

Leadership

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams

Student activity

Choose one leader.

- What have they done to inspire you?
- What qualities and values do you admire in this person?

Leadership Traits & Skills

Traits

- Adaptable to situations
- Alert to social environment
- Ambitious and achievement orientated
- Assertive
- Cooperative
- Decisive
- Dependable
- Dominant (desire to influence others)
- Energetic (high activity level)
- Persistent
- Self-confident
- Tolerant of stress
- Willing to assume responsibility

Skills

- Clever (intelligent)
- Conceptually skilled
- Creative
- Diplomatic and tactful
- Fluent in speaking
- Knowledgeable about group task
- Organised (administrative ability)
- Persuasive
- Socially skilled

Stogdill, 1974

Leaders will also use:
Integrity, Honesty, Compassion,
Humility

“Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.”

Barack Obama

Follower

Be nice. Be quiet.
Don't get too excited.
Don't get too big for your britches.
Be seen and not heard.
Put the needs of others before your own.
Keep your expectations low.
Be modest.
Keep the peace at any cost.
Don't threaten others by being too bright.
Be happy with what you have.

Leader

Be courageous.
Think big.
Stop apologising when you've done nothing wrong.
Be ambitious.
Don't be modest.
Be seen and heard.
Be enthusiastic.
Be proud of who you are and what you know.
Keep your expectations high.
Go for it!

Remember: It is OK for you to show up and be seen. Be proud of who you are, just the way you are and go for it.

Leadership Lessons from dancing guy



***Are you going to wait for the storm to pass
or learn how to dance in the rain?***

*Life is not about
waiting for
the storm to pass
but learning to dance
in the rain.*

- Vivian Greene

- Attitude
- Hope
- Vision
- Resilience



LEADERSHIP STYLES

This model shows 6 different styles of managing and leading people when planning actions and making decisions.

MANAGER'S INFLUENCE

TELLING

SELLING

TESTING

CONSULTING

JOINING

DELEGATING

TEAM INFLUENCE

Choosing an appropriate style will depend on factors in you, the people you are managing, the nature of the task(s). It is advantageous however to adjust your style to suit the situation and the people, rather than continually using a single style.

TELLING

You make the decision and tell people what they have got to do.

SELLING

You make the decision and try to others to agree with it.

TESTING

You inform others about your decision and invite questions and comments to see if it can be refined or improved.

CONSULTING

You present the situation and invite suggestions and views to help you reach a final decision.

JOINING

You present the situation and jointly work out the best action to take.

DELEGATING

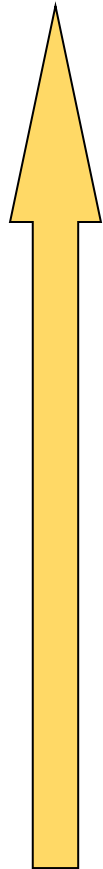
You present the situation and let others decide on the action to be taken.

THE SIX LEADERSHIP STYLES (GOLEMAN)

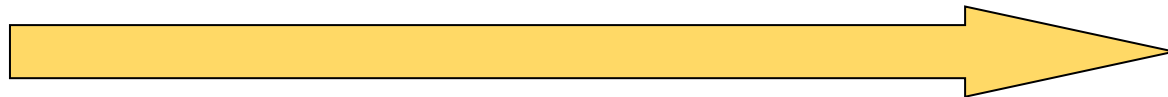
	Commanding	Visionary	Affiliative	Democratic	Pacesetting	Coaching
The leader's modus operandi	Demands immediate compliance	Mobilizes people toward a vision	Creates harmony and builds emotional bonds	Forges consensus through participation	Sets high standards for performance	Develops people for the future
The style in a phase	"Do what I tell you"	"Come with me"	"People come first"	"What do you think?"	"Do as I do, now"	"Try this"
Underlying emotional intelligence competencies	Drive to achieve, initiative, self-control	Self-confidence, empathy, change catalyst	Empathy, building relationships, communication	Collaboration, team leadership, communication	Conscientiousness, drive to achieve, initiative	Developing others, empathy, self-awareness
When the style works best	In a crisis, to kick start a turnaround, or with problem employees	When changes require a new vision, or when a clear direction is needed	To heal rifts in a team or to motivate people during stressful circumstances	To build buy-in or consensus, or to get input from valuable employees	To get quick results from a highly motivated and competent team	To help an employee improve performance or develop long-term strengths
Overall impact on climate	Negative	Most strongly positive	Positive	Positive	Negative	Positive

Goleman, Daniel, "Leadership that Gets Results" *Harvard Business Review*. March-April 2000 p. 82-83.

SITUATIONAL LEADERSHIP



Low Direction SUPPORTING High Collaboration	High Direction COACHING High Collaboration
Low Direction DELEGATING Low Collaboration	High Direction DIRECTING Low Collaboration



The challenge of
LEADERSHIP

is to be strong, but not rude;
be kind, but not weak;
be bold, but not bully;
be thoughtful, but not lazy;
be humble, but not timid;
be proud, but not arrogant;
have humor, but without folly.

— Jim Rohn

There will be times in your life
When you question your own decisions,
Whether you made the right choice,
Whether you are doing well
Or walking the path of failure.
And when you do, remember:
You are the leader of your own life.

~ Jhope ~



LEADERS ARE MADE,

THEY ARE NOT BORN.

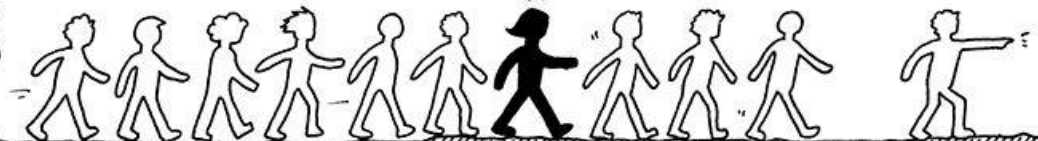
They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile

- Vince Lombardi

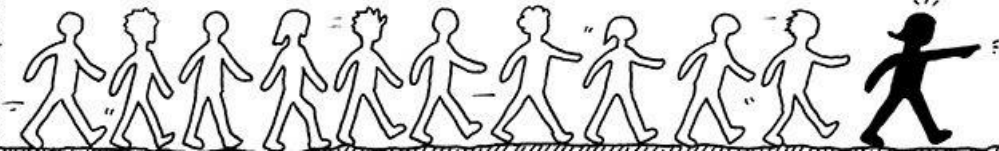
She never thought of herself as a leader



until she slowly



became one.



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