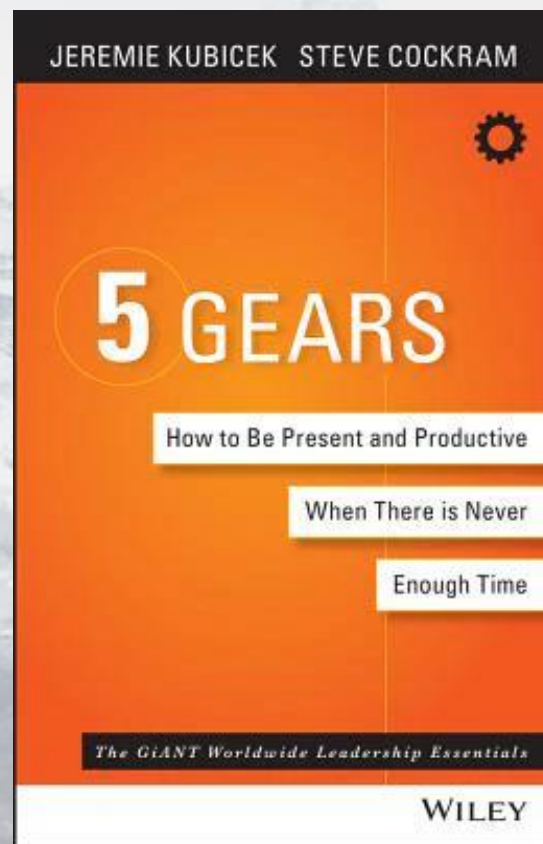
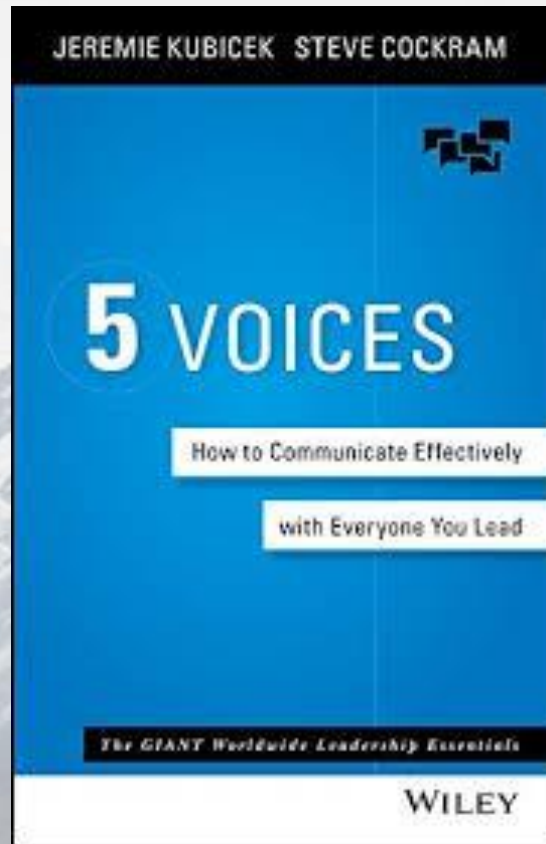




100x Leader

Becoming A Leader Worth Following

Books recommendations by Giant Worldwide



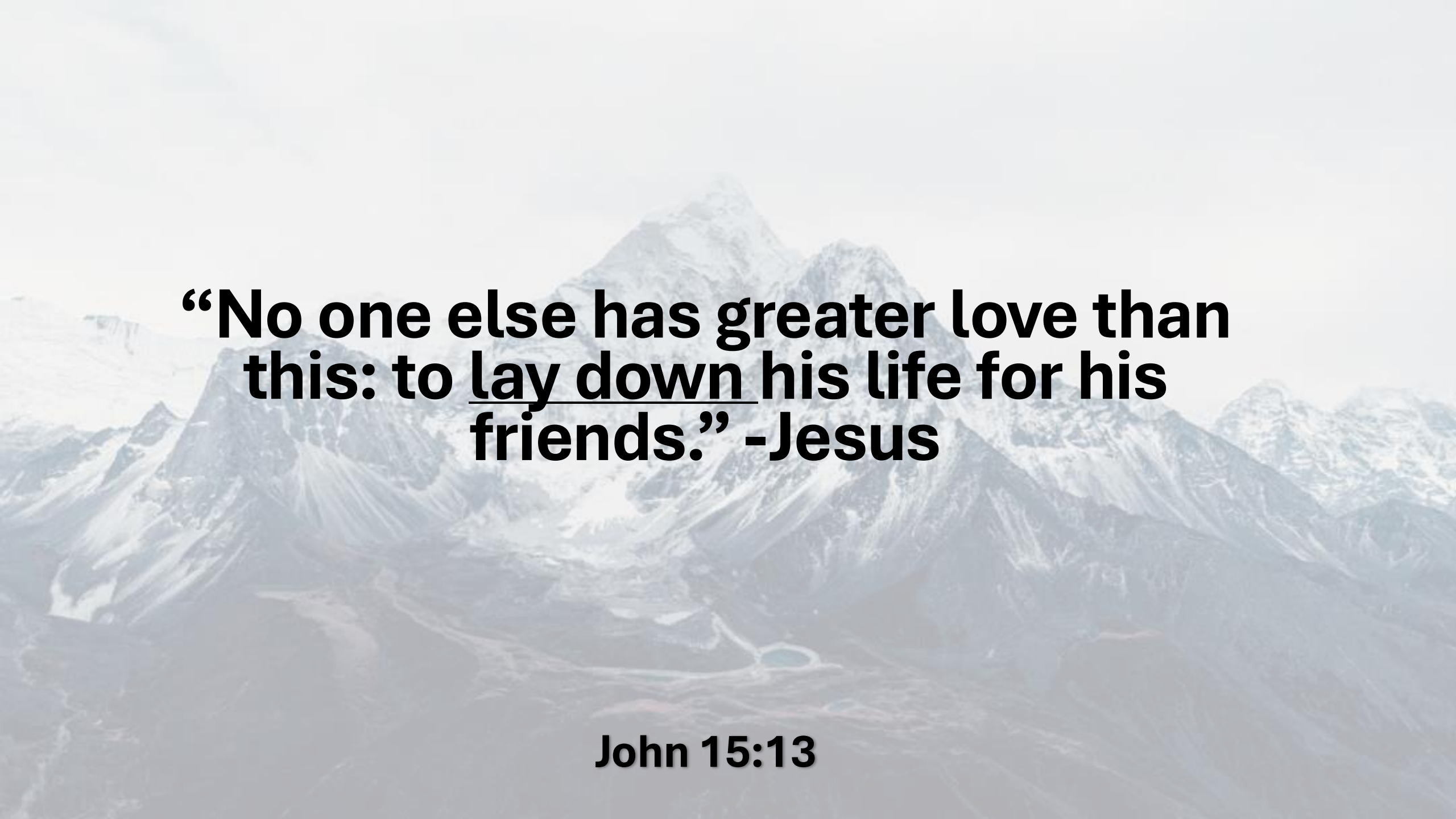
Giant Worldwide Resources

www.giantworldwide.com

www.5Voices.com

www.giantos.com

Steve Cockram and Jeremie Kubicek




**“No one else has greater love than
this: to lay down his life for his
friends.” -Jesus**

John 15:13



“Follow my example, as I follow the example of Christ.” –The Apostle Paul

1 Corinthians 11:1



29,031.7 ft.



Mt. Everest Summit
29,035' / 8850m

South Summit
28,500' / 8690m

Nuptse
25,790' / 7861m

Lhotse
27,940' / 8516m

C4-South Col
26,300'
8000m

C3
23,500'
7162m

North Col
23,000'
7000m

C2
21,000'
6400m

Westerm
Col

C1
19,500'
5943m

Khumbu
Icefall

Base Camp
17,500'
5334m

© www.alanarnette.com

FUN FACTS ABOUT EVEREST

Tallest mountain on Earth: 21,031.7 above sea level.

Location: Sits directly on the boarder of Nepal and China in the Himalayan mountain range.

