



leaders open doors

BILL TREASURER

A Radically Simple Leadership Approach to Lift People, Profits, and Performance



LEGION OF LEADERSHIP
COMPLEXIFIERS



Caring & Tough

Patient & Driven

Humble & Confident

Cooperative & Competitive

Passionate & Rational

Operational & Visionary



SCHOOL BUS
EMERGENCY


0610



**Open-door Leadership is about
serving people and organizations by
creating opportunities for them to
grow.**



**Open-door Leader Tip #1:
Use OPPORTUNITY to Motivate,
Develop, and Engage**



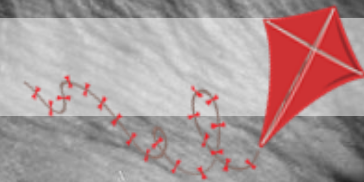
**Opportunity is more
powerful even than
conquerors and
prophets.**



Benjamin Disraeli

A black and white close-up portrait of Albert Einstein. He is looking slightly to the right of the camera with a thoughtful expression. His hands are clasped together in front of him, resting on a surface. The lighting is dramatic, highlighting the texture of his skin and the details of his mustache.

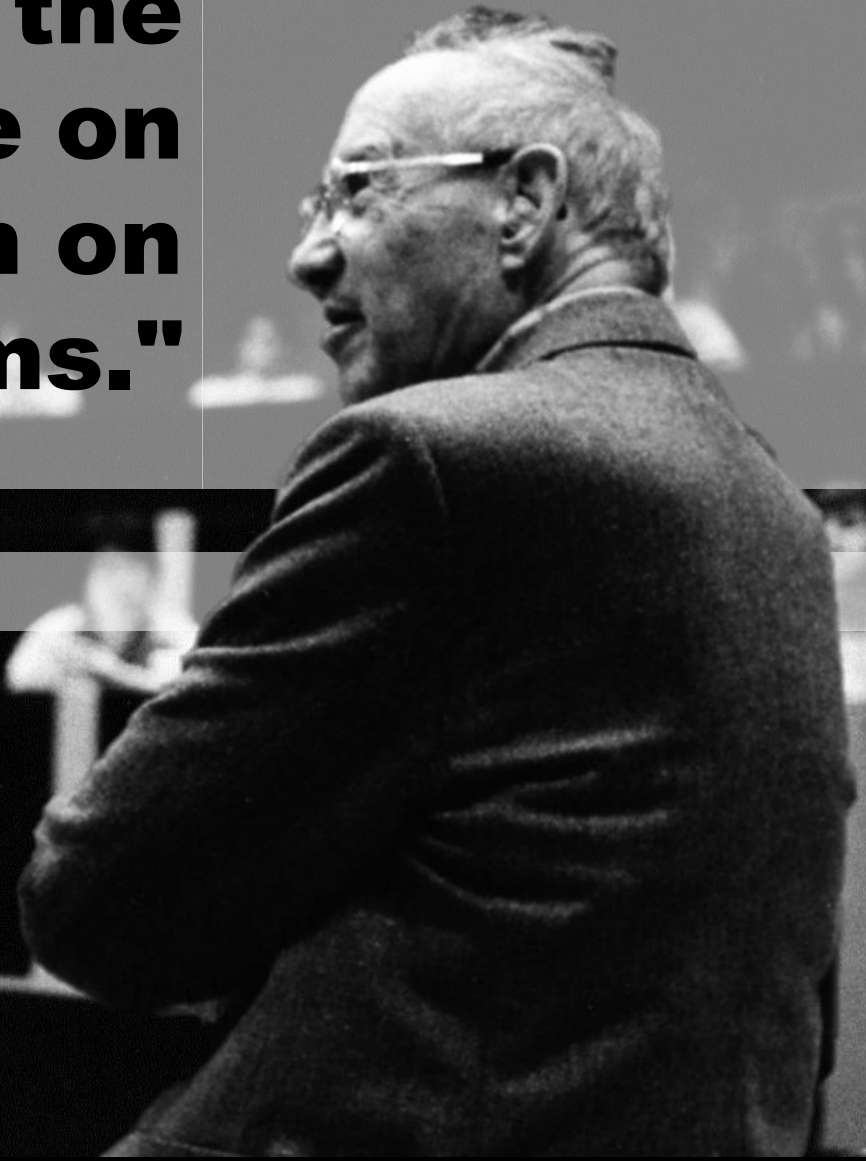
**All that is valuable in
human society depends
upon the opportunity for
development accorded
the individual.**



Albert Einstein

"The focus of the organization must be on opportunities rather than on problems."

