**Workshop Objectives**

Participants will be able to:

- Define Leadership as it relates to you
- Understand leadership styles and qualities
- Identify your own strengths and skills
- Model Systems Advocacy
- Plan for Leadership succession
Leadership

Do you see yourself as a leader?
Leadership Styles

Emotional styles to be used interchangeably…

The Six Leadership Styles (Goleman)

<table>
<thead>
<tr>
<th>The leader makes operandi</th>
<th>Commanding</th>
<th>Visionary</th>
<th>Affiliative</th>
<th>Democratic</th>
<th>Pacesetting</th>
<th>Coaching</th>
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<tbody>
<tr>
<td>Demands immediate compliance</td>
<td>Demands people towards a vision</td>
<td>Promotes harmony and builds emotional capital</td>
<td>Forgots consensus through participation</td>
<td>Sets high standards for performance</td>
<td>Develops people for the future</td>
<td></td>
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<table>
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<tr>
<th>This style in a phrase</th>
<th>Do what I say you</th>
<th>&quot;Come with me&quot;</th>
<th>&quot;People come first&quot;</th>
<th>&quot;What do you think&quot;</th>
<th>Do as I do now</th>
<th>&quot;Try this&quot;</th>
</tr>
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| Underlying emotional intelligence competencies | Goal to task, initiative, self control | Self confidence, empathy, change, analysis | Empathy, building relationships, communication | Collaboration, team building, leadership, communication | Consciousness, drive, achievement, initiative | Developing others, empathy, self awareness |

| When the style works best | In a crisis or when a problem with employees | When change requires a vision, or when clear direction is needed | To heal relationships in a strained environment | To build buy-in or involvement, or to get input from valuable employees | To get quick results from a highly productive group and component team | To help an employee improve performance or develop long-term strengths |

| Overall impact on climate | Can be Negative | Mostly strongly positive | Positive | Positive | Can be Negative | Positive |

Which Leadership Style fits You?

Understand your personality
Consider your key values
Be aware of your weaknesses
Obtain valuable feedback
Learn from other leaders.
What to Look for in a 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

https://www.ccl.org/blog/characteristics-good-leader/

Best Practices

A good leader will

• recognize members’ strengths
• address members’ weaknesses
• understand how to motivate members
• provide feedback
• encourage input
• demonstrate flexibility
• be transparent
Model Systems Advocacy

“Be the change you want to see in the world.”
Mahatma Gandhi

Share your story with others:
• share “real world experience” on how a system is working or not working
• suggest ideas for improving services
• encourage other parents to share/participate

"People do have an impact. Elected officials can examine statistics, but it's the stories told by individuals that have the potential to move elected officials, by appealing to the heart."
- School board member

Leadership Succession
Letting Go …

Do you have a plan?
Mentor and support new leaders
Keep good records, document practices
Stay and support/do not lead
Allow the group to go in new directions
Characteristics of Leadership

Resources

Leading by Convening
https://ncsi.wested.org/resources/leading-by-convening/

Serving on Groups
https://servingongroups.org/
Session 7 – August 25 at 7PM

Understanding Your District – Data!