



Leading Without Authority

Assumptions, Mistakes & Redemption

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WeTest Conference - 2016

@Stefowilso

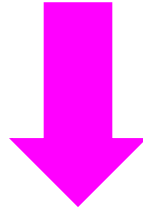
authority

noun

1. the power or right to give orders, make decisions and enforce obedience

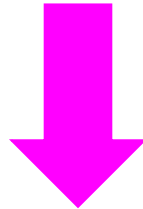
synonyms: power, jurisdiction, command, control, dominance, rule, supremacy

Assumption



Confirmation Bias

Limiting Belief



Self Propheying Actions

Fixed Mindset

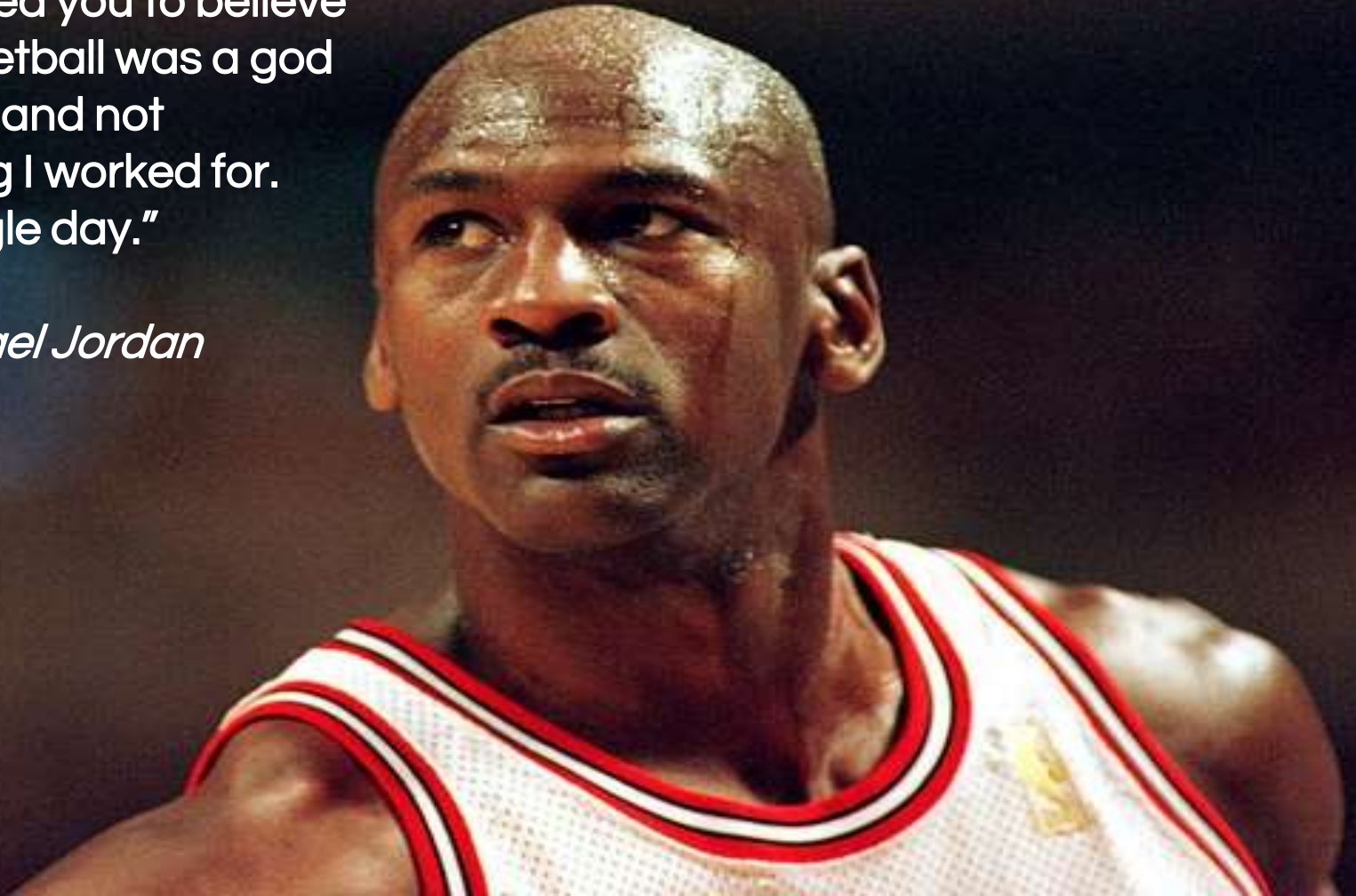
Myth:

People are born <leaders>, <successful>, <lucky>



“Maybe I led you to believe that basketball was a god given gift, and not something I worked for. Every single day.”

- *Michael Jordan*



Myth:

To be a leader, I have to know more and do more than everyone else



"There is a group of wine directors out there that feel that their mission is to educate the consumer. I think this is a dangerous philosophy. If people want to ask questions, fine; but if you're going to stand there and proselytize, well, check please."

- *Fred Dame*



Myth:

Extroverts make the best leaders



“For some people, solitude matters, for them it is the air that they breath”

- *Susan Cain*



Myth:

If people get to know the *real* me, they won't like me



“You’ll learn during our
conversations that every now
and then I’ll say something
stupid”

- *Adele*



Myth:

If I fix all the problems people will respect me






“Everybody wants to fulfill the highest, truest expression of yourself as a human being”

- *Oprah Winfrey*

Myth:

The team should do things my way



A man with dark hair and glasses, wearing a maroon button-down shirt, is sitting at a wooden table in a cafe. He is looking slightly to his right with a gentle smile. The background features a dark wooden door and a window with a view of a city street. A potted plant is visible on a table to the right.

“People don’t buy what you do,
they buy why you do it”

- *Simon Sinek*

Myth:

People are <lazy>, <don't care>, <incompetent>



A black and white close-up portrait of Gordon Ramsay. He has a serious, intense expression, looking slightly to the left of the camera. His hair is short and styled. The lighting is dramatic, highlighting the texture of his skin and the intensity of his gaze. The background is a plain, light gray.

“Any muppet can go and open a restaurant”

- *Gordon Ramsay (owner of 32 restaurants)*

Myth:

I must be able to influence everyone



“If you walk in the room and (this gets worse as you get more senior) say ‘here’s the answer’ you’re not giving anyone else room to say anything”

- *Sheryl Sandberg*



Myth:

If I had a different <title>, <team>, <workplace> things would be better



I don't believe in magic.
I believe in hard work.

- *Richie McCaw*



My Truth:

It's not about me

Lead with empathy





Thank You :)

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