Leading without Authority

By Samuel Ramos
Icebreaker

Tell someone about

1) A time you felt powerless.

2) A time you followed someone else, and why.
What we’ll do & talk about today

1. Icebreaker
2. Who is Sam Ramos
3. Define Authority
4. Focus on Power
5. Activity: Walking Debate
6. The Informal Leader
7. 10 Ways to Lead without authority
8. Wrap it up!
Who is this guy?
Is this your idea of authority?
So, what does it mean?

authority

a: power to influence or command thought, opinion, or behavior
b: freedom granted by one in authority
POWER

How do we get it?
Power by:

- Appearance
- Inspiration
- Pedigree
- Story-telling ability
- Domination or fear
- Confidence

- Example
- Humility
- Vulnerability
- Enthusiasm
- Servanthood
- Position
ACTIVITY
WALKING DEBATE
POWER
When your title isn’t powerful

Informal Leader
Informal Leadership

**Formal Leader**
Leadership based on a position they hold

- Teachers
- Managers
- Directors
- Politicians
- Police Officer

**Informal Leadership**
Someone without official authority over a group, but with potential to influence you.
10 Ways to lead without authority

1) Use clear communication
2) Go out of your way to make people happy
3) Always ask questions and use active listening
4) Be positive and enthusiastic about your work and within your interactions with colleagues, by connecting with EVERYONE
5) Understand how the organization works including political structures (who talks to who, who leads what, who’s in charge of this, where does the money come from)
10 Ways to lead without authority

6) Build Relationships across all departments and volunteer for anything and everything

7) Show excellence in your work, but don’t be arrogant or seek approval for what you do or have done

8) Build a personal brand

9) Ask for forgiveness not for permission (anticipate how things should be done) DO it the way as it would be expected

10) Don’t expect ANYTHING in return
Be a true leader

People follow you because:

Level 1: They have to
Level 2: They want to
Level 3: What you’ve done for the organization
Level 4: What you have done for them
Level 5: Who you are and what you represent

• John Maxwell
THANK YOU!
More Questions? Want to Stay in Touch?

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