

# REALITY-BASED LEADERSHIP

How Modern Leaders Ditch the Drama, Hardwire Accountability and Call Teams to Greatness

@alexmdorr

# DRAMA AND THE DATA

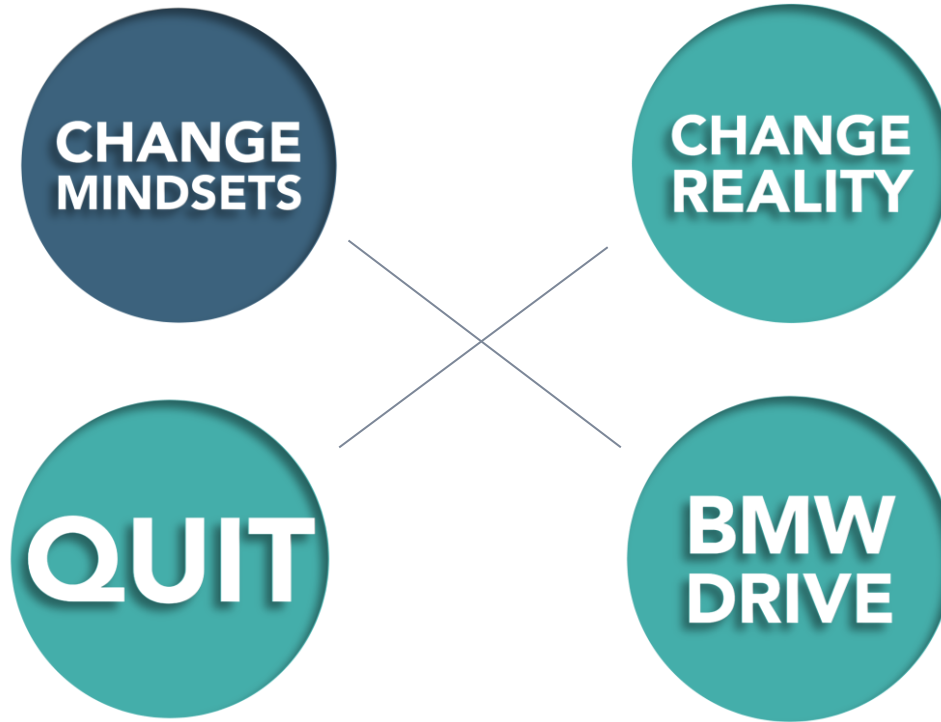
2.5 hours per day

12.5 hours per week

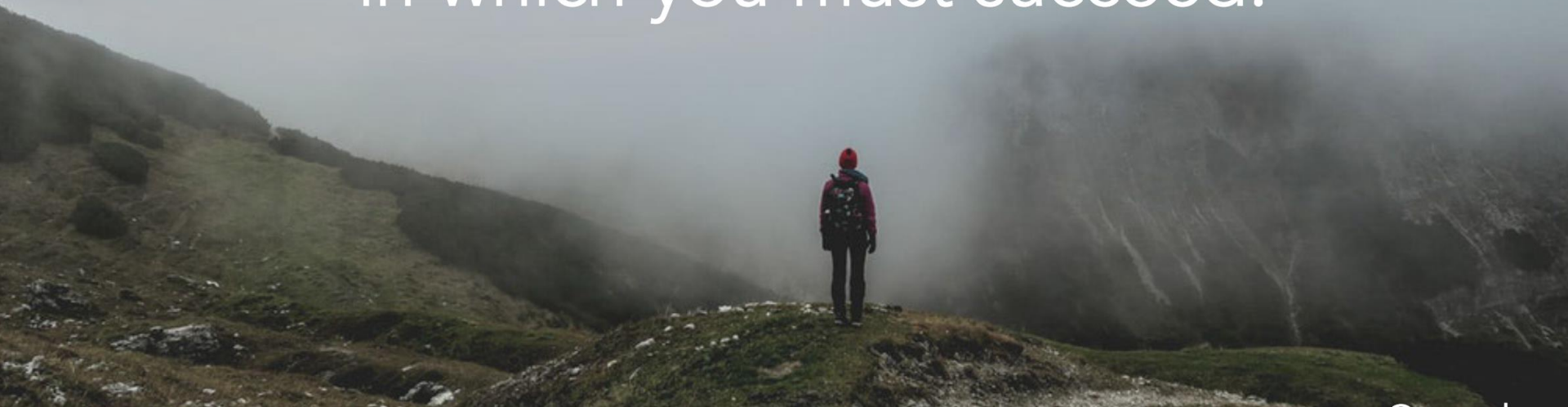
50 hours per month

600 hours per year

# UNDERSTANDING THE HUMAN CONDITION



Your **circumstances** aren't  
the reasons you can't  
succeed, but the **reality**  
in which you must succeed.



