



A Guide for Leaders: *212° Leadership*, by Mac Anderson

Includes printable worksheet for meeting participants
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*At 211°, water is hot.
At 212° it boils. With boiling water, comes steam.
And steam can power a locomotive.
And...it's that ONE extra degree that makes all the difference!*

- What defines a leader? A 212° leader?
- Discuss “rules” of being a leader.
- What is the difference between effective & extraordinary?
- Watch *212° Leadership* movie (1m:52s)

Movie Discussion Questions

RULE #1: Think Serve....Not Lead

- What separates leaders from bosses? How can we make our goals clear to help us succeed? What can we do to become good servants and then, good leaders?

RULE #2: Companies Don't Succeed, People Do

- What defines the “right” people for our company? Hiring the right people for our team is the most important job of a leader. Who are we looking for? What qualities should our employees show? Once hired, what can we do to retain them? What do they need to perform at their best? How can we make them feel valued?

Questions continued on next page...

RULE #3: Simplify Your Vision for Success

- Experiment - have one player on each team define a particular object without others seeing it. Have the team draw what they hear described. See how each team performs based on simple instructions. Teams feel a disconnect without a clear vision.
- Discuss the numeral 1 page strategic plan (pg. 35) for your company.

RULE #4: Remember Old Warwick

- Discuss that story and see how your team demonstrates cooperation. Are you pulling in the same direction? How can we improve the feeling of “oneness” in our organization? Where can we improve on alignments within the company so we all share ONE vision?

RULE #5: Communicate

- Are we communicating effectively? Is everyone aware of each department's responsibilities? We share ONE vision—but are we marching to the same drummer to get there? Do we share positive progress, as well as negative? Discuss where the company is heading and progress made. Room for improvement?

RULE #6: Set the Stage for Innovation

- What does our stage look like? Do we know our competition and what they are doing? What new ideas/strategies do we have to stay in the game? Where will we be in 5 years, 10 years, etc? How can we encourage change/innovation within our organization?

RULE #7: Commit to Excellence

- Do we deliver excellence? And do we enjoy what we are doing? When we make mistakes, how are we learning from them?

RULE #8: Take Full Responsibility

- Do we hold ourselves accountable for our mistakes? When have we recognized problems as opportunities? Discuss the Attitude list on pg. 83.

Questions continued on next page...

RULE #9: Measure Results

- What are we measuring? How do we measure it? Are we effectively sharing these results with the company? What do we want to achieve? Do we have a realistic strategy to achieve it?

RULE #10: Example is the Most Important

- What example did you set today? We must measure our own individual progress. Would you ask of yourself what you're asking from your employees? Rate yourself on the following ingredients:

- **Constancy**
- **Congruity**
- **Reliability**
- **Integrity**

CONCLUSION

“Some people think great leaders are born. But I don't. I think leadership skills can be honed. You must make the leap from good to great... You must be a 212° leader. Are you ready for the challenge?”

—Mac Anderson