

Leaders with Heart Drive Success

Today, everyone is a leader.

Everyone plays a part in moving an organization toward its goals.

Good leadership development builds leaders with HEART, empowering a culture of high performance that drives organizational success.



What is HEART?

It's when someone owns their own success and holds themselves accountable.

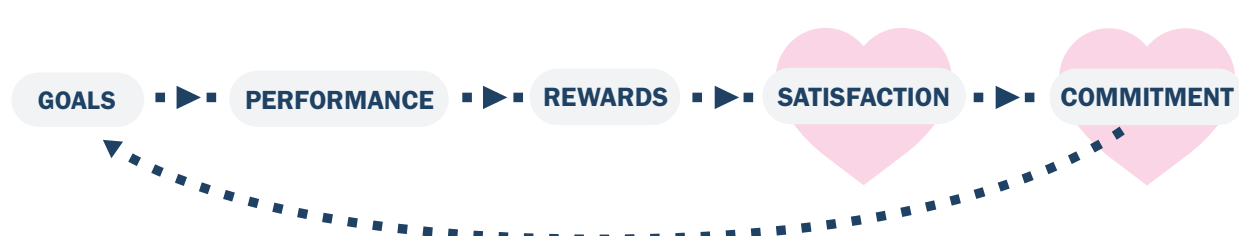
They are committed beyond just completing a project and collecting a paycheck.

They don't just put their mind into their job

They put their **HEART** into it too!

High Performance Cycle

When leaders experience satisfaction with the rewards for high performance in the service of company goals, they are more committed to the company and its goals → they build **HEART**.



Locke & Latham, 1990, 2002

What happens when leaders have HEART?

Healthy Culture

Allows for creativity & people going the extra mile

Sustained Results

Even when the leader isn't there, people are still driving outcomes

Retention

People don't leave when they are committed & engaged

Organizations that build great leaders become the employer of choice !

To build leaders with **HEART**, you must understand that while goals drive an individual, commitment is a function of satisfaction. Research shows...

ORGANIZATIONAL COMMITMENT

is the continuum of attachment an employee feels between himself or herself and an employer

There are 3 types of attachment between employee and employer:

When compared with ineffective leadership development programs, effective programs resulted in higher affective and normative commitment.



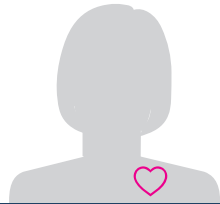
Affective Commitment
"I really like working here"



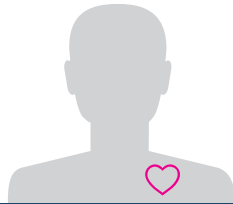
Normative Commitment
"I feel an obligation to my company & peers"



Continuance Commitment
"I'm here because I can't afford to leave"



ENGAGED
HEART



ENGAGED
HEART



COMPLIANT
HEAD

More money doesn't equate to commitment !

Meyer & Allen, 1991, 1997

Employers need to provide everyone with an opportunity to not only do their job, but to own their success.

When everyone owns their success:

They can push through the tough stuff  there is a will to go on in the face of adversity

Solutions rest in the group  everyone takes responsibility and becomes a leader

Infectious leadership has a ripple effect  leaders develop other leaders and the impact multiplies

Learn more about how to build leaders with HEART and drive success.

