

LEADERSHIP

COMMON VISION

BUILDING CONSENSUS

NETWORKING

INNOVATION

IDENTIFYING TALENT

COACHING

Qualities of an Effective Leader

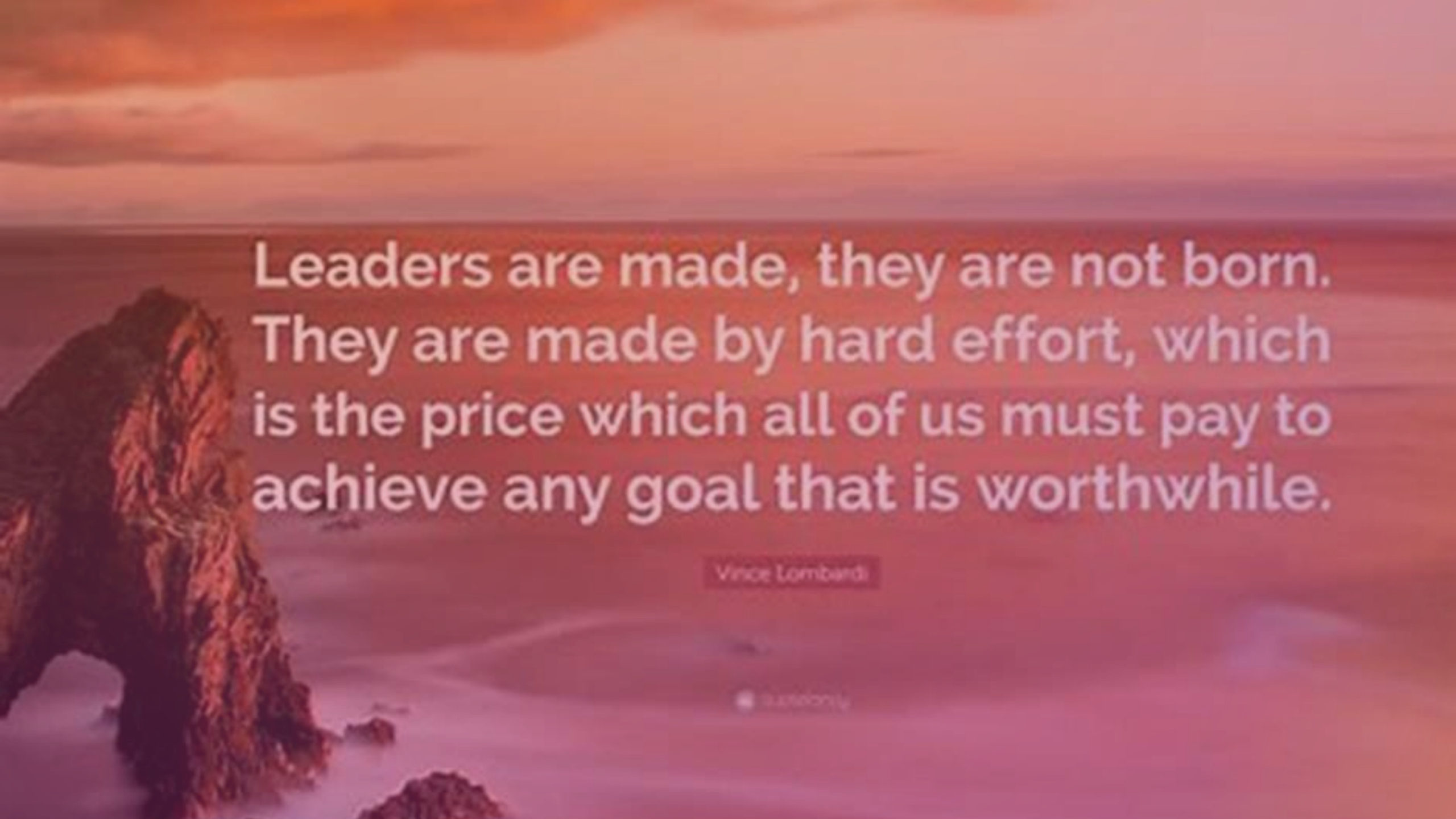
Introduction

Effective leadership also requires:

- Communication
- Managing Conflict
- Leading through Change
- Team Building Concepts & Methods
- Directing & Managing Performance
- Coaching Supervision

Definition of Leadership

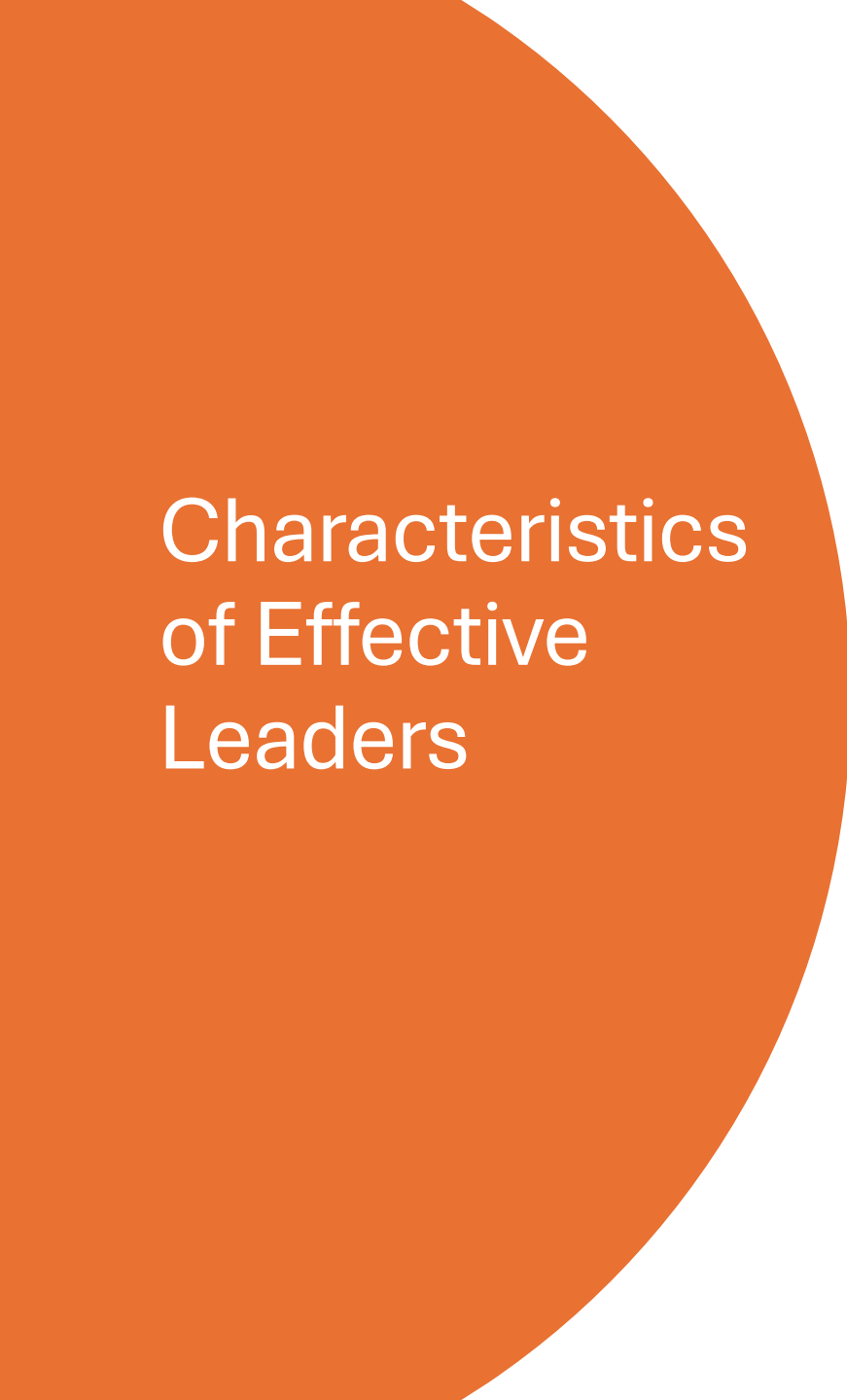
- Leadership can be defined as the ability to guide and influence others towards a common goal or vision
- Leadership is the practice of positive influence, not commanding authority or managing. It involves being strategic, serving others, inspiring and motivating, and developing emotional intelligence



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

 @justonly



Characteristics of Effective Leaders

Key characteristics of effective leaders

- Vision and Purpose
 - Integrity
 - Empathy and Compassion
 - Resilience and Perseverance
(Adaptability)
 - Communication skills
 - Accountability
 - Collaboration and Teamwork
- 

How do you know if it is effective

Measuring leadership effectiveness is essential for identifying areas of strength and areas for improvement.

- Influence
- Impact
- Popularity
- Effectiveness
- Performance Metrics
- 360 degree

Why Does it matter???

Leadership shapes the direction, culture, and success of organizations and communities.

Good leadership can propel individuals and groups towards their goals,

Poor leadership can lead to confusion, disengagement, and stagnation.

Leadership Styles- Kurt Lewin

Autocratic

Democratic

Laissez-
faire

Autocratic- Lewin

- Leader-centric decision-making: Decisions made solely by the leader, with little input from subordinates, ensuring complete control.
- Authoritarian leadership style: Leader exercises full authority, expecting strict compliance and limited dissent from team members.
- Top-down communication: Communication primarily flows from the leader to the team, with clear instructions and close performance monitoring.
- Reduced team involvement: Limited participation in decision-making may lead to low morale and decreased creativity among members.
- Centralized control environment: Common in hierarchical structures, this approach may lack empowerment and ownership among team members.
- Context-dependent effectiveness: While promoting quick decisions and utilizing the leader's expertise, it may also foster dependency and hinder creativity.

Democratic- Lewin

- Collaborative decision-making: Involves group input and collaboration in the decision-making process.
- Participative leadership: Leader encourages participation and considers diverse viewpoints before making decisions.
- Two-way communication: Allows for free flow of communication between leader and team, fostering a sense of ownership and empowerment.
- Encourages creativity and innovation: Collective input from team members leads to creative problem-solving and innovation.
- Valued and respected team members: Promotes higher morale, job satisfaction, and individual growth by involving team members in decision-making.
- Builds strong relationships and trust: Diverse perspectives are considered, leading to better decision outcomes and a positive organizational culture based on mutual respect.

Laissez-faire- Lewin

- Hands-off leadership approach: Leader minimally intervenes, providing little guidance or direction to the team.
- Delegation of tasks: Leader delegates responsibilities, allowing team members to work independently with a high degree of autonomy.
- Autonomous decision-making: Team members have freedom to make decisions without extensive oversight from the leader.
- Limited communication: Communication is minimal, with team members seeking guidance as needed.
- Trust in team expertise: Leader trusts team members' judgment, fostering an environment for creativity and self-expression.
- Potential benefits and challenges: Can lead to increased job satisfaction and innovation, but may also result in confusion and inefficiency if clarity and direction are lacking.

Other Leadership Styles

- Inspirational Leadership
- Situational leadership
- Appreciative Leadership
- Transformational Leadership

Inspirational- Warren Bennis, James MacGregor Burns, Bernard Bass, John Maxwell, Simon Sinek

- Visionary and passionate leadership: Inspires others with a compelling vision and contagious enthusiasm.
- Authentic and empathetic: Leads with sincerity and understanding, earning trust and respect.
- Maintains positivity: Fosters encouragement and optimism, even during challenges.
- Serves as a role model: Demonstrates alignment with organizational values and goals through actions.
- Provides support and encourages growth: Offers guidance and fosters a culture of learning and development.
- Recognizes and celebrates success: Acknowledges achievements and contributions, while effectively communicating and building relationships.

Situational Leadership

- Based on adapting leadership to the readiness or maturity level of followers and the specific situation.
- Identifies four basic leadership styles: directing, coaching, supporting, and delegating, matched to follower's developmental level.
- Directing: High task direction, low relationship behavior (low readiness).
- Coaching: Emphasizes task direction and relationship behavior (moderate readiness).
- Supporting: High relationship behavior, low task direction (moderate to high readiness).
- Delegating: Low task direction, low relationship behavior (high readiness).
- Leaders assess follower readiness and adjust style accordingly.
- Effective leadership requires flexibility to meet changing needs.
- Widely used in leadership development and organizational training.

“When you are going through hell, just keep going”

Appreciative Leadership Diana Whitney, David Cooperrider, Amanda Trosten-Bloom. Ron Fry, Jacqueline Stavros

- Strength-based approach: Focuses on strengths and successes rather than weaknesses.
- Culture of appreciation: Emphasizes recognizing achievements and contributions, fostering gratitude.
- Valuing diversity: Recognizes and embraces diverse perspectives and strengths.
- Collaboration and teamwork: Promotes trust, respect, and support for effective collaboration.
- Empathetic leadership: Encourages leaders to lead with authenticity and compassion.
- Empowerment and growth: Supports individuals in taking ownership and fostering personal and professional development.

Transformational Leadership

James MacGregor Burns & Bernard M. Bass

- Inspires through a compelling vision, fostering trust and openness for innovation.
- Leads by example with high ethical standards and integrity.
- Empowers followers, promoting personal growth and autonomy.
- Builds strong relationships through empathy, active listening, and support.
- Challenges the status quo, encouraging risk-taking for positive change.
- Communicates effectively, articulating the vision persuasively with passion.
- Provides individualized attention, recognizing unique strengths and needs.
- Continuously evaluates and adapts strategies to address evolving challenges.

Visionary Leadership

Various influenced by Peter Drucker and Warren Bennis.

- Vision Creation: Develops and communicates a compelling future direction for the organization.
- Strategic Thinking: Engages in long-term planning and foresight to achieve the vision.
- Innovation Promotion: Encourages creativity and fosters an environment conducive to innovation.
- Inspiration and Motivation: Inspires and motivates others to share and work towards the vision.
- Risk-Taking: Challenges the status quo and embraces calculated risks to drive progress.
- Communication Excellence: Articulates the vision clearly and persuasively, fostering alignment and commitment.

Simon Sinek

- [Start With 'Why' - TED Talk from Simon Sinek \(youtube.com\)](#)

Emotional Intelligence

What is it? Daniel Goleman

Emotional intelligence (EI)-aka emotional quotient (EQ)

- Ability to recognize, understand, manage, and express emotions effectively, both in oneself and in others.
- Emotional intelligence is essential for effective leadership because it enhances self-awareness, self-regulation, empathy, social skills, inspirational leadership, and resilience, all of which contribute to building trust, fostering collaboration, and achieving positive outcomes within organizations.

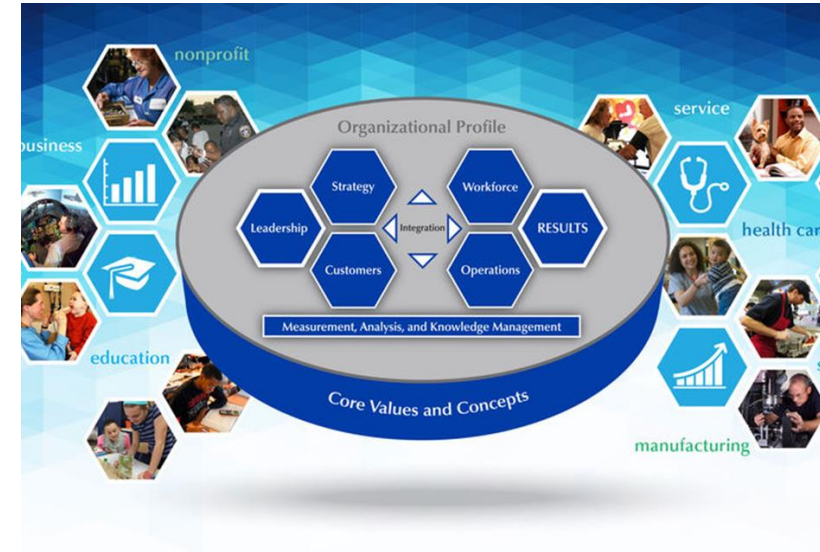
EI/EQ Competencies

- Self-awareness
- Self-regulation
- Empathy
- Social skills
- Resilience

Barriers to Successful Leadership

- Lack of self-awareness:
- Poor communication:
- Inability to adapt to change
- Resistance to feedback
- Lack of empathy
- Micromanagement, and hinder organizational performance.
- Failure to delegate
- Lack of vision or direction
- Ineffective decision-making
- Burnout to maintain their health and performance over the long term.

Baldrige Excellence Framework



- The Leadership category asks how senior leaders' personal actions guide and sustain your organization. How you fulfills legal and ethical responsibilities.



Self Assessment

As a leader

- How do YOU share and embed the MVV into your team?
- How do YOUR personal actions reflect a commitment to those values? How does your leadership style assist you in this?
- How do YOUR personal actions demonstrate your commitment to legal and ethical behavior?

Self Assessment

As a leader

- How do YOU set the tone for your team to comply with legal and ethical behaviors?
- How do YOU communicate with and engage your team, as well as your customers?
 - How do you encourage frank 2 way communication?
- How does your leadership style motivate the entire workforce toward high performance and a resident focus?
- How do YOU demonstrate personal accountability for your actions?

Continuous Learning and Development

Highly Recommended Resources:

"Leadership Without Easy Answers" by Ronald A. Heifetz

“Leadership: In Turbulent Times” by Doris Kearns Goodwin

“The Leader’s Companion: Thoughts on Leadership Through the Ages” by J. Thomas Wren

“The One Minute Manager” and “The One Minute Manager Meets the Monkey” By Ken Blanchard

Conclusion

- Many Styles, change and morph.
- Putting it to use is what matters.
- It is all about the journey.



Questions

Contact



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