

LEADERSHIP CONFERENCE – SESSION OUTLINE

LEADERS ARE LOSERS

SESSION DESCRIPTION (45 words):

We don't normally think about losing when thinking about leadership. Ultimately, the more the leader **LOSES**, the more the people they **LEAD** gain. This session will look at the "Five Crucial Things" we need to lose in order to lead well. Great Leaders are Losers.

SESSION DESCRIPTION (Full Text):

We do not normally think about the value of losing when we think about leadership. While it does feel contrary to what we are taught about leadership, it is still true. Ultimately, the more the leader **LOSES**, the more the people they **LEAD** gain. That's a good enough reason to lose. This session will look at the "Five Crucial Things" we need to lose in order to lead well. Great Leaders are Losers.

SESSION TARGET MARKET: Supervisors, Young Professionals

Speaker's Name: Mark Honberger

Total Length: 1.25 hour session

SESSION LEARNING OBJECTIVES: Participants will:

- 1) Investigate how to Lose Self-Focus, so that your team can Succeed
- 2) Determine how to Lose Status-Focus, so that your team can Shine
- 3) Analyze how to Lose Power-Trips, so you can instead be Influencing and Inspiring your team

SESSION NEEDS IDENTIFICATION: The “Self-Leadership” Session Series is designed to help new staff to be better Professionals. To be professional, we need to be effective leaders... and to be an effective leader, we need to be a loser!?! We do not normally think about the value of losing when we think about leadership. While it does feel contrary to what we are taught about leadership, it is still true. Ultimately, the more the leader LOSES, the more the people they LEAD gain. That’s a good enough reason to lose. This session will look at the “Five Crucial Things” we need to lose in order to lead well. Great Leaders are Losers.

MARK’S EXPERIENCE PRESENTING EDUCATION SESSIONS: Mark loves speaking with Park and Recreation Associations and sharing what he has learned from over 30 years as an entrepreneur in the profession. In the last 6 years, he has delivered over 50 Educational Sessions (plus several Keynote Addresses) for Recreation Conferences across the country. To see the full list of speaking engagements, with references, go to: <https://remarkablerecreationsolutions.com/client-list-speaking->. Additionally, Mark has conducted numerous Team Building sessions for parks and recreation agencies.

MARK’S EXPERIENCE WITH THIS SUBJECT MATTER: Throughout his 30+ years in the Parks and Recreation Profession, Mark Honberger has overseen dozens of staff, both full-time and part-time, as well as volunteers. Sometimes as many as 100 part-timers, with: lifeguards, afterschool programs, and large special events staff. Through the years, he has studied the idea of BEING A BETTER PROFESSIONAL, and has had the opportunity to put these methods and theories into practice to see what works and what doesn’t. He has even had the chance to develop a few of his own methods. As an agency Supervisor and Director, Mark considered his most vital role as being a COACH to his staff, helping them to be a better Professionals. Mark will bring his experiences to this session.

SESSION OUTLINE

Introduction of Speaker (2 Minutes)

Introduction of Topic (5 Minutes)

- A) Attention Grabber: Bring out the importance of being great at Leading Yourself. Ask Audience to raise hand to share a reason why they think it is important to be a Better Professional. Reward those who answer with a sweet treat.
- Your professionalism will rub off on others, making a stronger organization.
 - A good self-leader will get promoted more quickly, more often.
 - Having your personal “Stuff” in order, leads to having your work “Stuff” in order.
- B) NEEDS IDENTIFICATION: Discuss the need for this topic and this session. (from above)

Cover Learning Objectives (3 Minutes)

PRESENTATION OF TOPIC SPECIFICS

Investigate how to Lose Self-Focus, so that your team can Succeed (10 Minutes)

- a. Leaders aspire to grow. The more you grow, the more you win
- b. More winning equates to the risk for elevated ego
- c. Ego leads to a greater ME and a lesser WE
- d. For leaders to sustain growth, it is necessary to lose to self
- e. Coaching = Focusing on other's Growth

Investigate how to lose a Possessive Vocabulary (10 Minutes)

- a. Listening to a “winner” who thinks more of themselves than they should, and you will hear an excessive use of “I, me, and my.”
- c. This indicates an insecurity
- d. Great leaders consistently lose possessive vocabulary
- e. The use of, “we, our, and us” magnifies others
- f. It projects security in our leadership abilities
- g. It redistributes the credit for success where it belongs, the team

Investigate how to lose Power and Authority (10 Minutes)

- a. Power and authority are potential side effects of leadership growth
- b. Power and authority are dangerous tools and most of us are not prepared to handle it
- c. Chainsaw for example:
An effective tool to get the job done,
but extremely dangerous in the wrong hands.
- d. Great leaders wield influence, that trumps power and authority
- e. Power and authority drives and pushes
- f. Influence guides and inspires
- g. Influence makes people want to come along with us on the journey

Determine how to Lose Status-Focus, so that your team can Shine (10 Minutes)

- a. Fatal Trap = Leader needs to be the smartest person in the room
- b. Leaders who subscribe to this theory, are the lids to their organizations
- c. The better and brighter the people they surround themselves with, the higher the ceiling for everyone involved, including the leader

Analyze how to Lose Power-Trips, instead be Influencing/Inspiring your team (10 Minutes)

- a. Leadership thrusts us into the limelight (“the focus of public attention”)
- b This is a natural place for leader to appear. It is also very necessary at times.
- c. Some people relish those moments, the rest are leaders
- d. Great leaders choose to step back and let others stand out
- e. They let the light shine on others in moments of celebration/recognition
- f. Light shines brightest for the leader when standing in the shadows of others

Putting it all together (5 Minutes)

- a. This means being a great Coach (Coaching people, Calling plays)
- b. Ultimately, the more the leader loses, the more the people they lead gain
- c. Great leaders are losers

QUESTION AND ANSWERS (10 Minutes)