



# Spending Time Becoming a Great Leader

Joe Bertotto

SVP, Chief Culture Officer

Vizo Financial Corporate Credit Union

Author, “Pick Up the Gum Wrapper”



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“Spending Time Becoming a Great Leader Webinar” discussed in this presentation is the current version with effective date of December 5, 2023.

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# Key Ingredients

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- Intentionality – Am I leading on purpose?
- Deliberate Practice – Pick one item/step – practice – get feedback – repeat practice/feedback loop to mastery.
- Reflection – Do I take time to review and study my progress?

# Leadership Philosophy – Am I leading on purpose?

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- What do I care about?
- What defines me?
- What makes me who I am?
- What do I want to be known for as a leader?

# Leadership Philosophy - Examples

- Make a positive impact.
- Lead with enthusiasm, expertise, and excellence to unify the Corporate.
- When the leader is clear about their philosophy, 78% of direct reports strongly agree that their leader is effective. (Source – The Leadership Challenge – Jim Kouzes and Barry Posner)

# Deliberate Practice

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What are three things that if I did them extremely well and consistently over time would have a remarkable impact on my professional life as a leader?



# Deliberate Practice - Example

- Coaching as an answer to the previous question.
  - Practice asking better questions:
    - What have you tried in the past when you were faced with a similar situation that worked?
    - If you could magically have any solution you wanted, what would it be?
    - How will this decision impact you in the next 5 minutes? The next 5 months? The next 5 years?

# Deliberate Practice (cont.)

- Get feedback:
  - I'm working on improving the questions I ask to make them more thought provoking...
  - On a scale of 1 to 5, with 5 being high, how helpful were those questions in getting to a solution?
- Personal Reflection:
  - How effective were my questions?
  - Are there different questions I should have asked?
  - Could I have worded the questions more clearly to make them more powerful?
  - What will I do differently the next time?
- Continue the practice/feedback loop to mastery and then pick another element of coaching to work on.



# Personal Reflection – The Highlight Reel

- Spend 15 minutes every week reflecting:
  - What did I do well this week as a leader that I can build on?
  - What can I do more effectively next week?
  - How will I be sure to fit this into my schedule?

# Managing Time – Covey’s Time Management Matrix

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Urgency comes from the environment; Importance comes from within you

QI – Urgent and Important	QII – Not Urgent but Important
QIII – Urgent and Not Important	QIV – Not Urgent and Not Important

“Don’t prioritize your schedule, schedule your priorities.” Stephen Covey

# Managing Time

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- QI – Quadrant of Burnout
- QII – Quadrant of Personal Leadership
- QIII – Quadrant of Rust Out
- QIV – Quadrant of Chill Out



# Moving to QII

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- Schedule a week not a day.
- Schedule your priorities.
- Protect your priorities in the moment of truth.

# Q&A

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Any questions??



# THANK YOU

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[jbertotto@vfccu.org](mailto:jbertotto@vfccu.org)  
717-737-1002