# THE BIG OPPORTUNITY

Unpreferred reality.



The opportunity  
to add value



The hoped-for future



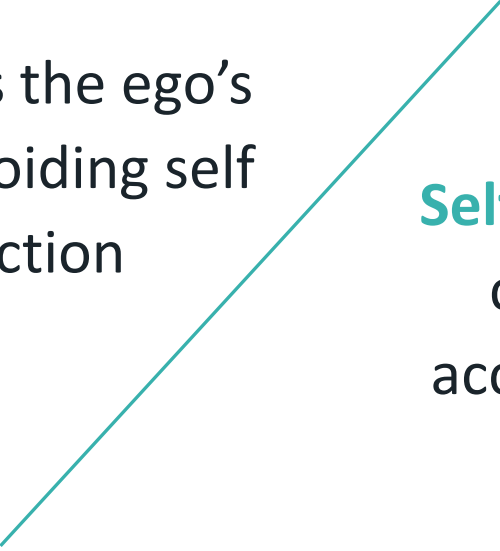
GIVEN THAT...

HOW COULD WE?

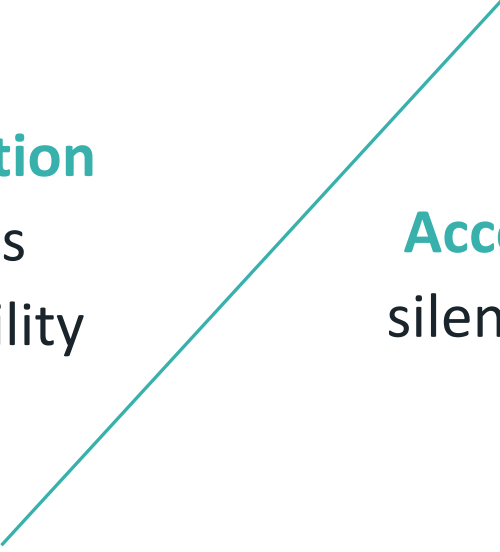
Your ego is  
not your amigo.

## VENTING & SELF-REFLECTION

**Venting** is the ego's  
way of avoiding self  
reflection



**Self-Reflection**  
cultivates  
accountability



**Accountability**  
silences the ego



# THE EGO BYPASS



**QUESTIONS FOR  
SELF-REFLECTION**

# **EMPATHY VS. SYMPATHY**

WHAT WOULD  
GREAT  
LOOK LIKE?

THEN GO BE GREAT.

HIGH-SELF  
'TOGGLE UP'  
LOW-SELF



# QUESTIONS FOR SELF-REFLECTION

What would great look like?

What can I do to help?

What do I know for sure?

What can I do to add value?

EGO BEHAVIORS WERE  
32% OF  
THE DRAMA.

# HIKING IN SPAIN





WHAT DO YOU KNOW  
FOR SURE?

YOUR STRESS IS  
OPTIONAL...

## HOW THE MIND WORKS



My boss called to check on Project HEALTH1. This is more evidence that they don't trust me at all. He's always nosing around in everyone's business and then, like the micro-manager he is, he asked how the project was going. It turns out the project is behind and needs to be presented to the next level of leadership on Thursday. You know what this is about – ever since budget cuts they are looking for projects to kill and this would be my 3<sup>rd</sup> or 4<sup>th</sup> target project that is cancelled. If this one gets cancelled, they are going to suspect that I don't do a ton around here and that means that I will be fired. And I have a kid in vet school that wants to help the pandas in East Asia and now because of this manager – pandas are going to be extinct.

WHAT DO YOU KNOW  
FOR SURE?

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GIVEN THAT...

HOW CAN

YOU

HELP?



STOP JUDGING,  
START HELPING.

