

Leadership

Will you accept the challenge?

Heidi Carl, Executive Director of Financial Aid, Purdue University
and MASFAA Past President



Agenda

- Introduction
- 10 Characteristics of a Good Leader, from Center for Creative Leadership
- Leadership is a social process, a journey
- The Five Practices of Exemplary Leadership, from Kouzes and Posner
- The Difference Between Leadership and Management, from Nikita Duggal
- Three Tests, from Vineet Nayer
- Leadership Challenge
- Discussion/Questions



Changing Demands of the Workforce

Past

- My Paycheck
- My Satisfaction
- My Boss
- My Annual Review
- My Weaknesses
- My Job

Future

- My Purpose
- My Development
- My Coach
- My Ongoing Conversations
- My Strengths
- My Life



10 Characteristics of a Good Leader

10 CHARACTERISTICS OF A

GOOD LEADER



1. INTEGRITY
2. ABILITY TO DELEGATE
3. COMMUNICATION
4. SELF-AWARENESS
5. GRATITUDE
6. LEARNING AGILITY
7. INFLUENCE
8. EMPATHY
9. COURAGE
10. RESPECT

 Center for Creative Leadership®



Leadership is a social process, a journey

- Characteristics aren't enough, you have to have practice as well
- You may be well liked and respected but you need a team to accomplish organizational goals
- Leadership isn't a destination, it's something that you will have to work at regularly throughout your career
- Leadership isn't just one individual, it is a group of people working together to achieve results
- Leadership is a journey—different teams, projects, situations, and organizations



The Five Practices of Exemplary Leadership

Book by Kouzes and Posner

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable others to Act
- Encourage the Heart



Model the Way

- Clarify values by finding your voice and affirming shared ideals
- Set the example by aligning actions with shared values

**DO ALL THE GOOD YOU CAN.
BY ALL THE MEANS YOU CAN.
IN ALL THE WAYS YOU CAN.
IN ALL THE PLACES YOU CAN.
AT ALL THE TIMES YOU CAN.
TO ALL THE PEOPLE YOU CAN.
AS LONG AS EVER YOU CAN.**

John Wesley



Inspire a Shared Vision

- Envision the future by imagining exciting and enabling possibilities
- Enlist others in a common vision by appealing to shared aspirations



REMINDER:
A **SHARED** Vision
TRUMPS THE **RIGHT**
VISION **EVERY** TIME.



Challenge the Process

- Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve
- Experiment and take risks by constantly generating small wins and learning from experience



Enable others to Act

- Foster collaboration by building trust and facilitating relationships
- Strengthen others by increasing self-determination and developing competence



Encourage the Heart

- Recognize contributions by showing appreciation for individual excellence
- Celebrate the values and victories by creating a spirit of community



The Difference between Leadership and Management

- Managers carry out the functions of management.
 - Planning
 - Organizing
 - Leading
 - Controlling
- Most managers are leaders but only if they carry out leadership responsibilities of management.
 - Communication
 - Motivation
 - Providing inspiration and guidance
 - Encouraging employees to rise to a higher level of productivity



How is leadership different?

- Leaders don't necessarily hold a management position.
- A leader doesn't have to be an authority figure in the organization; a leader can be anyone.
- Leaders are followed because of their personality, behavior and beliefs.
- Leaders take a great deal of interest in the success of their followers, enabling them to reach their goals to satisfaction.
- A Manager has 'Subordinates', A Leader has 'Followers'.



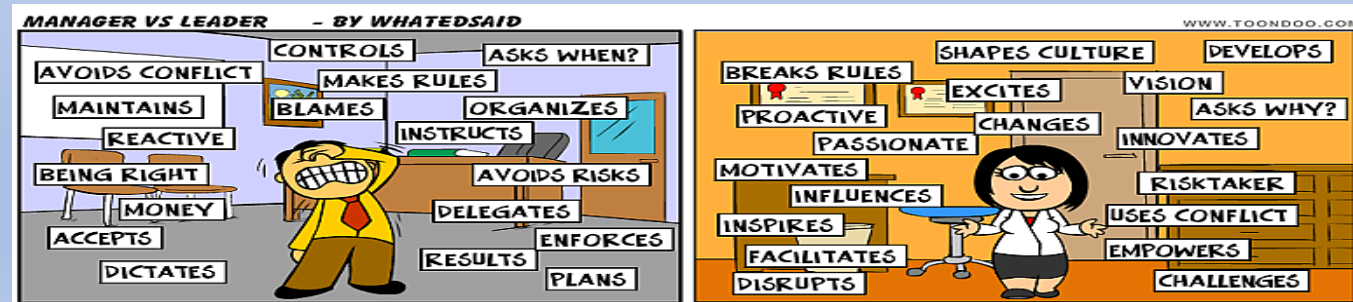
Traits of a Leader

- Vision
- Honesty and Integrity
- Inspiration
- Communication Skills
- Ability to Challenge



Three Important Differences between a Manager and a Leader

- A leader invents or innovates while a manager organizes.
- A manager relies on control, whereas a leader inspires trust.
- A leader asks the questions “what” and “why”, whereas a manager leans more towards the questions “how” and “when”.



Three Tests

Article by Vineet Nayar

- Counting Value vs. Creating Value
- Circles of Power vs. Circles of Influence
- Managing People vs. Leading People



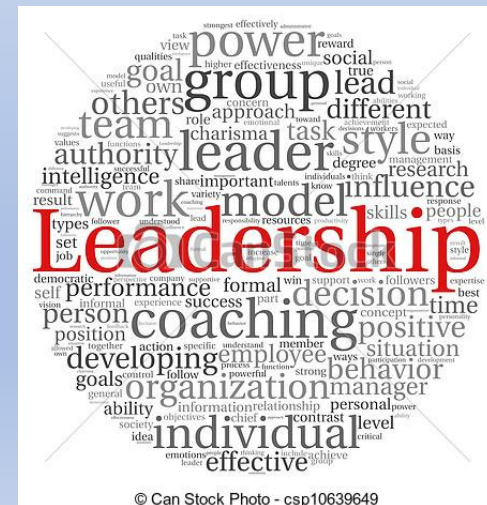
Leadership Challenge

- Your leadership is needed now. Will you step up to the challenge?
- Will you empower other leaders to join you in your cause?
- Ask yourself, If not me, then who? If not now, then when?
- Leadership is your choice, not your title.



Leadership Challenge

- How will you lead?
- How will you encourage the heart of others?
- How will you encourage your own heart as a leader?
- Take time to begin your list today!



Discussion/Questions

**BEFORE
YOU ARE A LEADER,
SUCCESS IS ALL ABOUT
GROWING YOURSELF.
WHEN YOU
BECOME A LEADER,
SUCCESS IS ALL ABOUT
GROWING OTHERS.**

— JACK WELCH

**A boss has the title, a leader
has the people.**

Simon Sinek

 NewAgeLeadership.com

**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
IT'S NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**

LisaHaisha.com

