Building Your Leadership Legacy

Beta Mannix, PhD
Ann Whitney Olin Professor of Management
Cornell SC Johnson College of Business

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

EARLY LEADERSHIP EXPERIENCE

Look back to Look back to one of your earliest leadership experiences – a time you made the decision to step up and lead.

1) *What caused you to choose to lead in that moment?*

2) *What did you just learn about yourself in remembering this experience?*

3) *What values are reflected in your choice to lead?*

4) *More broadly, what are the enduring values that drive your leadership behavior?*

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

HEROES EXERCISE

Who has forged a path for you? Who are you grateful for, or indebted to for their leadership? It may be someone famous & celebrated, or someone relatively unknown & obscure.

List your heroes here:

How does this person or people connect you to what you care about in the world? What do you admire about them?

What does this tell you about what you value? What qualities in this person or people would you like to emulate?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

Heroes Reflection Exercise: *Write a Gratitude Letter*

Write a letter to the person you selected. Express in words why they are the person who had such an impact on you. What are you grateful to them for, and how are you changed as a result?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

As you look at your life journey line, examine your critical peak events and lowest valleys. As you look at these events, what are the common denominators of each?

Peak Events?

Valley Events?

What does this tell you about yourself?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

Defining Your Purpose

What *challenge or stretch goal* are you most excited about achieving in the next few months? What feelings does it bring on?

What *enthralls* you? What makes you forget to eat, sleep, or talk to you family or friends? What activity pulls you in and is all encompassing? Now go beyond that activity – what does it tell you about your unique skills, passions, motivations?

What is your "*why*?" What is the work you have always wanted to do? Where do you truly want to make a difference? Think broadly here – in your career, in your family, in your community?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

Articulating your Purpose: Find the Threads

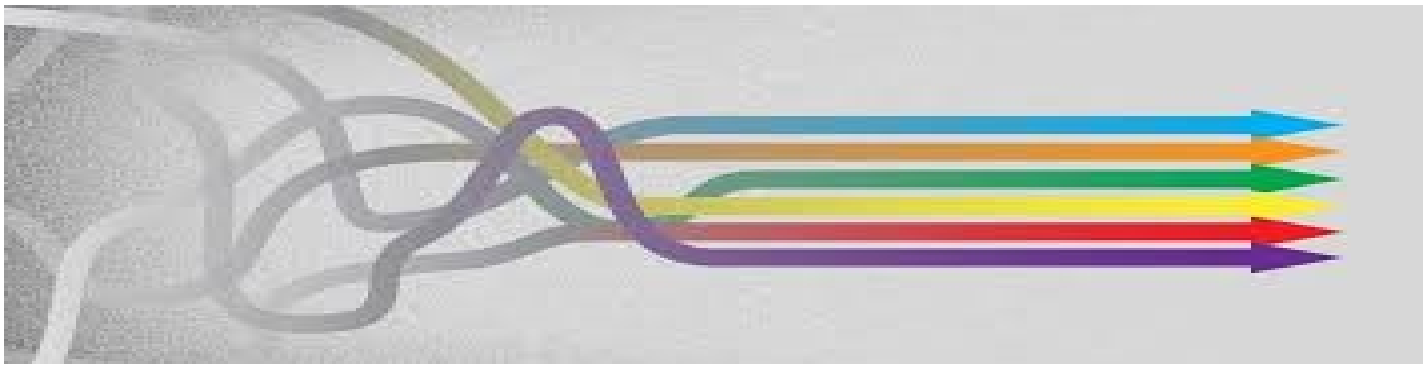
Work:

Home/Family:

Community

What are the Common Threads?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved



Alignment

List some examples of how you are currently living your purpose. How will you live it in the future?

What do you need to change now so that your leadership choices are more closely aligned with your purpose?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved

Creating Your Legacy

I would like to be able to look back on my life and say....

What do you have to be doing a year from now to be on track toward more fully aligning your values, purpose and actions?

What do you have to be doing one month from now to more fully align your values, purpose and actions?

Copyright Professor Elizabeth (Beta) Mannix 2021 All rights reserved