

Leadership

Leadership Practices and Measures of Success

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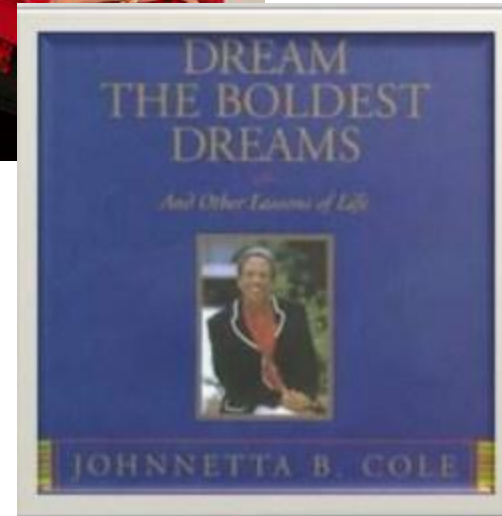


LEADERSHIP



- The best leaders follow their hearts as well as their heads, and they never ever leave their principles behind.

- Johnnetta B. Cole,
President Emerita of
Spelman College



Leadership Overview



- Leadership Practices
- Leadership Measures of Success
- Leadership Assessment Tool
- Leadership Development Priority Worksheet
- Leadership Development Action Plan
- Leadership Principles/Values



What is Leadership?



- “... Leadership is the ability to bring people together to accomplish a common purpose in the midst of conditions of great change.”
 - The Forum Corporation

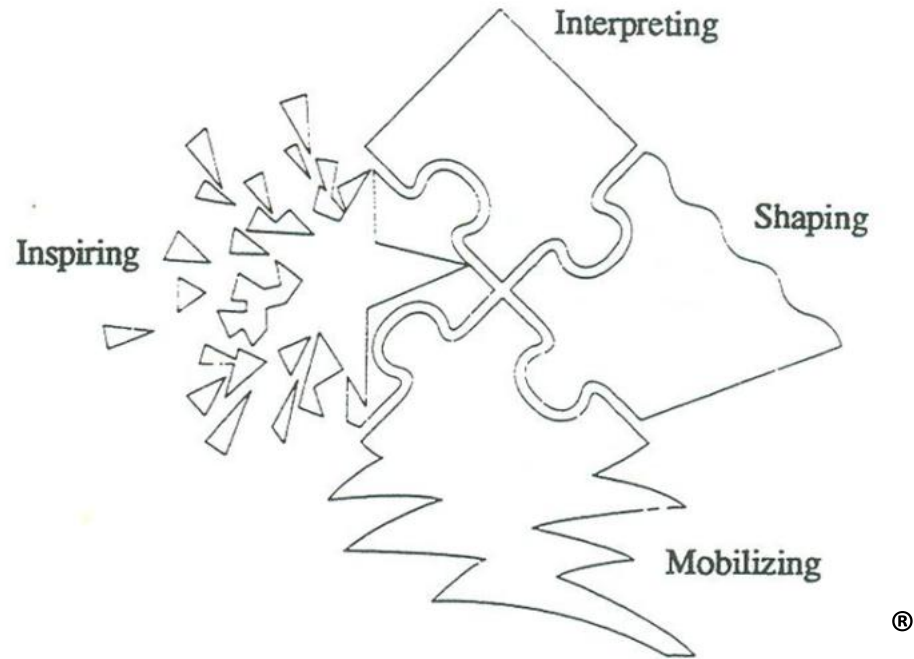
Leadership Practices



- **Interpreting** conditions within and external to your organization that affect you and your work group.
- **Shaping** the vision and strategy to provide meaning for the work of the group.
- **Mobilizing** individuals with different ideas, skills, and values to carry out the work of the group.
- **Inspiring** people to achieve results.



