

Leadership In The 21st Century



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Leadership



**Leadership denotes taking action
and getting results.**

Leadership



- Dynamic leadership influences the attitudes of the people being led!
- Leaders must be ***charismatic, inspirational, respectful, and stimulating*** when leading!

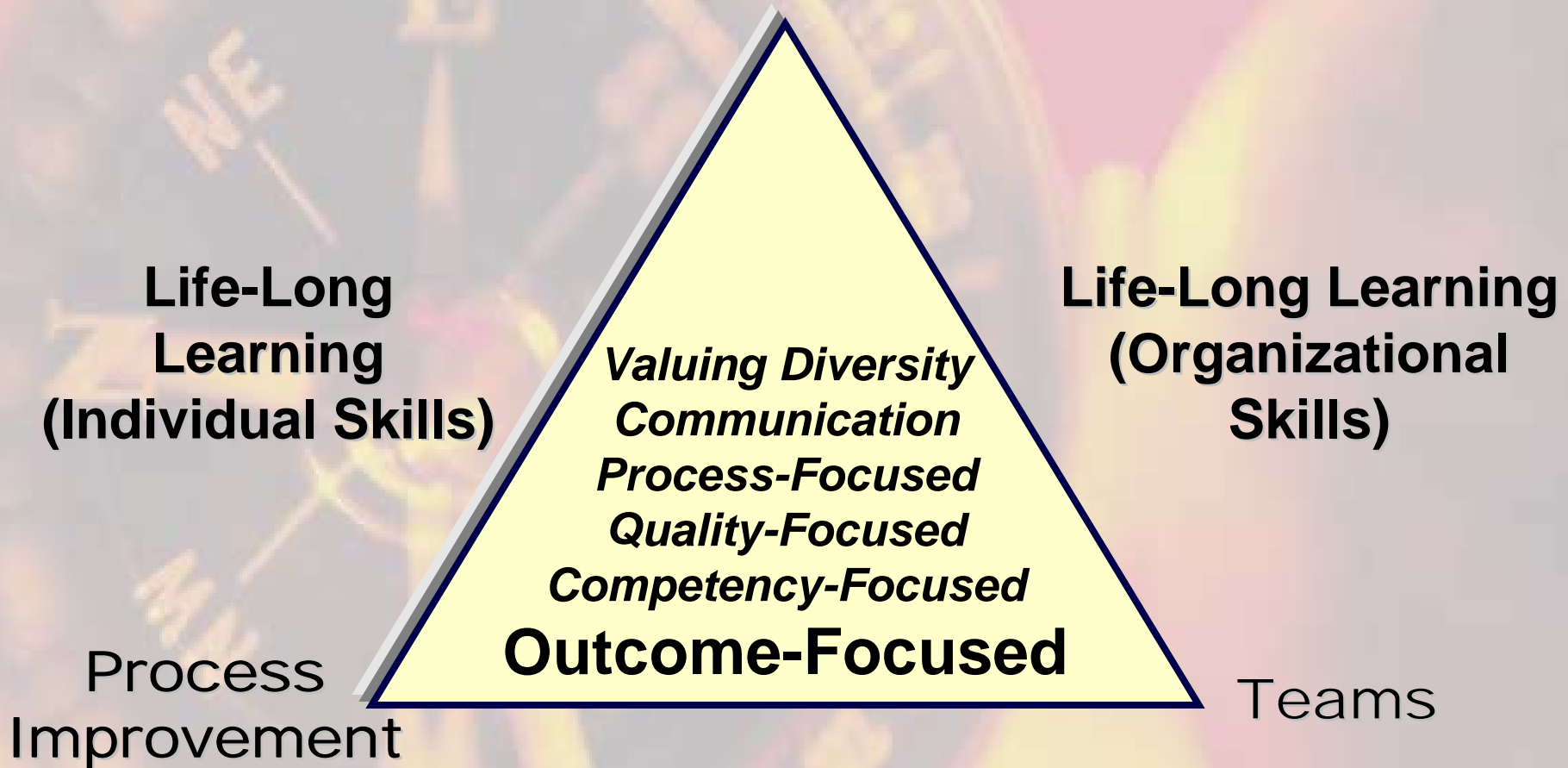
Leadership

- Leadership is defined as influencing others to work diligently toward achieving their goals.
 1. Clearly stating your vision!
 2. Explaining your plan for attaining your vision!
 3. Instilling confidence and optimism!
 4. Expressing confidence in those you lead!!!



