



FEDERATION FOR CHILDREN
WITH SPECIAL NEEDS

SEPAC Summer School Session 6 - Leadership



INFORMING, EDUCATING, EMPOWERING FAMILIES
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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?



POLL



TRUE LEADERS
DON'T CREATE
FOLLOWERS.
THEY CREATE
MORE LEADERS

Leaders become great, not because of their power, but because of their ability to empower others.

~John Maxwell

www.gburow.com

LEADERSHIP IS ABOUT MAKING OTHERS **BETTER** AS A RESULT OF YOUR PRESENCE AND MAKING **SURE** THAT IMPACT LASTS IN YOUR **ABSENCE.**

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.

"If you want to build a ship, don't drum up the men to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea."

—Antoine de Saint-Exupéry

ATTRACT WHAT YOU EXPECT.
REFLECT WHAT YOU DESIRE.
BECOME WHAT YOU RESPECT.
AND MIRROR WHAT YOU ADMIRE.

The role of a GREAT LEADER is not to give greatness to human beings, but to help them extract the greatness they already have inside them.

— J. Buchan

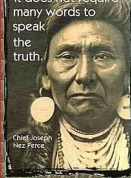
When we take turns doing the hard tasks, when we encourage others, we become stronger through shared leadership.

VOTESTOQUOTES.COM

LEADERS WITH INFLUENCE
GIVE WHEN THEY DON'T HAVE TO.
CARE FOR OTHERS.
GROW CONTINUOUSLY.
LIVE AUTHENTICALLY.
EMPOWER OTHERS.
MANAGE HARDSHIP.
SERVE WITH HUMILITY.

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It does not require many words to speak the truth.



everybody can be GREAT because everybody can SERVE



Leadership Styles

Emotional styles to be used interchangeably...

The Six Leadership Styles (Goleman)

| | Commanding | Visionary | Affiliative | Democratic | Pacesetting | Coaching |
|-------------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------|
| The leaders modus operandi | Demands immediate compliance | Mobilizes people towards a vision | Creates harmony and builds emotional bonds | Forges consensus through participation | Sets high standards for performance | Develops people for the future |
| The style in a phase | "Do what I tell you" | "Come with me" | "People come first" | "What do you think" | "Do as I do now" | "Try this" |
| Underlying emotional intelligence competencies | Drive to achieve, initiative, self control | Self confidence, empathy, change catalyst | Empathy, building relationships, communication | Collaboration, team leadership, communication | Conscientious-ness, drive to achieve, initiative | Developing others, empathy, self awareness |
| When the style works best | In a crisis to kickstart a turnaround, or problems with employees | When changes require a vision, or when clear direction is needed | To heal rifts in a team, or to motivate people in a stressful circumstances | To build buy-in or consensus, or to get input from valuable employees | To get quick results from a highly motivated and competent 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.


POLL




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

 Center for Creative Leadership

<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 its 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!



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