Peter Drucker



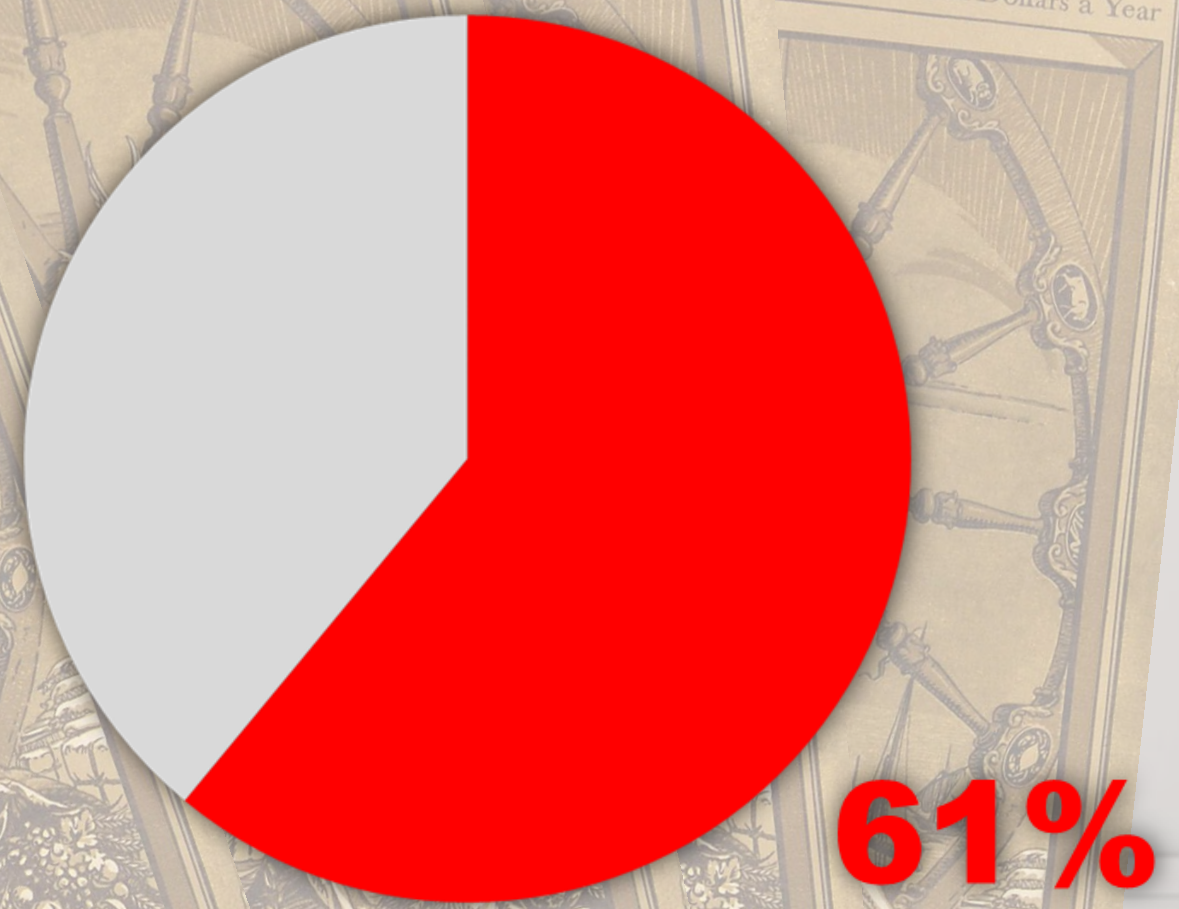


My job offers me...

- A. Many growth opportunities
- B. Sufficient growth opportunities
- C. Insufficient growth opportunities
- D. I am not interested in growing

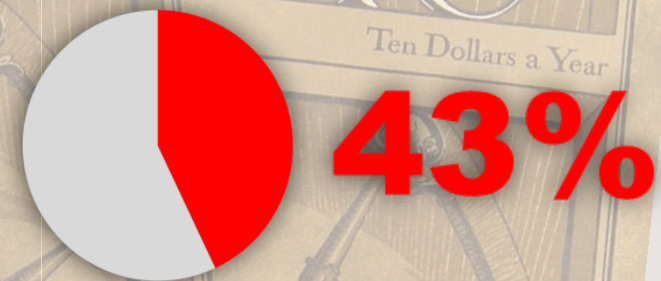
Percent of workers who:

**Feel there
are
insufficient
growth
opportunities**

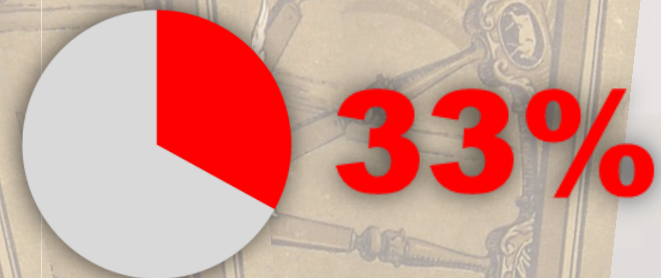


Percent of workers who:

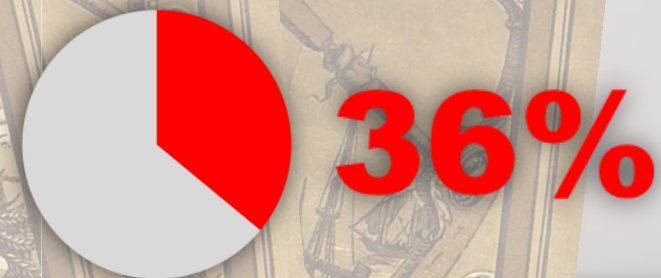
are passionate about their job



feel energized by their work



believe they're in "dead-end" jobs



Growth Opportunities



Ask for their stretch goals and aspirations.

Involve in risky and important decisions.


Have them co-present to higher-ups.

Delegate consequential tasks.

Let them lead a meeting in your absence.