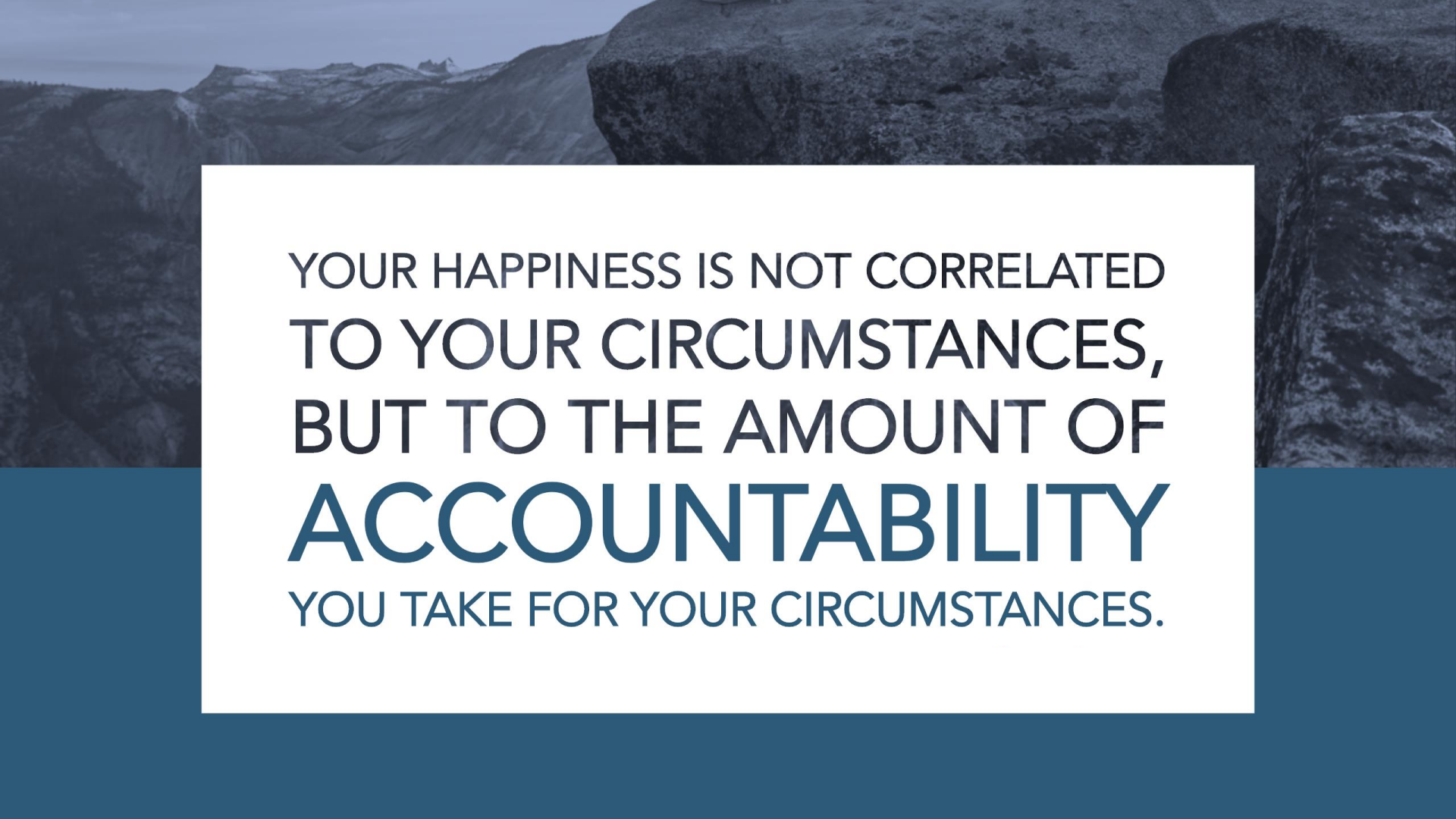
Modern leaders are  
**TRANSLATORS**

“We just got three  
patients dumped on  
us!”

“The disaster that is IT  
can’t manage  
their way out of a paper  
bag!”

“We are just  
slammed right now,  
it’s crazy!”

NOW THAT WE  
UNDERSTAND HOW THE  
EGO INTERFERES WITH  
ACCOUNTABILITY...



YOUR HAPPINESS IS NOT CORRELATED  
TO YOUR CIRCUMSTANCES,  
BUT TO THE AMOUNT OF  
**ACCOUNTABILITY**  
YOU TAKE FOR YOUR CIRCUMSTANCES.

The mindset that results happen because  
of one's actions, not in spite of them.

**ACCOUNTABLE PEOPLE  
BELIEVE THAT THEY  
CHOOSE THEIR OWN DESTINY.**



50% | 10% | 40%

# FACTORS OF PERSONAL ACCOUNTABILITY

## COMMITMENT

The willingness to do whatever it takes to get results.

