



# AUTHENTIC LEADERSHIP

YOU ARE THE SECRET SAUCE

Nomana Angelo

An abstract, high-energy visualization featuring swirling, ethereal patterns of light in vibrant green, yellow, and blue against a dark, black background. The light forms intricate, almost organic shapes that suggest movement and dynamic energy. The word "ENERGY" is centered over this background in a bold, orange-outlined font.

ENERGY

QUALITY	A/S	QUALITY	A/S	QUALITY	A/S
honest		manners		Passion	
hope		gratitude		convictions	
goals		dependable		encourager	
organized		pride		client success	
responsible		diligent		faith	
commitment		thrifty		wisdom	
punctual		resourceful		courage	
self starter		extra miler		confident	
optimistic		Loyalty		humble	
enthusiastic		Excellence		smart	
motivated		respectful		hard worker	
decisive		caring		authoritative	
focused		affectionate		self control	
disciplened		supportive		Community Inclusion	
persistant		dignity		communicator	
positive mental attitude		attentive		consistent	
team player		personable		creative	
energetic		open minded		knowledgeable	
competent		good finder		humor	
self image		educated		good listener	
Honor		teachable		teacher	
Aloha		Integrity		Trustworthiness	
Service		manners		Passion	



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Aloha		Integrity		Trustworthiness	
Service				Respect	



# AGENDA

- Leading Beyond the Title (Building a Culture)
- Discipline vs. Default (Be Authentic to Yourself)
- The Power of Consistency
- Developing Your “Secret Sauce”



# LEADING BEYOND THE TITLE

Are People following you for who you  
are as a Leader?

Or

Are they following you simply because  
of your Title?





# LEADING BEYOND THE TITLE

## HOW DO YOU DEFINE LEADERSHIP?

- A Person who guides or directs a group
- Ability to lead
- An act or instance of leading; guidance; direction
- The leaders of a group



# LEADING BEYOND THE TITLE

What is your Leadership Style?

“My Leadership Style is rooted in principles, guided by character, and driven by values, fostering a culture with an inside out approach that consistently applies the same standard to everyone.”



# LEADING BEYOND THE TITLE

Understand and Believe in Who You  
Are to:


1. Build Trust
2. Respect
3. Integrity
4. Long Term Influence



# LEADING BEYOND THE TITLE

How do you define Culture?

A Belief  
That Drives a Behavior  
Which Creates  
An Energy  
Both Transmitted and Received



WHAT IS CULTURE?



# WHAT IS CULTURE?

---

A Belief

---

THAT DRIVES A BEHAVIOR

---

WHICH CREATES AN ENERGY

---

BOTH

---

GIVEN & RECEIVED



# WHAT IS CULTURE'S JOB?



WHAT IS  
CULTURE'S  
JOB?

---

TO CREATE THE  
BEHAVIOR  
THAT IS CALLED FOR BY  
YOUR  
STRATEGY

---

to

---

WIN



WHAT DOES THE  
POWER OF CULTURE  
RELY ON?



THE POWER OF CULTURE  
RELIES ON ITS ABILITY  
TO DO 3 THINGS





# THE POWER OF CULTURE RELYS ON ITS ABILITY TO DO 3 THINGS

1. INSPIRE & ENGAGE HEARTS & MINDS



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# THE POWER OF CULTURE RELYS ON ITS ABILITY TO DO 3 THINGS

1. INSPIRE & ENGAGE HEARTS & MINDS
2. ALIGN FOCUS & EFFORT
3. ENERGIZE THE BEHAVIOR THAT WINS



WHY IS CULTURE  
IMPORTANT?

# WHY IS CULTURE IMPORTANT?

1. BEHAVIOR SKILLS DRIVES  
JOB SKILLS



# WHY IS CULTURE IMPORTANT?

1. BEHAVIOR SKILLS DRIVES  
JOB SKILLS
2. PERSONAL BEHAVIOR  
DRIVES ORGANIZATIONAL  
CULTURE



# DISCIPLINE VS DEFAULT



# DISCIPLINE

1. INTENTIONAL
2. ON PURPOSE
3. SKILLFULL



# DEFAULT

1. IMPULSIVE
2. ON AUTOPILOT
3. RESISTANT

- 
- INTENTIONAL
  - ON PURPOSE
  - SKILLFUL

# DISCIPLINE DEFAULT

- IMPULSIVE
- ON AUTOPILOT
- RESISTANT





# THE POWER OF CONSISTENCY



THE POWER OF CONSISTENCY

HOW TO DRIVE THE  
CHANGE OF A  
CULTURE?

