



Motivation That Scales: Leadership Strategies for Every Team

February 19, 2026

- **What is leadership?**
- **What gets in the way?**
- **What Does it Look Like on a Team?**
- **My Rules to Live By**

For A Chamber Leader...

“A leader is at her best when people barely know she exists. When her work is done, her aim fulfilled, they will all say, ‘we did it ourselves!’”

Leadership:

Navigating to Somewhere New



Ground yourself in
what you DO know:
sound principles of
character

You cannot wish for character
and an easy life. Because the
cost of one is the other.

Know Yourself

Self-awareness

Know your center

Authenticity

Say what's true

Superpower

Name and use it.

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” - Albert Einstein

Mindset: Scarcity vs Abundance



“Can you remember who you were before the world told you who you should be?”
– Charles Bukowski

What Gets in the Way

Imposter Syndrome

- It's not who you are that holds you back; it's who you think you are not
- Move past it: you're awesome!
- Know better, do better
- Respond, don't react

Imbalance/Burnout

- When the chassis starts to rattle, stop and breathe
- The Infinite Game
- Consistency beats intensity

Default to the Familiar

- What are your "ruts in the road"?
- Hire to your weaknesses
- Know where you go when stressed

When You Still Don't Know

- Seek wise counsel
- Green, yellow, red lights
- "In the meantime".....

Leading Teams: The Big 3

Clarity

"Clear is kind"
shared goals
defined roles
written expectations

Investment

Train
timely coaching
Recognize
delegate

Community

Celebrate
team-build
always be a fan

Applying To Life

Think of yourself as a ship -

Currents and winds that pull us of course aren't necessarily good or bad, right or wrong; they just are.

Let them inform your work, not necessarily redirect it.

My 10 Rules to Live By

1. My only currency is my character
2. Clear is kind
3. Curiosity is much more powerful than certitude
4. Always assume good intent
5. Abundance mindset
6. Blue ocean strategy
7. Don't let passion get ahead of purpose
8. Good intentions don't equal good guidance
9. Others' opinions of me are none of my business
10. When the chassis starts to rattle, stop and breathe

It is our choices, far more than our abilities, that show us who we really are.

Questions?

Thank
You!

- Sue Hawkes, Chasing Perfection
- Susan Cain, Quiet
- Iyanla Vanzant, In The Meantime
- Bob Buford, Halftime (faith-based)
- Nancy Dahl, Grounded: Leading Your Life With Intention (faith-based)
- The Arbinger Institute, Leadership and Self-Deception