Local Name:

- **Sagarmatha** (Nepali) meaning “Peak of Heaven”
- **Chomolungma** (Tibetan) meaning “Goddess Mother of the World”

First successful ascent

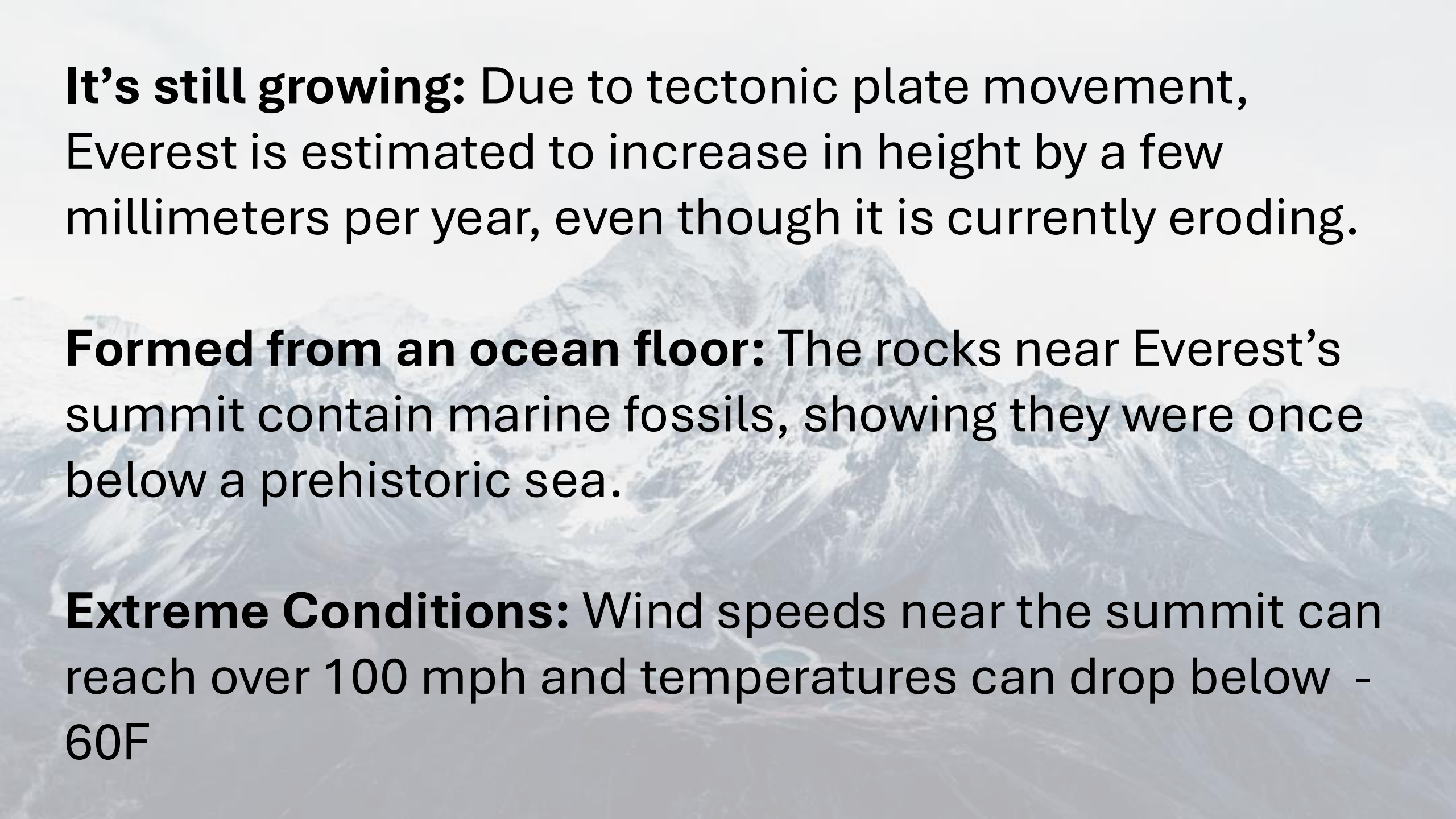
The summit was first reached on May 29, 1953 by Sir Edmund Hillary of New Zealand along side Tenzing Norgay, a sharper climber from Nepal.



It has a “Death Zone”:

Above 26,000 feet. Oxygen levels are so low that the human body starts to deteriorate; climbers cannot survive long there without supplemental oxygen.

- **Base Camp** (5,364 meters)
 - **Camp I** (6,065 meters)
 - **Camp II** (6,400 meters)
 - **Camp III** (7,200 meters)
 - **Camp IV** (7,950 meters)



It's still growing: Due to tectonic plate movement, Everest is estimated to increase in height by a few millimeters per year, even though it is currently eroding.

Formed from an ocean floor: The rocks near Everest's summit contain marine fossils, showing they were once below a prehistoric sea.

Extreme Conditions: Wind speeds near the summit can reach over 100 mph and temperatures can drop below -60F



**Kami Rita has summited Mt. Everest 31 times
His last was summit was May 27, 2025**



What is your Mt. Everest?

What is a 100x Leader?

- The number 100 means reaching 100% of a person's desired health or **personal transformation**, encompassing their emotional intelligence, mental ability, and holistic leadership strength and effectiveness.
- And the X in 100X? The X stands for **multiplication**—the intentional transfer of knowledge, wisdom, and skills to those you lead. Once you journey up the mountain yourself and prove that you have what it takes, you will become the Sherpa for those you lead.

The hallmarks of a leader at 100% could look like the following:

- They are secure in who they are and confident with their abilities while remaining humble to those they serve.**
- They are consistent in the way they lead so that people can count on them.**
- They are self-aware and responsive when they have erred.**
- They are intently for their people, not against them or solely for themselves.**
- They have something to give others because they are full of positivity even during difficult circumstances.**

Become, Build, Lead

To do that well, you must become well-rounded in three fundamental areas of your life. You will need to:

- **Become** a leader worth following; not one people must follow because of a job or just because you are their boss.
- **Build** leaders worth following because every organization needs much stronger leaders to be able to sustain and grow.
- **Lead** organizations (or cultures) that people want to join. People have a choice, and we will help you create teams and organizations that people want to attach their names to.

Your 100% Health Check

- I am secure, not insecure, in my ability to lead people, teams, programs, or organizations to accomplish our goals.**
- My personal life is healthy and allows me to be fully present and productive in accomplishing my objectives and goals.**
- I am emotionally intelligent and have acclimated to leadership by learning how to lead people in complex situations.**

Your 100% Health Check

- I am consistent in my leadership and not prone to rash emotions or using fear and manipulation to lead others.**
- I know where I am going and what I am responsible for, and I feel the freedom and courage to lead at higher levels.**
- I am fit to lead physically, mentally, and emotionally.**

Your 100% Health Check

Average your scores and divide by six.

- A score of 7 and above highlights that you are in a healthy season.**
- A score of 5 and under would mean that real issues are happening in your life and that you need help getting healthy enough to continue climbing.**
- Lastly, if you are between 5 and 7, some flags need to be addressed, as you could quickly move up or down based on some circumstances in your life.**

Your 100% Health Check

Two Questions to Ask Yourself:

“What are the things that have caused you to stop being you?”

“What is keeping you from being fully alive, healthy, and ready to climb?”

Your 100% Health Check

“If you want to know how a leader will act or predict and the decisions they will make, you need only look backward to find the people, circumstances, and decisions that shaped them in the past, whether positive or negative, to be the person they are today.”

The Sherpa People

The Sherpa people are a Tibetan ethnic group who live predominantly in the highest altitudes in the world—the Himalayas.

This genetic predisposition of altitude acclimation has given them the reputation of being some of the best mountain climbers in the world.

What does it mean to become a Sherpa Leader?

Someone who has climbed their own mountain, learned how to lead themselves, and can thrive in higher altitudes while helping other people climb up the same mountain.

Figuratively speaking, the making of a Sherpa is the making of the 100X leader who must learn all of the technical aspects of leading, from communications to performance management to alignment and execution to dealing with people on every level.



It Always Starts with You

You Can't Give What You Don't Possess

Becoming a Sherpa Leader

- **YOU** must decide that **YOU** want to become someone worth following and want to learn the secrets to becoming one of the best leaders in the world.
- **YOU** must become self-aware, know who **YOU** are and why **YOU** do what **YOU** do, and be willing to change those patterns and actions for the benefit of all.
- **YOU** must learn to calibrate support and challenge as **YOU** fight for the highest possible good of those **YOU** lead.
- As **YOU** learn to be consistent leaders, **YOU** must learn to handle hard realities and adjust.

Becoming a Sherpa Leader

- **YOU** must desire accountability and be teachable—humble enough to let others help YOU go to the next level.
- **YOU** must commit to a lifelong process of intentional self-improvement.
- **YOU** must overcome the arrogance that comes from pride and learn to create a culture of empowerment and growth in the midst of turmoil and drama.

Overcoming Your Inhibitions

WHO SAYS YOU CAN'T?



INHIBITION

*Limiting
Beliefs*

or



PROHIBITION

*Enforced
Restrictions*

Dealing with Self-Preservation

SELF PRESERVATION

1. What am I afraid of losing?
2. What am I trying to hide?
3. What am I trying to prove? To whom?



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RELATIONSHIP

INFLUENCE
IMPACT

Dealing with Self-Preservation

Put another way, self-preservation is the overprotection of what you are afraid of losing.

