Your Leadership Matters:
Hawaii needs you now more than ever

Mary Kelly, PhD, CSP, CPAE, CDR

US Navy (ret)

Commander/Doctor
Mary Kelly
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FLOWCODE

PRIVACY.FLOWCODE.COM

Navy background –

USNA, ASWOC, IPAC, JICPAC, CINCPAC, NAVREG, Barbers PT, PSD, NCTAMS, USNA

Pacific Century Fellow

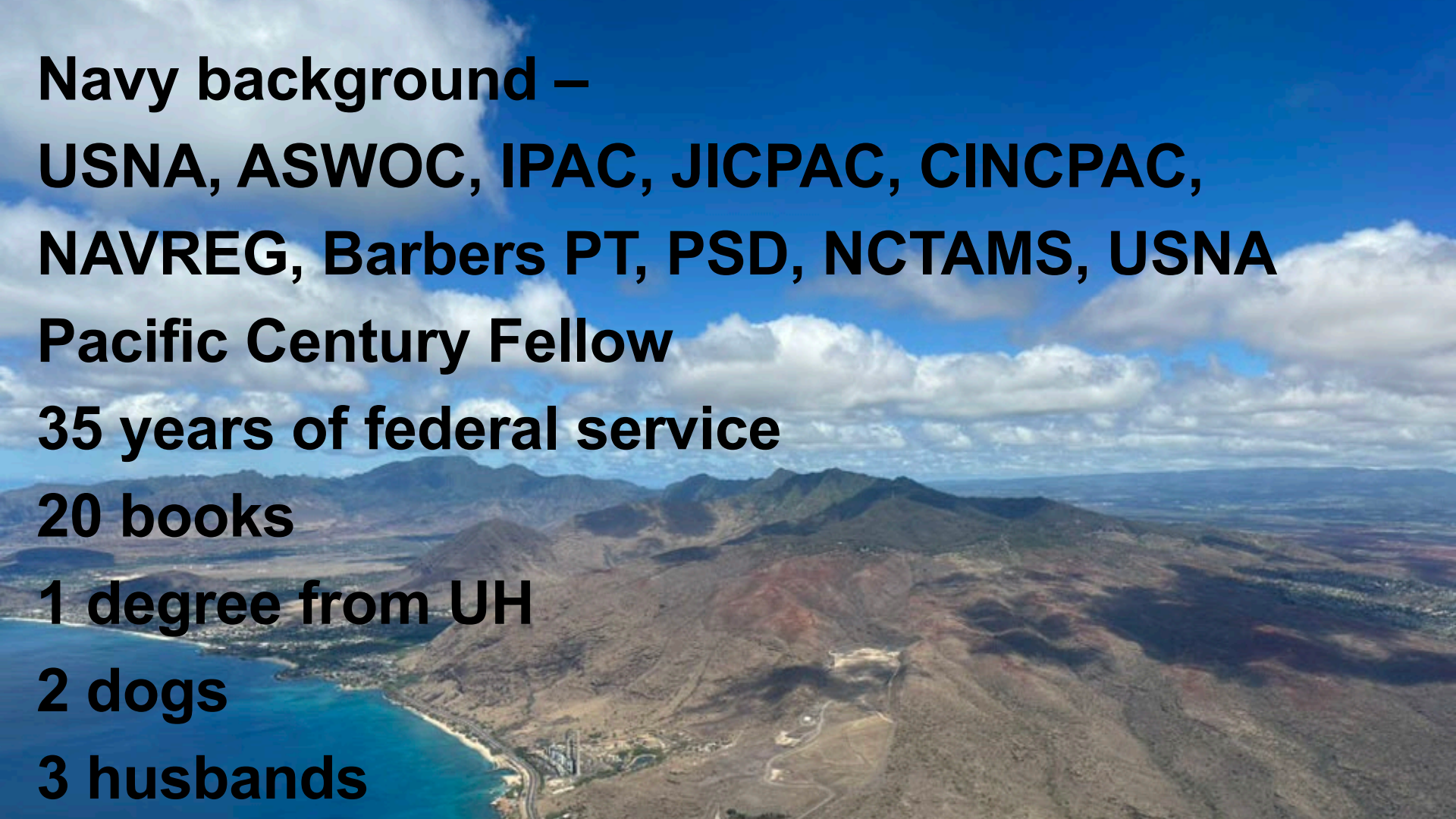**35 years of federal service**

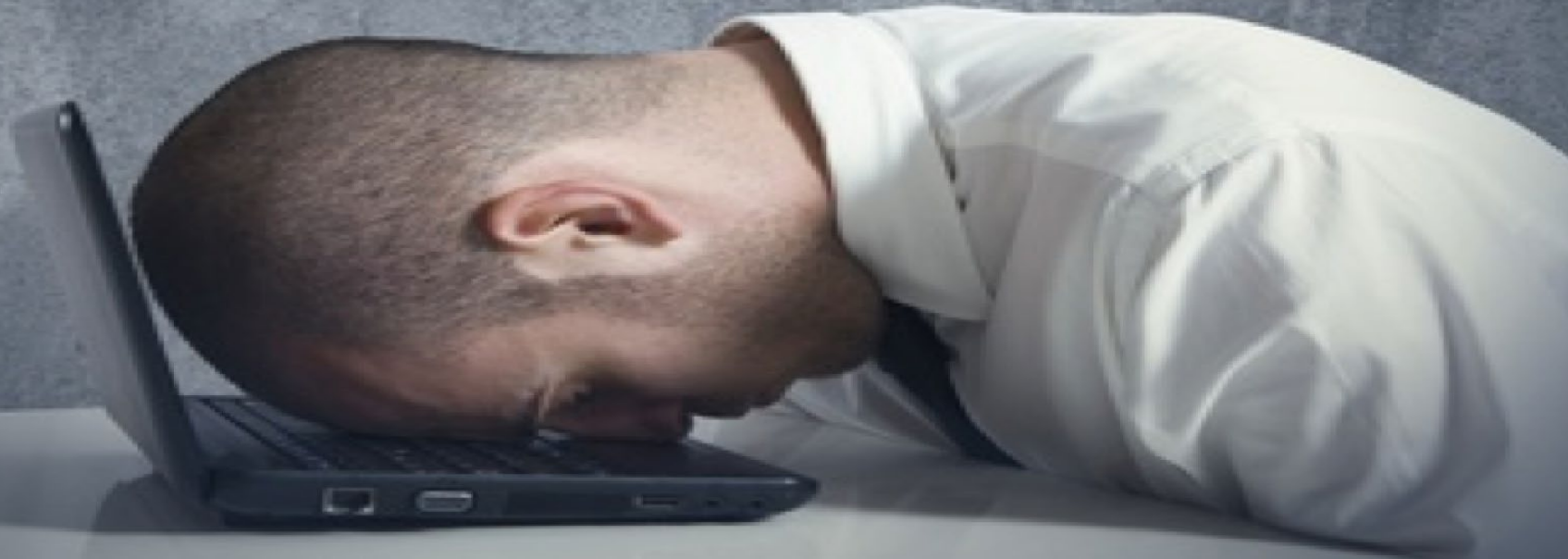**20 books**

1 degree from UH

2 dogs

3 husbands

Hawaii is a magical place.

Have you ever been frustrated at work?

Do you feel that you are doing more than your fair share for your team?

Have you ever wanted others to have a sense of urgency?

Leaders have to see what could happen, and they have to have a plan

Crises
are all around us

Geopolitical

- Hamas invaded Israel
- Russia invaded Ukraine
- China threatens Taiwan
- Iran claims nukes
- North Korea
- Terrorists
- Food insecurity
- Refugees
- Tariffs/Trade

Economics

- Taxes
- Inflation
- Housing/rental costs
- Jobs
- GDP
- National debt
- Labor force participation
- Labor costs
- Medical costs

Workplace

- Attract and retain
- Quiet quitting
- Great resignation
- Talent acquisition
- Employee engagement
- Morale
- Collegiality/Teamwork
- Regulations
- Citizens
- AI

Domestic

- Crime
- Justice
- Education
- Supply chains
- Immigration
- Elections
- Social capital
- Healthcare
- Climate issues

