

# Why Guys Should Lead #LikeAGirl

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# TODAY YOU WILL LEARN

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1. Why research is finding that women typically have superior leadership skills compared with their male counterparts
2. How historical cultures have produced a flawed mental model of effective leaders
3. A new mental model for effective leadership, inspired by the contributions of female leaders

# TODAY YOU WILL LEARN (CONT.)

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4. Examples of outstanding, accomplished male leaders who led "like a girl"
5. Actions leadership trainers can take to help any leader, irrespective of gender, become confident in leading to produce sustainable, superior performance.







# WHAT I LEARNED

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- Relationships tend to drift toward disconnection
- We need to be intentional about connecting
- Connect with people in ways that make them feel connected
- The #1 blind spot of the vast majority of male leaders is the human need for connection and that when it's not met, we dysfunction

# WOMEN'S WAYS OF LEADERSHIP

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1. Place a high value on relationships
2. Have a bias for direct communication rather than following the chain of command
3. Put themselves at the center of the people they lead
4. Are comfortable with diversity
5. Are skilled at integrating their personal lives and their lives at work rather than compartmentalizing

# RESEARCH

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Employees report that female managers are more likely to:

- encourage employee development
- talk with an employee about his/her progress
- give recognition or praise for good work

# RESEARCH

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Female managers are better at engaging their employees than male managers.

Female employee:

35% engaged when manager is female

31% engaged when manager is male

Male employee:

29% when manager is female

25% when manager is male

Source: “Female Bosses Are More Engaging Than Males Bosses”; Gallup; May 7, 2015



CULTURE OF  
CONTROL





CONNECTION  
CULTURE

# CONNECTION IS A SUPERPOWER

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- Makes you happier
- Makes you smarter
- Makes you more productive
- Makes you more resilient to cope with stress
- Helps protect you from illness
- Heals damage stress does to your chromosomes
- Is associated with 50% reduction in early death

# ORGANIZATIONAL BENEFITS

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1. Cognitive advantage (i.e. the “superpower”)
  2. Employee engagement
  3. Strategic alignment
  4. Quality of decisions
  5. Innovation
- = powerful performance advantage

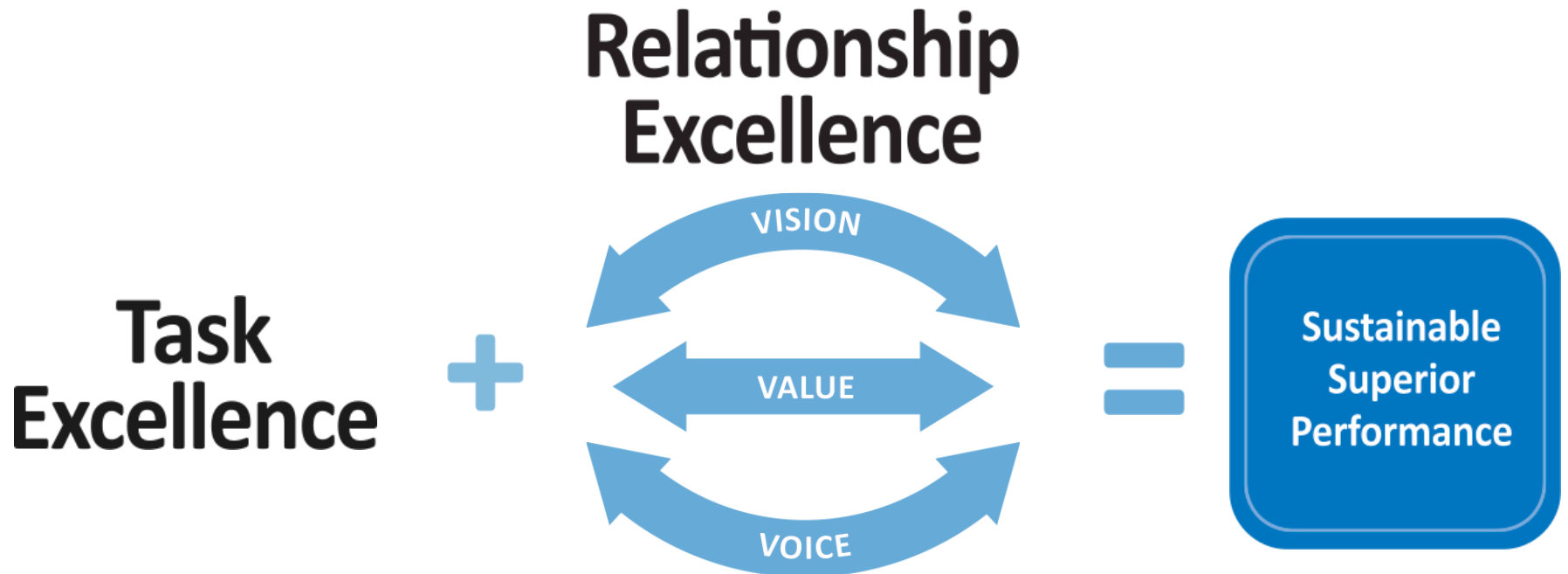
# CONNECTION CULTURE

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# CONNECTION CULTURE

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# VISION

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*When everyone in the organization is*  
motivated by the mission,  
united by the values, and  
proud of the reputation

# VALUE

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*When everyone in the organization*

understands the needs of people,

appreciates their positive, unique  
contributions, and

helps others achieve their potential

# VOICE

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*When everyone in the organization*

seeks the ideas of others,

shares ideas and opinions honestly, and

safeguards relational connections

# POLL

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*What type of culture do you work in?*

1. Culture of Control
2. Culture of Indifference
3. Connection Culture











# BOOST PERSONAL CONNECTION

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1. Personally develop a connection mindset
2. Cultivate the courage to connect
3. Ask a woman in your life to mentor you

# OPERATIONALIZE CONNECTION CULTURE

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1. Conduct training to develop connection mindset and knowledge of connecting attitudes, language and behaviors
2. Annually assess subcultures to determine whether each is connecting or isolating people
3. Deploy mentors/coaches who guide and encourage managers requiring help

# NEW SCHOLARLY RESEARCH

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- No consensus on the definitions of or a general theoretical model for leadership or organizational culture
- Emerging trends:
  1. Organizations are comprised of a complex web of intricate relationships
  2. Effective leaders and organizations foster positive relationships and care about people
  3. Connection is cited as a new, general theory that integrates these trends

Source: Doctoral Dissertation, *The Connection Value Chain: Impact of Connection Culture and Employee Motivation on Perceived Team Performance*, Jon Rugg, Ph.D.

# FREE RESOURCES

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