When you overprotect, you tend to lose what you were afraid of losing in the first place.

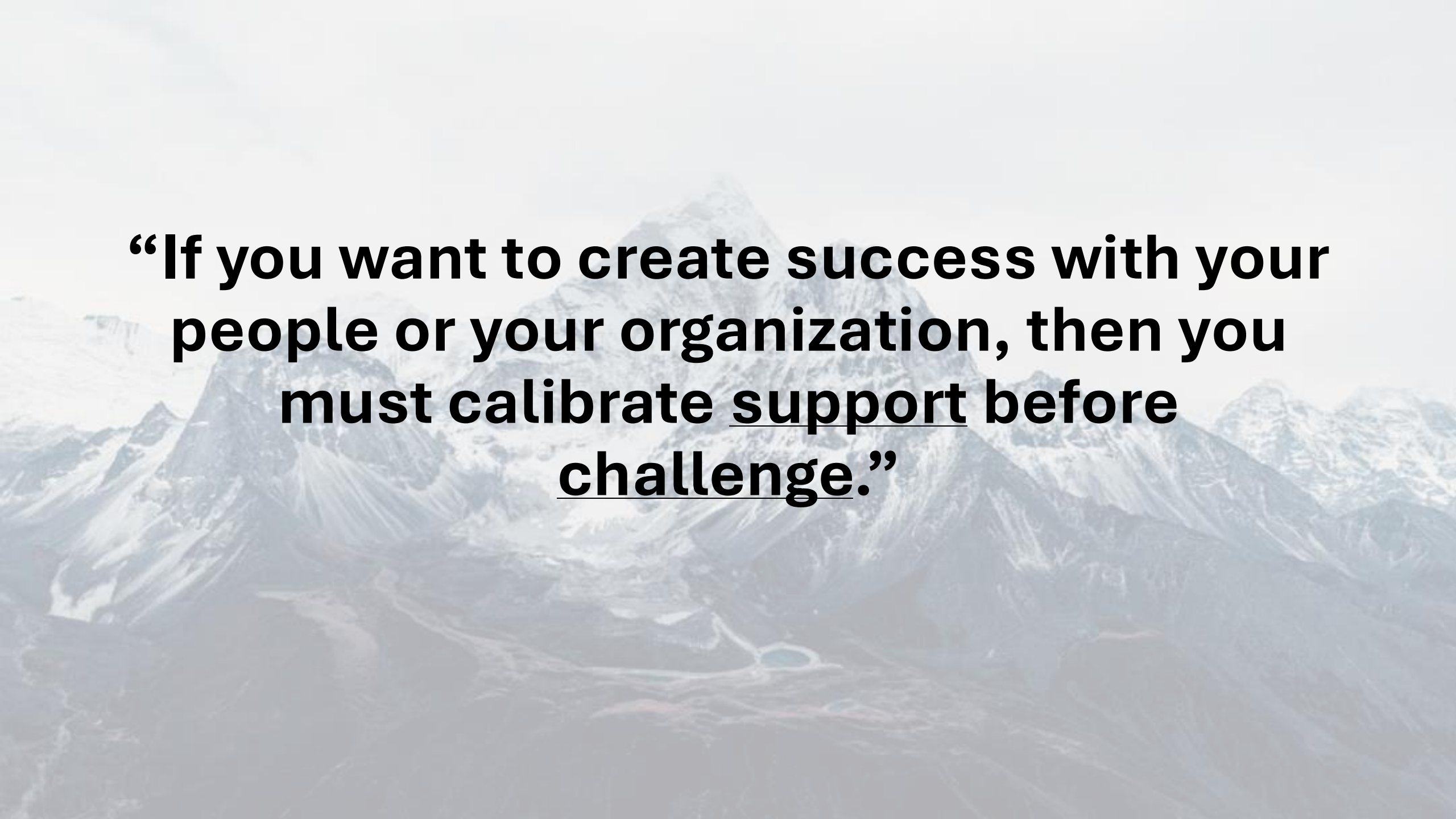
Experiencing a Breakthrough

A breakthrough is defined as a sudden, dramatic, and important discovery or development.

Moving onto the next level will always mean working through this type of discovery for yourself in your journey of self-awareness.

Support or Challenge?

“Leadership is the calibration of support and challenge in order to help those you lead to achieve their objectives or tasks that help the team or organization to win.”



“If you want to create success with your people or your organization, then you must calibrate support before challenge.”





Questions for Reflection:

- 1. In what situations do you find it easy to liberate?**
- 2. In what situations do you find it hard to liberate yourself or others?**
- 3. What could you do to improve your liberation of others?**

Your Intent Matters!

The Questions You Need To Ask Yourself:

- 1. Am I truly for people, or am I for myself?**
- 2. Do they know it? If so, how do they know it?**
- 3. If not, what am I going to do about it?**



**A Sherpa liberates others only after they have
liberated themselves.**

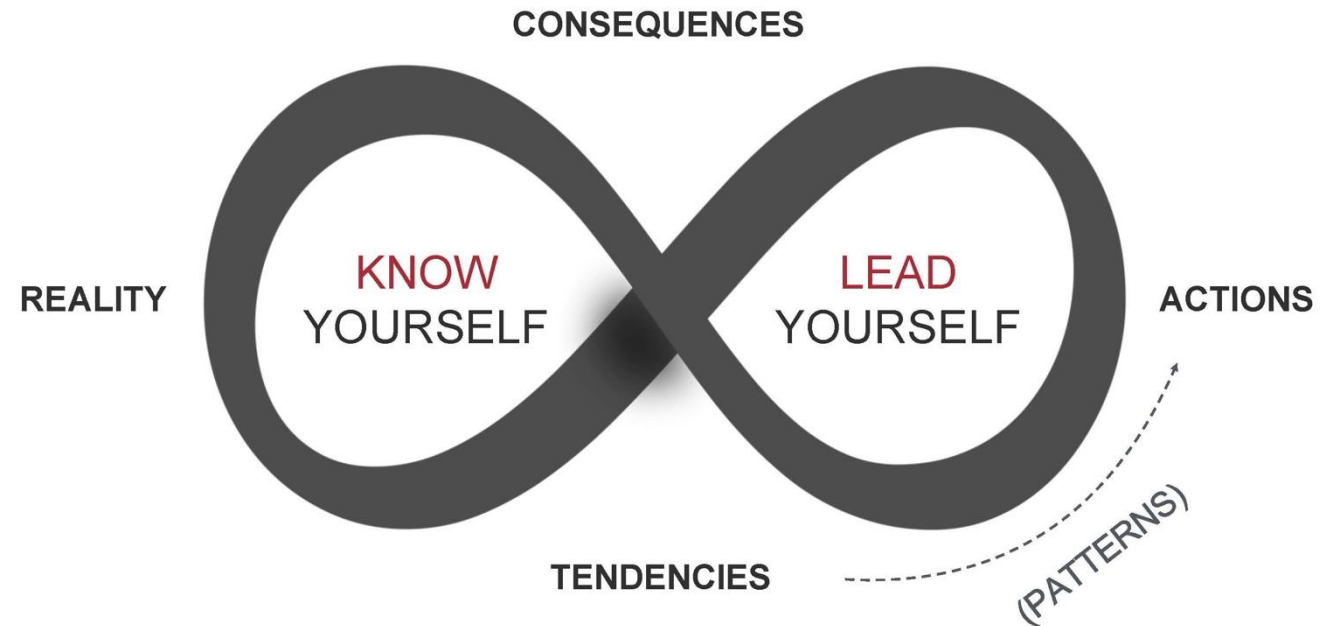
**They then focus on helping others get to the higher
levels that they have experienced. When they do,
their influence and reputation grows with them.**

Chapter 4- Know Yourself To Lead Yourself

“You can’t lead people where you haven’t been yourself.”

The Journey of Self-Awareness

KNOW YOURSELF TO LEAD YOURSELF



Tendencies, Actions, Patterns, Consequences, Reality

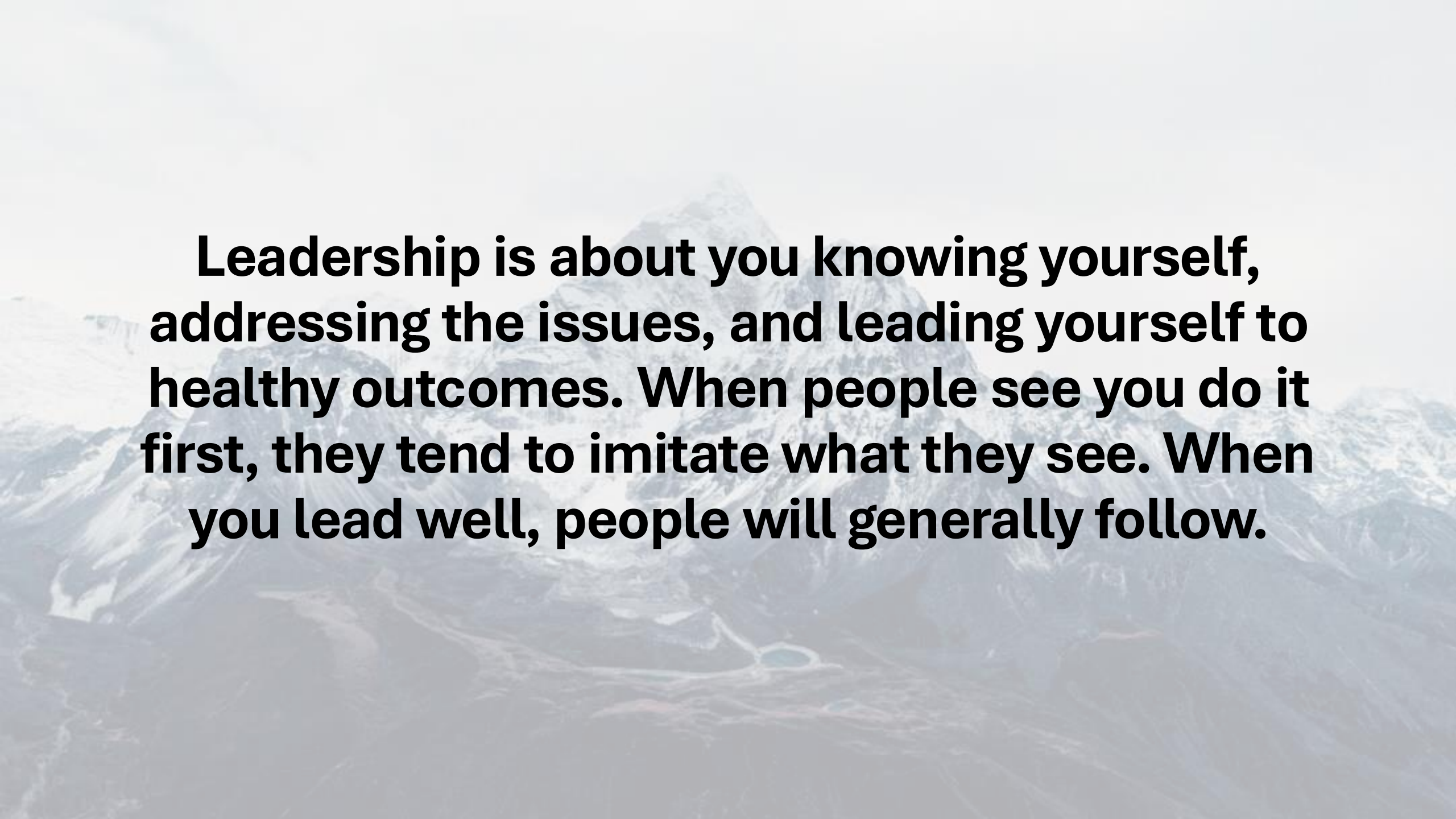
“We all have **tendencies** that create patterns of **actions** and behavior that generate **consequences** that ultimately shape our current **reality**.”

If we want to change our reality we must find the tendencies that form the patterns of action, which are generating the undesired consequences.

Our tendencies will never change—they are hard wired into our DNA and our personality. This is what we call our Nature

The biggest problem in leadership is a lack of self-awareness.





Leadership is about you knowing yourself, addressing the issues, and leading yourself to healthy outcomes. When people see you do it first, they tend to imitate what they see. When you lead well, people will generally follow.



“Blame is a very poor change-avoidance strategy.”



100x Leader

Becoming A Leader Worth Following

Overcoming Your Inhibitions

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*Limiting
Beliefs*

or



PROHIBITION

*Enforced
Restrictions*

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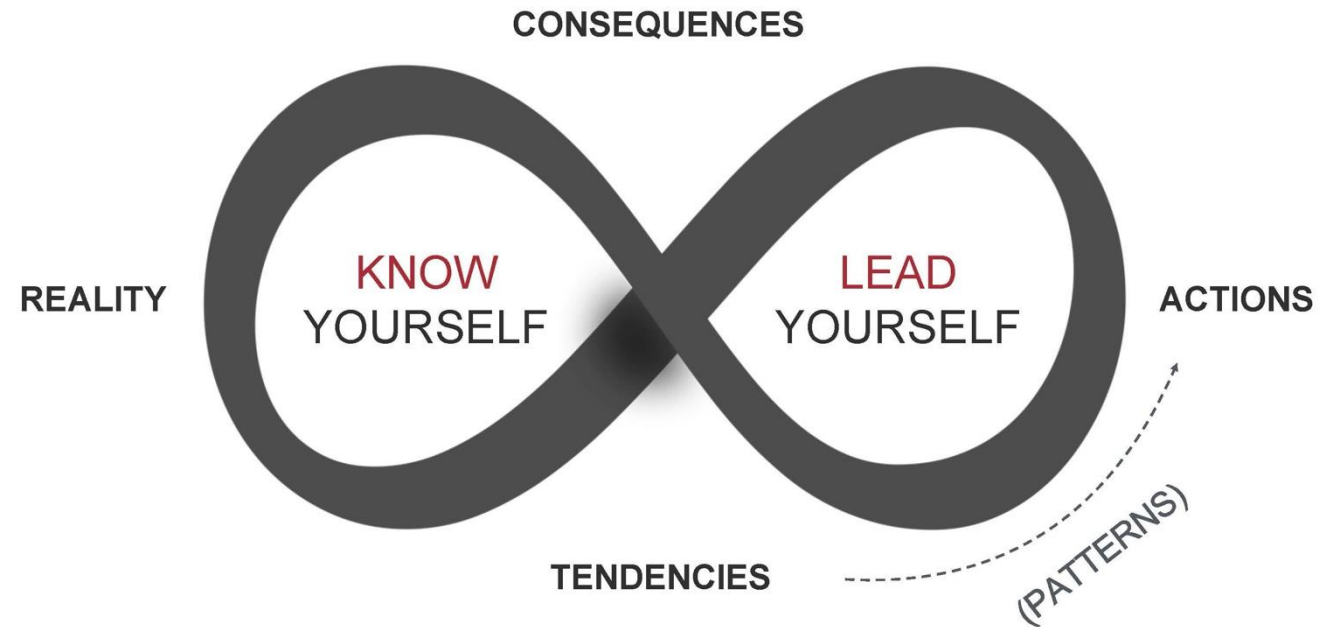
RELATIONSHIP

INFLUENCE
IMPACT



The Journey of Self-Awareness

KNOW YOURSELF TO LEAD YOURSELF



The biggest problem in leadership is a lack of self-awareness.



Chapter 5- The Five Circles of Influence

5 CIRCLES OF INFLUENCE



The Path to Liberating Leadership

“The best leaders are intentional about this process and invite others to help them see where they can improve.”



“If you do not know which port you are seeking, no wind is favorable.”

–Seneca (Roman philosopher and statesman)



**So I do not run like one who runs aimlessly
or box like one beating air.**

1 Corinthians 9:26



**Teach us to number our days carefully so
that we may develop wisdom in our hearts.**

Psalm 90:12

Intentionality Leads to Consistency

When you become consistent, you display your health, both as a leader and a person.

And when you become healthy, your influence grows dramatically. Then, you start winning because your influence wins.



Chapter 6-Getting Others To A Higher Level



“What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.”

2 Timothy 2:2



To get other people to the top, the following must be true:

1. We want to help others be the best leaders they can be.

2. We have gone to a higher level ourselves and have mastered the tools to help others climb.

3. We have influence with others for them to want our help.

4. Others actually want to get to the next level and are prepared to put in the work to get there.

5. We have the mentality to handle the stress and the difficulties along the way.

Taking Others To A Higher Place



Fight for the highest possible good in the lives of those they lead.

- ❶ What specific support and challenge do they need from me?
- ❷ What is the tendency or pattern most undermining their influence?
- ❸ How do I help them get to the next level?



“People change when they see what it is like to be on the other side of themselves.”

As Sherpas, our job is to help our people see the other side of themselves.



“People don’t hate change; they hate how we try and make them change.”