7
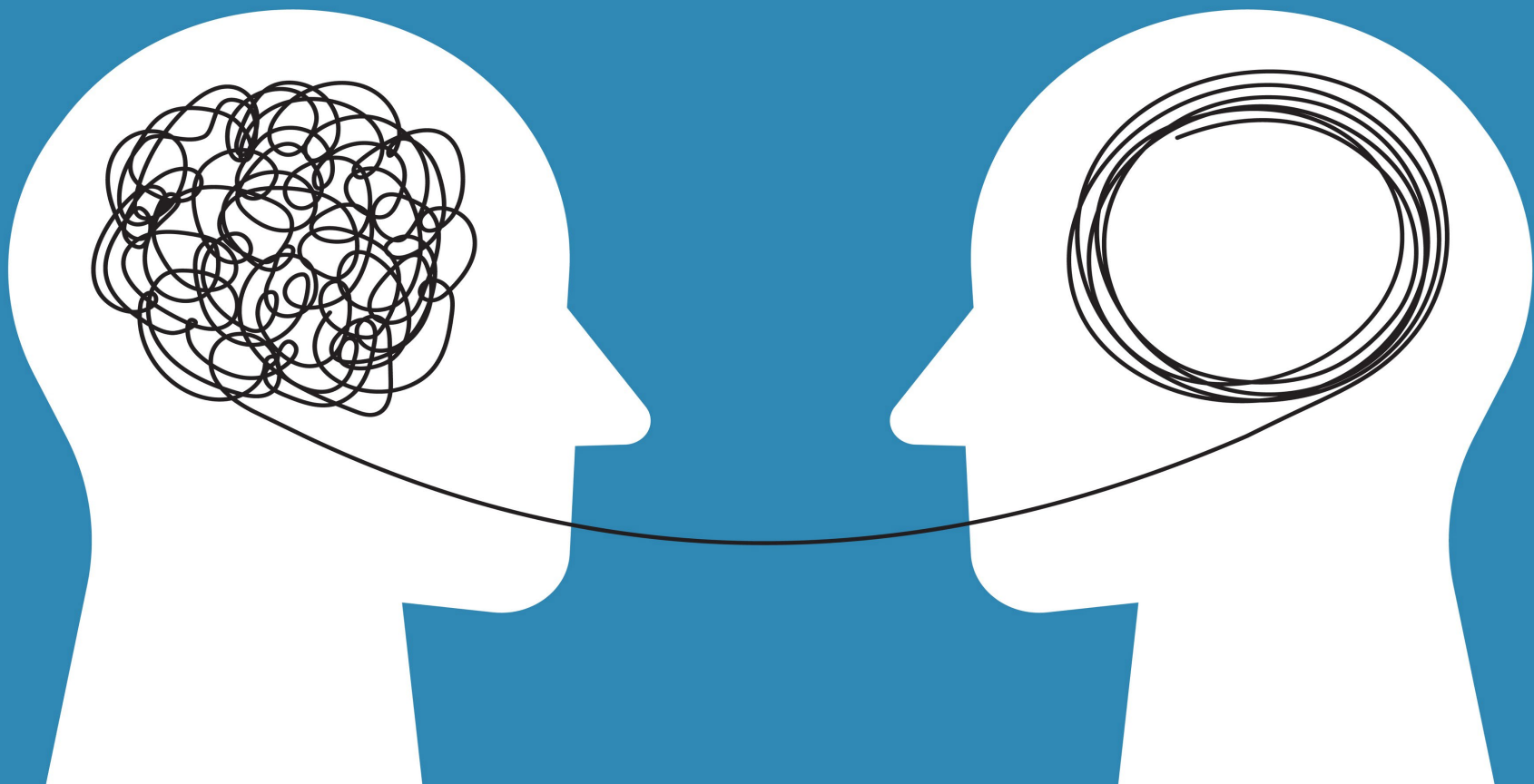
Reasons why leadership is tougher now.

1

There are more variables in the workplace.
There is more to know.
There is more technology to master, more complications with supply chains, personnel, budgets, legalities, and industry regulations.

2 **Accelerating pace of change.**

Managing change is a continuous process.

3 **Available resources and sourcing is no longer local, it is global. Leaders have to think globally and act locally.**

4

Products and services deliveries are more complex.

5 Leaders need engaged employees who are intent on serving citizens, who want everything right now.

6 People are still feeling disengaged and overwhelmed.

7

The stakes are higher.

Decisions can make or break a city, county, or company.

CREATING VISION FOR 2026 AND BEYOND

PEOPLE
- Attract
- Recruit/Retain
- Mentor/Manage
- Evolve
- Develop

TECHNOLOGY & TOOLS
- Innovations
- Advancements
- Artificial Information = Aloha Intelligence
- Robotics

VALUE

GROWTH
- Strategize
- Optimize
- Find opportunities
- Differentiate

MANAGING UNCERTAINTY
- What is worrying your citizens?
- Are your people confident in your leadership and your actions?
- What are your employees thinking about?

97%

of business owners believe ChatGPT will help them grow their business

MARY KELLY, PHD
PRODUCTIVE LEADERS

Forbes 2024

SO MUCH POTENTIAL...

- ✓ Efficient way to automate repetitive tasks
- ✓ Increase data collection
- ✓ Enhance employee engagement
- ✓ Improve employee productivity
- ✓ Better decisions based on patterns + insights

- ✓ More 24/7 responsiveness to user/citizen needs
- ✓ Minimize loss + risk
- ✓ Hire better-qualified candidates
- ✓ Train employees more effectively

64%

of businesses
expect AI to increase

productivity

MARY KELLY, PHD

PRODUCTIVE LEADERS

21%

GDP increase by 2030 due to AI

WATCH FOR PITFALLS...

