



**Entrepreneur  
& Family**  
BUSINESS COUNCIL

# Leadership



**George  
Karavattuveetil**  
**Psyched**

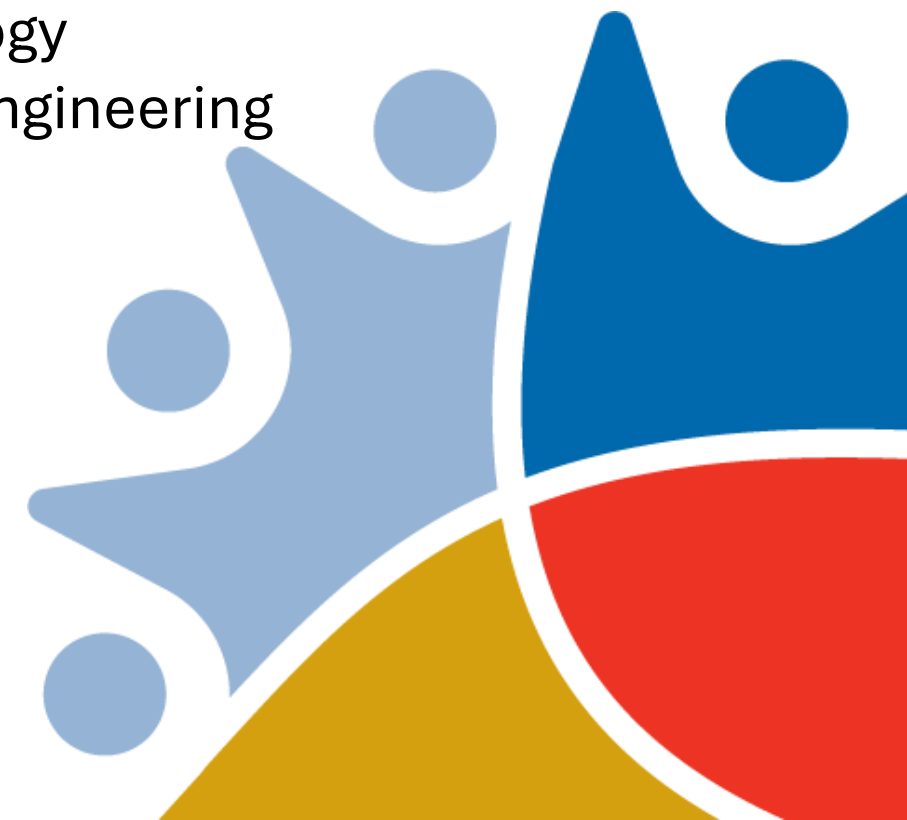
[George@psychedllc.com](mailto:George@psychedllc.com)

## George Karavattuveetil

George's dedication to preserving fundamental principles, while implementing high performance cultural change, has brought proven success to many organizations.

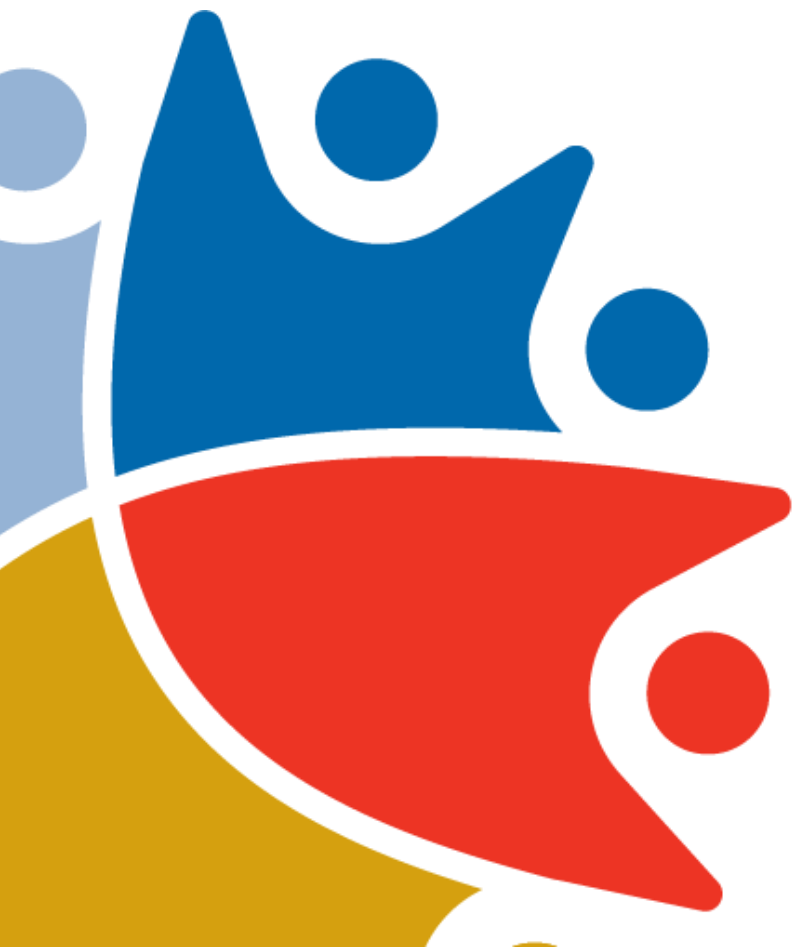
His non-stereotypical combination of education and experience, in the technology and organizational psychology fields, helps George approach challenging situations in new and innovative ways delivering both immediate and long-term results.

