

Leadership

Presenter: Mike Harbour – Founder and President, Harbour Resources

Mike Harbour is the Founder and President of Harbour Resources, a leadership consulting, training, and talent management firm based in Little Rock, Arkansas. Harbour Resources provides leadership development, coaching and helps organizations build human resources internal recruitment practices. In addition, Harbour Resources provides search services for “C” level, VP, executive, director, and middle management level positions in the healthcare and banking industries. Mike spent over 20 years in the healthcare industry as a leader in hospital operations, leadership training and development, sales, talent management, and executive search. Mike’s leadership was tested and honed while serving in the United States Army as a U.S. Army Soldier/Officer. Building on this experience and success, Mike has become a leading Founding Partner on the world-renowned John C. Maxwell Team as a Certified Coach, Trainer, and Speaker.

In this session, Mike shares that leadership is the difference maker and the deal breaker. It is how organizations grow and impact lives. However, leadership cannot be an idea that is simply talked about; leadership requires action. He’ll discuss a REAL roadmap to show you the way.

Meeting: “Leadership” by Mike Harbour

If you are reviewing this episode with a team, watch the entire Episode. Use the notes below to implement the material shared.

CONNECTIONS: *“It is not who you know, but what you do to get to know who you need to know.”* We all know the importance of having the right connections, but Mike reminds us to be proactive about seeking out those connections. In the recruiting business, this is accomplished by picking up the phone and creating opportunities, not waiting for those opportunities to call you. What can you do to focus more on getting to know who you need to know?

RELATIONSHIPS: Mike provides some examples of ways to strengthen the professional (and personal) relationships that you have, from sending hand-written notes or industry articles to identifying special interests or hobbies. Our first point focused on picking up the phone and creating connections, but what can be done to strengthen the bond of those connections? People like doing business with people they like, and people like people who pay attention to the little things and make a special effort. What are some specific relationship-strengthening things you aren’t yet doing but could, and who will you put on the VIP list?

SUCCESS: Nutritionists tell us that we are what we eat...and Mike tells us that we are what we *hear*. The people you surround yourself with and interact with regularly have a huge impact. How do you know when you are around successful people? The following should ring true much of the time:

- They don't talk *about* other individuals; they talk about the great things other individuals *are doing*.
- They help without thinking, or without being asked.
- They don't struggle to stay disciplined; they struggle to prioritize.
- They are excited about the job you are doing, but they are more excited about the people they are doing it with.
- They think, *“I hope I get to...”* instead of, *“I hope I don't have to...”*

- They don't focus on retirement, because retirement sounds boring – and a lot less fulfilling.

Surround yourself with people more successful than you so they can lift you up, and surround yourself with people who are doing the type of work you hope to one day be doing. Think through who your top 5 influencers should be; who fits in the above criteria and build you up by being around them?

1. _____
2. _____
3. _____
4. _____
5. _____

PREPARATION: One of the most renowned pieces of sculpture in the world is Michelangelo's statue of David. When Michelangelo was asked how he created the magnificent statue David from a block of stone, he replied that he did not create David from the stone; rather he saw David in the stone and merely chipped away at the unneeded pieces until David emerged. We are the same way - underneath all the things we currently know and do is an undiscovered statue in each of us. Like Michelangelo chipping away at the stone, you making small deposits into your knowledge and skill bank account serve the same purpose. Like the unveiling of David, this does not happen overnight. This takes patience, dedication, and commitment to build a bridge from current achievement to underlying potential. But Mike reminds us to be deliberate about those deposits.

1. Think about a year-long growth plan for yourself. A year from now, what skills do you need to strengthen? _____

_____.

Now, in order to accomplish that growth, how many hours of training videos will you watch? What books will you read? What professional development courses will serve your objectives? _____

_____.

2. List 3 people you need or want to learn from this year and then set a date to go meet with them.
 - _____
 - _____
 - _____
3. Write, speak or video yourself teaching things that you are learning. The fastest way to learn something new is to teach it to someone one else!

POSITIVITY: Of course, we all know the power of positivity. We recognize we should always look on the bright side, turn a frown upside down, and keep our chins up. But we all have bad days that just seem like it would have been a better idea to never leave the house, and we all have frustrated moments where we need to blow off steam. Having a good attitude is hard sometimes, but having the *right attitude* is a choice. What can be done?

1. Hang out with the right people
2. Listen to the right input
3. Read some motivational material
4. Have a good mentor or coach, and an accountability partner other than your direct boss

Over the years, there have been many viral movements geared towards changing behavior for a set period of time, including putting an emphasis on things such as fitness, healthy eating, or finances. Several of those challenges include a commitment to stop complaining for several weeks; think you are ready for such a challenge? This includes internal dialogue as much as external. You might find that what was once thought of as a “natural” skill of a positive mindset might not be so much that the grass is greener on the other side, as much as those neighbors have just spent more time watering and cultivating their lawn.

VISION: We get out of life what we believe in life. Do you know where you want to end up? If you don't know where you're going, you'll never get there. The best way to develop your gifts and talents is to really use them. Remember, this is not a test of whether you will be a successful professional or not. Purpose is not designed to make you decide what you want to do with your life. When you discover your purpose, you will see that there are limitless opportunities to fulfill your purpose every day. For example, if your purpose is to “help others achieve their fullest potential,” then your career, your home life, your money, your time — every moment would be an opportunity to fulfill it.

What is your personal vision? _____

LIMITING BELIEFS: How we perceive ourselves and the belief we have in ourselves is critical to a successful life. Many limiting beliefs are generalizations about our past, based on our interpretations of painful and beneficial experiences. The challenge is that we usually do not consciously decide what we're going to believe. Instead, often our beliefs are misinterpretations of past events. Therefore, all personal breakthroughs begin with a change in beliefs. What limiting beliefs do you need to change in order to break through to your own next level?