- ✓ People still need to do quality control

- ✓ Needs good collection mechanisms

- ✓ People don't understand the processes they manage

- ✓ People need soft skills, like critical thinking

- ✓ Depends on robust, quality data

- ✓ Cold, impersonal, and frustrating when it is wrong

- ✓ Monitoring leads to a lack of privacy

- ✓ AI bias & often lacks data

- ✓ Not a substitute for leadership & mentorship

75%

of Americans worry about **misinformation** from AI

77%

of employees worry that AI will take jobs

Forbes 2024

Most Popular AI Uses in 2024

The most popular AI uses include responding to messages, answering financial questions, planning travel itineraries and crafting social media posts as its versatility transforms everyday tasks.[7]

Most Common Way Consumers Plan to Use Artificial Intelligence

Use	Percentage
Respond to people via text or email (i.e. friends, colleagues, etc.)	45%
Answer financial questions	43%
Plan a travel itinerary	38%
Craft an email	31%
Prep for a job interview	30%
Write a social media post	25%
Summarize complex or lengthy copy	19%
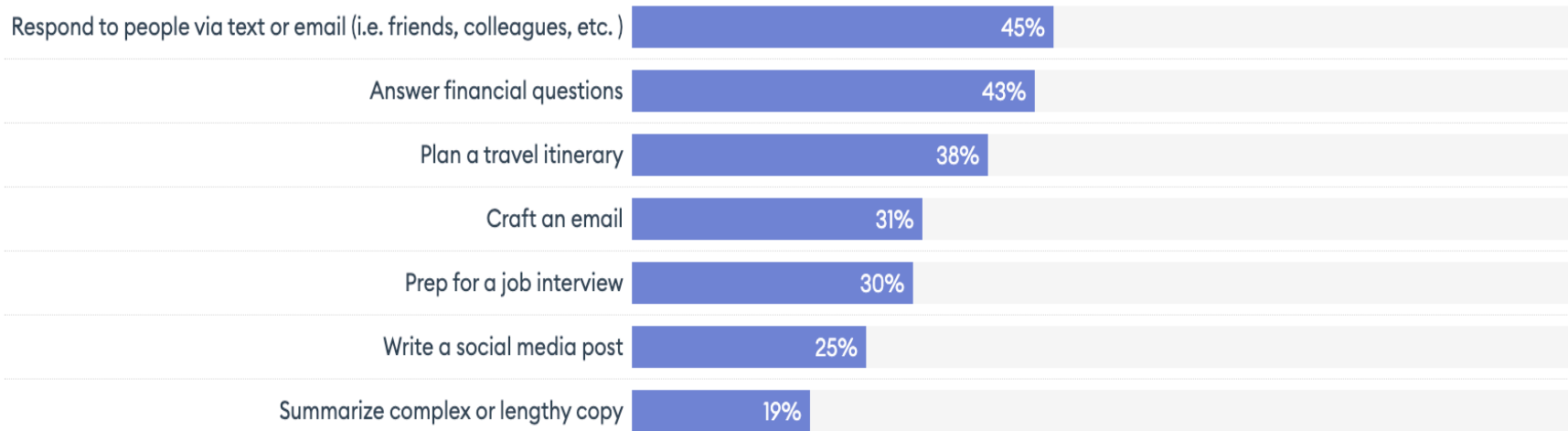
43%

of businesses are concerned about technology dependence

THE SKILLS GAP

Communication	Teamwork	Conflict Resolution	Leadership	Professionalism
Self-Awareness	Accountability	Attitude	Critical Thinking	Problem-solving
Time Management	Technological Literacy	Cross Cultural Competencies	Networking	Collaboration
Creativity	Innovation	Adaptability	Flexibility	Emotional Intelligence