M.A. Industrial & Organizational Psychology  
B.S. Psychology/Electrical & Computer Engineering



# Leadership

---



# Leadership?



What is it?

Do you have it?

Do you want it?



# Leadership?

A leader is someone  
**people want to follow,**  
not just because “they have to.”



# Successful Leadership Styles

Authentic

Coaching

Participative

Servant

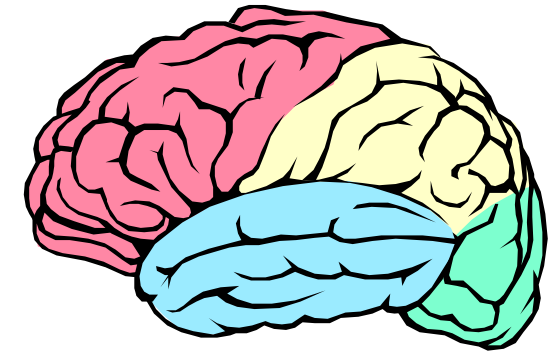
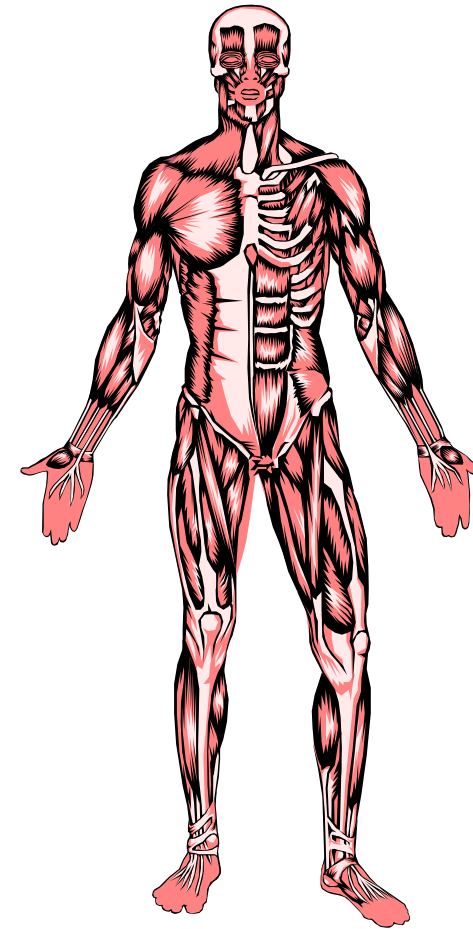
Transformational



Flexibility is key!

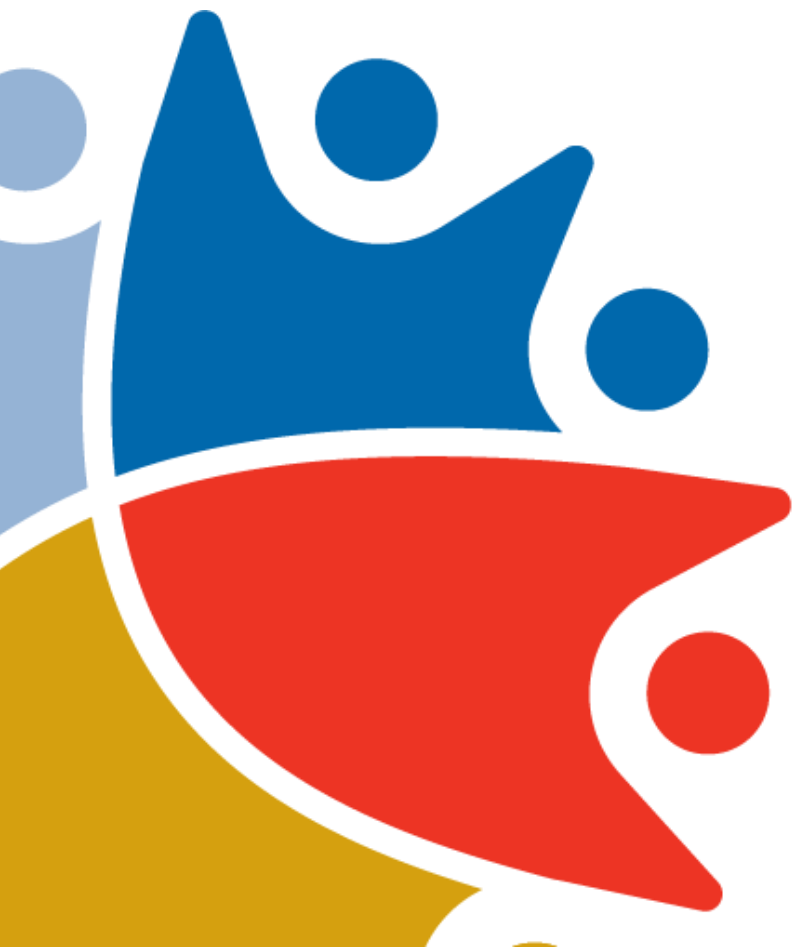
# PIE Intelligence

- Physical
- Intellectual
- Emotional



# Communication

---



# Communication Impact



**Key question:**

What can people expect from you as a leader?