# HOW TO DRIVE THE CHANGE OF A CULTURE

HOW WE ACT

# HOW TO DRIVE THE CHANGE OF A CULTURE

HOW WE  
ACT

WHAT WE  
PROMOTE

# HOW TO DRIVE THE CHANGE OF A CULTURE

HOW WE  
ACT

WHAT WE  
PROMOTE

WHAT WE  
ALLOW



WHY ARE CORE  
VALUES IMPORTANT?



# NOMANA

## LIFE LESSON:

“No Matter What You Do in Life  
Be The Best.”

## TRAITS:


- Family First
- Work Hard
- Be On Time





WHAT ARE OUR CORE  
VALUES?





# WHAT ARE OUR CORE VALUES

1. Aloha
2. Commitment
3. Service

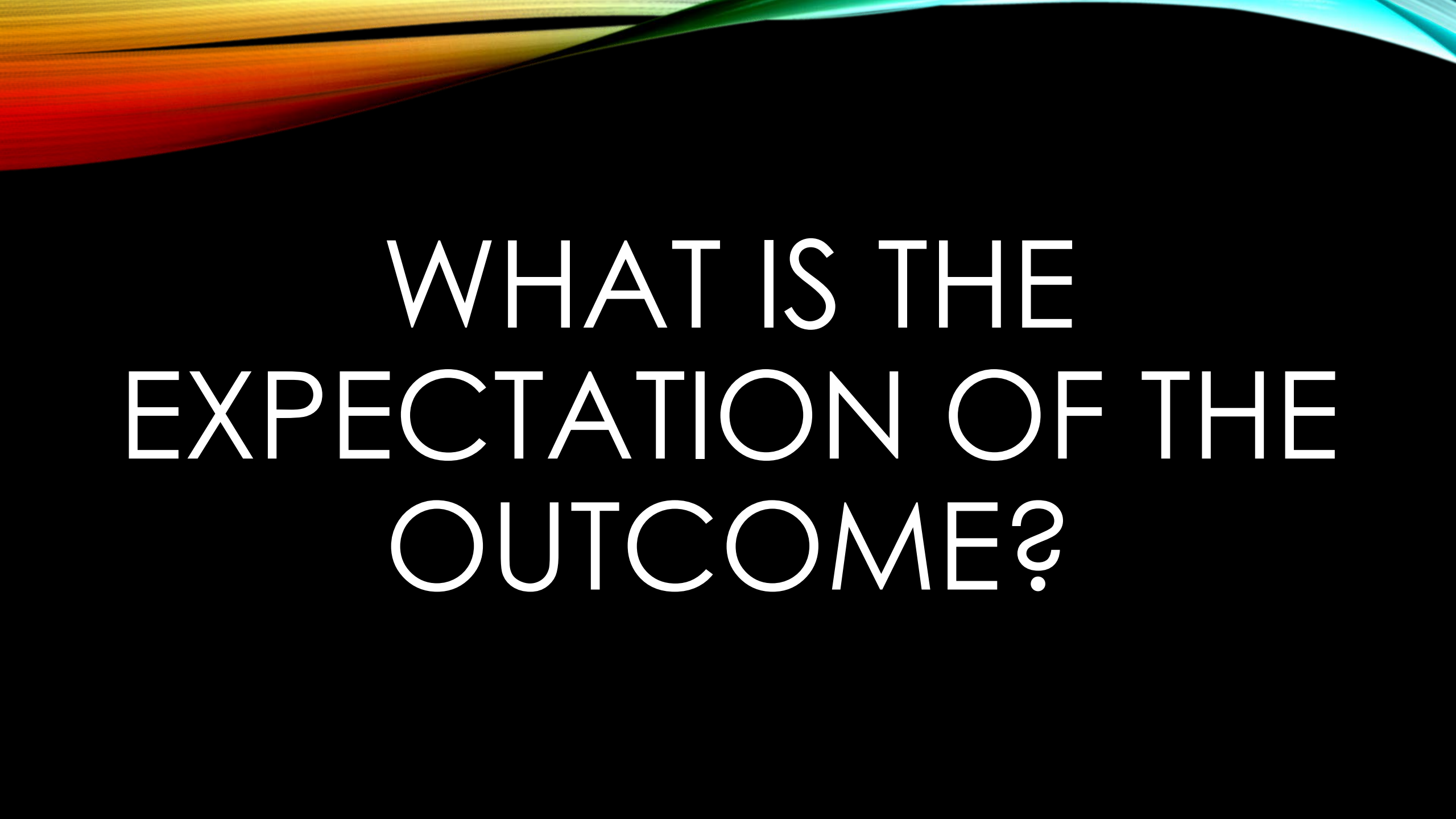


# WHAT ARE VALUE STATEMENTS?



WHAT ARE  
VALUE  
STATEMENTS

VALUE STATEMENTS ARE  
INTENTIONAL ACTIONS THAT  
CREATE STANDARDS  
(PRINCIPLES)



WHAT IS THE  
EXPECTATION OF THE  
OUTCOME?