STOP CHASING THE
WAVE

Questions to consider for your state's AI strategy

1

How can we align our AI initiatives with our state's strategy and objectives?
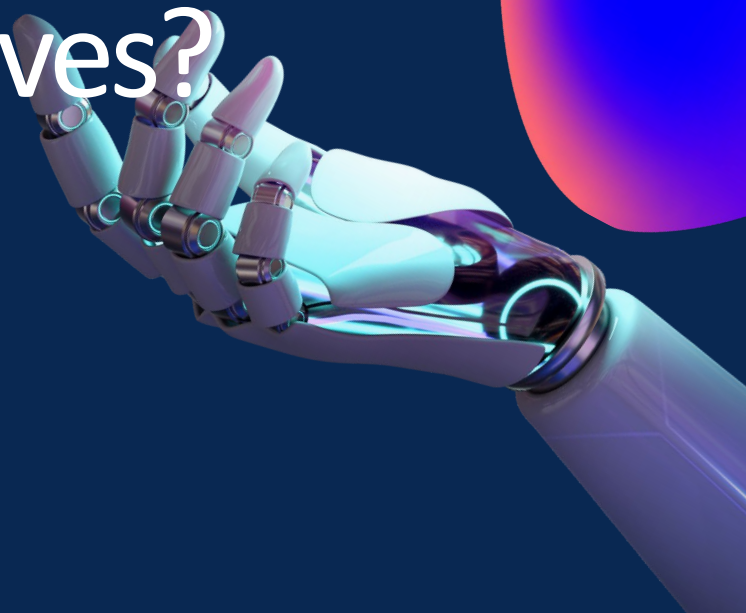
2 What ethical issues should we consider?

3

How can we leverage AI to create greater efficiencies and effectiveness?

4

What are the potential risks associated lack of AI strategies?

5 Is our data infrastructure robust enough to support advanced applications?

6 What knowledge, skills and abilities do we need, and how do we get them?

7 **How do we measure the success of our AI initiatives?**

8

What emerging AI technologies or trends should we know about? (What are other states doing?)

9

How do we change the mindset that makes AI development a priority in our organization?
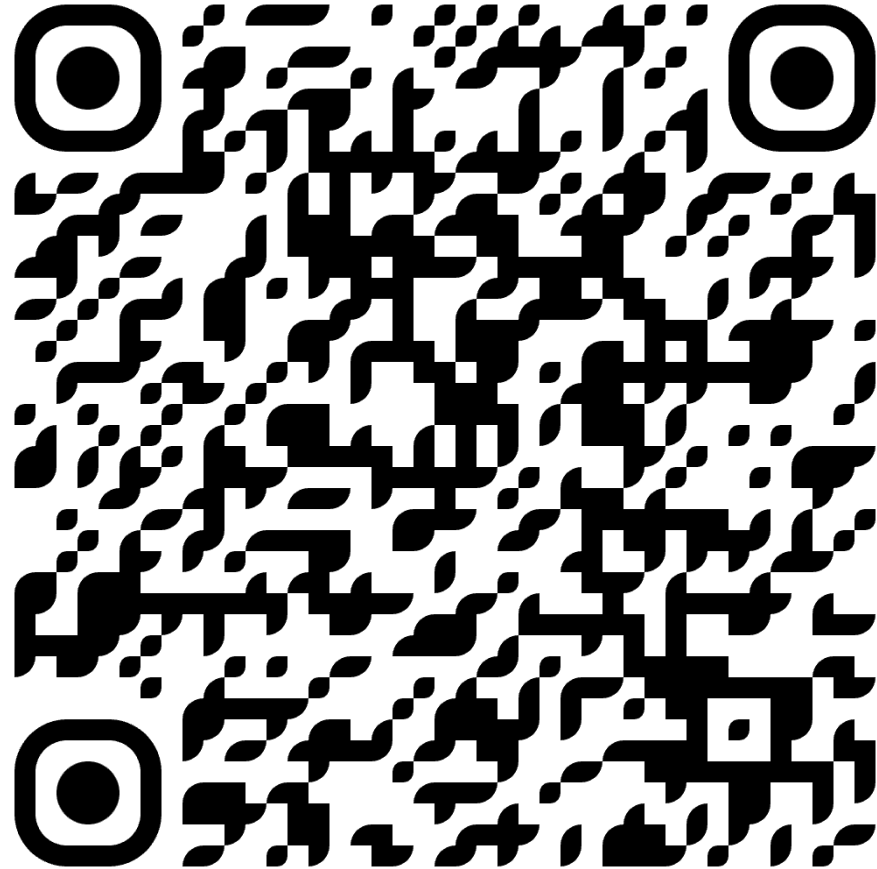
10

What partnerships can accelerate our AI implementation?

How AI Ready Is Your State?

We need the right people

- Attract
- Recruit/Retain
- Mentor/Manage
- Evolve
- Develop

5-MINUTE VISION PLAN

Our mission is what we do, such as "we play baseball."
A vision is "we are going to the World Series."
Leaders need to create a vision that gives people purpose and direction,
and coalesces them around a goal bigger than themselves.

Before establishing the vision, we need to know our mission.

What do we actually do?

_____
_____
_____

Who do we serve now?

_____
_____
_____

Think about the Really Big Picture to create the vision.

With a clearly understood mission, we can move into creating the vision.

Strategic thinking considers the big picture, potential changes, and every possible variable.

Who will we serve in the future?

In 5 years?

_____

In 10 years?

_____

In 20 years?

