

MARK FRITZ

Leadership Specialist on The Power of Ownership

Overview of the **OWNIT!** Methodology



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LANGUAGE OF ACHIEVEMENT

FOCUS



The Language of Achievement

Success.

It's both Behaviors and Results

- Develop your People's Judgment to make Decisions
- Conditions Enabling your People to Deliver the
- A Leader's HOW is WHO (Empower your People)



OUTCOMES

NOSE IN, FINGERS OUT

CHOICE

- Lead NIFO: Nose In, Fingers Out
- Adapting your Communications: Consistently Different
- Asking More Questions, Telling More Stories/Examples

NIFO

- Driving your People to *Think* in Options)
- Reinvent your Role Before You Let Go

CULTURE OF COLLABORATION

TRUST

- Developing the Principles to Guide People's Behavior
- Creating an Environment for Collaboration
- Drive Performance and Develop Positive Peer Pressure
- Create Interdependence: Need Each Other for their Success
- Keep the Alignment so your Team Moves Forward Faster



DESIRE

- The **Equation of Success** is WHY > HOW
- Create a Vision Everyone Can **Believe** In
- Trigger the *Motivation* within your People
- Find Ways to Reach their Sub-Conscious Minds
- Make It Personal and your People OWN IT!



LEAD

- Begins with You Understanding You
- Focusing on your Strengths that Drive your Success
- Improving Weaknesses that are Slowing your Success

YOURSELF

- Leading from within vour Sweet Spot (Strengths/Passion/Value)
- Being the Right Role Model for your People



COMMIT

ENABLE CHANGE

GROW

- Your People Comfortable Being a Little Uncomfortable
- Expand your People Perspectives with **New Experiences**
- Manage Sponsors and Stakeholders for **Strong Support**
- Your People Solving Problems, You Managing the Dilemmas
- View Constraints as your Friend, Drives your People's Creativity

