

# White Hat leadership

**“How to maximize personal and employee productivity.”**

**TR Warren**

**In the movies of the past, heroes and heroines wore white hats, they told the truth, took action and led by example. They sought not glory but worked to achieve the best outcomes for all.**

**Most of us believe leaders  
lead people when actually  
leaders lead cultures.**

**It is impossible for an organization to avoid having a culture. Organizations create cultures involuntarily because people need to know the rules in order to function. In the absence of a strong leader who seeks a defined culture, the population will create its own rules, which collectively become the culture.**

**Culture consists of the sum of shared parts, including values, attitudes, behaviors and language.**

**Behavior is both a symptom and a result of culture ,so how we deal with each other helps define a healthy versus a dysfunctional culture.**

**This means that the world created in an office or organization evolves from every event that happens in the firm and every attitude, belief and value expressed in it.**

**Organizations are and will remain people based, requiring an atmosphere of collaboration and creativity in order for the biz to function at its fullest potential. The key to being a white hat leader in a culture is pushing employees to the highest level of productivity while causing them to love it, and to know that you gave this environment to them.**

**Culture is created and therefore can be managed and changed. The single greatest challenge of leadership is to overcome a negative culture and to maintain a positive culture.**



**Leading a culture has three parts : a. How we lead rather than what we lead, b. How well we work with each other vs how well we work, and c. How we succeed rather than whom we blame.**

**White hat leaders have a self awareness of what is being seen and heard by others is part of the heroic process, for few can undertake the journey and fewer still have the courage to stay the course.**

**Great leaders** have a different vocabulary from the rest of us, a glossary of words, terms and phrases that create a tool box of nifty metaphors. **This leadership vocabulary allows them to place leadership on a more intellectual plane.**

**Language allows the leader to think critically about a situation.**

**The quality of organizational culture actually enhances or hinders human productivity.**  
**Culture drives results in a way that strategy and process cannot.**

**How we communicate with each other drives relationships and relationships drive culture which drives success.**

**Pecking orders make collaboration impossible to achieve because a hierarchy exists that overpowers any meaningful exchange of ideas.**

**Employee satisfaction comes from knowing what is expected from them, from employees having the ways and means to meet expectations and being provided the opportunity to demonstrate their skills.**

**Rejection of truth leads to  
below the surface hostility.**  
**Rejection of ideas leads to  
paralysis of creative  
problem solving.**



**Organizations in which most individuals protect themselves are highly politicized. You can detect this behavior in meetings by observing those who are defensive, center on individual goals, keep agreeing with the boss, rather than focus on teamwork and maximum performance for the organization.**

**The power of fun means that people are able to enjoy each other and the work they perform. Laughter is the fastest mood virus in a firm. Laughter lifts spirits and enhances co operation and productivity.**

**Permission giving is important to leadership.  
Fun often requires permission because people  
may worry that superiors who are all about work  
frown upon laughter in the workplace.**

**Work tempo and attention to time indicates an appreciation for the needs of colleagues and the organization. It is defined by how quickly the organization reaches its desired output.**

**Observe how long it takes to return a phone call or get a response to an e mail, how many people are late for a meeting, and how often employees miss deadlines. Great cultures are sensitive to time and tempo of the work.**

**Leaders must implant a sense of urgency upon employees to achieve maximum results.**

**A great leader is eager to identify the willingness to learn, the ability to learn, and the best ways to learn within each unit and for each individual.**

**Those working in a negative culture fail to reach full personal and professional potential, costing the organization productivity and profits while contributing to unhappiness at the workplace.**

**Good leaders observe, employee actions tell us a great deal about the state of the organization culture, In addition, good leaders listen and *hear* . There is a difference between the two words. One may listen to what is being said without ever hearing the message, the real content and the meaning of what is said.**



**Good leaders require self awareness, people awareness and communication awareness.**

The best leaders connect *who they are* with  
*what they do.*

**Leadership is often about knowing when and how to lean on intuition versus data.**

**The truth is that many people aspire to be leaders but few will prepare. Those who become effective leaders are the ones who prepare to lead.**