## The Consequences of

Thoughts

Words

Actions

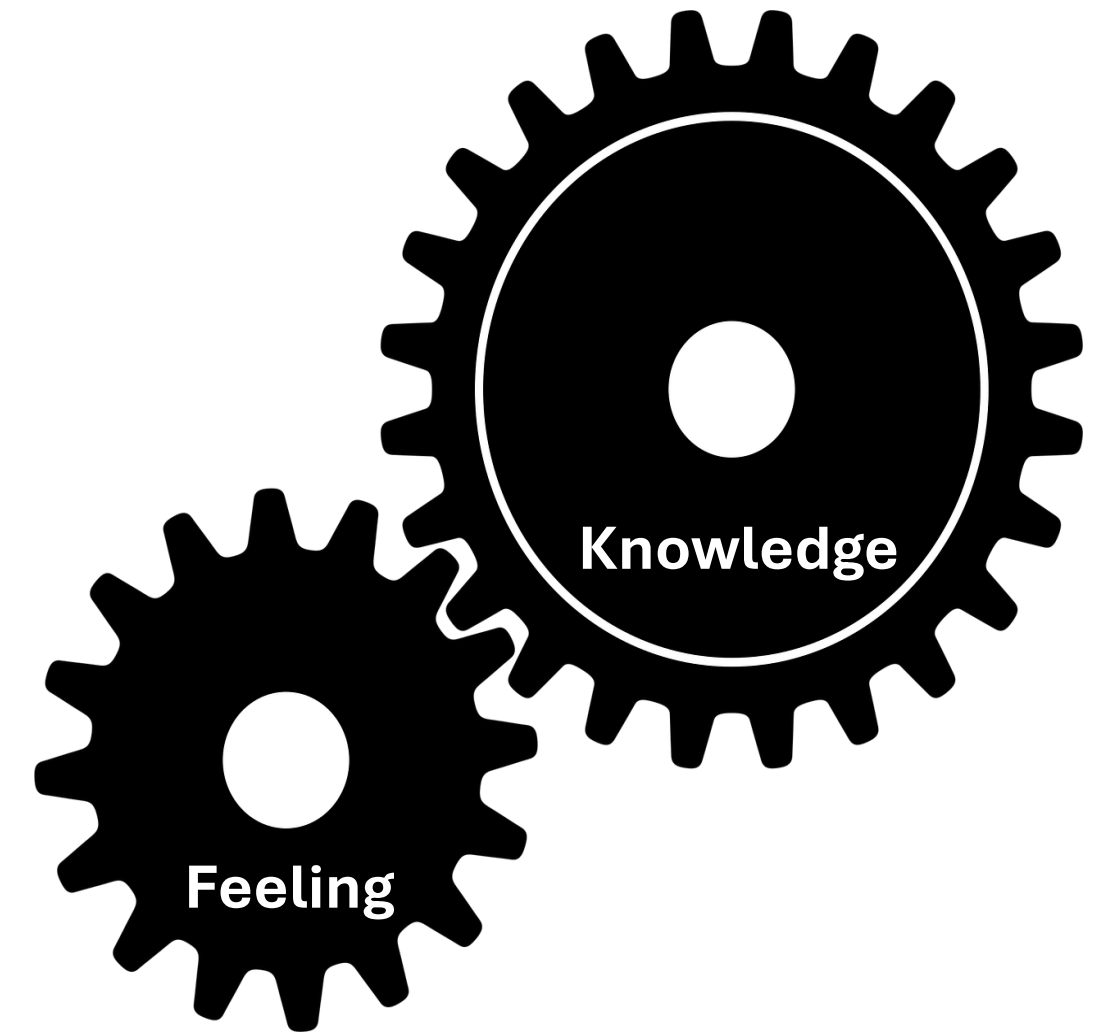
# Defining Purpose



## Key questions:

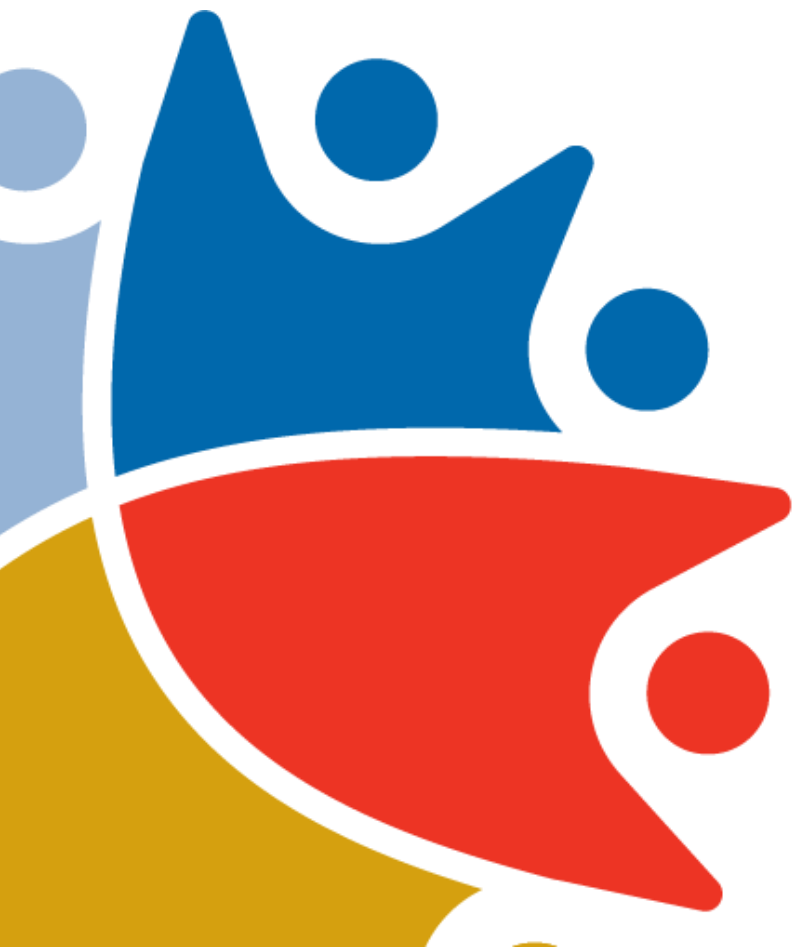
After you have communicated...

- What do you want people to **know**?
- How do you want people to **feel**?



# Team Success

---




# Team Success

Effective and Efficient Use of Energy



# The Power of Trust



*f*

Winning Competitive  
**Strategy**

+

Superb Organizational  
**Execution**

x **Trust** = **Results**

# Culture?



What is culture?

