

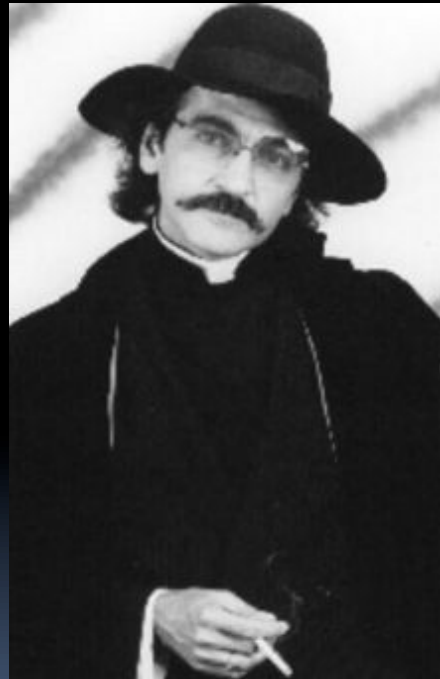
LEADERSHIP

TO DRIVE CULTURAL CHANGE IN
COLORADO SPRINGS GOVERNMENT

City Committee Presentation to
Mayoral and City Council Candidates

Dr. Robert Ginnett

A Very Short History of Leadership

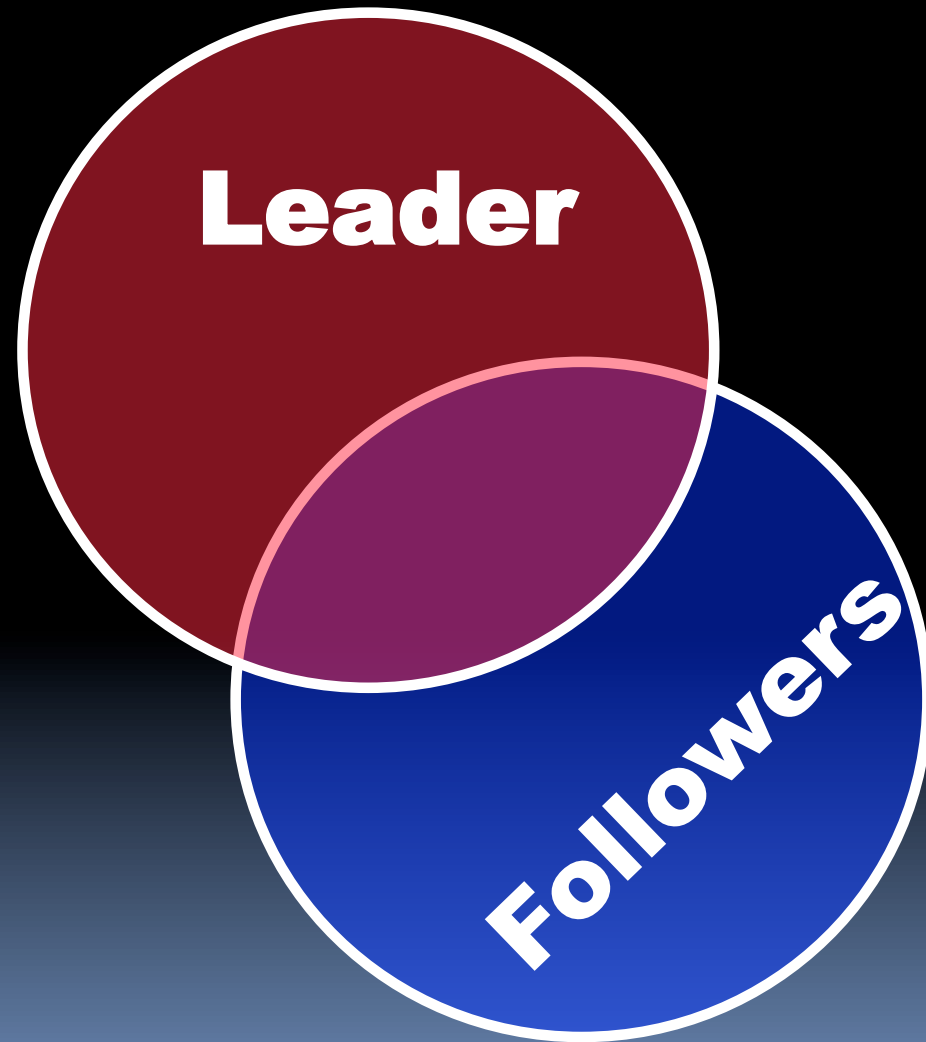


Leadership prior to 1950



Leader

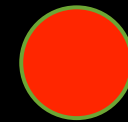
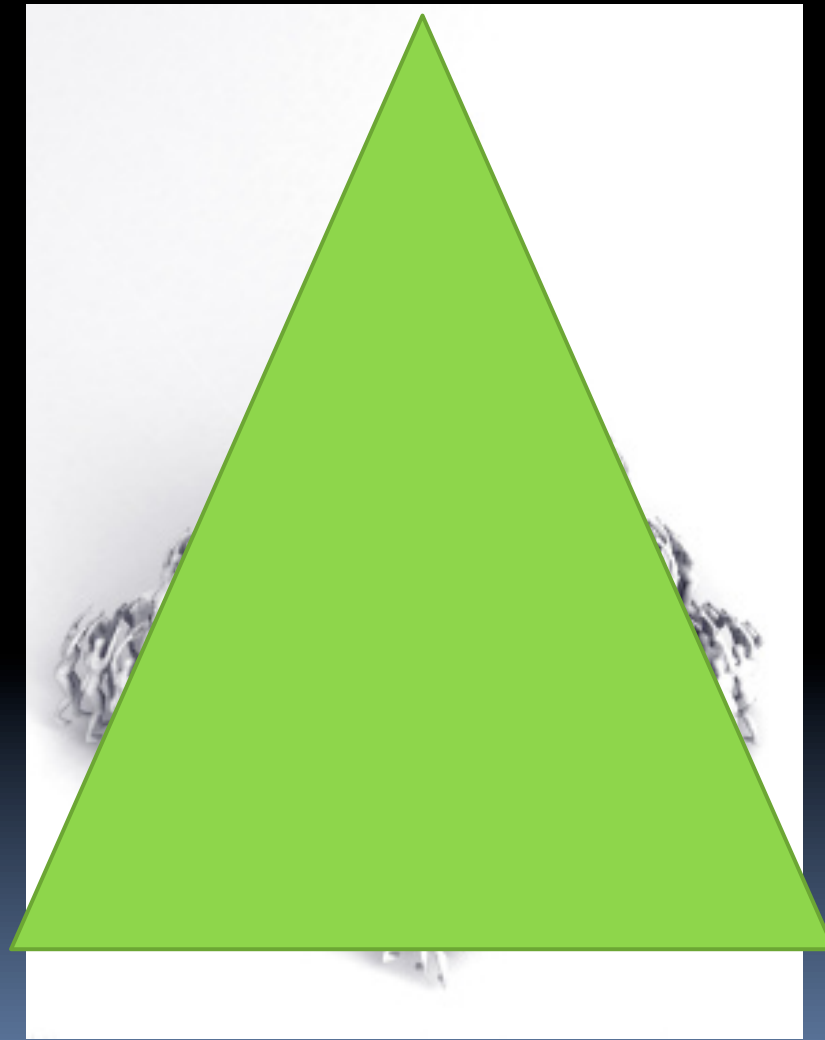
Leadership 1950 - 2000



Leadership Today



Organizations



Leadership & Management

Manager Behavior

Reactive

Negotiate/Balance
Risk Averse

Many People
Low Emotions

Belonging
Socialization

ATTITUDE
TOWARD GOALS

CONCEPTION
OF WORK

RELATIONS
WITH OTHERS

SENSE OF SELF

Leader Behavior

Proactive

Images/Obsessions
Risk Seeking

Few People
Empathic

Separate
Personal Mastery

3 Essential Behaviors for Leadership in Colorado Springs

3 Essential Behaviors for Leadership in Colorado Springs



- Vision / Dream



- Communicate

External
Internal



- “Burning Platform”

In Summary: A Tale of Two Companies

- Company A



- Company B



Culture

- Is not changed by an internal “event.”
- Can be changed by systematic process work.
- Or it will be changed by traumatic external crisis.