## RESILIENCE

The ability to stay the course in the face of obstacles and setbacks.

## OWNERSHIP

The acceptance of the consequences of our actions, good or bad.

## CONTINUOUS LEARNING

The perspective to see success and failure as learning to fuel future success.

# RESILIENT PEOPLE:

1. Big network of positive relationships
2. Ask for help early and often

# COACHING TECHNIQUE: GIVEN THAT...

- how could we...?
- what ideas do you have?

## COACHING TOOL #1 – ACCOUNTABILITY & COMMUNICATION

### Information Processing

**S Situation** (one sentence)

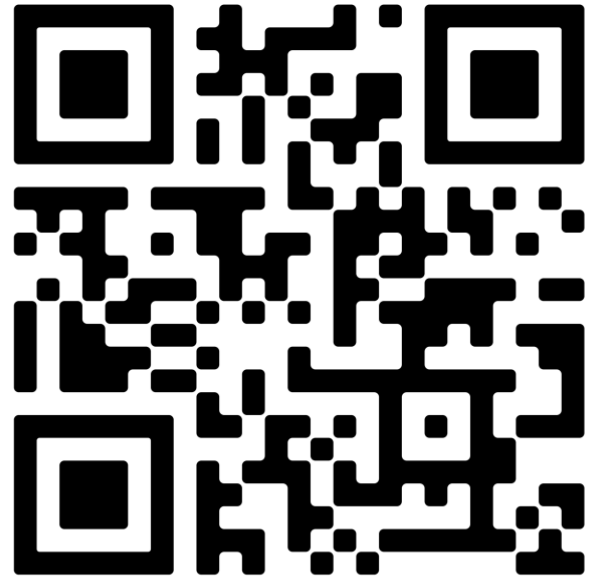
**B Background** (relevant)

**A Analysis** (expertise not opinions)

**R Recommendations** (2-5 ideas with cost/benefit for each)

Get this free tool at [info.realitybasedleadership.com/tool](https://info.realitybasedleadership.com/tool)

Get the free  
**SBAR**  
download  
and video  
here!



SCAN ME

IDEA:

CHANGE IS HARD.

CHANGE IS ONLY HARD FOR  
THE UNREADY...

@alexmdorr



# PREPAREDNESS FOR WHAT'S NEXT

## RESISTANCE

Threat  
Belief  
Reaction  
Past

## MAINTENANCE

Play it Safe  
Lacks Meaning  
Don't Care  
Past/Future

## VISION

Opportunity  
Creativity  
Resource  
Present

ISSUE or EVENT

PLAY FAVORITES

**WORK  
WITH THE  
WILLING**

**WHY WE CAN'T to  
HOW WE COULD**



Q&A

What is on  
your mind?

**INNOVATION**  
**COLLABORATION**  
**TEAMWORK**  
**RESULTS**  
**ENGAGEMENT**  
**ACCOUNTABILITY...**



All that you desire is your  
natural state once the  
**DRAMA IS GONE.**

So, what's **your**  
drama level?

Get the automatic  
calculator here.

