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UNITING PEOPLE, PROCESS & PURPOSE

**Look Around Corners and Become  
a Catalyst for Change**

Track 1 Session 8



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# Abstract

**The immense uncertainty that today's business leaders face is something truly unique in its scale, ferocity of impact, and ubiquity. This class is about taking control of uncertainty and successfully steering your organization through frequent bends in the road, which calls for a distinctly different type of leadership than the one you were trained for and are likely currently exercising. See through the fog of uncertainty so you can act first.**



# Agenda

- 1. Leadership Overview**
- 2. Lead Yourself**
  - a) Authenticity
  - b) H3 Leadership
- 3. Leading Others**
- 4. Leading in the Future**
- 5. Key Takeaways and Top Resources**

# Becoming a CATALYST for Change

# 1. Leadership Overview

Leadership is Influence

Nothing More, Nothing Less

Everyone is a Leader.

Can influence and lead from  
anywhere and everywhere.



Powerful movements today are  
about the Community, not the  
leader.

Power is in the Tribe.

Major Shift in Influence

## 2. Lead Yourself.

Leadership Essentials

Greatness starts with you.

# A. Authenticity.

# Self Awareness Rules.

Be REAL.

AUTHENTIC

Do you know yourself? Really?

Lead from who you truly are.

Authenticity is the new authority in leadership. We won't reach our full potential by investing energy into creating false versions of ourselves.

Lead your team from your strengths,  
but truly connect with your team  
through your weaknesses and  
failures.



We don't need perfect leaders,  
we just need authentic ones.

Don't spend time working on the  
fake version of yourself.

Beware of Reality Deprivation  
Syndrome.

The greatest threat to your leadership right now might be your lack of accountability.

Character > Competency

Internal determines your external

## B. H3 Leadership

Be HUMBLE

Stay HUNGRY

Always HUSTLE

Humble- Who am I?  
Hungry- Where do I want to go?  
Hustle- How will I get there?

Be willing to work your guts out.

Hungry and Humble, not arrogant  
and entitled.

Make it happen and get things  
done

Execution is a key differentiator.



Act like you don't belong, but  
work like you do.

Hungry 2<sup>nd</sup>, not the arrogant 1<sup>st</sup>

Be a Great Finisher.

A constant learner. Lean in  
posture and spirit.

A great question asker. Curiosity and willingness to learn from anyone.

A Problem Solver. And Solution  
creator.

You are responsible. I can count on  
you.

A servant and willing to do whatever  
it takes.

# 3. Leading Others

# A. Creating Culture



Culture making and Culture  
Shaping is your Responsibility

Get things done  
Celebrate often  
Remove the drama  
Release your people  
Open up a seat

# Build the culture you want.

- No “They” mentality
- Nimble and proactive
- No “Sideways” energy
- Lack of bureaucracy, but high levels of true accountability
- Pursue honesty, vulnerability, transparency and authenticity

Great question to ask:  
“What do you think?”

Brought in means bought in

What is rewarded gets repeated.

What is inspected becomes inspected.

What is celebrated becomes consistent.

Learn to say Thank you, I'm sorry,  
my fault, and great job.

Success: usually about me  
Significance: usually about others

Those closest to you getting the best of you

People who know you best respecting you  
the most



Significance: Making others  
better. Helping others flourish.

Others focused.

“At the end of the day people won’t remember what you said or did, they will remember how you made them feel.” - Maya Angelou

## B. Pursue Excellence.

Being CAPABLE

Set a standard of Excellence that  
scares the daylights out of you.

Focus on being the best in the world  
at your current assignment.

Culture is attracted to Excellence.

This is our Credibility builder in the marketplace.

Create an ownership mentality.

You're an OWNER!

“If a man is called to be a street sweeper, he should sweep streets even as Michael Angelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, “here lived a great street sweeper who did his job well.”

## C. Hopeful Vision that inspires.

Vision requires HOPE.

HOPEFUL



Vision- a clear and compelling  
picture of the future that creates  
passion in your people.

Take your people from here to  
there.

Great team members are vision  
copycats.

Leaders initiate and leaders  
invent the future.

Managers respond and react to the  
future.

