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# THE LEADERSHIP CONTRACT

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May 28, 2014



Administrative Excellence | L'art de diriger

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What does it mean to be a **leader** today?





leadership **accountability**



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STRATEGY



LEADERSHIP

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**LEADERSHIP**

A magnifying glass with a black handle and a silver frame is positioned over the word "LEADERSHIP". The lens of the magnifying glass is centered over the word, making the letters "E", "R", and "S" appear significantly larger and more prominent than the other letters. The word "LEADERSHIP" is written in a bold, blue, serif font. The magnifying glass is tilted slightly to the right.

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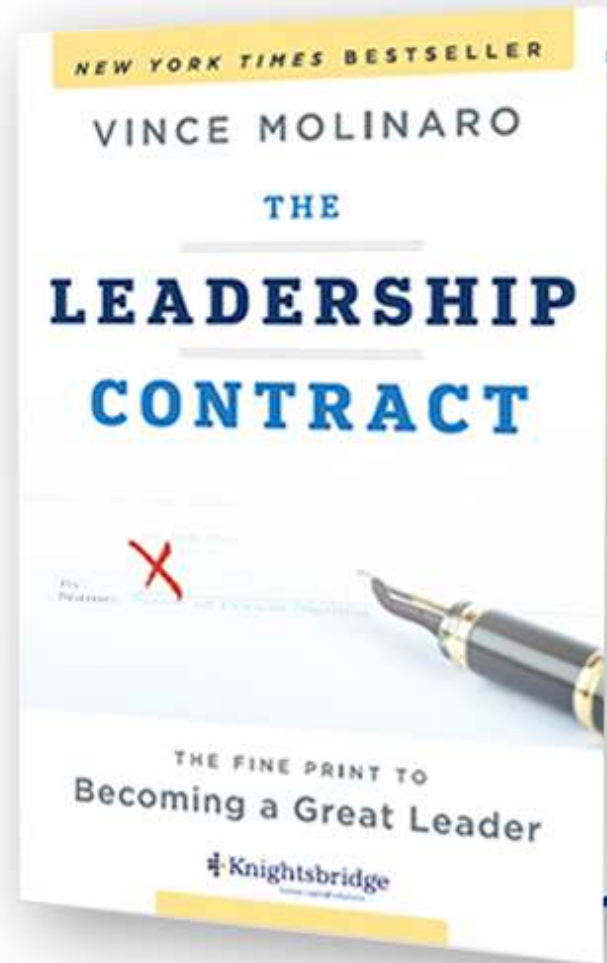




7%

OF EMPLOYEES HAVE  
TRUST AND CONFIDENCE  
IN SENIOR LEADERS











1.  
Leadership  
is a decision  
**MAKE IT**

2.  
Leadership  
is an obligation  
**STEP UP**

3.  
Leadership  
is hard work  
**GET TOUGH**

4.  
Leadership  
is a community  
**CONNECT**

**THE  
LEADERSHIP  
CONTRACT**



**D**  
BIG

**d**  
small





Are you **all in** as a leader?





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# 5 Core Leadership Obligations





# The Iron Ring Ceremony



Are you leaving your organization  
in **better shape** that you found it?







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# The Hard Rule of Leadership

Avoid the hard work  
and you become  
**WEAK**

Tackle the hard work  
and you become  
**STRONG**

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What hard work are you  
**avoiding?**





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# How To Build Community of Leaders





What actions am I taking to build a  
strong **community of leaders?**



# Put The Leadership Contract Into Action

## *Daily Actions*



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# THE GUT CHECK FOR LEADERS



TheCommunityOfLeaders.com  
@VinceMolinaro

 **Knightsbridge**  
human capital solutions





# About Dr. Vince Molinaro



*What does it really mean to be a leader?* Vince Molinaro posed that question to himself at the beginning of his career when he saw a respected colleague and mentor succumb to a disease she believed was brought on by the stress of an unhealthy workplace. Since then, his passion and focus have been to help senior leaders and executives create compelling organizations that drive sustainable growth and value. How? By building strong leadership cultures where every single leader demonstrates personal clarity, commitment and accountability.

Today, Dr. Molinaro is a New York Times Bestselling author, a speaker, leadership advisor, and Managing Director of the Leadership Practice with Knightsbridge Human Capital Solutions. As a Senior Executive of this award winning company, Vince has helped create one of the leading North American brands in the Human Capital industry. As a leader, Vince personally sets the leadership bar high for himself and his team. He doesn't just preach the leadership stuff – he works hard to live it.

As a leadership advisor, Vince has worked in diverse industries such as energy & utilities, financial & professional services, pharmaceutical, technology and the public sector. He is regularly called upon by the media for his innovative opinions on the future of leadership. An engaging speaker, he conducts keynote presentations for corporations and conferences.

He is the author of the New York Times Best Selling book, *The Leadership Contract*. He's also co-author of two other successful books: *Leadership Solutions* and *The Leadership Gap*. He has written several eBooks and is an active blogger.