-Peter Senge (imposed vs. chosen change)

How To Get People to Change

CALLING OUT

Others Experience:
"Against Me"
"For Themselves"

- Leads to:**
- › Disempowerment
 - › Stifled Growth
 - › Conflict and Drama
 - › Domination



CALLING UP

Others Experience:
"For Me"

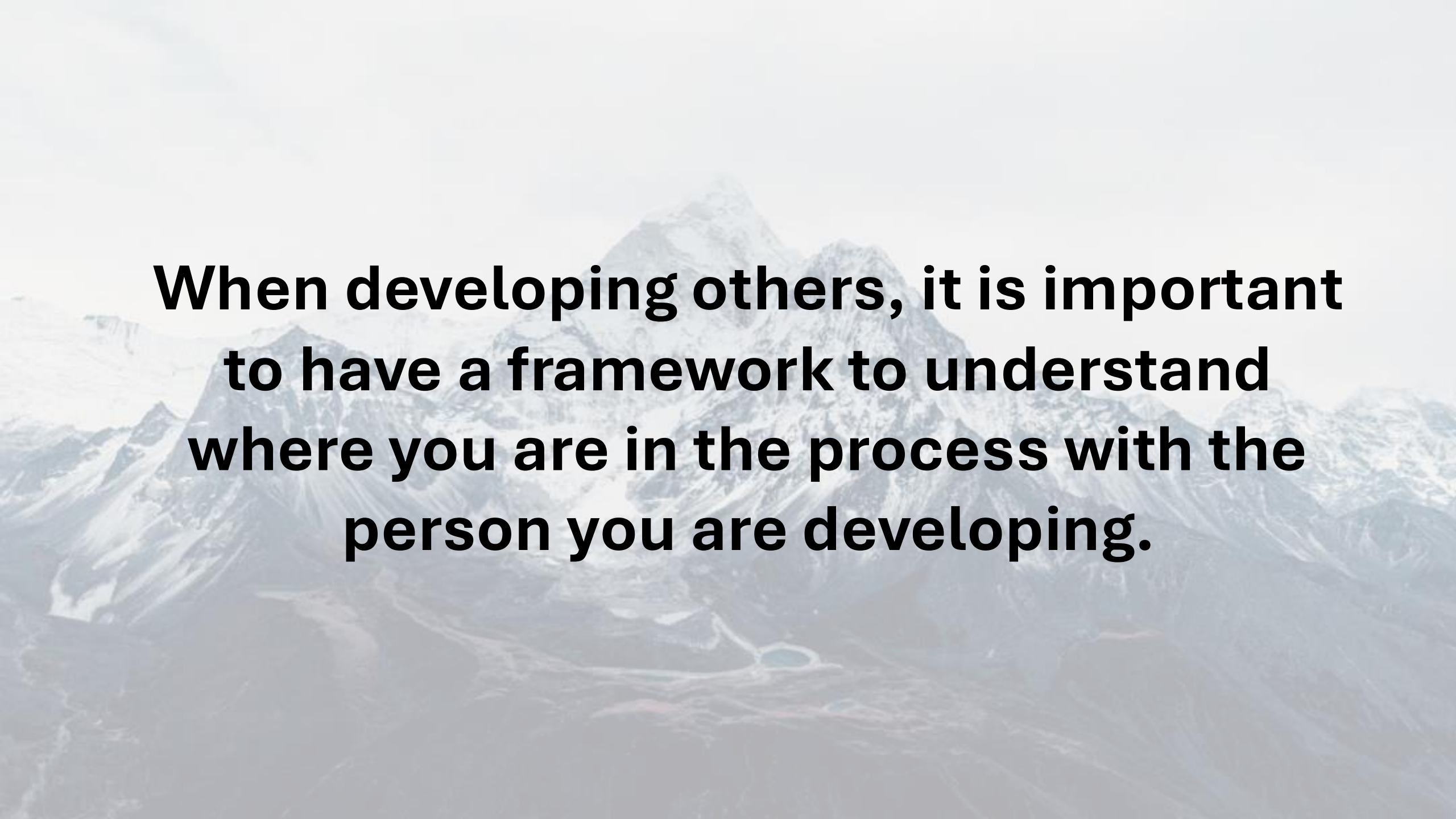
- Leads to:**
- › Empowerment
 - › Fulfilled Potential
 - › Collaboration
 - › Liberation

A framework to help you call people up as a Sherpa:


- To calibrate high support and high challenge as you lead others.**
- To fight for the highest possible good of those you lead.**
- Help people get rid of the things that are limiting them. (Mostly beliefs)**
- Help them understand their passions/dreams.**
- Call people up, not out.**
- Acclimate people and teach them to multiply what they know to those they serve.**



Chapter 7- Developing Others and Managing Expectations



When developing others, it is important to have a framework to understand where you are in the process with the person you are developing.



The Hierarchy of Competence

The Hierarchy of Competence

Stage One: Unconscious Incompetence—This is when a person is clueless, and they don't realize it. They may not believe the skill that they are doing is important, and thus, they can discount any counsel or training. To get to the next level, a person must own the reality that they don't understand what they are being asked to learn.

The Hierarchy of Competence

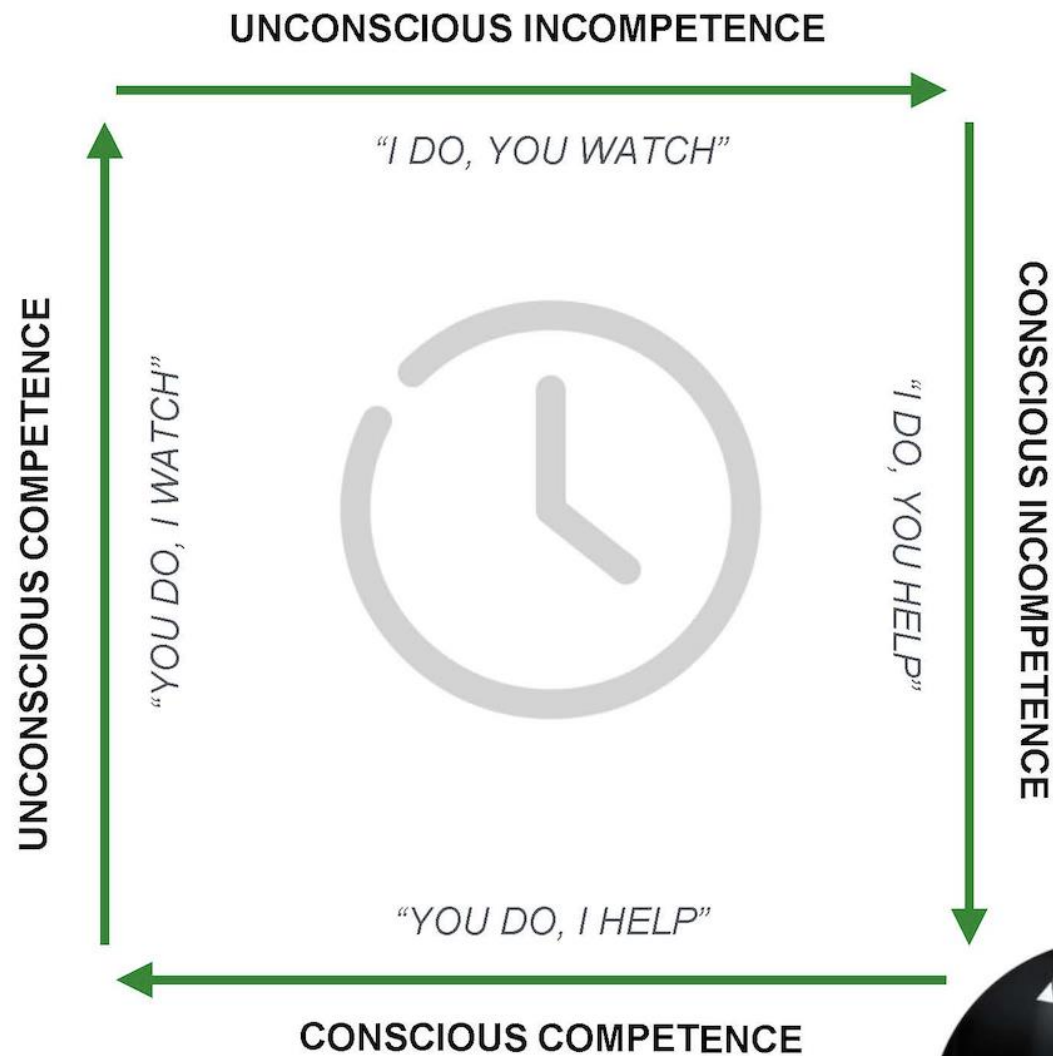
Stage Two: Conscious Incompetence—This painful stage occurs when a person realizes their deficiency and has a choice to learn through their mistakes on the quest to becoming competent or “faking it until they make it,” in order to not be viewed as incompetent.

