

Not Just Caregivers.. CEOs of Montana's Future

Start leading like the CEO you already are.



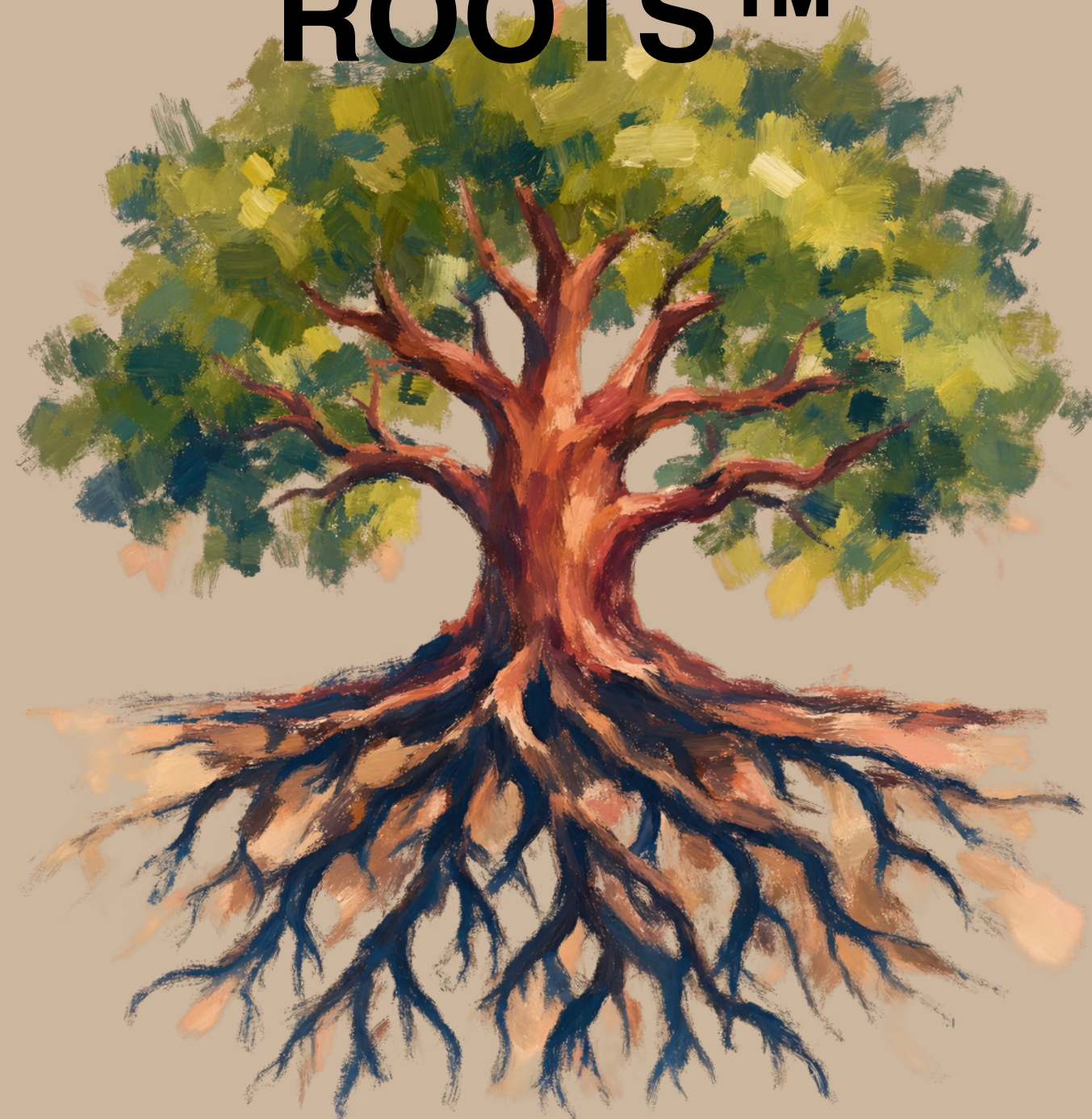
Opening Reflection

“What do I really build?”