_____

What major changes will we see in the future?
1 _____
2. _____
3. _____

How will these changes af ect our purpose?
1 _____
2. _____
3. _____

What legacy do we want to leave? What do we want to be known for?

_____
_____
_____
_____

If there were no constraints, what would we do?

_____
_____
_____
_____

What is our vision?
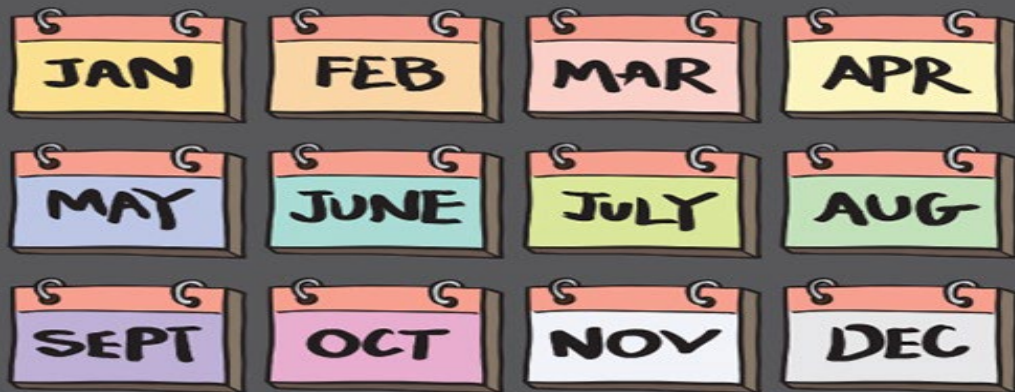
_____
_____
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_____
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Dr. Mary C. Kelly

JANUARY

BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. _____
2. _____
3. _____
4. _____
5. _____

This month I want to do <u>more</u> of these activities:

1. _____
2. _____
3. _____

This month I want to do <u>less</u> of these activities:

1. _____
2. _____
3. _____

This month I resolve to delegate/outsource:

_____
_____

This month I am going to streamline this process:

_____
_____

This month I am going to complete this project:

_____
_____

This month I am going to resolve this situation:

_____
_____

I will contact these 3 people for advice:

1. _____
2. _____
3. _____

I will reach out to these 3 potential decision-makers/clients:

1. _____
2. _____
3. _____

On a scale of 1 through 5, this month was a

5 ○	4 ○	3 ○	2 ○	1 ○
Fabulous	Good	Okay	Meh	Terrible

What could have made this month better?

1. _____
2. _____
3. _____

I am grateful for:

1. _____
2. _____
3. _____

This month I learned:

1. _____
2. _____
3. _____

JANUARY

BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. _____
2. _____
3. _____
4. _____
5. _____

This month I want to do more of these activities:

1. _____
2. _____
3. _____

This month I want to do less of these activities:

1. _____
2. _____
3. _____

This month I resolve to delegate/outsource:

_____
_____

This month I am going to streamline this process:

_____
_____

This month I am going to complete this project:

_____
_____

JANUARY

BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. Lose 20 pounds
2. Clean the house
3. Drink more water
4. Make $100,000 more!
5. Negotiate world peace

Communicate more than you think you should

V = Volatility

O = Opportunities

T = Tools/Training/Tech

THE TREASURE CHEST OF RESOURCES! ($497 value!)

- ✓ Leader's Blind Spot Assessment
- ✓ 12-Month Business Success and Accountability Planner
- ✓ Who Comes Next Tools Workbook
- ✓ 2023 Succession Planning Trends White Paper
- ✓ 15 of Mary's 5-Minute Solutions
- ✓ Generate Ideas. Focus on Solutions. Be Productive. (book)
- ✓ Resiliency: 7 Skills to Bounce Back During Tough Times (book)
- ✓ Dealing With Uncertainty Crisis, and Change (book)
- ✓ How to Manage Difficult People (book)
- ✓ How to Manage Difficult People (workbook)
- ✓ Successful Leader's Checklist (workbook)

The Official Blind Spot Assessment

GET STARTED

The Leaders Blind Spots Assessment

Choose the word pair that best describes you.