The Hierarchy of Competence

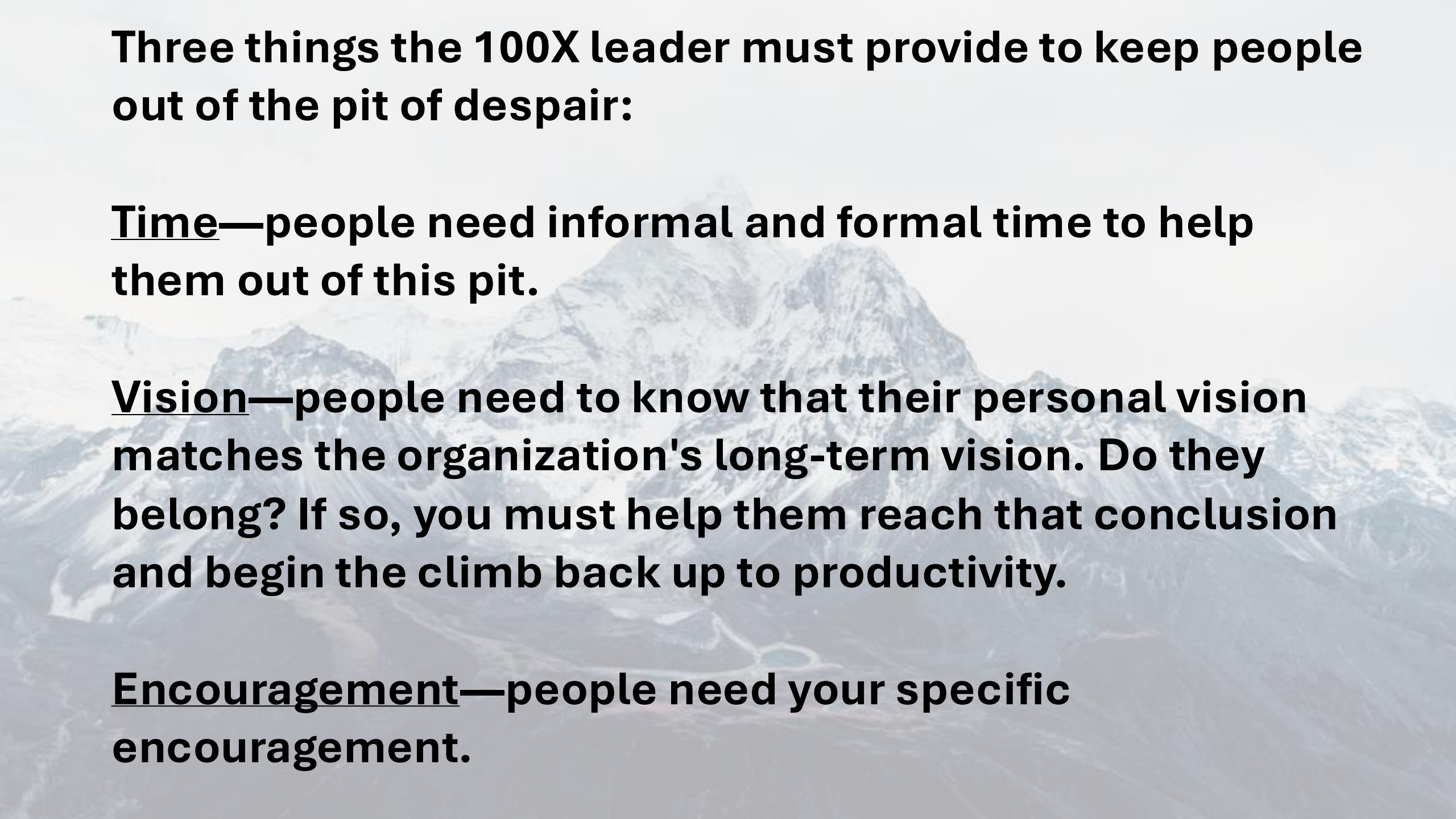
Stage Three: Conscious Competence—This is the stage of breakthrough when a person becomes good at a task and can consistently do it, though it does require concentration.

The Hierarchy of Competence

Stage Four: Unconscious Competence—This is the stage when a person masters a craft or task in such a skilled way that it becomes second nature and they are so familiar with it that they do it without thinking, even multitasking at the same time.



Beware:
Pit of Despair



Three things the 100X leader must provide to keep people out of the pit of despair:

Time—people need informal and formal time to help them out of this pit.

Vision—people need to know that their personal vision matches the organization's long-term vision. Do they belong? If so, you must help them reach that conclusion and begin the climb back up to productivity.

Encouragement—people need your specific encouragement.

A faded background image of a mountain range with a small lake in the foreground. The mountains are rugged and rocky, with some snow or ice patches. The sky is overcast and grey. The overall tone is muted and atmospheric.

“The secret to developing others is your willingness to actually do the development work.”



Managing Expectations

When expectations are unmet, this eventually leads to resentment, bitterness, and settling for a new, lower norm in a relationship.



Mismanagement of expectations affects relationships and communication in ways that could have been entirely avoided.

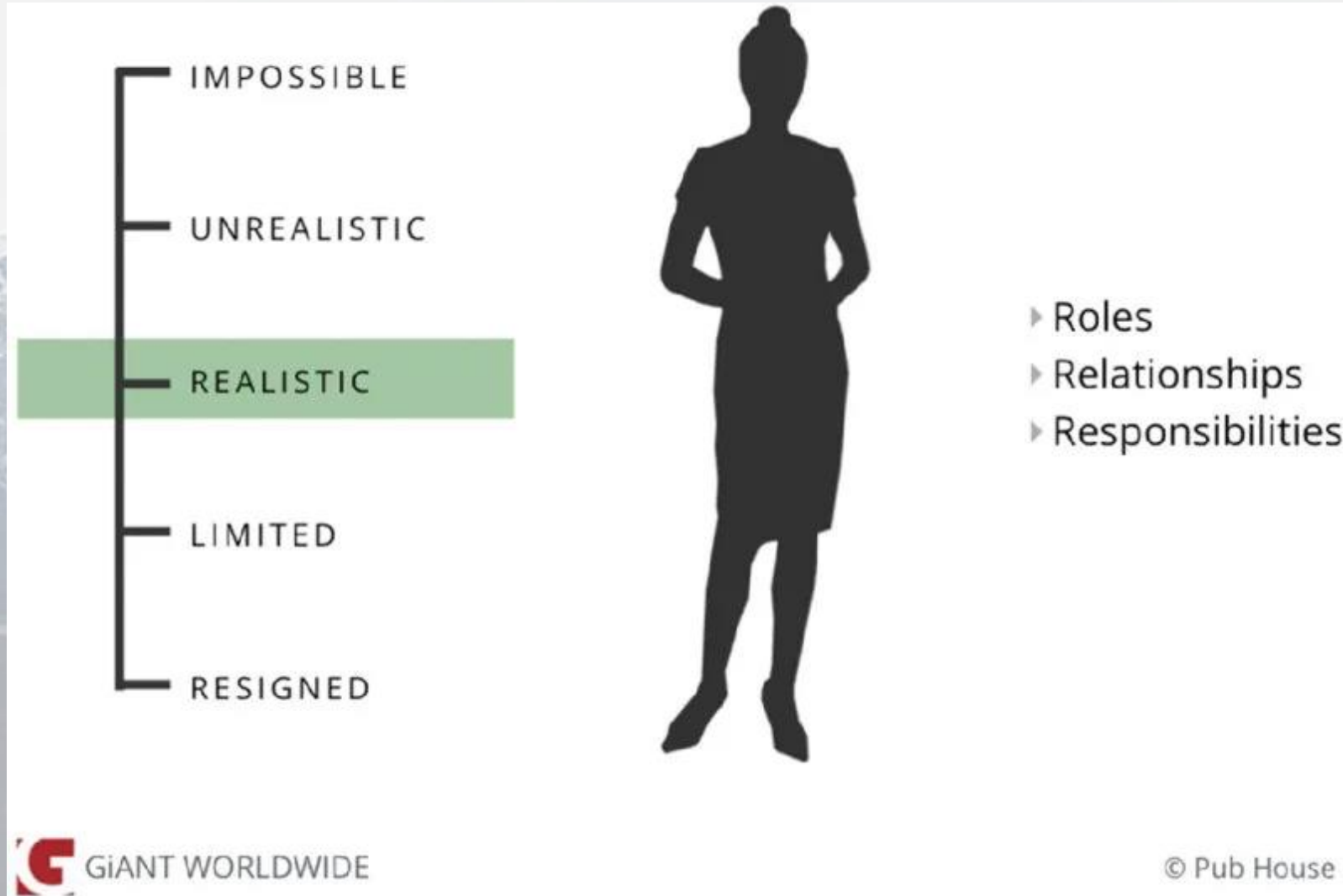


Expectations are strong beliefs concerning what people ought or should be doing.

