LEADERSHIP

• The best leaders follow their hearts as well as their heads, and they never ever leave their principles behind.

  - Johnnetta B. Cole,
  President Emerita of Spelman College
Leadership Overview

• Leadership Practices
• Leadership Measures of Success
• Leadership Assessment Tool
• Leadership Development Priority Worksheet
• Leadership Development Action Plan
• Leadership Principles/Values
What is Leadership?

• “… Leadership is the ability to bring people together to accomplish a common purpose in the midst of conditions of great change.”
  – The Forum Corporation
Leadership Practices

• **Interpreting** conditions within and external to your organization that affect you and your work group.

• **Shaping** the vision and strategy to provide meaning for the work of the group.

• **Mobilizing** individuals with different ideas, skills, and values to carry out the work of the group.

• **Inspiring** people to achieve results.
Leadership Practices
Measures of Success

A Leader:

• **Shapes the vision in a way that inspires others**
  – Aligns personal vision and goals with the bigger picture

• **Models the behaviors expected of others**
  – Maintains a positive attitude

• **Upholds business/organizational values**
  – Defines expectations for self and others

• **Seeks and acts upon opportunities to improve performance**
  – Challenges the status quo
A Leader:

- Directs performance improvement
  - Monitors continuous improvement strategies

- Applies Strategic Thinking
  - Ensures that scope and impacts are maximized when new ideas are introduced

- Utilizes problem solving strategies
  - Promotes use of relevant resources and experienced individuals
The task of leadership is to create an alignment of strengths, making our weaknesses irrelevant.

Theme from his book “The Next Society”......

Building positive enterprises for the world through strength-based change.
# Leadership Assessment Tool

<table>
<thead>
<tr>
<th>Skill/Behavior</th>
<th>Your Competency/ Skill Level (0-3)</th>
<th>Position Level of Importance (1-3)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0 = low – 3 = high</td>
<td>1 = low – 3 = high</td>
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<tr>
<td>Shapes the vision in a way that inspires others</td>
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<td>Other:</td>
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Leadership Development Priority Worksheet

• After completing the self-assessment on the Leadership Development Assessment Tool, list the top three skill/behavior indicators that requires developmental action on the following Priority Worksheet. List each from highest to lowest priority.

Priority Worksheet

• Priority # 1 / ________________________________________________________________

• Priority # 2 / ________________________________________________________________

• Priority # 3 / ________________________________________________________________
## Leadership Development Action Plan

<table>
<thead>
<tr>
<th>Specific Skills/Behaviors Requiring Development</th>
<th>Development Action(s) You Will Take <em>(Identify how and when)</em></th>
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</thead>
<tbody>
<tr>
<td>Measurement Goals:</td>
<td>Desired Results:</td>
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</table>
“A leader is one who knows the way, goes the way, and shows the way.”

- John C. Maxwell