

**Everyday Leadership:
Small Actions, Big Impact**



Tami Hill Thomas, PCC

Acting Director | Office of Executive Resources
U.S. Department of Housing and Urban
Development

SKILLS PRACTICE

“What Does LEADING Mean to YOU?”



TRAINING OBJECTIVES



Demonstrate character in everyday interactions



Recognize opportunities to influence



Utilize meaningful impact and connection



- **82%** of fathers living with children ages 6–11 and **54%** fathers with children ages 12–18, reported eating a meal with their child almost every day resulting in stronger family connectedness, fewer behavior problems, and better school-related outcomes.
- **54.3%** of residents reported informally helping others by exchanging favors with neighbors
- **73.2%** reported having a conversation with neighbors



BEING A LEADER

- **72%** of projects met business goals in organizations that prioritize communication and interpersonal skills
- **Nine out of 10** project professionals surveyed said skills help them work smarter. Technical expertise may get you assigned to the project. Your ability to work with people helps you move the project forward.



BEING A LEADER

LEADING at Every Level

LEAD	WITH CHARACTER
LEAD	WHERE YOU ARE
LEAD	THE CHANGE
LEAD	TO INSPIRE AND IMPACT





LEAD WITH CHARACTER

- The PRIVATE YOU is reflected in the PUBLIC YOU
- Be True to YOU! Authenticity
- Personal Intentions & Self Talk Matter
- How do YOU see Yourself?
- Do what is *right*, not what is convenient.
- Create Trust & Respect.
- Be Consistent and Dependable.
- Own your mistakes.



LEAD WITH CHARACTER

YOUR ACTIONS ARE
LOUDER THAN WHAT YOU
SAY. Behave as a role
model with Integrity.

Your microphone is
always on! SAY IT WITH
THOUGHT

Honor our Differences.
We do not run/learn at
the same pace!

Be Honest with YOUR
Limitations. Its OK to Say
NO.

Every Personal Encounter
is an opportunity to LEAD.

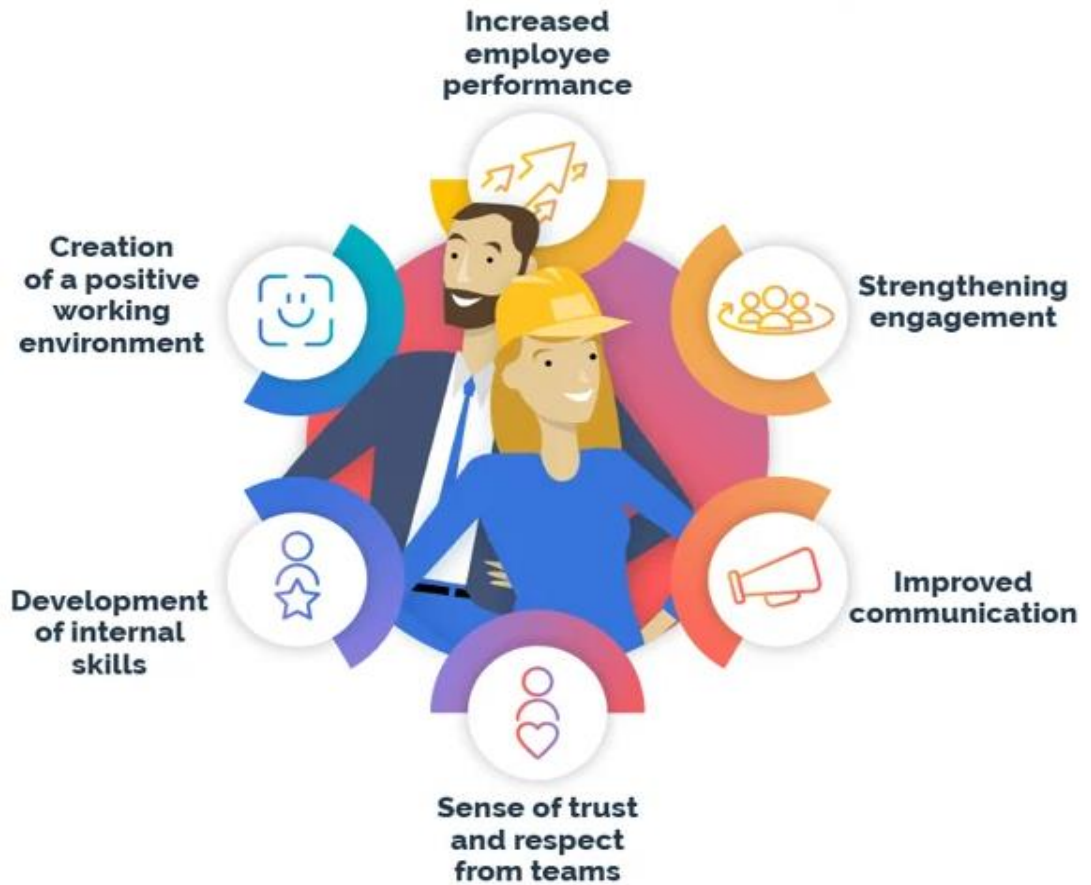
- Conversation
- Decision Making
- Building/Creating

What is insignificant to
you could be extremely
significant to someone
else!