(Not what I do. What I build.)



Every Great CEO Has Strong ROOTS™



**Strong leaders don't build organizations from the top down.
They build them from the roots up**

Hey- what does ROOTS™ mean?

R Relationships First
O Own Your Leadership
O Open the Circle
T Think Seven Generations Ahead
S Sustain Yourself to Sustain Others



R: Relationships Before

Results

The greatest investment a CEO can make is in people.



The CEO Table:

What makes an extraordinary CEO?

List five words.

How many of those words describe you?



Relationships Before Results

Thinking Like a CEO

Questions to ask yourself :

- Does every child feel safe?
- Does every employee know they matter?
- Do families feel like partners?

CEO Challenge: *Connect intentionally with one employee and one family this week.*

O: Own Your Leadership

If you don't define your value, someone else will.



Own Your Leadership

Reset your Mindset

✗ I run a center → ✓ I lead an organization

✗ I supervise staff → ✓ I develop leaders

**CEO Challenge: *Rewrite your job description
using leadership verbs.***

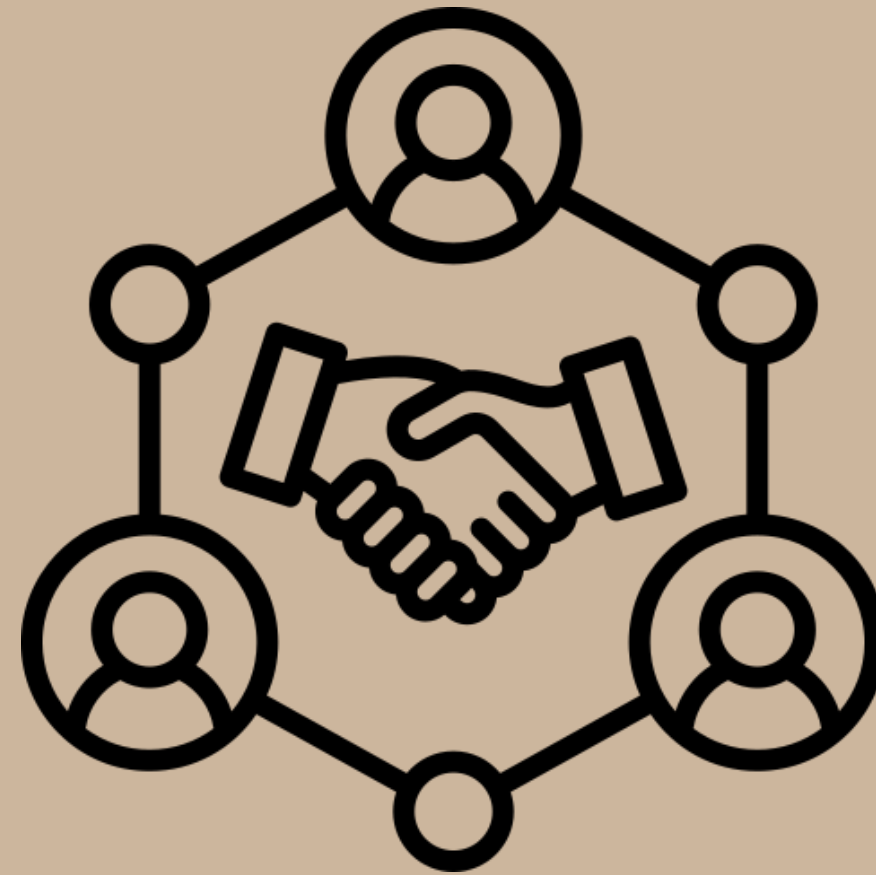
O: Open the Circle

Great CEOs build partnerships.



Who belongs at your table?

- **Hospitals**
- **Schools**
- **Businesses**
- **Parents**
- **Tribes**



CEO Challenge: *Invite one community leader to visit.*

Who belongs in your empty chair?



**Time to invite them over and
have a conversation!**

T:Think Seven Generations Ahead

Today's decisions shape tomorrow's leaders.



