

BECOME an EXCEPTIONAL LEADER

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Leadership 101



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OUTLINE:

Purpose

What is Leadership?

Name Your Famous Leader

Famous Leaders

Effective Leader

Leadership Theories

Transformational Leadership

Levels of Leadership

How To Become a Level 5 Leader

Why Leaders Fail

New Generation Leadership

Questions & Answers



PURPOSE

This session will focus on helping leaders gain a better understanding of leadership. I will identify leadership styles; provide information and tools for current and future leaders in leadership style development, and; examine how to use management skills to lead and guide staff to do the right thing in an effective and efficient manner.



WHAT IS LEADERSHIP?

Leaders are people who do the right thing; managers are people who do things right. – Professor Warren G. Bennis

Leadership is the art of getting someone else to do something you want done because he wants to do it. – Dwight D. Eisenhower



FAMOUS LEADER

- Leader's Name
- Why this leader
- List the leaders traits or character tics

SOME FAMOUS LEADERS

- FDR
- MLK
- Abraham Lincoln
- Gandhi
- Mother Teresa
- Colin Powell
- Norman Schwarzkopf
- George Washington
- Nelson Mandela

EFFECTIVE LEADER

- Creates an inspiring vision of the future.
- Motivates and inspires people to engage with that vision.
- Manages delivery of the vision.
- Coaches and builds a team, so that it is more effective at achieving the vision.

LEADERSHIP THEORIES

Learning the Foundations of Leadership:

- Trait Theories – What Type of Person Makes a Good Leader?
- Behavioral Theories – What Does a Good Leader Do?
- Contingency Theories – How Does the Situation Influence Good Leadership?
- Power and Influence Theories – What is the Source of the Leader's Power?

TRANSFORMATIONAL LEADERSHIP

“A process where leaders and their followers raise one another to higher levels of morality and motivation.” – James McGregor Burns

- A Leader:
 - Is a model of integrity and fairness
 - Sets clear goals
 - Encourages others
 - Provides support and recognition
 - Stirs the emotions of people
 - Gets people to look beyond their self-interest
 - Inspires people to reach for the improbable



LEVELS OF LEADERSHIP

- Level 1: Highly Capable Individual
- Level 2: Contributing Team Member
- Level 3: Competent Manager
- Level 4: Effective Leader
- Level 5: Great Leader

LEVEL 5 LEADER

How To Become a Level 5 Leader:

- Develop Humility
- Ask for “HELP”
- Take Responsibility
- Develop Discipline
- Find the Right People
- Lead with Passion

WHY LEADERS FAIL

Ten Fatal Flaws That Derail Leaders:

1. Lack energy and enthusiasm
2. Accept their own mediocre performance
3. Lack clear vision and direction
4. Have poor judgment
5. Don't collaborate
6. Don't walk the talk
7. Resist new ideas
8. Don't learn from mistakes
9. Lack interpersonal skills
10. Fail to develop others



NEW GENERATION LEADERSHIP

Bridging the Age Gap:

- Baby Boomers (1946 – 1964)
- Generation X (1965 – 1976)
- Generation Y (Also called “Millennials” 1977 – 1998)

Attracting and Retaining the New Generations:

- Training
- Non-monetary benefits
- Freedom
- Earn their loyalty and respect
- Treat women and men as equals
- Be “Green”

QUESTIONS & ANSWERS