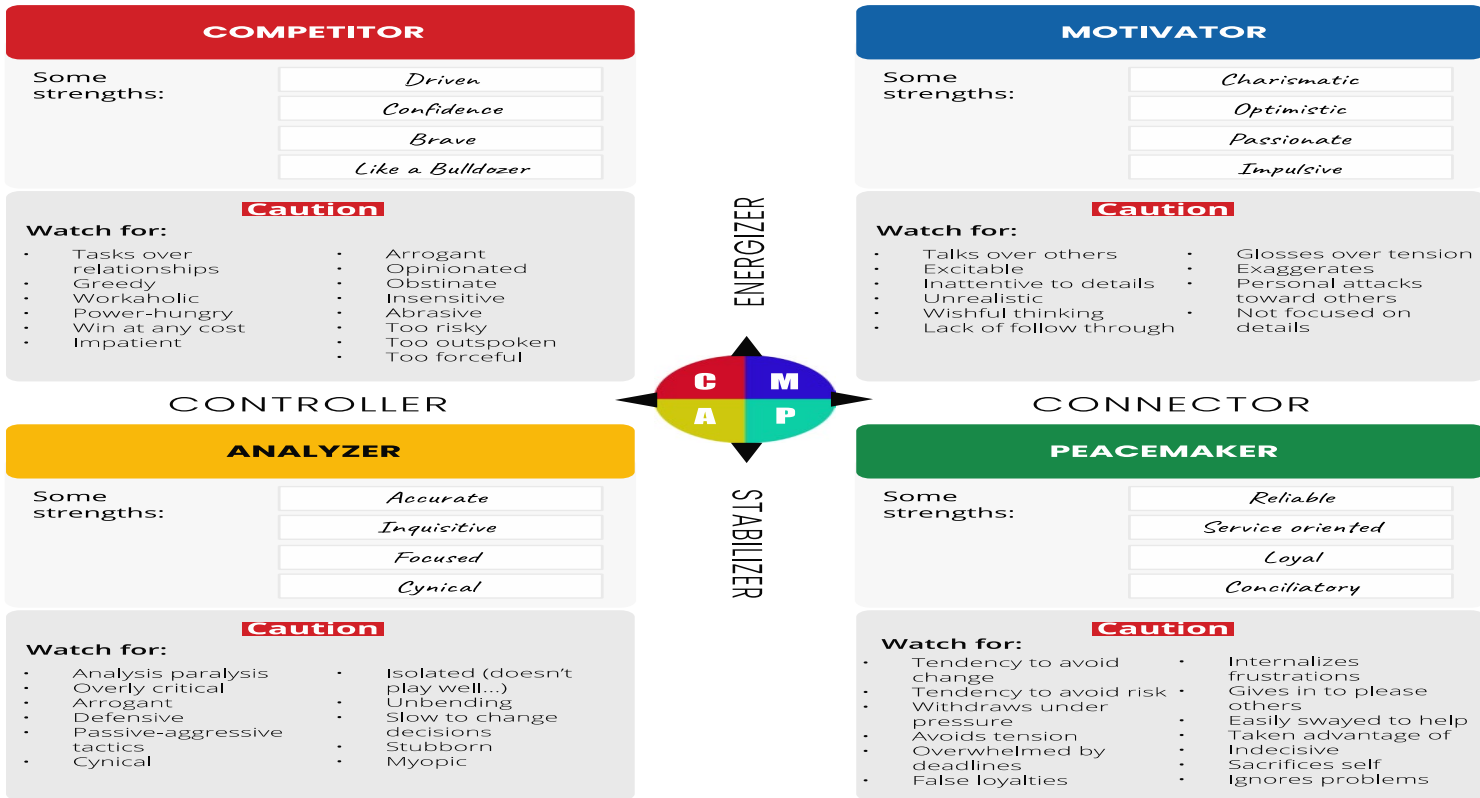Put yourself in a work environment. Don't overthink it.

Thinker – Inquisitive

Animated – Charming

Loyal – Sacrificing

Ambitious – Bottom Line

blind spots
PRODUCTIVE LEADERS

C.A.M.P.: Potential Blind Spots

Every Strength
comes with potential **Blind Spots**

COMPETITOR

Some strengths:
- Driven
- Confidence
- Brave
- Like a Bulldozer

Caution

Watch for:
- Tasks over relationships
- Greedy
- Workaholic
- Power-hungry
- Win at any cost
- Impatient
- Arrogant
- Opinionated
- Obstinate
- Insensitive
- Abrasive
- Too risky
- Too outspoken
- Too forceful

MOTIVATOR

Some strengths:
- Charismatic
- Optimistic
- Passionate
- Impulsive

Caution

Watch for:
- Talks over others
- Excitable
- Inattentive to details
- Unrealistic
- Wishful thinking
- Lack of follow through
- Glosses over tension
- Exaggerates
- Personal attacks toward others
- Not focused on details

CONTROLLER

ENERGIZER

STABILIZER

CONNECTOR

ANALYZER

Some strengths:
- Accurate
- Inquisitive
- Focused
- Cynical

Caution

Watch for:
- Analysis paralysis
- Overly critical
- Arrogant
- Defensive
- Passive-aggressive tactics
- Cynical
- Isolated (doesn't play well...)
- Unbending
- Slow to change decisions
- Stubborn
- Myopic