Organizational Factors:

Customer-Focused



Leadership is . . .



. . . A new way of being.

12 Unique Insights On Leadership, According To Bob Danzig

1. Become a “destiny architect”
2. Encourage “elasticity of thinking” -- be a “destiny pursuer” versus an “operational comfort seeker”
3. Identify, assess, and engage the very best talent
4. Become “strategic” rather than “operational”
5. Create a “climate or spirit of celebration and applause” -- spirited organizations excel
6. Be committed every day to putting the pickax to the mountain, find new ways to lift yourself and others higher

12 Unique Insights On Leadership

7. Be the source of “possibility thinking”
8. Let your co-workers know they are “worthwhile” and full of promise
9. Find disciplined, organized ways to focus on integrity, trust, credibility, and the commitment to do the right thing
10. Know that management is about today -- and leadership is about tomorrow!
11. Know that management is about process -- leadership is about purpose
12. Recognize “success” is not about perfection, it's about “progress”

Share the Power & Recognition...



... Lead by making others powerful.

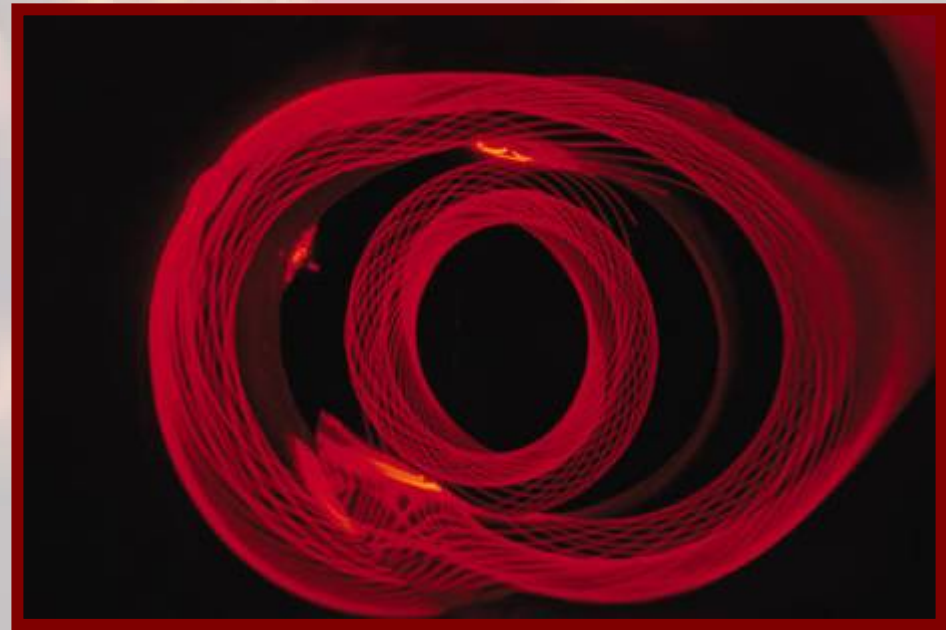
Control The Negative Self-Talk...

. . . Quiet the voice in the head that says,

“I can’t do it!”

Speak Possibility . . .

. . . Recognize the
downward spiral . . .



Shining Eyes...



. . . Look for “shining eyes” in others.

Create A Spirit-Filled, Motivating Environment

- Speak the right things
- Influence their attitudes
- Develop effective listening skills