**Good leaders recognize that leadership should be the goal of every employee, manager, and executive, because leading involves contributing to the company's vision and welfare.**

**Leadership requires a daily commitment to the role so that it extends beyond merely performing our jobs.**

**Leaders must have time to think or they will likely forfeit their ability to lead.**

**Shared vision is about where are we going, why are we going there and how we are going to get there.**



**Personal advancement is an outcome, rather than a goal, of good leadership. Take care of the company. The personal glory will result.**

**Talk less about the work than about the outcome of the work. Articulate to the employee that the work results in some higher result with significant impact that he/she cannot see.**

**Something should always be changing, if nothing is changing , then you face stagnation.**

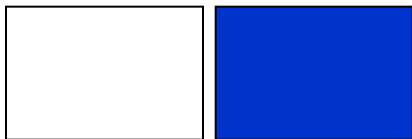
**Effective meetings are about 1. Looking for specific outcomes, 2. Start and end on time 3. Don't try to do too much 4. Always summarize actions 5. Circulate quick, effective minutes as soon as possible.**

# Masterbrand color palette

**Note:**

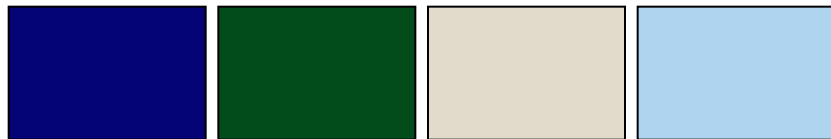
To prevent printing a hidden slide (like this), de-select "Printing hidden slides" option in print menu.

**Core white & blue**



R 255	R 000
G 255	G 051
B 255	B 204

**Neutrals**



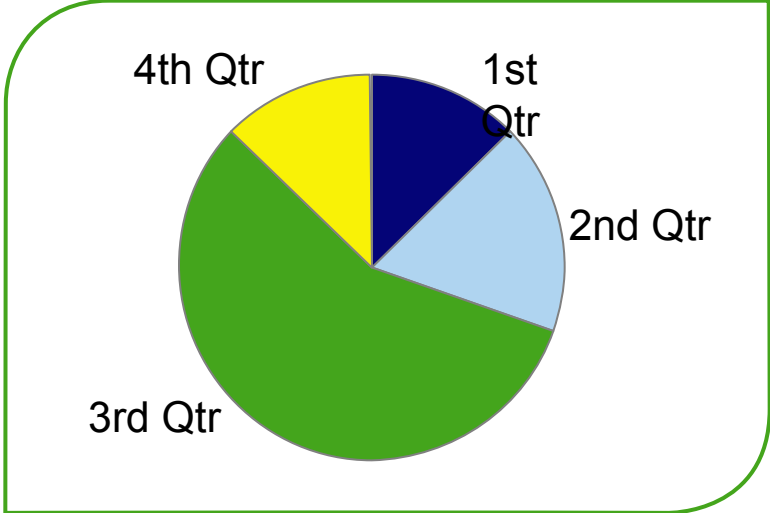
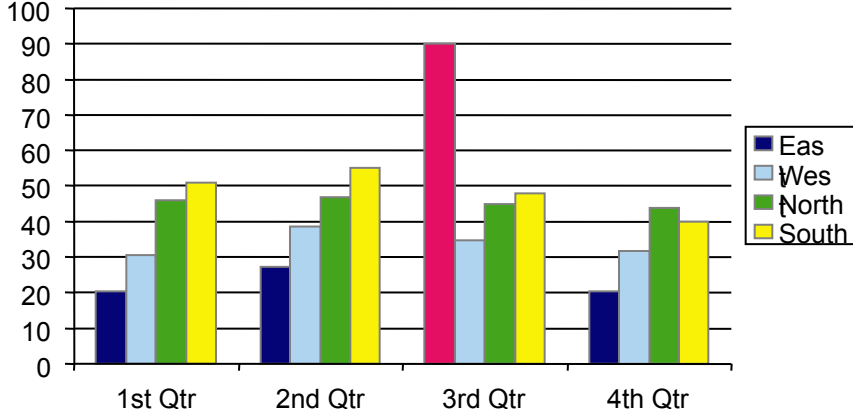
R 004	R 002	R 224	R 175
G 004	G 076	G 219	G 212
B 119	B 028	B 202	B 240

