Open Door Leadership: 
*Creating Opportunities for Those You Lead*

**Introducing Open Door Leadership**

- Know your employees
- Match suitedness
- Envision the desired results
- Provide ongoing support
"Management is doing things right; leadership is doing the right things."  
Peter F. Drucker

Opportunity Focus

- Opportunity pulls
- Opportunity points in the right direction
- Opportunity activates imagination
- Opportunity inspires courage
- Opportunity begets opportunity

“If you want to be a leader, the good news is that you can do it. Everyone has the potential, but it isn't accomplished overnight. It requires perseverance.”  
John C. Maxwell
Purposeful Discomfort

- Deliver discomfort in doses
- Create safe discomfort
- Role model: Seek discomfort yourself

https://www.youtube.com/watch?v=sg4YTz4pRLc

“One of the beautiful things about baseball is that every once in a while you come into a situation where you want to, and where you have to, reach down and prove something.” - Nolan Ryan

The Proving-Ground Door

- Who deserves an opportunity?
- Who opens the door?
- Small Proving Before Big Proving?
- Giving People a Break
“The Secret of Change is to focus all of your energy, not on fighting the old, but on building the new.” - Socrates

The Thought Shifting Door

- Open-doors leaders know how to shift the way people think
- Inspire more creativity in the workplace
- Choose a climate to inspire great ideas
- Open the thought-shifting door - positively, constructively, and productively

“I did then what I knew how to do. Now that I know better, I do better.” - Maya Angelou
The Door to a Second Chance

- Find opportunities that others view as problems
- The willingness to strike a deal
- Opportunities can outweigh the risks
- Open the thought-shifting door - positively, constructively, and productively

Second Chances Worth the Risk

- Made an honest and legal mistake
- Made a mistake out of ignorance
- A track record of adding value
- Embarrassed for mistakes and likely to retain lessons learned

Open Door Leaders

- Take situations and create learning opportunities
  - Small and big mistakes provide the best learning
“I believe that we are here for each other, not against each other. Everything comes from an understanding that you are a gift in my life – whoever you are, whatever our differences.”

John Denver

Opening Doors for Others

• Understand the importance.
• Focus on who you surround yourself with.
• Look for talent, not similarity.
• Recognize that even “Others” have others.

“Growth and self-transformation cannot be delegated.” —Lewis Mumford
The Door to Personal Transformation

- Discover who you truly are.
- Embody the values you expect others to live up to.
- Increase accountability.
- Being a boss does not make someone a leader.

“Great leadership usually starts with a willing heart, a positive attitude, and a desire to make a difference.” Mac Anderson

The Door to Your Open Heart

- How you treat people determines the results you get.
- Be ready to reflect the “real” you.
- Connect where it matters.
References

• Leaders Open Doors – Bill Treasurer