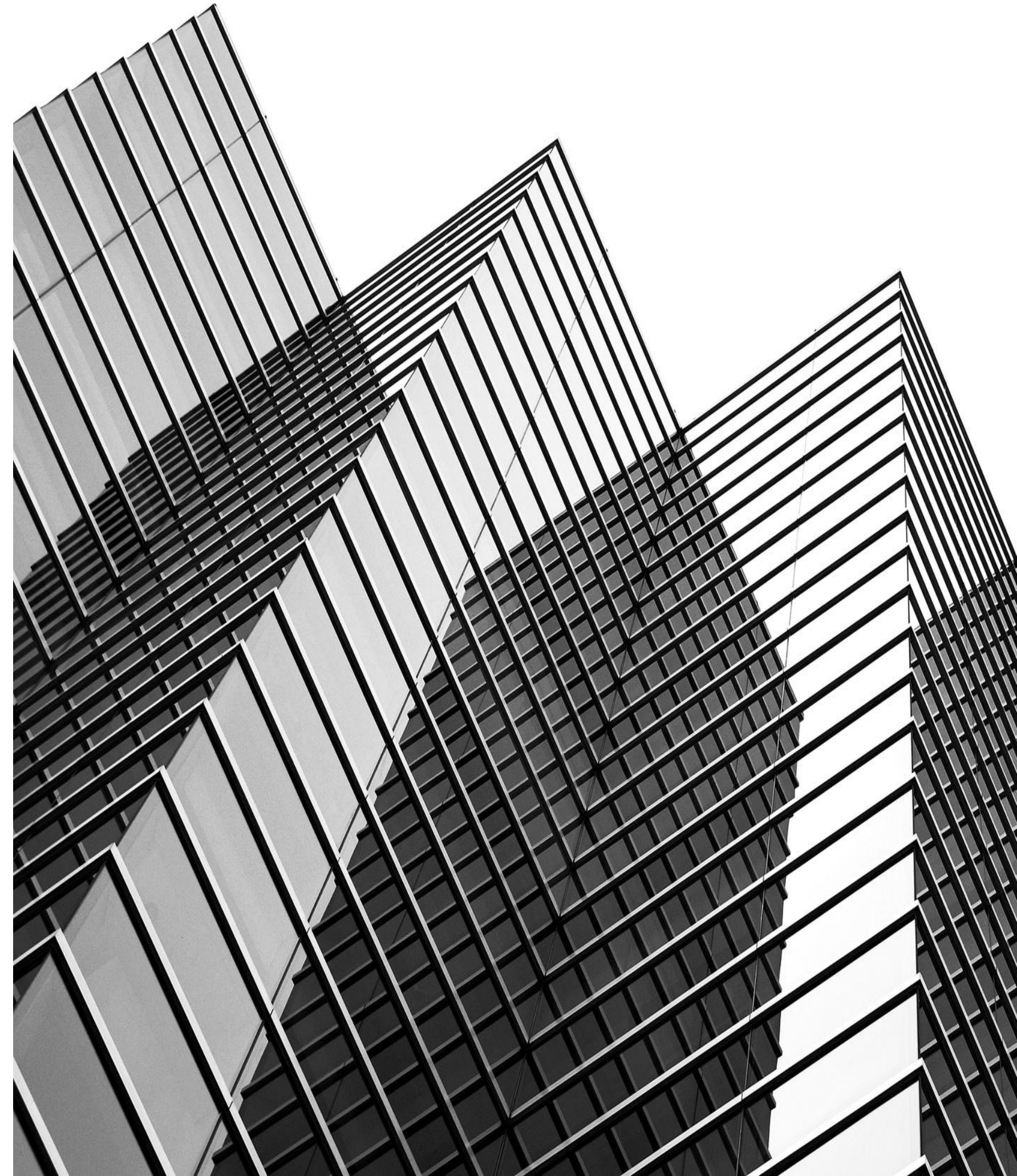
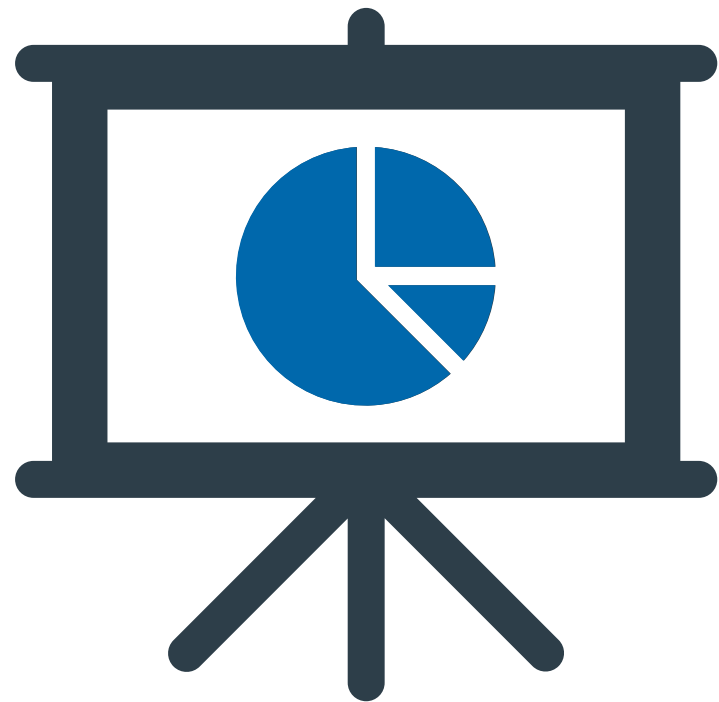
How would you describe the culture of your organization to someone who's never been in the room?

After an interaction, what feeling do you want to leave people with? Does your current culture actually do that?