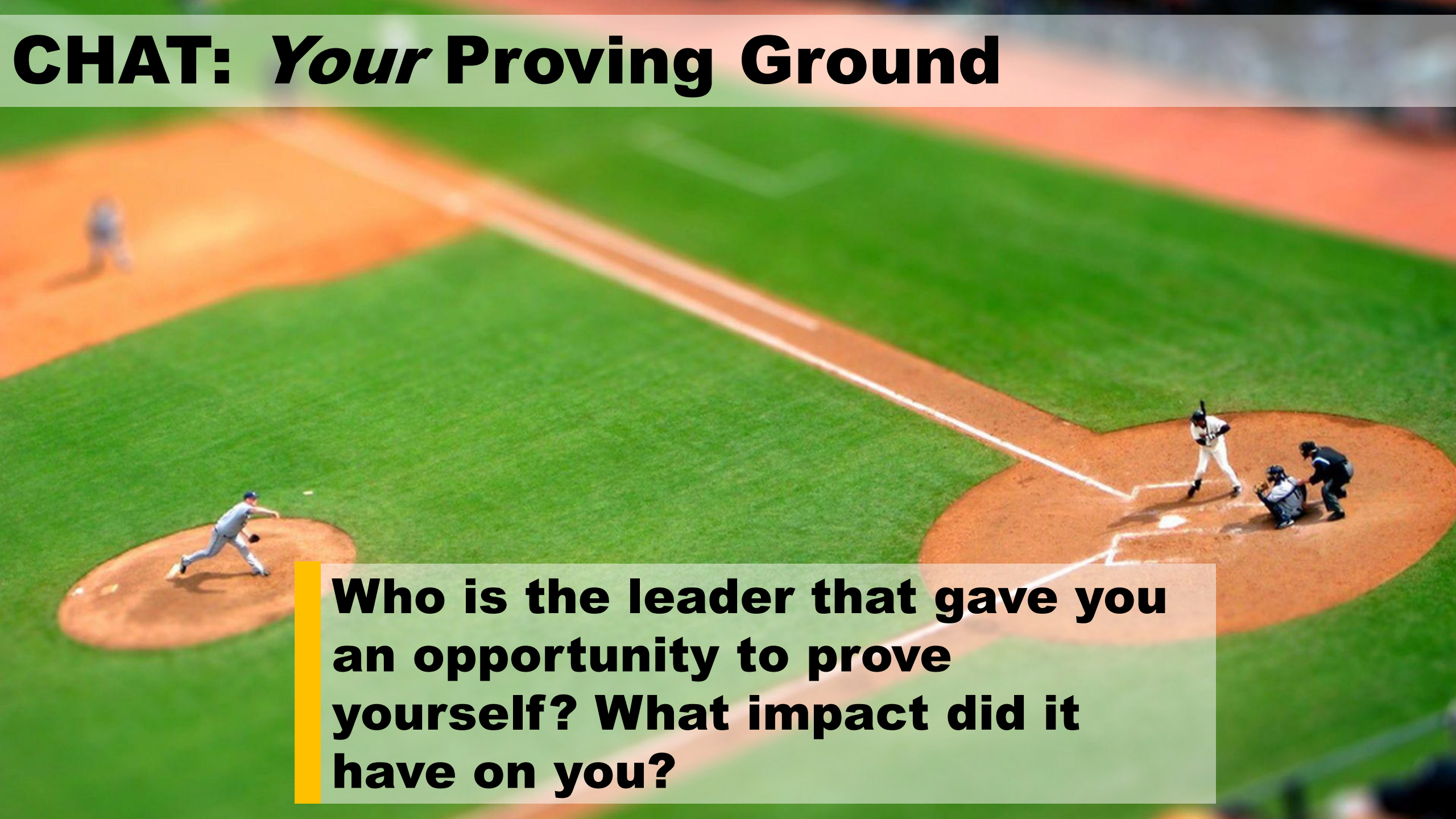


**Open-door Leader Tip #2:
Give People a Proving Ground**



My mother was determined to make us independent. When I was four years old, she stopped the car a few miles from our house and made me find my own way home across the fields. I got hopelessly lost.

CHAT: *Your* Proving Ground

An aerial view of a baseball game in progress. The pitcher is on the mound, having just thrown the ball. The batter is in a ready stance at home plate, with the catcher and umpire positioned behind him. The field is green with brown dirt base paths and bases. The text is overlaid on a semi-transparent white box with a yellow vertical bar on the left side.

Who is the leader that gave you an opportunity to prove yourself? What impact did it have on you?



**Open-door Leader Tip #3:
Coach People to Embrace Discomfort.**

Poll Question



- A. I am considering a bold move at work
- B. I am in the midst of a bold move at work
- C. I am avoiding a bold work move
- D. I am not interested in taking bold action right now

Chat Your Number

Think about the bold move you are considering. How uncomfortable does it make you?



