



AUTHENTIC LEADERSHIP

YOU ARE THE SECRET SAUCE

Nomana Angelo

The image features a complex, abstract visualization of energy. It consists of numerous glowing, filamentary structures in shades of green, cyan, and blue, set against a dark, almost black background. These filaments are intertwined and appear to be in motion, creating a sense of dynamic energy. The overall effect is reminiscent of a nebula or a complex network of energy fields. In the center of the image, the word "ENERGY" is written in a bold, orange, sans-serif font with a slight glow, making it stand out prominently against the intricate background.

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	

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



HOW DO YOU DEFINE
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




THE POWER OF CULTURE RELYS ON
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1. INSPIRE & ENGAGE HEARTS & MINDS
2. ALIGN FOCUS & EFFORT



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

A decorative graphic on a black background. At the top, there are several overlapping, curved bands of color: yellow, orange, red, and cyan. Below these are three grey, semi-circular arcs of varying sizes, arranged in a descending staircase pattern. In the lower-left quadrant, there is a large, stylized grey letter 'V' with a decorative, leaf-like pattern inside its upper curves. At the bottom of the image, the word 'VALUES' is written in a large, grey, serif font, with the 'V' being significantly larger than the other letters.

WHY ARE CORE
VALUES IMPORTANT?

VALUES

NOMANA

LIFE LESSON:

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

TRAITS:

- Family First
- Work Hard
- Be On Time

My Dad





WHAT ARE OUR CORE
VALUES?

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	
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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	
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Honor		teachable		teacher	
Aloha		Integrity		Trustworthiness	
Service		manners		Passion	

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Honor		teachable		teacher	
Aloha		Integrity		Trustworthiness	
Service				Resilient	



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.



HONOR
THOSE
WHO
PAVED THE
WAY