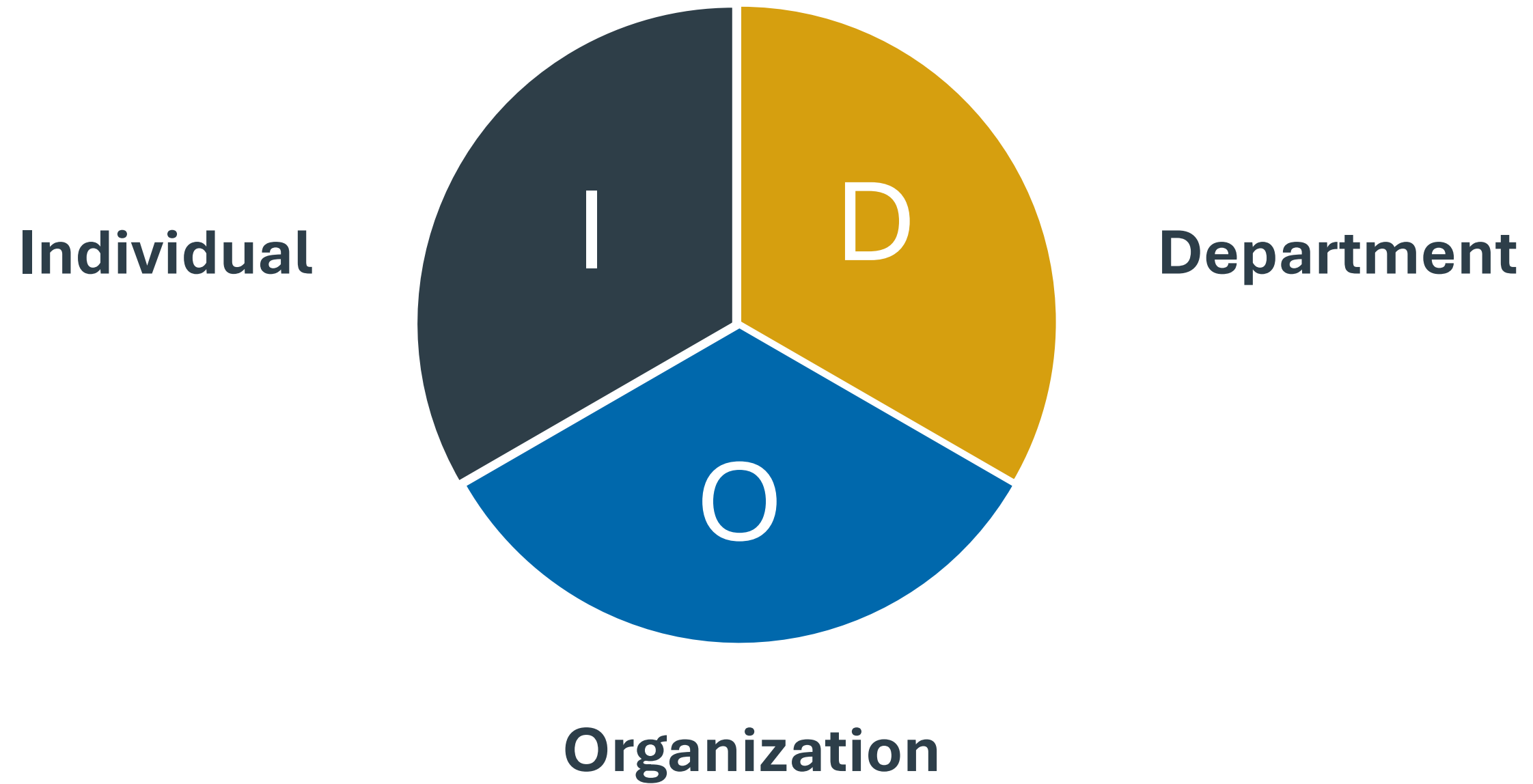


# Cultural Advantage

The Result of Everything Else

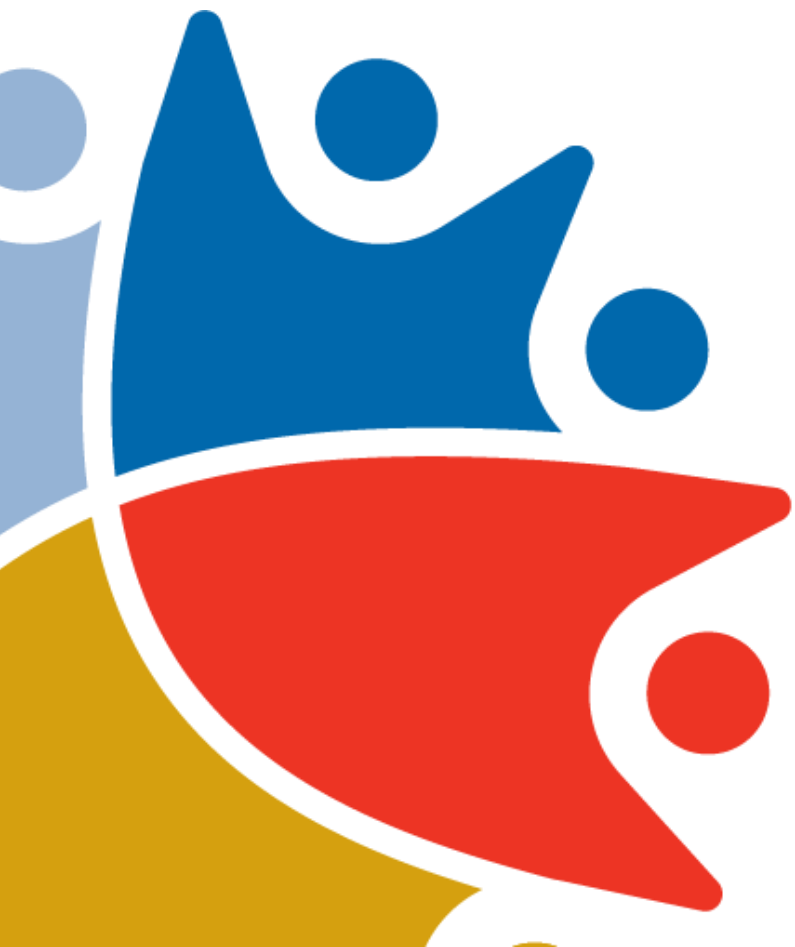


# 360 Alignment for Success

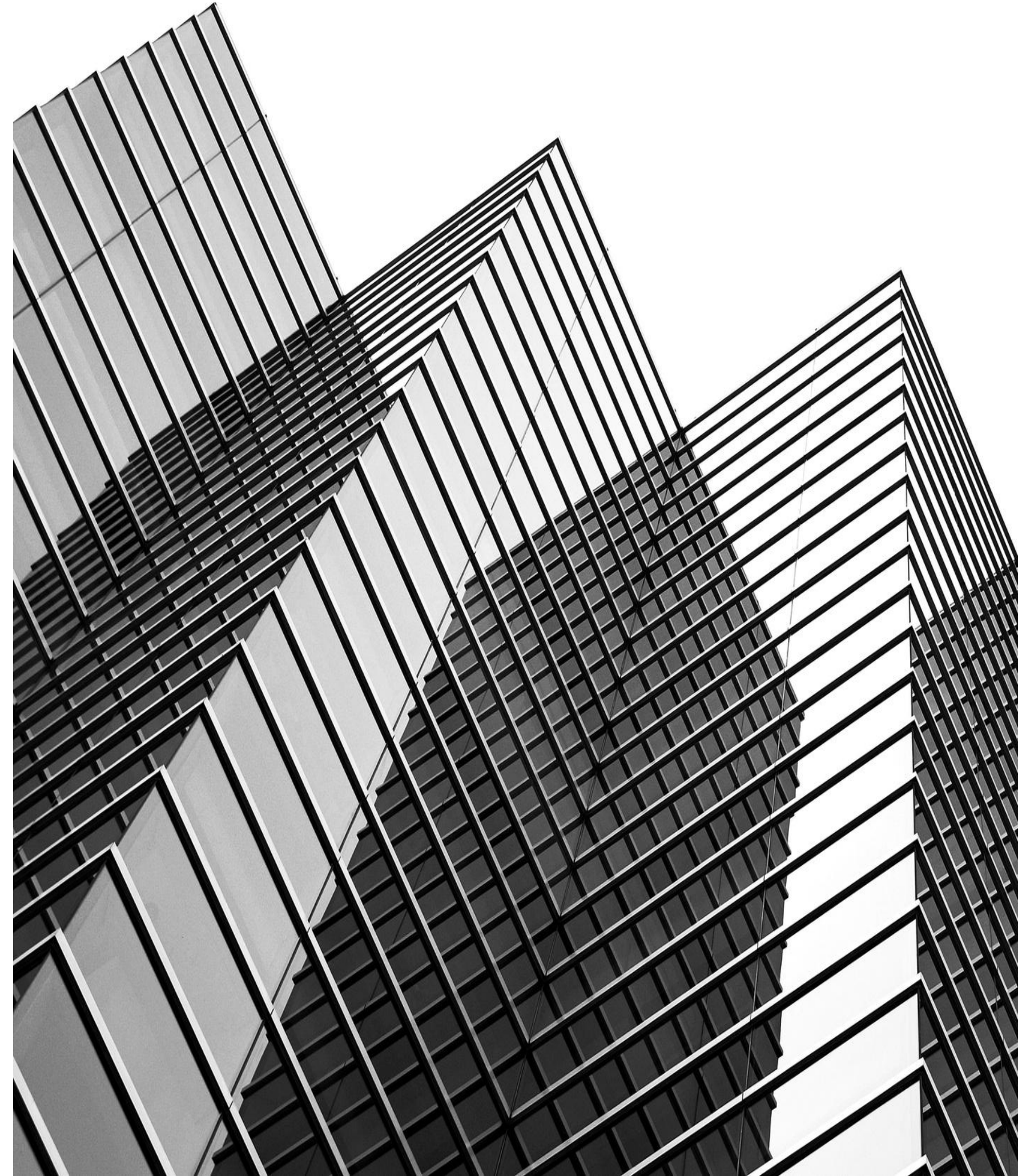


# Performance

---

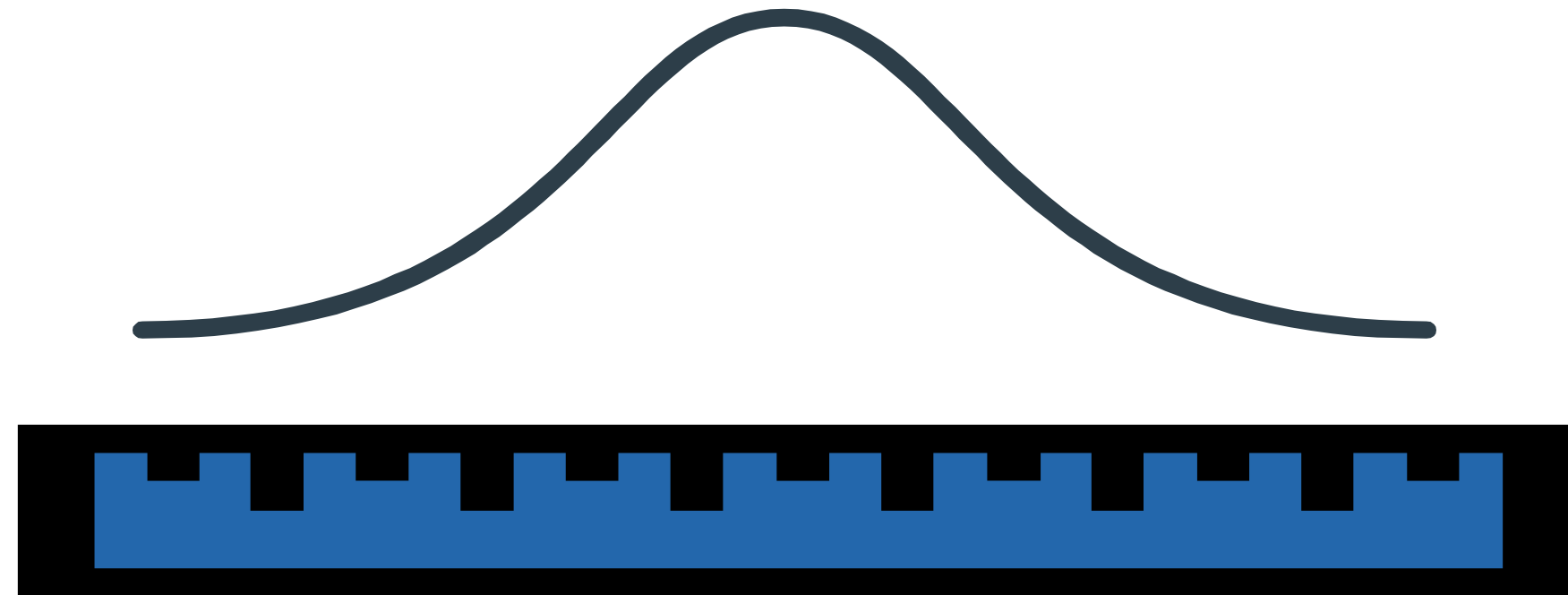