Must cast a compelling vision  
and invite others into it.

Leaders are repeaters

What are we doing?  
Why are doing it?  
How do I fit in?

“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.” – Simon Sinek

Big with vision, but Small with  
Target.



Are you a vision caster, catcher,  
or snatcher?

Pass on Responsibility AND  
Authority

Uncertainty gives you job  
security as a Leader.

Embrace it.

D. Passion is Required.

Love what you do.

You must create a product or service that you love.

Are you your best customer?

Passion is contagious.

If you love what you do, your customer, market and tribe will love what you do because you love what you do.

Bring positive energy every single  
day.



# 4. Leading in the Future

A. TOGETHER is in vogue.

Collaboration, Unity and Generosity  
are strong currencies in culture  
today.

Next generation of leaders are not interested in drawing lines. Want to work together to accomplish something significant.

A rising tide lifts all boats. When you succeed, so should others around you.

Cause matters. You must be intentional about the triple bottom line.

Generosity and sharing are the  
greatest forms of influence in social  
media.

Once you become the expert, your responsibility is to give away what you know and what you have.

B. Calling and Career Look  
Different Today.



Where my greatest strengths and  
deepest passions intersect.

Find Calling at this intersection.

Free agent generation.

Identity- Who you are.

Calling- Why you're here.

Assignment- What you do.

Assignments and Projects Today,  
not necessarily Careers.

## C. Create community.

The most connected yet  
disconnected generation ever.

Must provide connections,  
conversation and community.

Next generation thinks and acts  
Global.

All about the Experience.



You must provide what the  
Online experience doesn't.

Be a memory maker.

# D. Next Generation is Unique.

Young and the Restless

Young doesn't mean "wait"  
anymore.

Young leaders expect to be Experts  
NOW.

Provide them opportunities early  
with major responsibility.

Give them freedom with their  
schedule.

Hold them accountable.

Next generation of leaders will work their guts out for a cause and vision bigger than themselves or the leader. Passionate about making a difference.

Provide a vision that inspires them



Young leaders are NOT interested in laboring long hours to build a temporal kingdom for one person.

It's not about working for a personality. It's bigger than you.

Create a family environment.

Lead each person uniquely and  
individually.

Not interested in climbing the  
corporate ladder.

All about the larger win, not the  
personal small gain.

Deeply desire mentoring,  
learning and discipleship.

Coaching, Mentoring and  
Relationships still deeply matter

Lead them, but don't manage  
them.

# Top Ten Leadership Books

- 21 Laws of Leadership- John Maxwell
- Next Generation Leader- Andy Stanley
- Courageous Leadership- Bill Hybels
- Good to Great- Jim Collins
- Tribes- Seth Godin
- EntreLeadership- Dave Ramsey
- The Five Dysfunctions of a Team- Patrick Lencioni
- Start With Why and Leaders Eat Last- Simon Sinek
- The Leadership Challenge- James Kouzes
- Visioneering- Andy Stanley
- \*\*The Catalyst Leader and H3 Leadership- Brad Lomenick



# Top Ten Leadership Blogs/Voices

- Andy Stanley- [andystanley.com](http://andystanley.com)
- Michael Hyatt- [michaelhyatt.com](http://michaelhyatt.com)
- Seth Godin- [sethgodin.com](http://sethgodin.com)
- Ron Edmondson- [ronedmondson.com](http://ronedmondson.com)
- John Maxwell- [johnmaxwell.com](http://johnmaxwell.com)
- TED- [ted.com](http://ted.com)
- Fast Company- [fastcompany.com](http://fastcompany.com)
- Willow Creek- [willowcreek.com](http://willowcreek.com)
- Catalyst- [catalystconference.com](http://catalystconference.com)
- INC- [inc.com](http://inc.com)
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# Top Leadership Podcasts

- Andy Stanley Leadership Podcast
- Catalyst Podcast
- Craig Groeschel Leadership Podcast
- EntreLeadership Podcast
- Perry Noble Leadership Podcast
- The Tim Ferris Show
- Relevant Podcast
- School of Greatness with Lewis Howes
- Carey Nieuwhof Leadership Podcast
- TED podcast
- 5 Leadership Questions



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**Questions?**