

GET TO KNOW YOURSELF AS A LEADER

- ✓ Motivation to lead
- ✓ Leadership competencies
- ✓ Preferred leadership roles
- ✓ Personal characteristics
- ✓ Responses to change
- ✓ Involvement history and lessons learned

Your Motivation to Lead

- Validation
- Rewards
- Impact
- Service
- Meaning

□ What motivations drive your leadership the most?

Your Leadership Competencies

- Building trust
- Forging teams
- Creating networks and alliances
- Possessing technological savvy
- Being comfortable with ambiguity and uncertainty
- Being flexible and agile
- Getting things done through others
- Reading organizational rhythms
- Communicating well
- Creating strategic vision

- Are there competencies you'd add to the list?
- What competencies do you definitely possess?
- What competencies do you need to grow?

Leadership Roles

- Visionary
- Learner
- Facilitator
- Nurturer
- Strategist
- Integrator
- Mediator
- Risk taker
- Communicator
- Motivator
- Problem solver
- People developer
- Team or community builder
- Astute global observer
- Negotiator
- Change Agent

- Are there leadership roles you'd add to the list?
- Name 3 roles you do best.
- Name 2 roles you'd like to develop. Identify someone who possesses that role and can help you to develop it.

Your Personal Characteristics

- Ambitious
- Caring
- Credible
- Organized

- What characteristics do you associate with leadership.....

Your Responses to Change

- Three realities of change
 - ▣ Change causes stress
 - ▣ Change and continuity need to be integrated
 - ▣ Change is resisted

- Four responses to change
 - ▣ The overwhelmed
 - ▣ The entrenched
 - ▣ The BSers
 - ▣ The learners

Your Responses to Change

- Four responses to change

- The overwhelmed

- The entrenched

- The BSers

- The learners

- Which is your natural response to change?
- How does this affect the quality of your leadership?
- What is one thing you could focus on doing to develop a learner's response to change?

Involvement History & Lessons Learned

- First, examine your involvement history from day one.
 - ▣ *What decisions lead you here? How proactive were you in seeking opportunities? Do you have any regrets? When were you the most satisfied?*

- Next, describe the leadership role you've played.
 - ▣ *Were you a nurturer? What lessons were learned? What did you like most? Least? What is your current leadership role? What do you need to be successful?*

Involvement History & Lessons Learned

- Now, focus on key leadership experiences.
 - ▣ *Describe three situations where you've had an impact. Who was with you? How did you know you made an impact? What did you learn about yourself?*

- Describe what you should do next.
 - ▣ *Are there gaps you need to fill? On the whole, what do you know about you and your leadership? How does this support your ultimate life and leadership vision?*