Think Seven Generations Ahead

Reflection:

One Child

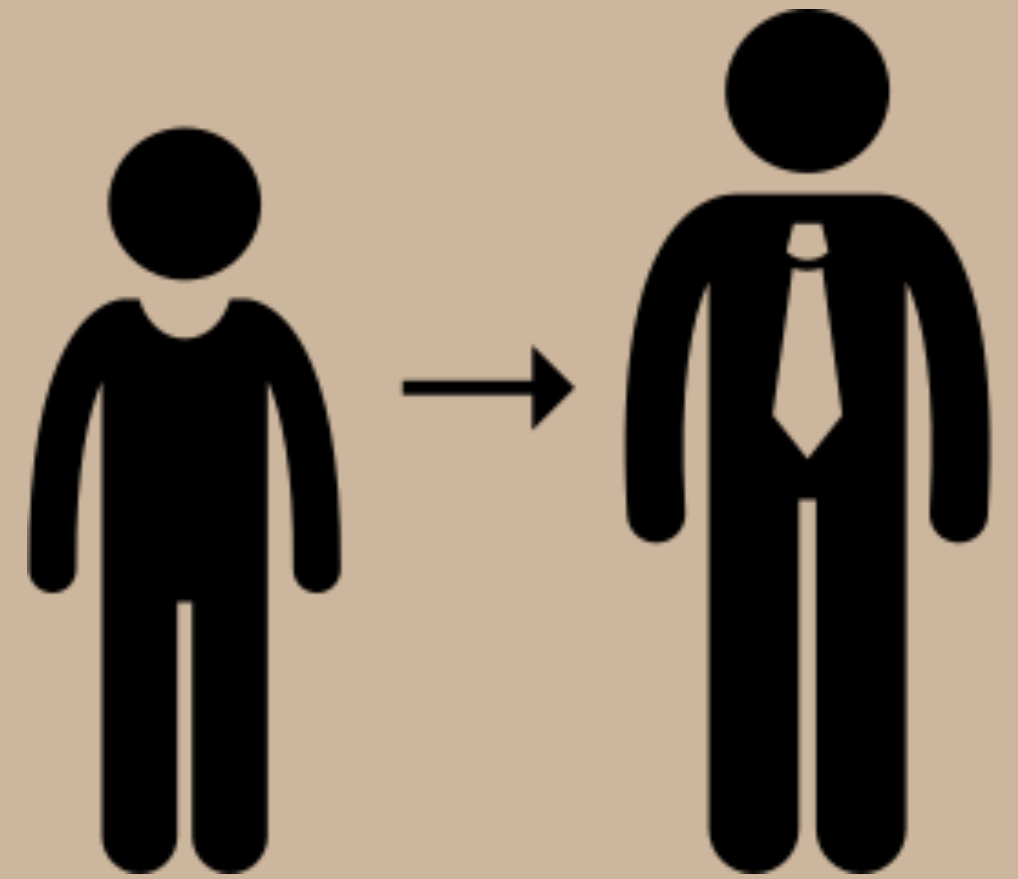
One Hope

One Action

CEO Challenge: *Make one decision through a seven generation lens*

"The Child You'll Never Forget"

**Think of one child:
Write their name down**



What made them unforgettable?

Imagine them at age 30.

Who do you hope they've become?

Sustain Yourself So Others Can Flourish

Reflect

- What fuels me?
- What drains me?
- What boundary will strengthen my leadership?



CEO Challenge: *Protect one leadership boundary this week.*

Which Root Needs Water?

Circle one area to strengthen over the next 90 days.

- **Relationships**
- **Leadership**
- **Partnerships**
- **Seven-Generation Thinking**
- **Sustainability**



Table question

Think about the best leader you've ever worked for.

- **What did they do that built trust?**
- **Not what position they held.**
- **What did they DO?**
- **Everyone writes three words.**
- **Share.**
- **Now connect.**



Because I Lead...



***Finish the sentence:
Because I lead...***

Closing

I am the CEO of Montana's Future.

