

LEADERSHIP... WHO? ME?



The good the bad and the Ugly

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AGENDA



- What is “Leadership”
 - (This is where you have to participate!)
- A Little about me
- Becoming a leader
- Discussion

WHAT IS LEADERSHIP?



What is Leadership:

- Clear direction
- Trusworthy
- Positive message
- Transparent
- Encourages growth
- Willing to listen
- Shares knowledge
- Is willing to do the work
- Hangs out
- Follow through
- Considerate

What is NOT Leadership:

- Dictate everything
- inability to take criticism
- broken promise
- Lack of moral compas
- Unavailable
- Takes credit but not responsibility
- Not giving credit when due
- Poor communication



A LITTLE ABOUT ME...

LEADERSHIP DEFINED



- Leadership (Noun), the action of leading a group of people or an organization.
 - But it is much more than that
- Who in this room is a leader – show of hands

WE ARE ALL LEADERS!



WE ARE ALL LEADERS?



- Our workforce is changing
 - Less people in the workforce
 - More transient workforce – move from job to job
 - Shrinking budgets mean doing more with less
- From top to bottom we need to empower staff to become leaders
 - Even if they don't know that they are leaders

BECOMING A LEADER -THE BEST ADVICE I CAN GIVE...



- Model your organizations values
 - This seems simple, but it is easy to forget in the “heat of the moment”
- Have frequent conversations about how those values impact our mission and our stakeholders
- Recognize those around you who do the same
 - Rewarding positive actions more effective than punishing negative



BECOMING A LEADER -THE BEST ADVICE I CAN GIVE...



- Allow yourself to be vulnerable
 - Don't be afraid to show your "warts" and your flaws
 - I have found that one of my most powerful tools is to give yourself and others permission to make mistakes

BECOMING A LEADER -THE BEST ADVICE I CAN GIVE...



- Have the hard conversations
 - In the workplace we want to be kind and supporting – but often what is needed is a frank discussion about performance
 - Probably the hardest thing a leader has to do

BECOMING A LEADER -THE BEST ADVICE I CAN GIVE...



- You have to do the work
 - Leadership is not a gift it is a developed skill
 - You will make mistakes, you will fail
- Work outside your comfort zone

BECOMING A LEADER -THE BEST ADVICE I CAN GIVE...



- Be your genuine self
 - A leader must be trusted – if you are hiding who you are you will eventually be “found out” weakening the trust

START EARLY



- Onboarding new employees
 - Begin developing your new leaders on their first day
 - It is scary to be a new employee in a new organization
 - Clearly communicate organization values and expectation
 - We assume that our staff will understand and abide by our values – but...
 - Make the time to check in often – reinforce expectations and provide support
 - Provide time for mentors

START LATE (LATE STARTERS)



- Make time for those individuals that have expressed a desire to lead
 - That person has put themselves out there – taking no action can change that persons outlook
 - Good mentoring can be more valuable than classroom training
 - Formal training is also valuable

WRAPPING UP



- Model organization values and behaviors
- Be yourself
- Be human
- Do the work

RECOMMENDED READING



- Brene Brown – Dare to Lead
 - A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential. Leadership is not about titles or the corner office. It's about the willingness to step up, put yourself out there, and lean into courage.

DISCUSSION



Discussion?

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HPO CONCEPT



- https://www.youtube.com/watch?v=OqmdLcyES_Q