Question:

- How do we effectively LEAD in 2019?
- Can we see and think beyond ourselves?
I-Leadership:
The Heritage of the National Association of Realtors
Leadership Truths:
Leadership Truth 1:
REALTORS HAVE BUILT Organized REAL ESTATE

• Multi Listing Service
• Code of Ethics
• Appraisal Standards
• Comparative Market Analysis
• Transparent Markets
• Title Insurance
• Recorded- Searchable Public facing Ownership Records
Leadership Truth 2: REALTORS. THE TRUE DISRUPTERS

FOR MORE THAN a Century:

Realtors have been disrupting... Experimenting and Pushing the limits.

REALTORS DELIVER VALUE TO CONSUMERS.

We as leaders can have the potential to design and write the future....
Leadership Here and Now
Recipes and Ingredients
Ingredient 1:

Curate
Bold Ideas-
Strategies

Openness to other people and ideas
Curating ideas and discussion
Stepping out of yourself and putting other people and their perspective before yours

Embrace INCLUSITIVITY--- Superior Outcome
Ingredient 2: Realtor Success

- Great Leaders: FOR their members
- Measurement is Realtor Success
- Define Success Broadly Not just $
- Goal: Superior Consumer Experience
- For the Clients-Customers & Our Members
Ingredient 3: Active Listening:

Great leaders listen and question: measure and evaluate situation

This is **before** they move to fix or solve

With members, feedback can be focus groups and surveys,

Both are tools to introduce new programs and measure success
Ingredient 4

PASSION:

GREAT leaders lead with their hearts

Great leaders execute with their minds

Authentic leadership beats perfect packaging every time.
Ingredient 5:
- Humility
  - It’s not about you:
  - It’s about us and our mission
Video slide: see placeholder box for media
Ingredient 6: RESPECT TIME

- Respect everyone’s time.

Money and Things are replaceable. Time is not.

Practical Application/Tactics:

No unnecessary meetings

Start on Time

Create Momentum

FINISH ON TIME!

...
Leadership is a learned skill not a birth trait

Experience is the teacher. Practice, Trial and Error. Ask Mentors for Help. A secret for you:
Ingredient 8: Owning Failure

Success has many parents,

Failure is an orphan!

Your teams success is the result of everyone...share the credit.

Team failure rests on shoulders of the President...The Chair...that is you!

You can get to fix, before you assess blame!
Ingredient 9: Leadership

Your most important role as leader: To identify, train, mentor and support your successors. (even if you do not like them)

Choose the best People for your team:

Leadership timeline:
- Volunteer
- Follow
- Learn
- Collaborate
- Lead
- Get out of the way
Ingredient 10: GRATITUDE

- EXPRESS Appreciation

- Most Important Phase: Thank you
KNOW your WHY:

Here is mine: