

What It Takes to



Take the Lead



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■ Taking the Lead

- Directing a RIM Program
- Championing a New Program/Initiative
- Piloting a Special Project
- Guiding Policy/Procedure Change
- Coordinating a Team or Individual

■ Good Leaders Develop

- Through *Self Awareness*
- Through *Education*
- Through *Training*
- Through *Experience*



■ Definition

- Leadership is a process by which a person influences others to accomplish an objective. Leaders carry out this process by applying their leadership attributes such as beliefs, values, ethics, character, knowledge, and skills. It is the art of stimulating/motivating people to do the right thing.

Three Basic Ways People Become Leaders

- Some personality traits may lead people naturally into leadership roles – *The Trait Theory*.
- A crisis or important event may cause a person to rise to the occasion, which brings out extraordinary leadership qualities in an ordinary person – *The Great Events Theory*.

Most Widely Accepted Theory Today

- People can choose to become leaders. People can learn leadership skills - *The Transformational Leadership Theory.*



Great Leadership Traits and Roles

- Name the traits, behaviors, characteristics, or roles you have observed from great leaders you have known and respected.



■ Great Leaders Are:

- *Visionary* – They envision a better future and drive needed change.
- *Good Communicators* – They exercise verbal power to influence others.
- *A Power Base* – They build legitimate power to maximize support and loyalty of followers.

■ Great Leaders Are:

- *Empowering* – They wisely share power with others to maximize commitment and loyalty.
- *Motivators* – They understand what motivates others to high levels of achievement.
- *Liaisons* – They develop alliances to overcome challenges and to create a better future.

■ Great Leaders Are Visionary

- They picture what needs to be changed to create a better future.
- They are not comfortable maintaining the status quo.
- They know where their organization is going and use that vision to move both individuals and organization forward.

■ Great Leaders Are Visionary

- They better understand current reality.
- They develop ideas.
- They ask tough questions.
- They obtain feedback from others.
- They listen carefully.



Great Leaders Are Good Communicators

- Communicating is easy, but communicating effectively being both understanding and understood is much more difficult and requires effort.

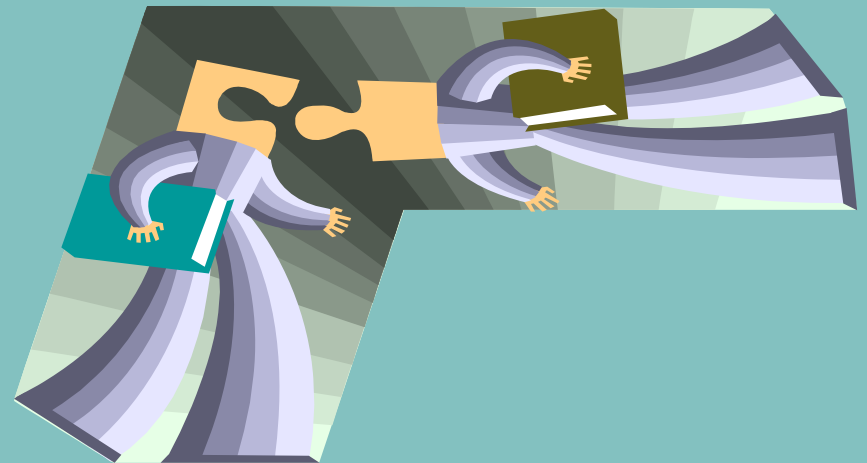


Great Leaders Are Good Communicators

- They begin with the end in mind. What do I want others to think, to feel, to do when I'm done?
- They de-complicate the message making it easy to understand and remember.
- They speak the truth with compassion.

Great Leaders Are Good Communicators

- They focus on the listeners needs and not their own.
- They engage the listeners with benefits.
- They seek feedback for clear understanding.
- They call for action.
- They are prepared.



Great Leaders Are a Strong Power Base

- They seek legitimate power by being:
 - *Relevant*
 - *Easy to Know*
 - *Creative*
 - *Expert*
 - *Involved*
 - *Visible*
 - *Effective*



Great Leaders Empower Others

- They value people.
- They give trust and opportunities.
- They let others have voice and make contribution.
- They empower according to skills, abilities, and level of interest.
- They recognize and reward.

■ Great Leaders Are Motivators

- They understand that people want to know the *WIIFM*.
- They learn people's *Hot Buttons*.
- They match people to right roles.
- They provide orientation and training.
- They set clear expectations about results.

■ Great Leaders Are Motivators

- They provide regular feedback.
- They evaluate performance.
- They recognize effort and reward.
- They go out of their way to make followers feel part of team/community.

■ Great Leaders Are Liaisons

- They behave in ways that are consistent with organizational values and mission.
- They don't let criticism diminish their confidence or enthusiasm.
- They develop support by building strategic alliances and partnerships.

Great Leaders Are Made Not Born

- While some leadership traits and skills may come more easily or naturally than others, all great leaders continually work to enhance and develop their leadership capabilities.



What Does It Take to Take the Lead?

- Desire ~ Self Awareness ~ Assessment
- Education ~ Training ~ Experience