WHAT ARE THE EXPECTATIONS OF THE OUTCOME


OUTCOMES ARE THE EXPERIENCE  
BOTH GIVEN AND RECEIVED BY  
ACTING IN ACCORDANCE WITH  
THE VALUE STATEMENT  
(CHARACTER)



## CULTURE FORMULA

Values + Principles = Character





# ALOHA

1. Actively Listen while others are talking
2. Display a positive energy and passion in all actions
3. Be open-minded and welcoming to everyone

OUTCOME: Having a mutual respect and alignment

# COMMITMENT

1. Be Present in Heart, Mind, Body, and Soul.
2. Make time to participate
3. Foster a culture of accountability – (Hold yourself accountable to the way you would want others to be accountable to you).

OUTCOME: Active implementation, participation and achievement of our mission, vision, and values.



# SERVICE

1. Provide services and opportunities to the membership and potential members.
2. Represent and advocate through networking and initiatives that impact Pearl Harbor and DOD
3. Building capacity and capability through increasing membership and membership benefits and services.

OUTCOME: Actively engaged members working together in support and development of our Federal Workforce







# BUILDING YOUR SECRET SAUCE



# BUILDING YOUR SECRET SAUCE

1. Vision
2. Mission
3. Purpose
4. Values Instilled in You as a Child/Teenager
5. Leadership Style
6. Leadership Values
7. Success Formulas

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## Nomana's Leadership Principles

- A. **Vision:** Best Coach, Mentor, Leadership Trainer, & Motivational Speaker in the World!
- B. **Mission:** Inspire people to achieve their Goals, Dreams, & Aspirations Beyond Their Wildest Imagination
- C. **Purpose:** Transfer the Energy and Experience of Aloha to Every One I Encounter!
- D. **Values Instilled by Parents:** God, Family, Freedom, Security, Hard Work, & Having Fun!
- E. **Leadership Style:** I am rooted in principles, guided by character, and driven by values, fostering a culture with an inside out approach that consistently applies the same standard to everyone.
- F. **Leadership Values:**
  - 1. Awareness
  - 2. Abundance mindset- Faith vs. Fear commonality and Difference
  - 3. Attitude- You are 100% responsible for the situation you are in!
  - 4. Vision- Understand Where you want to go and Why you want to get there!
  - 5. Authenticity- Emulate not Imitate. (Heart, Mind, Body, & Soul)
  - 6. Focus- Laser Focus on the Task at Hand. Inspire & Engage Hearts and Minds while aligning efforts through Clear, Constant, and Concise Communication.
  - 7. Discipline- Be Intentional, On Purpose, & Skillful in everything you do!
  - 8. Confidence- not arrogance! Take Ego out of every situation. Have Absolute Faith- Act as if you are the person you want to be!
  - 9. Integrity- Do the right thing even when no one is watching!
  - 10. Humility- We>Me, Build Mastermind Relationships and Listen to everyone with the intent of understanding.
  - 11. Energy— Can neither be created nor destroyed; it can only change forms.
  - 12. Gratitude- Be Thankful for everything you have, someone is always worse off than you!
- G. **Build Relationships by being Curious**
- H. **Success Formula**
  - 1. People + Process + Environment = Success Attained through
    - a. People: Develop People into experts
    - b. Process: People Learn by Doing
    - c. Environment: Leading with AlohaPreparation + Visualization + Practice.
  - 2. Information + Emotion = Long Term Memory

## **I. Culture Formula:**

1. Values + Principle = Character
2. Culture is a Belief that Drives a Behavior which Creates an Experience both Given and Received.
3. Culture's Job is to Create the Behavior that is Called for by your Strategy to Win.
4. The Power of Culture Relies on its Ability to do 3 Things
  - a. Inspire & Engage Hearts & Minds
  - b. Align Focus & Effort
  - c. Energize the Behavior that Wins
5. Culture is Important because Behavior Skills Drives Job Skills & Personal Behavior Drives Organizational Culture.
6. Be Disciplined vice in Default Mode
  - a. Discipline: Intentional, On Purpose, Skillful
  - b. Default: Impulsive, On Auto-Pilot, Resistant
7. How to Drive the Change of a Culture
  - a. How we Act
  - b. What we Promote
  - c. What we Allow
8. Core Values are important because if you believe in it, it will engage the Heart, Mind, Body, & Soul.