

*Cultivating a Culture
of Excellence and Leadership
Personally & Professionally: Our
Success Depends on It!*

Keynote



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OVERVIEW

*“Cultivating a Culture of Excellence and Leadership
Personally & Professionally; Our Success Depends on It!”*

- * Leadership
- * Leaders
- * Innovation and Leadership
- * A Culture of Excellence
- * Effective Leaders
- * Successful Implementation of Change/Innovation
- * 21st-Century Skills
- * Knowledge, Skills, and Attitudes Needed for Work and Life
- * Daunting Statistics and a Challenge/Closing Remarks

LEADERSHIP

- Effective Communication; Integrity; Trust
- Goals. Start with the End in Mind. Sense of Urgency!
- Principles and Values
- Vision (Personal and Shared). Systems Thinking. Positive Thinking. Big Picture Thinking
- Data-driven Decision Making and Teamwork
- Courage to take risks. Accept accountability and responsibility to make mistakes, open to suggestions, and are willing to change one's mind
- Investing in people and conditions to change them to the better

LEADERS

- Leaders are team players and decision makers who commit to high standards and expectations.
- Leaders are people who accomplished something, who brought something to reality.
- Leaders advocate for and advance symbiotic, win-win lasting relationships and partnerships.
- Leaders pursue opportunities for professional and personal growth and continuous improvement for themselves and for the team.
- Leaders cultivate a culture of commitment vs. compliance
- Leaders lead people. Managers manage things!

INNOVATION AND LEADERSHIP

- Innovators are leaders who are focused on bringing about a better future
- Innovation entails breaking the norm or status quo
- Innovation is about creating something new, or a new way of doing something, that is sustainable, serves a need, and has value or utility
- Innovation and leadership are about improvement, about accomplishing some sustainable change to create better results
- Culture is an essential factor in successful innovation; a culture that is never satisfied with being good enough, accepts risks and temporary setbacks as a natural part of the process.

A Culture of Excellence

- * Attitude of Gratitude and Expectation
- * Passion, Compassion, Enthusiasm, Humility
- * Service and Focus on People/Others
- * Remind Team Members of the Riches in our BAG
- * Continuous Improvement/SMART goals
- * Applying/Acting not only Saying/Knowing. LEARNing
- * Focus on *rigor, relevance, data, information, and action.*
- * Emphasize both *(Left-Brain)- AND (Right-Brain).*

Effective Leaders

- Are great *communicators* and collaborators.
- Are excited, curious, enthusiastic, passionate, and resilient.
- *Inspire*, motivate, and mentor others.
- Adopt, model, and live by abundance mentality rather scarcity mentality.
- Focus on providing opportunities for recognition, change, and security for team members and stakeholders.
- Are team players and decision makers who commit to shared leadership, high standards and expectations.
- Are *visionary* who guide members of the team and continuously pursue opportunities for professional and personal growth.

LEADERS CREATE CHANGE & SUCCESSFULLY IMPLEMENT IT AND MANAGE IT

Vision + Collaboration + Incentives + Resources + Action Plan = **Change**

 + Collaboration + Incentives + Resources + Action Plan = **Confusion**

Vision + + Incentives + Resources + Action Plan = **Anxiety**

Vision + Collaboration + + Resources + Action Plan = **Resistance**

Vision + Collaboration + Incentives + + Action Plan = **Frustration**

Vision + Collaboration + Incentives + Resources + = **Treadmill**

Modified from Knosteer, T, (1991) Presentation at TASH Conference, Washington, D. C.



21st-Century Skills

More than 250 researchers across 60 institutions worldwide categorized 21st-century skills internationally into four broad categories:

- * **Ways of thinking.** Creativity, critical thinking, problem-solving, decision-making and learning.
- * **Ways of working.** Communication and collaboration.
- * **Tools for working.** Information and Communications Technology (ICT) and information literacy.
- * **Skills for living in the world.** Citizenship, life and career, and personal and social responsibility.

What Knowledge, Skills, and Attitudes Are Needed for Work and Life?

1. The ability to think critically and communicate effectively, both verbally and in writing.
2. Excellent interpersonal skills and are comfortable working in teams, in their own field and across disciplines.
3. Technical skills and soft skills and the ability to learn new ones and apply them quickly and constantly.
4. Knowledge of the global environment and the cultural sensitivity required to operate in a global marketplace.

Daunting Statistics & A Challenge!



In many societies and communities, approximately:

- * 30% Victims (Inactive)
- * 50% Thrivers/Workers (Active)
- * 10% Dreamers (Highly active, yet on their own, nonproductive)
- * 10% Innovators/Leaders (Proactive)

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