Very comfortable

Very uncomfortable





THE MOST
POWERFUL

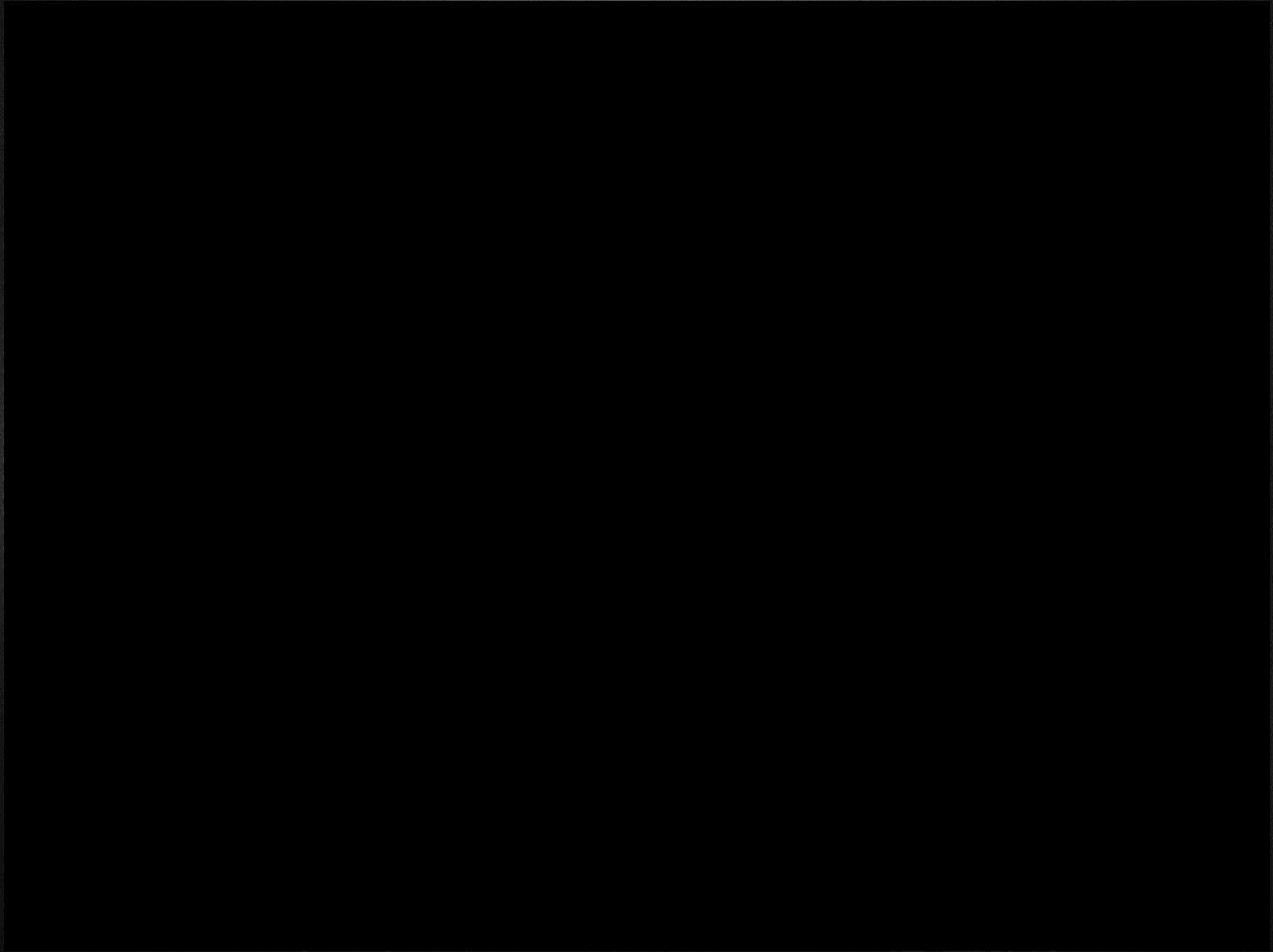
**Growth and comfort
do not coexist.**

FORTUNE

 Ginny Rometty

THE FORTY





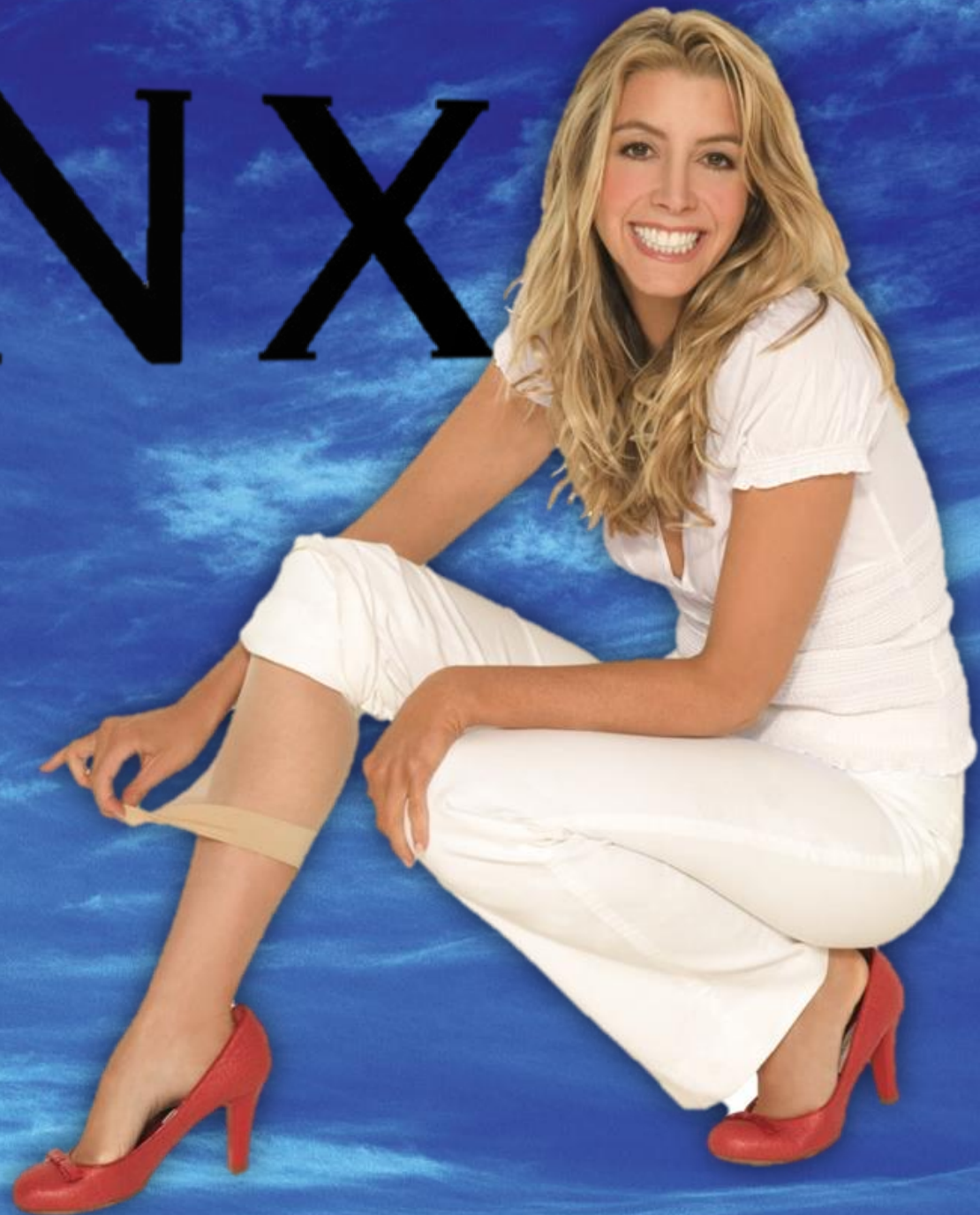




**Open-door Leader Tip #4:
Promote Courage by Creating Safety.**

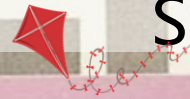
SPANX

Sara Blakely
SPANX



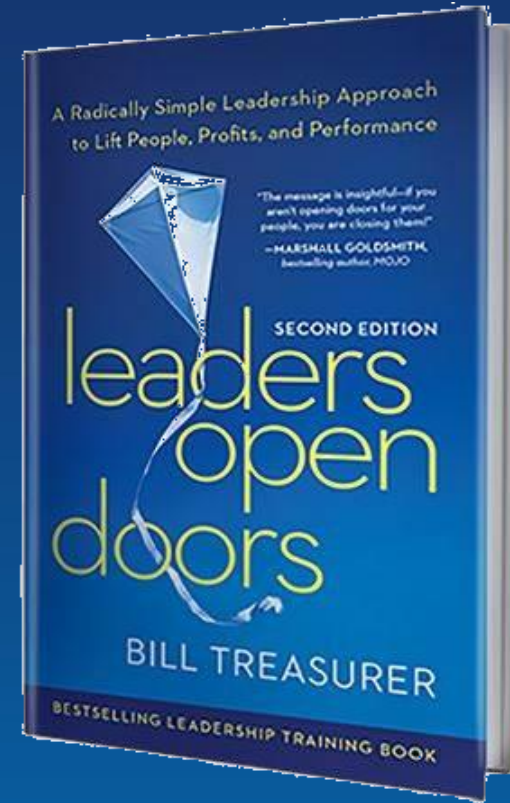