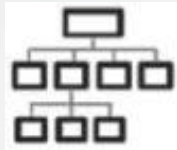
All of us have expectations

It is the way we manage and communicate them that makes us more effective in leading people up the mountain.

Managing Expectations

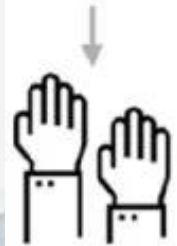


Holding People Accountable While You Develop Them



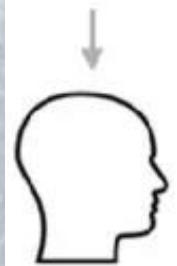
ORG.

- ▶ Is there an organization / culture issue that is affecting them?
- ▶ Is their role clear?



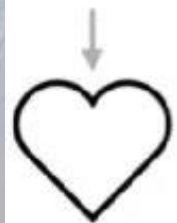
HANDS

- ▶ Have they been given the appropriate training for their job?
- ▶ Have they received adequate support/challenge?



HEAD

- ▶ Do they have the competency to do this job?
- ▶ Is there a better role for them in the organization?

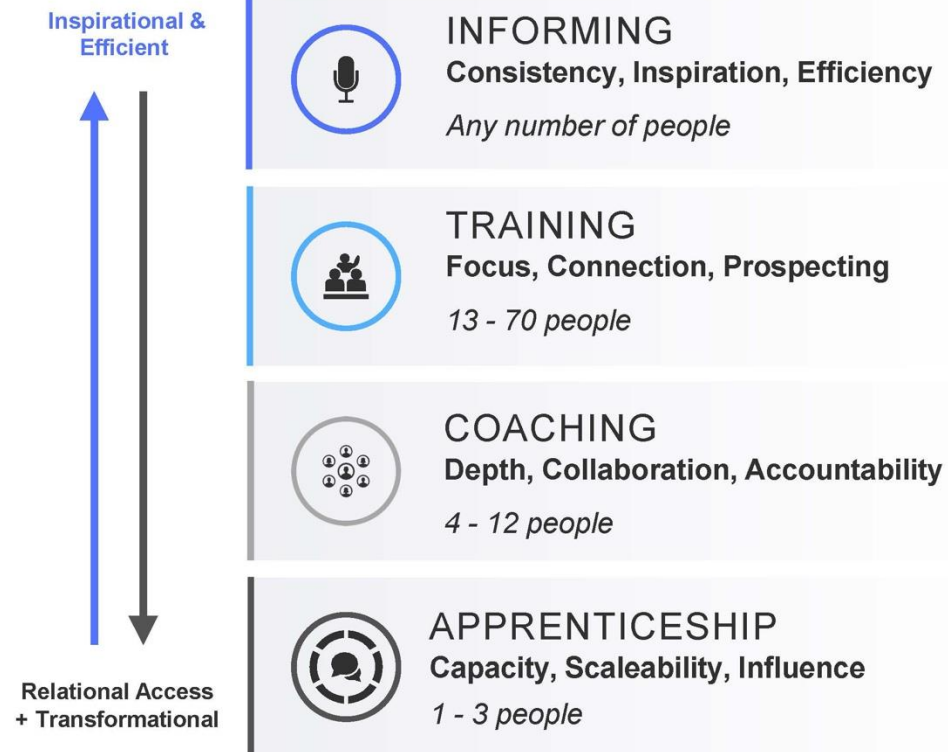


HEART

- ▶ Do they have the motivation for the job and the organization?
- ▶ Is their behavior in line with the organization's values?

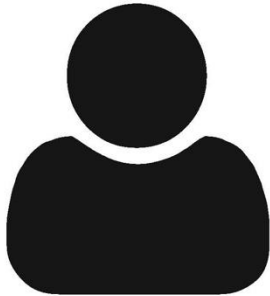
Becoming a Multiplication Master

INTENTIONAL MULTIPLICATION



Intentional Transfer Plan

MULTIPLYING MAGIC



To Whom?



When?



How?

-  Inform
-  Train
-  Coach
-  Apprentice



Chapter 9- Creating An Atmosphere For Growth



Culture can be defined as atmosphere.

It is the air that people breathe while they are doing their work inside a team or organization.



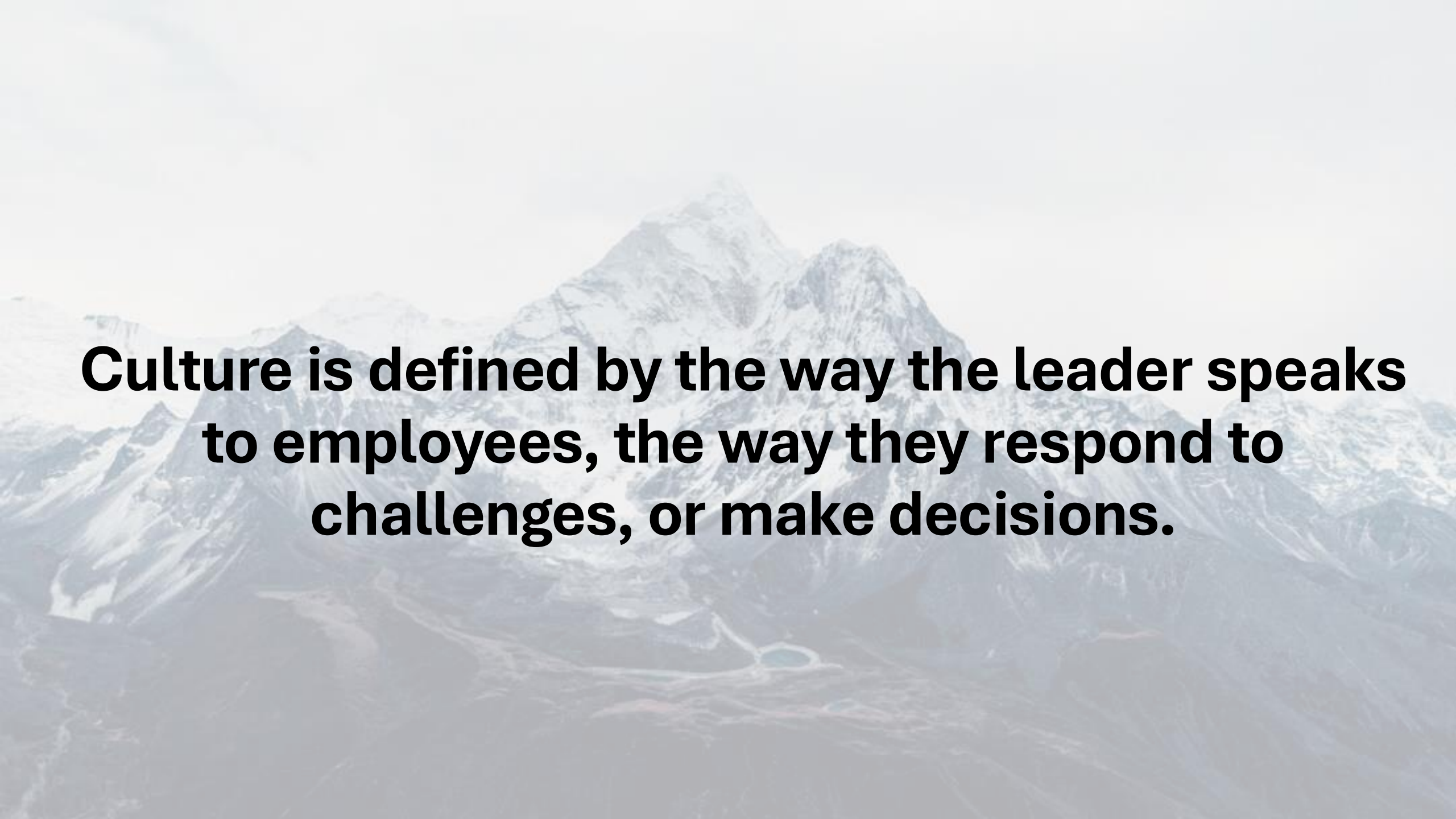
“Culture eats strategy for lunch!”

-Simon Sinek

A faded background image of a mountain range with a lake in the foreground. The mountains are rugged and snow-capped, with a small lake visible in the valley below. The overall tone is light and misty.

“Strong cultures are not built on perks; they are built on trust.”

