

Leadership Challenge

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Faculty

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Leadership

- Is not a deficiency: it's a choice

Objectives

- Define leadership
- Understand why leadership is important
- Identify and employ the characteristics of effective leaders
- Explain the "Five Practices of Leadership"

Leadership

- How would you complete these sentences?
 - Leadership is _____ .
 - Leaders _____ .

Why Be a Leader?

- You are a parent
- You are part of a community
- Your children need you to be a leader
- You have a responsibility to be a role model
- You have a voice

Why Be a Leader?

- Communities, funding and laws need your voice
- Our state needs passionate and knowledgeable leaders

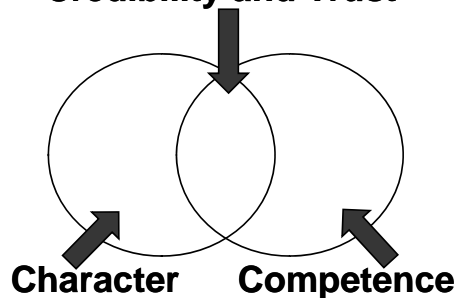
Leaders Influence Others

- Who are you influencing?
- How are you influencing others?
- On behalf of whom?

Leadership Characteristics

- Trustworthy
- Character
- Competency
- Credibility
- Honesty
- Forward-looking
- Inspirational
- Commitment

Credibility and Trust



Character

- Who a leader is
- Includes your integrity
- Effected by your intent and your motive
- Living your values

Competence

- What a leader does
- Includes skills, capabilities and results
- Includes your track record
- People trust people who make things happen
- Results are vital to establishing trust

"You can't follow someone who isn't credible, who doesn't truly believe in what they are doing and how they are doing it."

Gayle Hamilton
Pacific Gas and Electric

Characteristics of Admired Leaders

- **Honest** 88%
- **Forward-looking** 71%
- **Competent** 66%
- **Inspiring** 65%
- **Intelligent** 47%
- **Fair-minded** 42%

Characteristics of Admired Leaders

- **Broad-minded** 40%
- **Supportive** 35%
- **Straightforward** 34%
- **Dependable** 33%
- **Cooperative** 28%
- **Determined** 24%
- **Imaginative** 23%

Characteristics of Admired Leaders

- **Ambitious** 21%
- **Courageous** 20%
- **Caring** 20%
- **Mature** 17%
- **Loyal** 14%
- **Self-controlled** 8%
- **Independent** 6%

Honesty

- **Honesty is the single most important factor on survey since 1987**
- **Integrity is synonymous with honesty and tied to values and ethics**
- **People want a leader who is worthy of their trust**

Honesty

- **People do not want to be associated with someone who lacks honesty and integrity because it will reflect on their character**
- **Trust cannot be put into people who can't or don't let others know their values, ethics, and standards**

Forward – Thinking

- **Forward- thinking is a sense of direction and a concern for the future of the organization and your division**
- **The vision should prepare for 3 - 5 years in the future**
- **Leaders must know where they are going if they expect others to willingly join them on the journey**

Forward – Thinking

- **This characteristic encompasses innovation**

Competent

- **Leadership competence does not mean technical competence, but a base level understanding of the service and relevant experience**
- **The leader is capable and effective in guiding others**
- **The most identified competency is the ability to work well with others**

Competent

- **Competent refers to the leader's track record and ability to get things done that are beneficial to a group**

Inspiring

- **Inspiring is the ability to communicate in ways that encourage others to believe in the vision and process to achieve the goals**
- **Inspirational leadership speaks to others' need of having meaning and purpose in their lives**

Inspiring

- **Being upbeat, positive and optimistic about the future offers people hope**
- **Inspiration is essential to moving people upward and forward**
- **Enthusiasm and excitement signals the leader's personal commitment to pursuing the vision**

Commitment

- Three key elements are needed to get commitment:
 1. Understanding
 2. Agreement
 3. Personal interest

Commitment

- Understanding is where it all starts
- Agreement leads to action
- Personal interest has tremendous power

$$\text{Commitment} = (\text{Understanding} + \text{Agreement}) \times \text{Personal Interest}$$

“Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work.”

Vince Lombardi

Five Practices

1. Model the way
 - Find your voice
 - Set the example
2. Inspire a shared vision
 - Envision the future
 - Enlist others

Five Practices

3. Challenge the process
 - Search for opportunities
 - Experiment and take risks
4. Enable others to act
 - Foster collaboration
 - Strengthen each other

Five Practices

5. Encourage the heart
 - Recognize contributions
 - Celebrate the values and victories

"To become a leader, you must become yourself, become the maker of your own life. Knowing yourself is the most difficult task any of us faces. But until you truly know yourself, strengths, and weaknesses, know what you want to do and why you want to do it, you cannot succeed in any but the most superficial sense of the word."

Warren Bennis

Leadership

- **There is no prescription for leadership**
 - **What will you choose?**

What Can We Do to Help You?

- **Motivational E-newsletter**
- **Book review meetings**
- **Book review questions**
- **Other?**