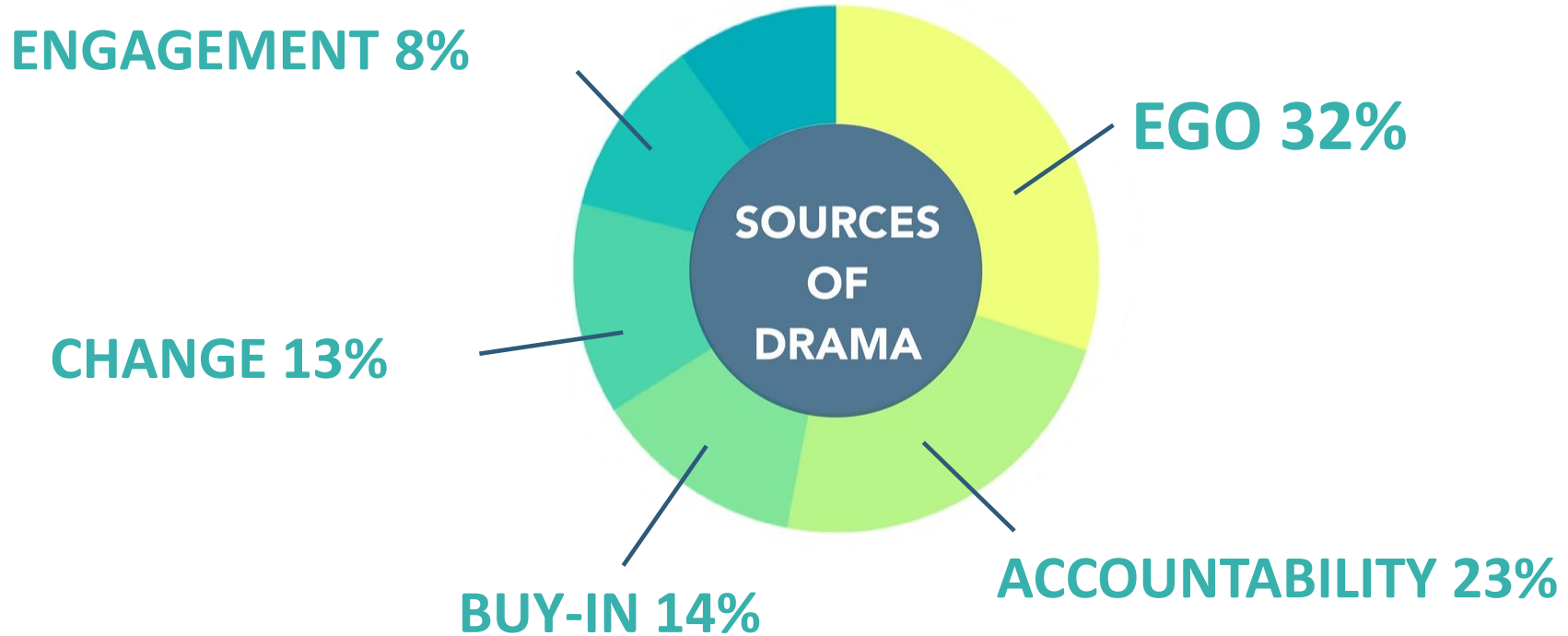


SCAN ME

# A DEEPER DIVE

Practical Tools to Ditch the Drama and Call  
Teams to Greatness at Work

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# THE LEADER'S NEW ROLE

is to help employees eliminate emotional waste by facilitating good mental processes.

## TOOL #2 - THINKING INSIDE-THE-BOX

More sleep

**GOAL**

12 Hour Shifts

CONSTRAINT 1

SOLUTIONS  
"How I / We Can ..."

CONSTRAINT 2

No Extra Time

“Leaders don’t solve  
problems, they dissolve  
them.”

## EXAMPLE #2 – COMPETING PRIORITIES

Growth/Sales

**GOAL**

Marketing: on  
brand/buttoned up.

CONSTRAINT 1

SOLUTIONS  
"How I / We Can ..."

CONSTRAINT 2

Sales: Collateral to get in  
front of customers just-  
in-time

# GIVEN THAT...

1. Your GOAL is \_\_\_\_\_
2. And your CONSTRAINTS in your reality are  
\_\_\_\_\_ & \_\_\_\_\_
3. HOW COULD YOU?

Think INSIDE-the-box.

## WHEN TO USE THE THINKING INSIDE-THE-BOX TOOL?

1. When someone is giving the constraints, excuses or circumstances for why they can't succeed
2. When you are navigating **competing priorities** on a project
3. When two departments seem to have **competing goals** that are preventing progress, innovation or collaboration
4. When an individual is asking you, "Would you rather us do this **OR** this? You can only choose one." Ex: Would you rather us do this quickly **OR** with high quality?"

## TOOL #3 – ACCOUNTABLE ENGAGED ACTION PLANNING

### What would you like to improve in your workplace?

- Better communication
- More transparency
- Higher pay
- Better benefits
- More intuitive IT systems
- More support
- More trust

### What are you willing to do to get that?

- Read and discuss with my colleagues the change initiative updates we post and email out
- Be clear when I want a day off and not lie about sick day
- Take on a project that is outside of my “job description” and deliver great results
- Meet with HR to understand the benefit options I’m not utilizing

### How can I support that as your leader?

- Shorten the email with more concise information. Tuesday instead of Monday
- Find an educational course on burnout for team to watch over lunch
- Keep team posted on opportunities to grow, develop and step up
- Provide package overview handouts in visual manner for team to review

**ENGAGEMENT  
WITHOUT  
ACCOUNTABILITY  
CREATES  
ENTITLEMENT.**



Q&A

What is on  
your mind?

Ready to start  
using the tools?

Get your cheat sheet  
download here.



SCAN ME