




Leadership Journey

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Objectives

- To define leadership
- To define core leadership qualities/skills
- To acknowledge the skills/tools we hold and to add to our leadership tool box
- To engage your smartials

Leadership defined

Write *your* definition of leadership.

List qualities a leader (10) should possess.

Place 1-5 next to your top 5.



Call Backs

My Leadership Journey - I am...

Born Leader

Competent

Visionary

Example (lead by)

Communicator

Develop/empower

Listener

Inspirational

My Leadership Journey - Who I truly am... authentically

Born Leader: shy, introvert, uncomfortable with public speaking, prefer to be on the balcony vs the dance floor

Competent: strategically only due to more than 10,000 hours of practice, education and a multitude of mistakes ("Outliers" - Malcolm Gladwell, 2008)

Visionary: only when I research and prepare (system/community/situational)

My Leadership Journey - Who I truly am... authentically

Example (lead by): natural, willing to do the work

Communicator: success varies based upon listening, preparation, knowledge

Develop/empower: natural, however can be overbearing at times

My Leadership Journey - Who I truly am... authentically

Listener: degrees of success, trained, skills honed, however some days... meh

Inspirational: highly subjective

Focus: I have a bright/shiny issue...

Action oriented: most of the time... I have bright/shiny issues

...names
you are not"

"Knowing who you are, knowing who

My Leadership Journey - personal development

- Examined Strengths, Weaknesses & Values
- Placed myself in uncomfortable growth situations
- Allowed my voice to not be the loudest, spent time on the balcony
- Visit, then revisited my intent and impact - recalibration
- Trend towards personal development; learn, execute, learn
- Got out of my way and enjoy the process - K.I.S.Silly

Tools/Resources

Strengths Finder:

Connectedness | Context | Learner | Restorative | Achiever

<http://www.cape.umn.edu/plan/awareness/strengths/> - (34)

<https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspx>

Johari's Window

created by psychologists Joseph Luft (1916–2014) and Harrington Ingham (1916–1995) in 1955

	Known to self	Not known to self
Known to Others	The areas of your life that are the so-called open book.	The blind spots – we all have them.
Not Known to Others	The things you know about yourself but will not share with others.	The things about you that no one knows, not even you.

Vulnerability

Johari's Window

What have others revealed to you about you?

Has it impacted your leadership journey, if so how?

Tools/Resources

Influence



Tools/Resources

Knowing when to step up and when to step back (+ share the air ...)

<https://www.inc.com/bill-carmody/knowning-when-to-step-up-and-step-back.html> - "To *Step Up* is to recognize the times in your organization when no one else is willing to do what needs to be done. This usually happens when something is extremely difficult (even seemingly impossible) or for some reason is politically charged... True leaders are the ones that *Step Up* when everyone else is looking for cover."

"To *Step Back* is to provide the space for others willing and able to *Step Up* and not take away their opportunity to grow and to shine. If you find yourself in a position to *Step Up*, first look to see if there is anyone else who can and should be the one to *Step Up*. If so, encourage them to do so. More than that, give them the space to do it."

"The **balance** between *Stepping Up* and *Stepping Back* is all about leading by example and encouraging others to think and act for themselves."

Wisdom

"So the point is not to become a leader. The Point is to become yourself, to use yourself completely - all your skills, gifts, and energies - in order to make your **vision** manifest. You must withhold nothing. You must, in sum, become the person you started out to be, and enjoy the process of becoming."

-Warren Bennis

Warren Bennis an American scholar, organizational consultant and author, who is widely regarded as the pioneer of the contemporary field of leadership.

Tools/Resources

pVASE (Progression of Leadership thru VASE)

- **Vision** - the vision is started and set by the leader
- **Ask** - the leader is the person who asks others to share in the vision-who asks for what is needed to accomplish the mission
- **Strategy** - the leader is in charge of working with others to create the best strategy
- **Execution** - here the leader steps back and manages the execution process

VASE in Action (application/strategy)



Add the “p” to create pVASE

- We add the “p” to VASE - which stands for Purpose
- Vision is often specific and about this “one thing” - Purpose is a deeper element and may be what drives the process
- Example: The Vision might be for more underserved populations to apply for college
- The Deeper Purpose is to attack the injustice that is shown by the achievement gap

Wisdom

“If I had an hour to solve a problem and my life depended on the answer, I would spend the first 55 minutes figuring out the proper questions to ask. For if I knew the proper questions, I could solve the problem in less than 5 minutes.”

-Albert Einstein

Reflection



Leadership Defined

Revisit your definition of leadership:

Revisit your qualities that constitute a leader (10). Place 1-5 next to your top 5.

Have your smarticals engaged?

Thoughts & Comments & Questions

Thank you!