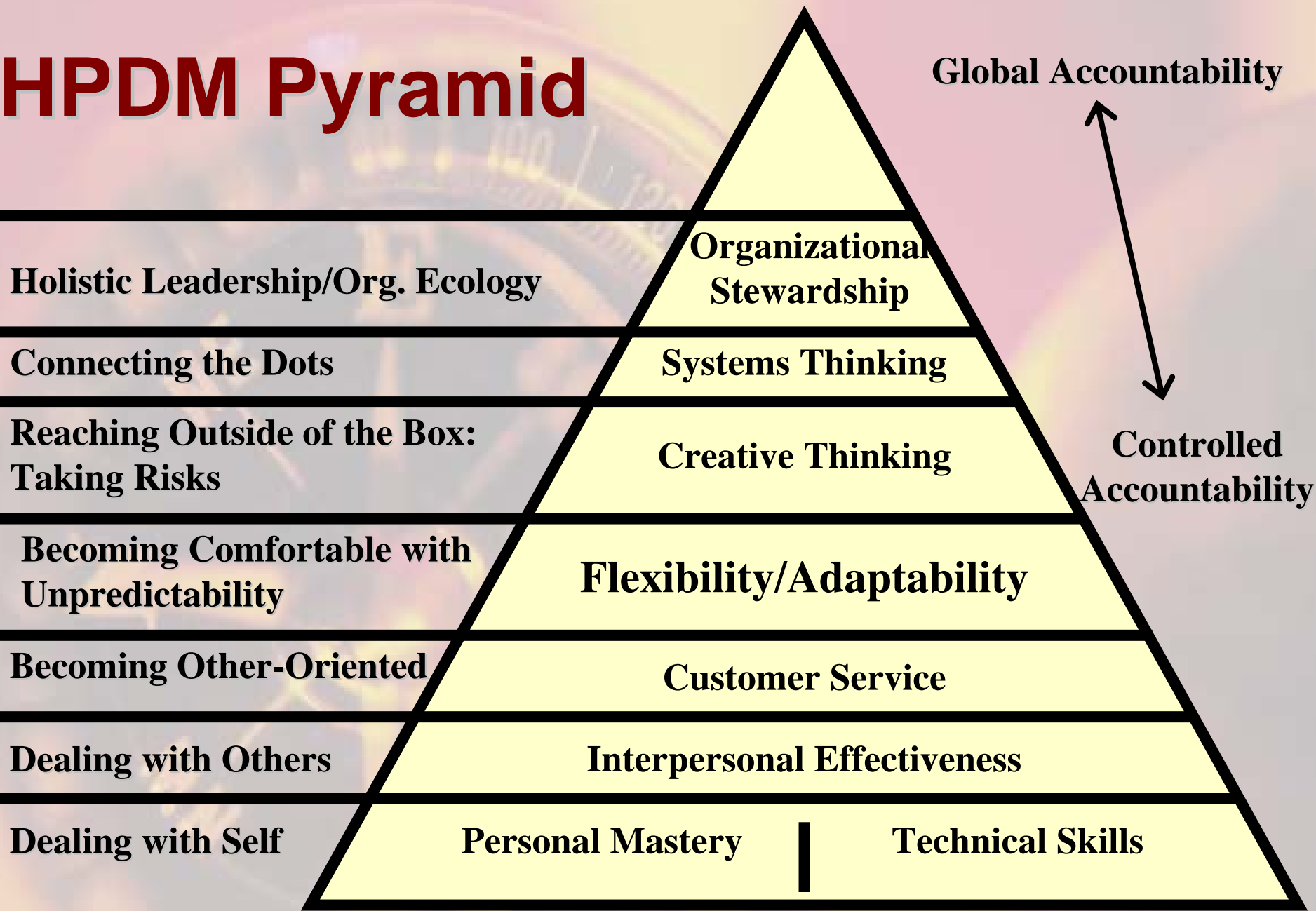
Use The High Performance Development Model:

The High Performance Development Model (HPDM) is the framework for developing highly-skilled leaders for the 21st Century. By focusing on eight core competencies, ***HPDM provides the foundation for leading-by-example and creating a motivating workplace.***