Leadership Practices



Measures of Success



A Leader:

- **Shapes the vision in a way that inspires others**
 - Aligns personal vision and goals with the bigger picture
- **Models the behaviors expected of others**
 - Maintains a positive attitude
- **Upholds business/organizational values**
 - Defines expectations for self and others
- **Seeks and acts upon opportunities to improve performance**
 - Challenges the status quo

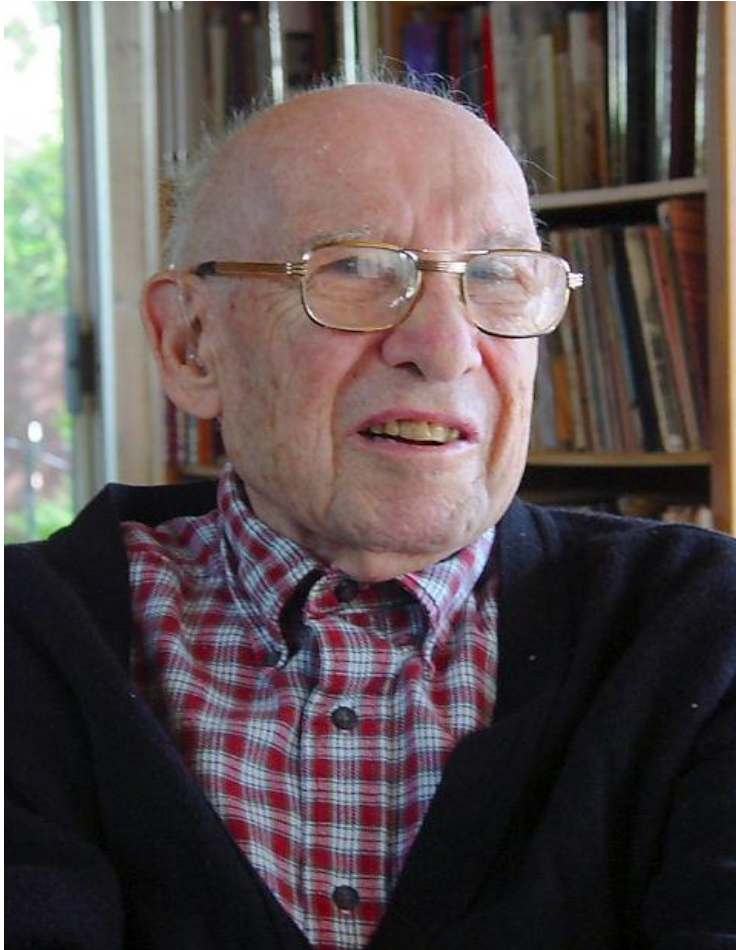
Measures of Success (cont'd)



A Leader:

- **Directs performance improvement**
 - Monitors continuous improvement strategies
- **Applies Strategic Thinking**
 - Ensures that scope and impacts are maximized when new ideas are introduced
- **Utilizes problem solving strategies**
 - Promotes use of relevant resources and experienced individuals

Quote from the late Peter Drucker



“The task of leadership is to create an alignment of strengths, making our weaknesses irrelevant”.

Theme from his book “The Next Society”

Building positive enterprises for the world through strength-based change.

Leadership Assessment Tool



<i>Skill/Behavior</i>	<i>Your Competency/ Skill Level (0-3)</i> <i>0 = low – 3 = high</i>	<i>Position Level of Importance (1-3)</i> <i>1 = low – 3 = high</i>
Shapes the vision in a way that inspires others		
Models the behaviors expected of others		
Upholds business /organizational values		
Seeks and acts upon opportunities to optimize performance		
Directs performance improvement		
Applies Strategic Thinking		
Utilizes problem solving strategies		
Other:		

Leadership Development Priority Worksheet



- After completing the self-assessment on the Leadership Development Assessment Tool, list the top three skill/behavior indicators that requires developmental action on the following Priority Worksheet. List each from highest to lowest priority.

Priority Worksheet

- **Priority # 1 /**

- **Priority # 2 /**

- **Priority # 3 /**

Leadership Development Action Plan



Specific Skills/Behaviors Requiring Development	Development Action(s) You Will Take <i>(Identify how and when)</i>
Measurement Goals:	Desired Results:

“A leader is one who
knows the way, goes
the way, and shows
the way.”

- John C. Maxwell