PEACEMAKER

Some strengths:
- Reliable
- Service oriented
- Loyal
- Conciliatory

Caution

Watch for:
- Tendency to avoid change
- Tendency to avoid risk
- Withdraws under pressure
- Avoids tension
- Overwhelmed by deadlines
- False loyalties
- Internalizes frustrations
- Gives in to please others
- Easily swayed to help
- Taken advantage of
- Indecisive
- Sacrifices self
- Ignores problems

W: www.Productiveleaders.com   P: 719-357-7360

Text the word dog to 66866

ProductiveLeaders.com/2025-success

5-MINUTE
WEEKLY PRODUCTIVITY PLAN

WEEK STARTING: _____

☑	Action Plan	Time in Minutes	Due Date	Priority

5-MINUTE
DAILY PRODUCTIVITY PLAN

DATE: _____

Calls to Make	
Phone # or Person	**Regarding**

Follow Up	

Appointments/Meetings	
Time	**Person/Place**

To Do

Appointments/Meetings

Today's Accomplishments

What are great workplaces doing now?
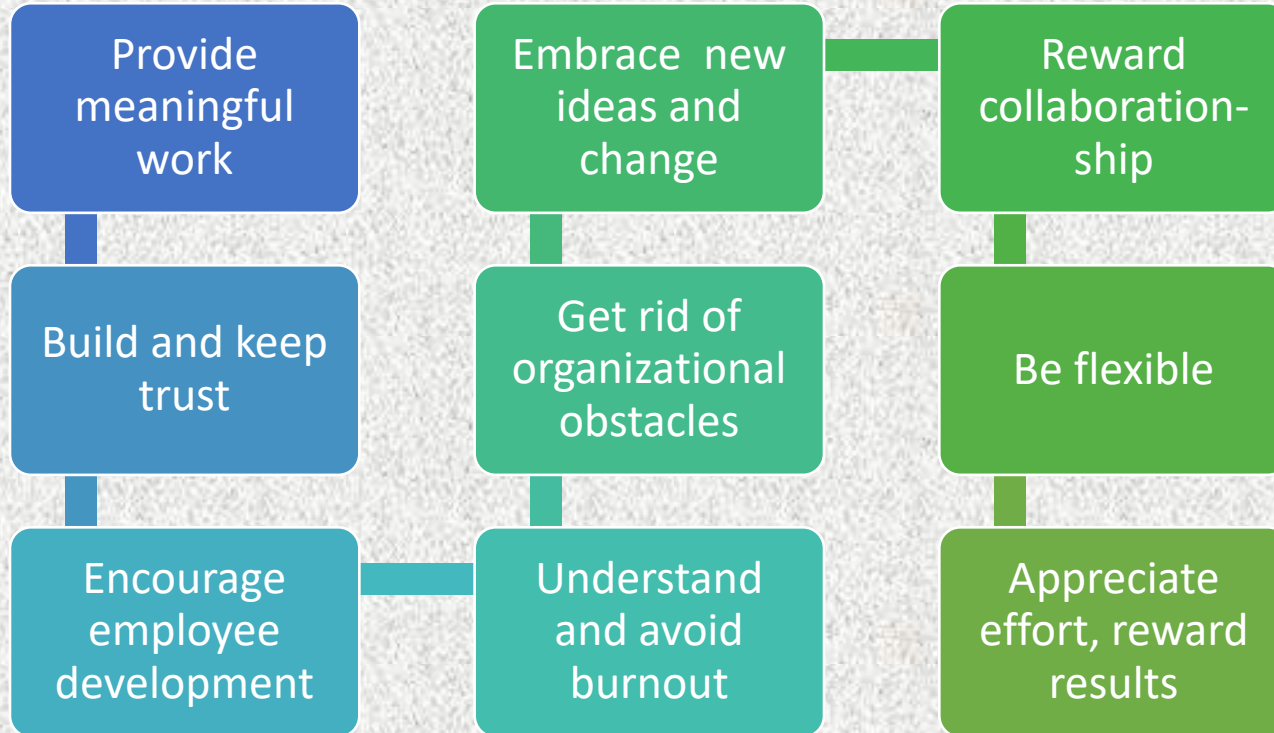
- Provide meaningful work
- Build and keep trust
- Encourage employee development

- Embrace new ideas and change
- Get rid of organizational obstacles
- Understand and avoid burnout

- Reward collaboration-ship
- Be flexible
- Appreciate effort, reward results

If you are going to be good at
<u>ONE</u> leadership trait,
be good at COMMUNICATION