**Brights**



R 249	R 068	R 228
G 242	G 165	G 014
B 006	B 028	B 098

The pink highlight color is to be used sparingly, not in large areas and can only be used as 100%, never as a tint.



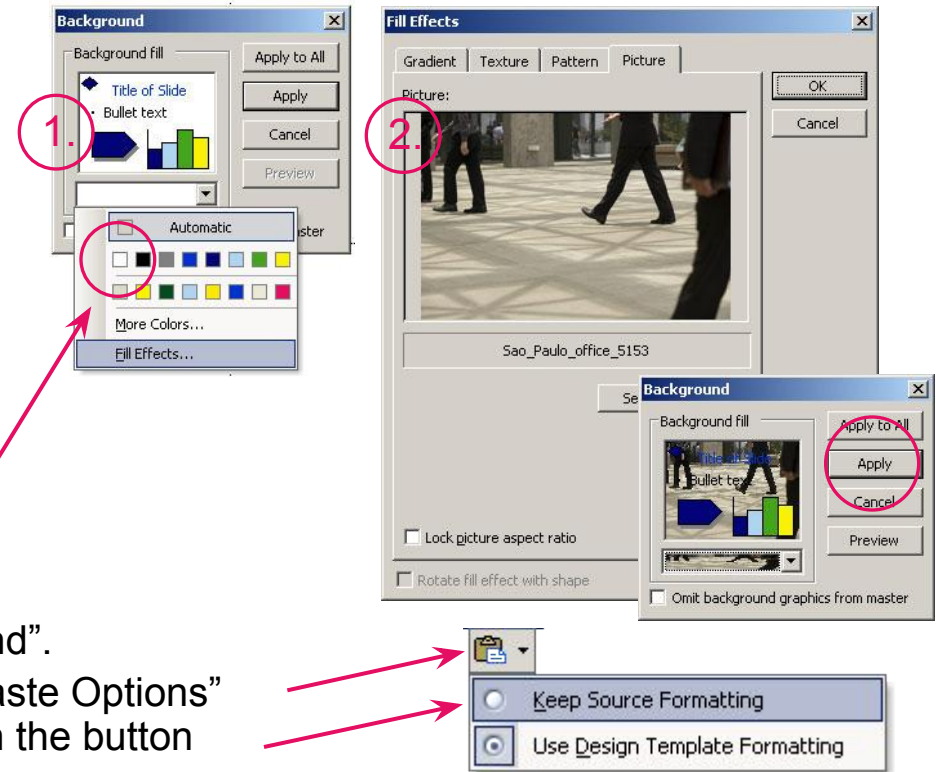
# Working with images

## Adding a background (full bleed) image

- 1) Right-click on a blank space on a slide (or, Format > Background)
- 2) Select: Fill effects > Picture > Select picture, and browse to find wanted background picture > Apply (or Apply to all).

**Note:** ensure that the dimensions are according to PowerPoint page setup (A4 by default).

- To **delete existing background** (picture or color), select white color from “Background fill” color palette.
- To **save the background image**, right-click the slide outside of any placeholders and click “Save Background”.
- To **retain the slides' original formatting**, click the “Paste Options” button which appears under the slides you pasted > on the button menu, click “Keep Source Formatting”.
- If you decide you want the **current design template** styles to apply, click “Use Design template formatting” (this is the default).



For more info and advanced options go to “Consumer touch points” / “Corporate applications” / “Office templates” in Nokia Brand Book.