-Simon Sinek



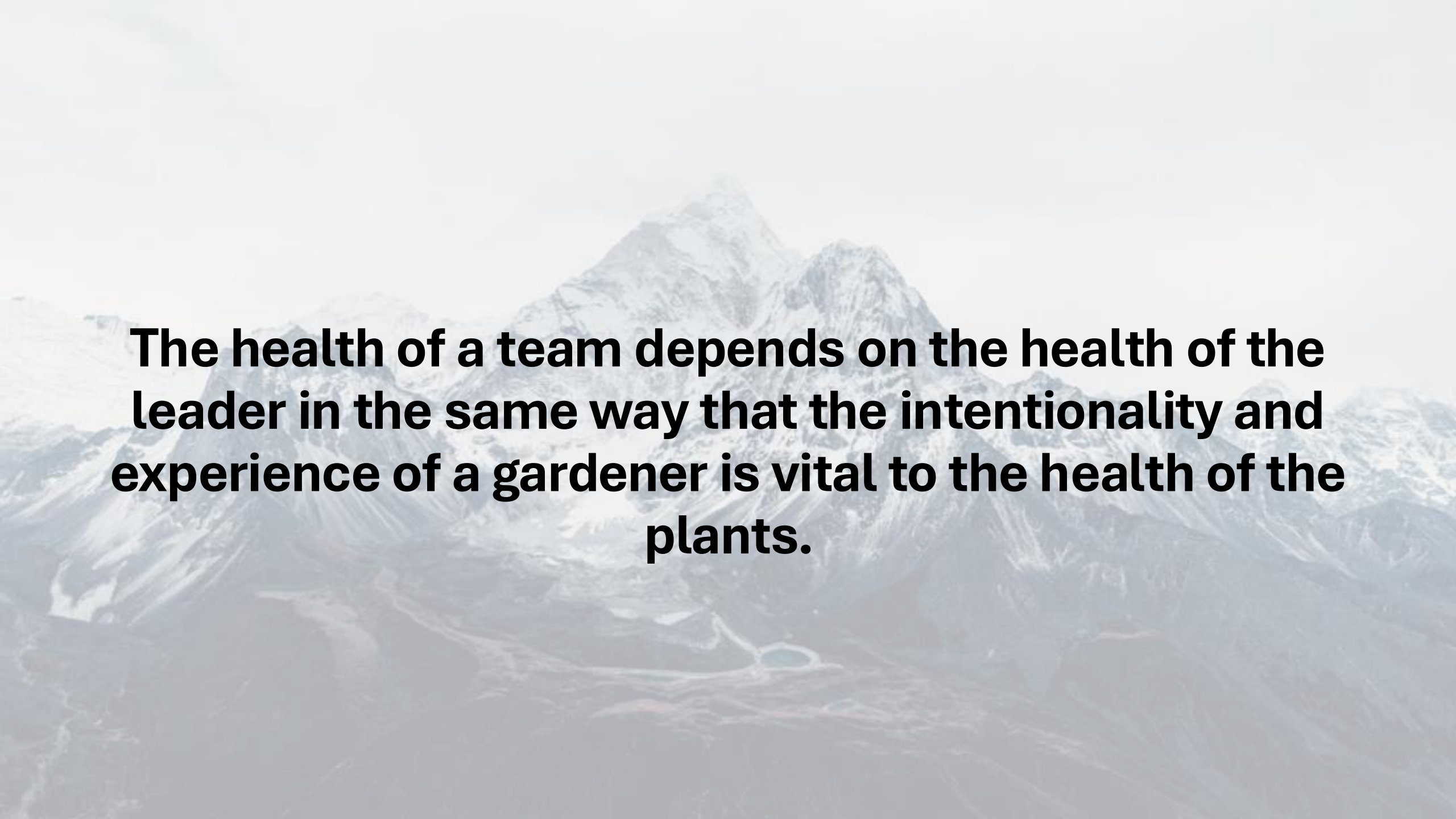
Culture is defined by the way the leader speaks to employees, the way they respond to challenges, or make decisions.



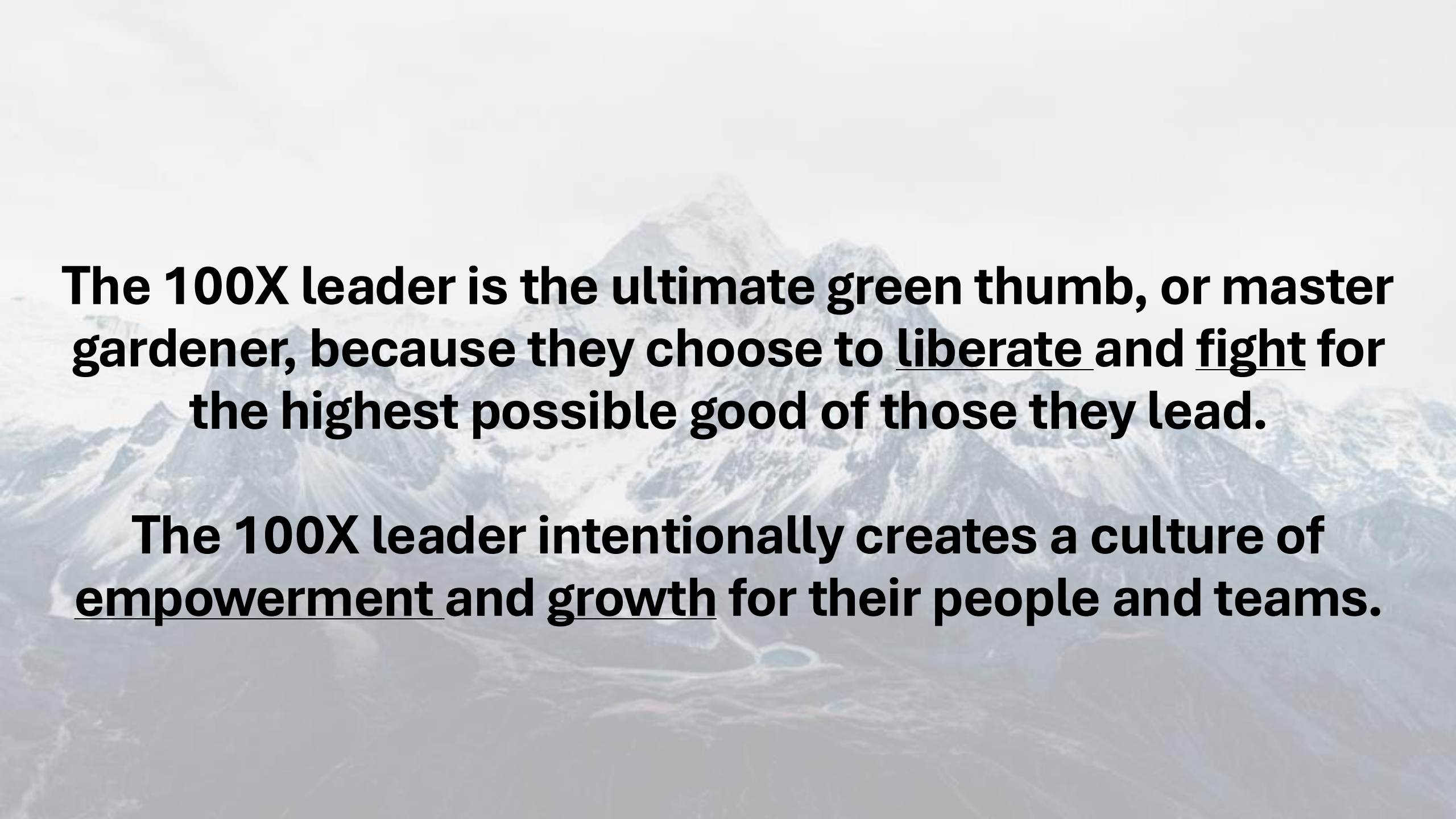
The primary task of leaders inside their culture is to keep the cross hairs of vision and values aligned.

Culture can be understood as a greenhouse



A faded background image of a mountain range with a lake in the valley. The mountains are rugged and rocky, with some snow or light-colored patches. The valley below is filled with green vegetation and a small blue lake is visible in the distance. The overall image has a soft, low-contrast appearance.

The health of a team depends on the health of the leader in the same way that the intentionality and experience of a gardener is vital to the health of the plants.



The 100X leader is the ultimate green thumb, or master gardener, because they choose to liberate and fight for the highest possible good of those they lead.

The 100X leader intentionally creates a culture of empowerment and growth for their people and teams.

Three Challenges I Leave With You:

- 1. Am I willing to become the healthiest version of myself, so that I might influence others?**
- 2. Am I willing to fight for the highest possible good of others?**
- 3. Who will I take to the summit?**