LEAD WITH CHARACTER

Many leaders say
"Watch what I can do."

Great leaders say
"Let me show you what
YOU can do."



LEADERSHIP FIRST

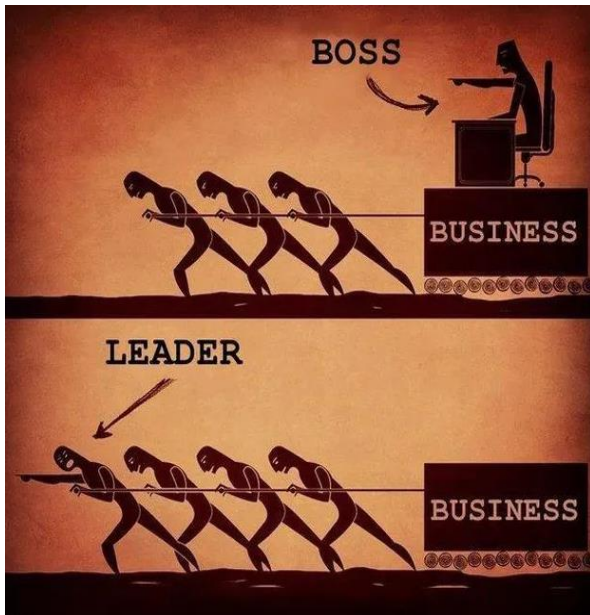
**YOU ARE A TRUE
LEADER WHEN
YOU HELP OTHERS
BE SUCCESSFUL**

RIGHT NOW, YOU are Leading or Influencing.

- Lead Yourself Exceptionally Well *Self Management
- Lighten Your Leader's Load
 - Initiative breeds opportunity to elevate
- Be Willing To Do What Others Won't
- Be the EXAMPLE at all cost
- Do More Than Manage----Lead! John C. Maxwell

LEAD WHERE YOU ARE

LEAD WHERE YOU ARE



- ☐ Be MORE than a task Manager and production driven.

Managing asks:

“What needs to be completed?”

Leading asks:

“Who do we need to become to accomplish this well?”

- ☐ Motivate people to be their best selves.

Management gets the work organized.

Leadership gets people engaged in the work.

LEAD THE CHANGE

CHANGE AGENTS MASTER SHIFTING.

- Seek Opportunity. Not Always a Problem.
- THINK BIGGER
- Remain Versatile & Courageous
- LIVE in Possibilities

“Wake up with an attitude of gratitude. Yesterday is history; tomorrow is a mystery; today is a gift; that’s why it is called the present.” [Eleanor Roosevelt](#)





ACCEPT AND ADJUST QUICKLY (Be A Problem-Solver)

- ✓ **Challenge** – Understand the changing nature of life and develop excellent work habits.
- ✓ **Choice** – Seize the opportunity to grow in the change.
- ✓ **Change** – Encourage others to be open to NEW and mentor those around you.
- ✓ **Courage** – Be a person with vision and celebrate the success of others. Remain resilient.
- ✓ **Control** – Speak honorably about your fellow workers, tasks at hand, and organization. Reinforcement Matters.
- ✓ **Commitment** – Commit yourself to excellence in all that you do. Make EXCELLENCE Your Brand.

LEAD THE CHANGE



LEAD TO INSPIRE AND IMPACT

- MOTIVATE yourself and those around you.
- Be Optimistic!
- Write the GOALS. Create the PLAN.
- Persistence is Essential. Never Quit!
- Be Present. Validate Others.
- Create space for Input and Ideas.
- Promote Flexibility and Skill development.



**TRUE LEADERS
DON'T CREATE
FOLLOWERS.
THEY CREATE
MORE LEADERS.**

LEAD TO INSPIRE AND IMPACT

- Communicate Clearly and Concisely
- Make the Difficult Decisions
- WIN TOGETHER!
- People are your most valuable asset.
- Prioritize Developing People. ALWAYS A STUDENT
- Verbalize validation OFTEN
- Create the Culture for Success

BE THE DIFFERENCE!



**BUILD A TEAM
SO STRONG
NO ONE CAN
POINT OUT
THE LEADER.**

SKILLS PRACTICE

Complete the sentence:

“I know I’m making an impact when...”





Key Takeaways

SKILLS PRACTICE

“What is one thing I can start doing, stop doing, or do differently that would positively change the people around me?”



THE LEADER IS YOU!

“The role of a leader is to coach, guide, and inspire others. They motivate teams through challenging times and guide individuals through their career progressions. A leader manages individuals to keep teams aligned and working toward shared goals.”

BetterUp.com



“A Leader is great, not because of his or her power, but because of his or her ability to EMPOWER others.”

John C. Maxwell



YOU DON'T
NEED A TITLE OR
A POSITION TO
BE A LEADER.

**“BE THE CHANGE YOU WANT TO SEE
IN THE WORLD”**

Mahatma Gandhi

Tamura.h.Thomas@hud.gov

