward,
the tasks you let go of can define you more as a leader than what you take on.

Admit that you need to let go



“Develegate”

1

Admit you
need to let
go

2

Invest time
in
delegating

3

Show people
you believe in
them

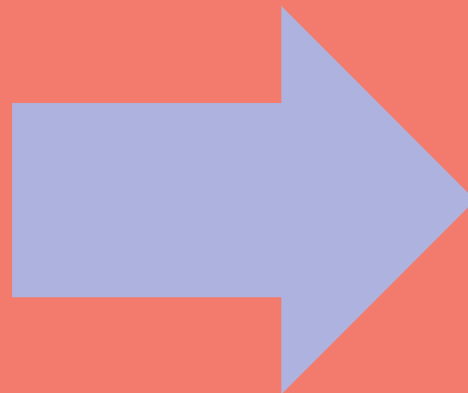
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Listen to
what inspires
people

The Shift List

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- Tactician
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- Optimizer



- Strategist
- Delegating
- Transformer



Lead change
that can't be
easily undone

Leila Pourhashemi

CIO & VP of Business Operations,
Blackhawk Network

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1. First, agree on the problem
2. Find people who care as much as you do
3. Show conviction, passion, and empathy

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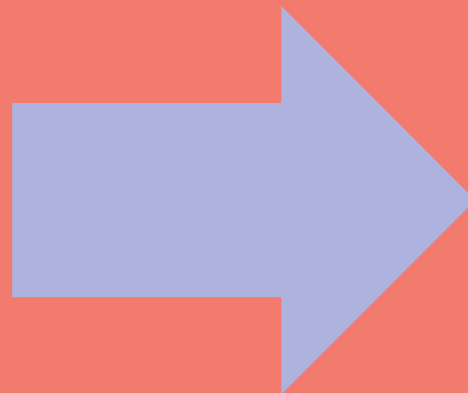
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- Tactician

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- Order-taker



- Strategist

- Delegating

- Transformer

- Rule-breaker

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Holly Meidl

VP of Risk Services, Ascension



“In our current global economy, companies need risk takers and rule breakers.”

3 rules for rule-breakers

1. Don't risk a lot for a little.
2. Don't risk more than you can afford to lose.
3. Consider the odds (or potential consequences.)



The Shift List

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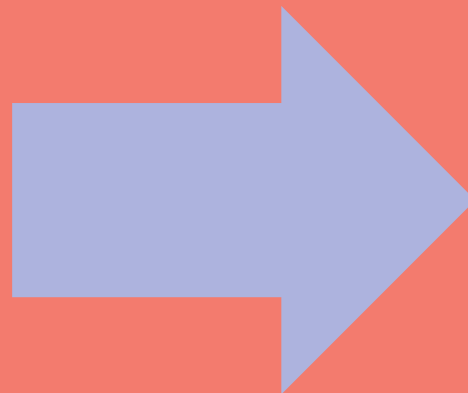
- Tactician

- Doing

- Optimizer

- Order-taker

- **ME**



- Strategist

- Delegating

- Transformer

- Rule-breaker

- **WE**

~~“collabotage”~~

Talented employees are **‘force multipliers’**, raising the performance bar for their colleagues.

Diane Janknegt
Founder, WiseNoze

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“Look for people whose skills
are the opposite of yours.

Dare to emphasize your
weaknesses.”



Top performing teams give each other more than 5 positive comments for every criticism.

5:1

Encourage.
Appreciate.
Celebrate.
Thank.

Source: Losada, M. & Heaphy, E. (2004). The role of positivity and connectivity in the performance of business teams: A nonlinear dynamics model. *American Behavioral Scientist*.

Pamela Stewart

SVP Retail Sales, The Coca-Cola Company

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“When you move your mindset from ‘**me**’ to ‘**we**’ everything changes.

If you aspire to lead **boldly and courageously**, this is the most powerful shift you can make.”

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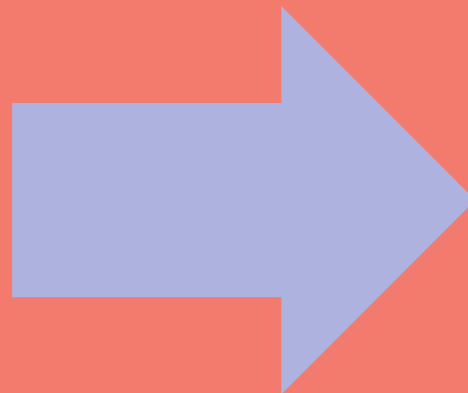
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- Strategist

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- **WE**

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The world needs your leadership now—more than ever. But the tactical skills that have served you well thus far won't get you to your next leadership milestone.

To expand your impact beyond what you can accomplish as a solo performer, rethink where you focus your attention.

Own your leadership strengths.

Do less. Lead more.

Engage, inspire, and influence others to collaborate with you.

***And become the powerhouse leader
you were meant to be.***

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BE A LEADER

WHO DEVELOPS LEADERS

WHO DEVELOP LEADERS



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