

# The 100 X Leader

How to become someone worth following

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**This book is written for every person who leads others in many different circles of influence.**

**Our goal with this book is to establish a new standard of leadership, one centered on humility, self awareness and excellence.**

**Life is brighter when we want to work for someone, when we work for someone worth following, we have a spring in our step.**

**When we are forced to work for a weak leader, then even things we love to do become tedious**

# To be a 100 x leader, challenge your core

- What do you really want?
- What do you desire to achieve by the time you are 40,50 and 65?
- How are you planning to get there
- What are you afraid of losing?
- Looking at your past, what would others say is your motivation, are they right?

# Hallmark of 100 x leaders

- They are secure and confident
- They are consistent in the way people can count on them
- They are self aware and responsive
- They are for their people, not against them
- They have something to give others even in the midst of difficult circumstances.

**What are the things that have stopped you from being you? What is keeping you from being fully alive?**

**You cant give what you don't possess**

## **Three questions of self preservation for leaders:**

**a. what am I afraid of losing**

**b. what am I trying to hide**

**c. what am I trying to prevent ? To whom?**

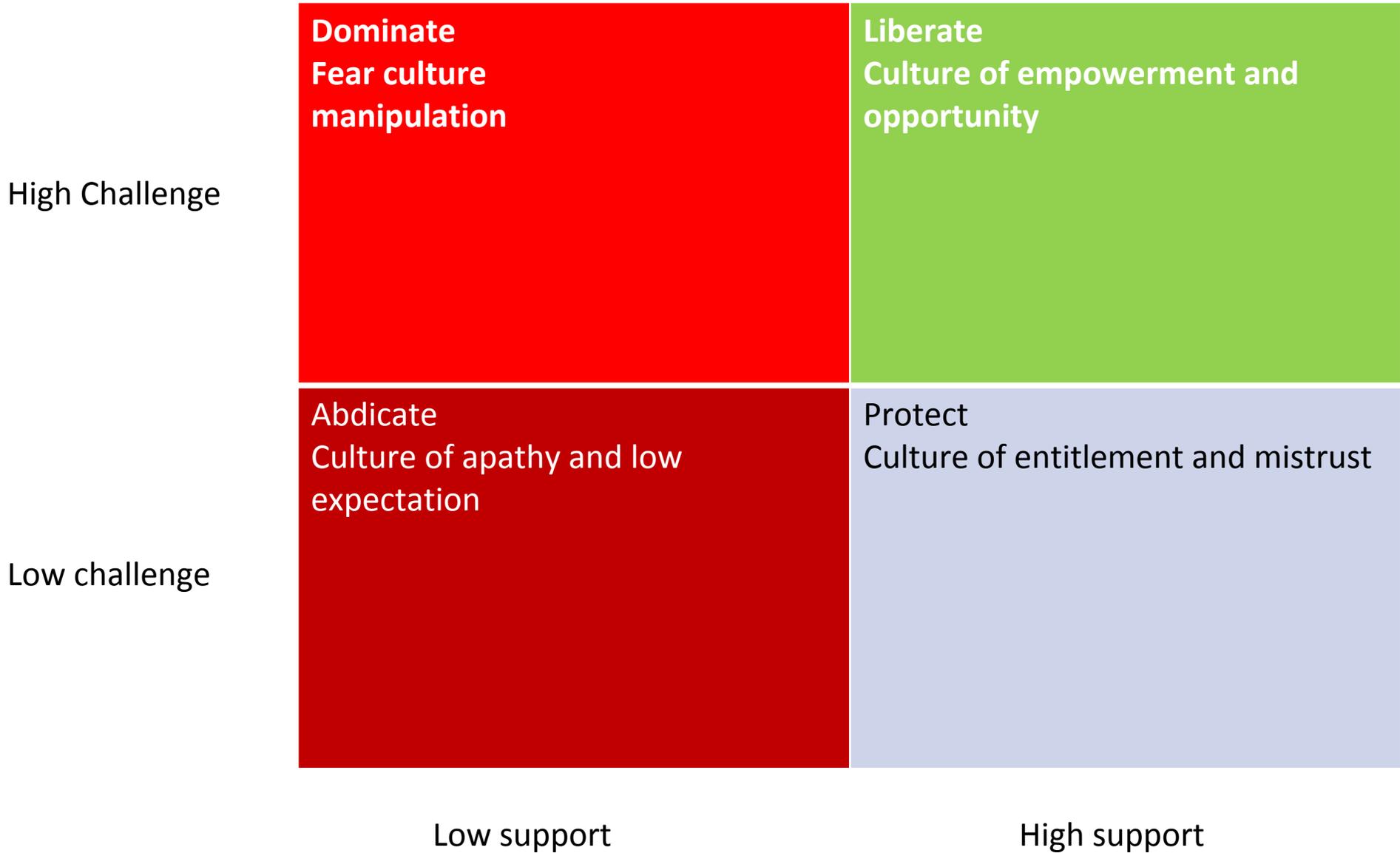
**Before anyone climbs Mount Everest, they must count the cost of climbing – mentally, physically, financially.**

**Leading people well , consistently over time is one of the difficult things to do in life.  
Leading people in difficult times when they need to work at a higher level they cannot see is even more difficult.**

**Leadership is the calibration of support and challenge in order to help those you lead achieve their objectives or tasks that help the team and organization win.**

**Support means providing the appropriate help people need to do their jobs well, to equip them, serve them and provide the resources.**

**Challenge is the push needed to get people to move to the best they can be either as individuals or as a team.**



**To liberate means to fight for the highest possible good of those you lead.**

**Climbing and leadership have commonality  
– the higher you climb, the more difficult it  
gets and you must understand yourself.**

**Most leaders think they are good and their people have issues. Your people are an indication of you**

# The 5 circles of influence

- Self
- Family
- Team
- Organization
- community

**Most leadership fails because leaders succumb too easily to self preservation and knee jerk reactions**

**When you ignore the family, the ramifications will be unfortunate and long term**

**People change when they see what it is like  
to be on the other side of themselves**

**The secret to developing others is your willingness to actually do the development work.**

**Communicating expectations is important**

**There are five types of expectations:**

**impossible**

**unrealistic**

**realistic**

**limited**

**resigned**

**If you are the leader, you are the culture  
keeper**

**Always communicate your expectations and let people know where they stand**

**Culture in a group is defined by the language, the norms, the beliefs, values and the symbols**

**Culture is bigger than ping pong tables,  
pizza lunches, parking lots.**

**Culture is the way the leader speaks to employees, the way they respond to challenges or make decisions.**

**Culture is the way people are onboarded  
and how people are developed.**

**Every organization has a culture and a sub culture where each team has their own ways of working**

**Credibility is a given as a start for a leader  
and it is theirs to lose.**

**Credibility is the quality of being trusted and believed in.**