“When someone makes a mistake at SPANX – especially when those mistakes key us on to a new insight – I am never disappointed. In fact, I go up to them and give them a big high five.”



Sara Blakely





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Leadership is a

Tradition







“It’s all about encouragement, it’s all about positivity, it’s all about trust.”

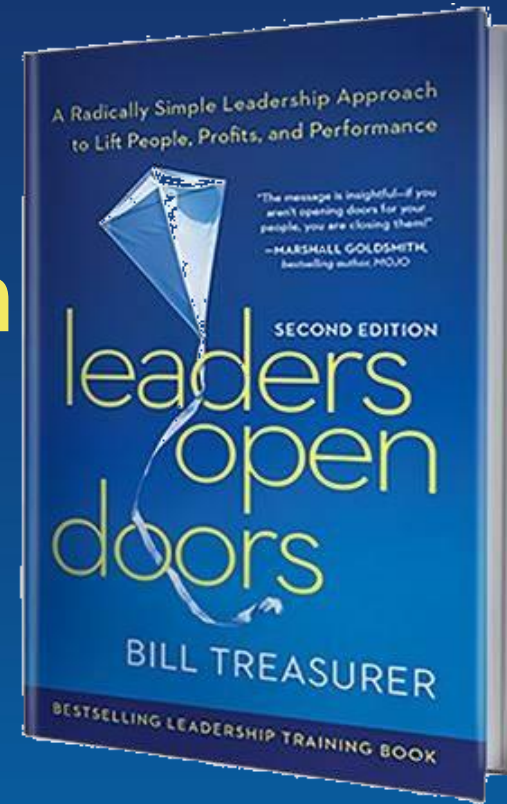


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