# **Performance Recognition & Employee Engagement**





# High Performance



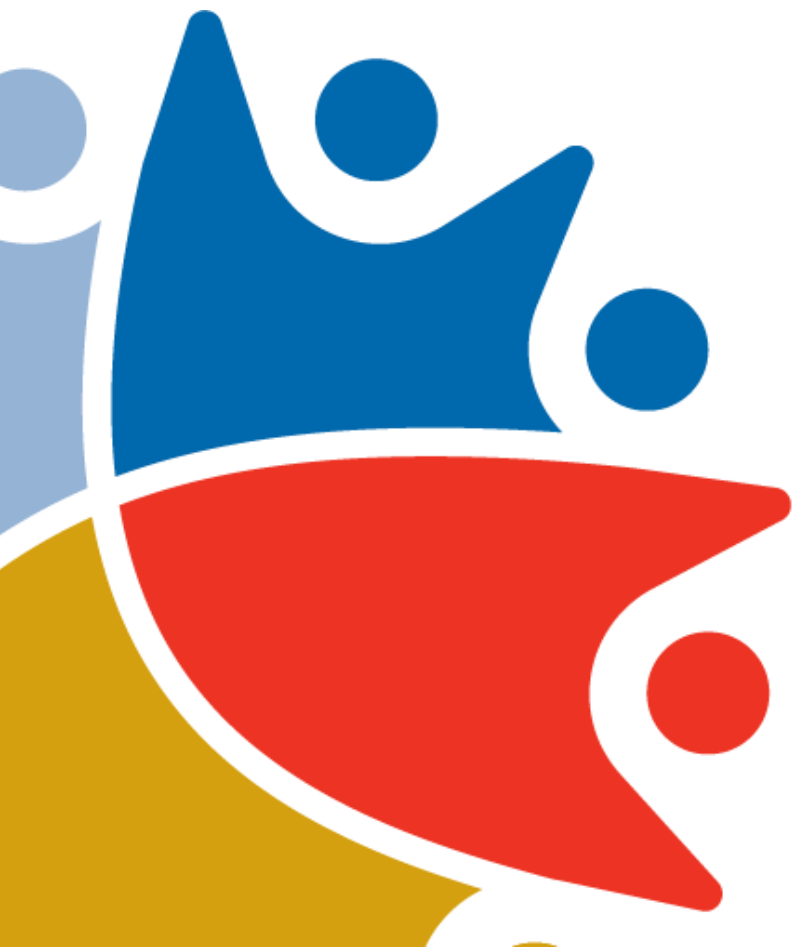
# High Performance Management

- Clarity of Expectations
- Performance Recognition



# Recruiting & Onboarding

---



# Recruiting & Onboarding

Searching, Hiring and Setting Up for Success



# Key Takeaways

## Communication

Communication is key. If you want your team to succeed, people need to know what they can expect from you.

## Change

Change is inevitable. When change happens, ask yourself: How do I capitalize on this change? How are we better because of this change?

## Forward Thinking

“I’m not playing for today, I’m playing for tomorrow.”

# Presenter Contact Info



**George Karavattuveetil**

**Psyched**

[George@psychedllc.com](mailto:George@psychedllc.com)

