

# Darren Smith

**His Big Why for being or purpose:** He shows proven business leaders, who are introspective, and committed to excellence how to capture who they are, and most importantly, capitalize on it.

**Mission or substance – what he does, how he does it, the result, and who he does it for:** He catalyzes proven leaders to be great men and women that build great organizations. He’s a great strategy advisor, executive coach and professional speaker.

## Characterization

### Trailblazer

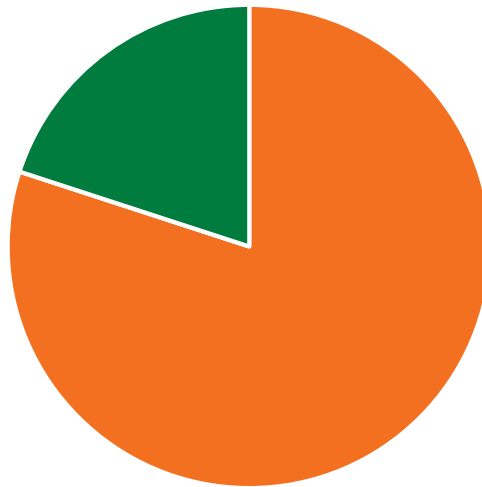
Talented at attracting and leading a group to boldly go where no one has gone before or accomplish a goal previously out of reach. Great individual contributor, who knows how to get things done and figures it out when necessary. Makes decisions quickly and can move forward with incomplete data.

**Blue Connect**  
External Dialogue

**Green Reflect**  
Internal Dialogue  
1. Learner

**Orange Energize**  
Internal Motivation  
2. Achiever  
3. Self Assurance  
4. Focus  
5. Significance

**Magenta Mobilize**  
External Motivation



### Talent Concentration

Orange Energize, Internal Motivation

### Leadership Style

Think/Do it Myself, Lead by Taking Charge

## Personal Best Statement

Darren is at his best in leading edge environments where constant learning is required and valued. If there’s a mountain to scale, it energizes him. When someone has to lead unflinchingly in the face of adversity and resilience is needed, Darren can play the role. He can hone in on core pieces of a project or organization and help others lead them more effectively. His name is his personal stamp of excellence, so he always does exceptional work.

## Quick Hits

- Darren learns best by doing.
- When working with Darren, emphasize ‘doing’, be concise and use an agenda. Put a boundary on his learner.
- His focus talent intensifies the other four talents. Significance and Self Assurance intensify each other. What this means is he’s in the top 1% of the population in regards to these talents.
- Darren’s 6<sup>th</sup> and 7<sup>th</sup> talents are woo and maximizer.
- Darren is complimented by those with strategic, analytical, ideation, deliberative, futuristic, harmony, relator, discipline, positivity and input talents.

Darren Smith— Catalyzes Great Strategy Execution, Executive Coach, Professional Speaker

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## Darren's Character through which he does great things with urgency, knowingly makes a difference and changes the game...

**Darren's WHY for being or purpose (how you serve others)** – He shows proven business leaders, who are introspective, and committed to excellence how to capture who they are, and most importantly, capitalize on it.

**Darren's MISSION or substance – what you do, how you do it, the result and who you do it for** – He catalyzes proven leaders to be great men and women. He's a great strategy advisor, executive coach and professional speaker.

He works with proven leaders who are learners. These leaders also have raw magnanimity, which means they have an urgency to do great things.

He shows these leaders how to clearly and consistently connect their identity & day to day performance.

The value is: A higher standard for yourself, less overwhelm, increased focus & speed. Also, a clearly connected identity & performance standard, and elevated critical thinking & decision making for up to 6x greater results.

**Darren's PRINCIPLES** – truths that do not change. When you make decisions, you must help not hinder your principles.

*Respect for the Person*

*Doing what's in the Common Good*

*Subsidiarity* – defining a team member's scope of responsibility and giving them the freedom to succeed

*Solidarity* – caring about team members lowest on the ladder and the ripple effect of decisions on all stakeholders.

**VALUES** – what you believe is important. Your values influence how you implement your decisions.

Relationship with God - Faith

Health

Personal Development

Industriousness

Humor

Simplicity/Probability/Leverage Truth

**VIRTUES** – habits that you practice to build character and in turn increase your authority as a leader which means you lead by WHO you are backed-up by WHAT you've done or your work product. It's how you connect hearts & minds to get the best results.

Magnanimity

Humility

Prudence

Courage

Self-Control

Justice

**What does Darren do with EXCELLENCE?** – 1-2 things responsible for a majority of your success. It's what you REALLY do for clients. I'm especially talented at attracting and leading a group to boldly go where no one has gone before and accomplish a goal previously out of reach. Helping others capture what the objective is (the crazier and bigger the impact, the better), changing the way people get work done, and achieving the objective with urgency (every thought, action, and interaction is done with excellence all day, everyday), regardless of the context – IT, operations, training & development,

**GROUND RULES** – how you manage your own behavior and your interactions with others

Be WHO you are and do what you say

Manners

Work with others with joy, love, and understanding

Measure the promotion of an idea

Take stepped approach to communication and execution instead of jumping too far ahead, less is more, simple is beautiful, we don't need perfection, just additional success

**COMMUNICATION PREFERENCES**

Primarily face to face, secondarily telephone and email, text as a last resort

One-on-one communication at least once per month for at least 30 minutes with my most important relationships

Meal time

Social time

**TEAM STRUCTURE PREFERENCES** -

Fluid, depending on the leadership style, skills, knowledge & talents needed for the team to be successful

**FAMILY HISTORY, TRADITIONS/CUSTOMS/RITUALS** - Family time is protected and our church life is the foundation of our family

Start relationships by hosting other families at our home, then sustain and grow relationships

Family Road trips, Cooking, Dinner together, practicing virtue, reflection.