8 HPDM Core Competencies

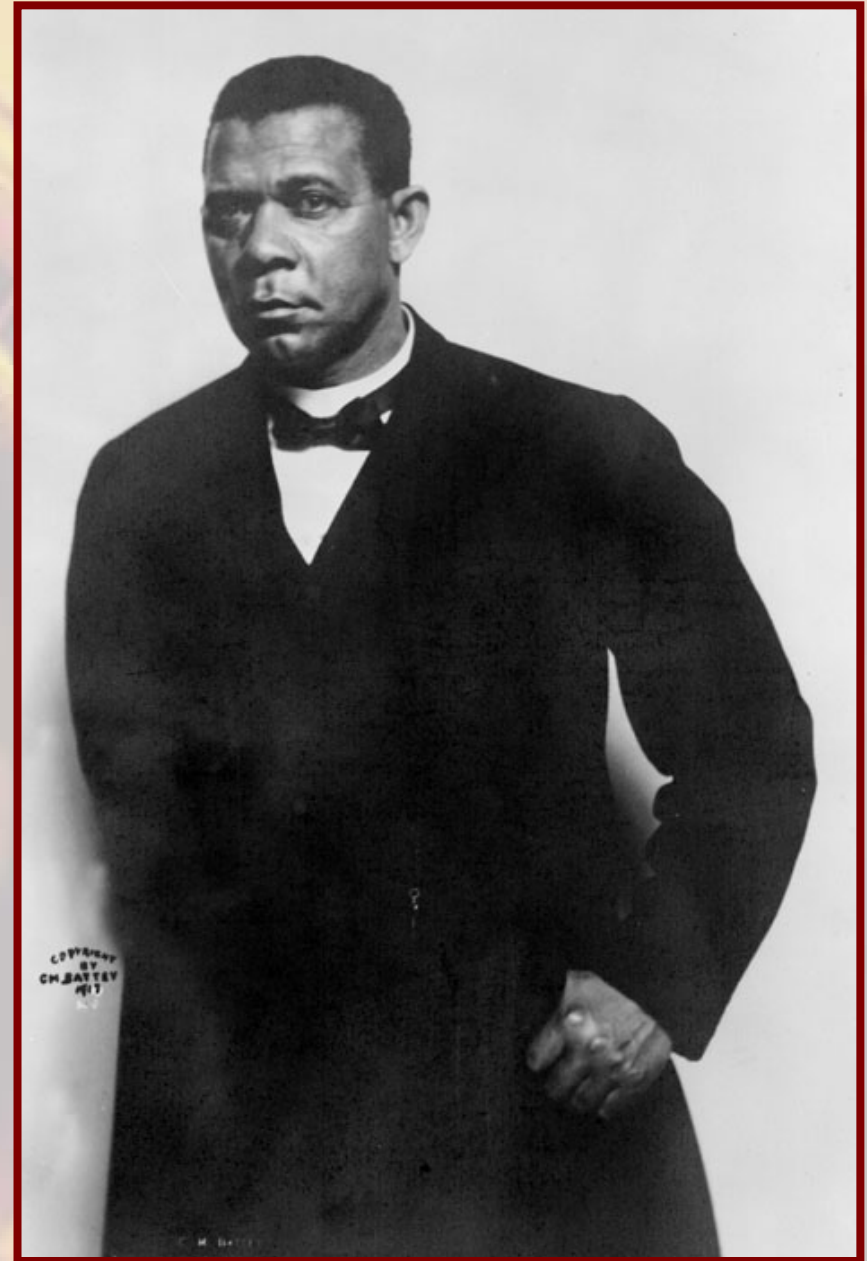
1. Personal Mastery
2. Technical Skills
3. Interpersonal Effectiveness
4. Customer Service
5. Flexibility/Adaptability
6. Creative Thinking
7. Systems Thinking
8. Organizational Stewardship

HPDM Pyramid



Character Is Power!

- Booker T. Washington



Definition Of Character

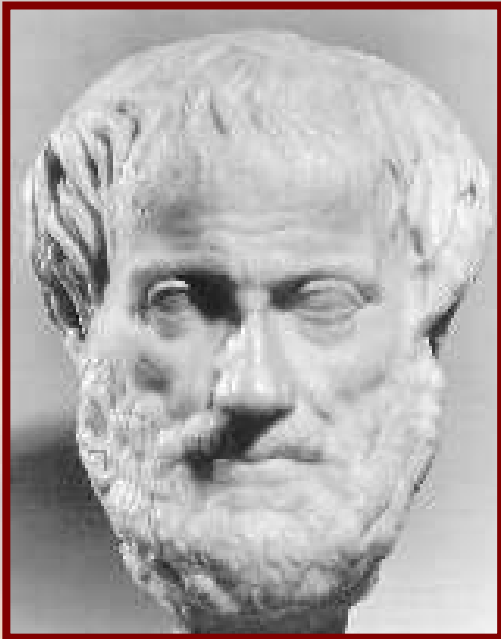
The word “character” comes to us from a Greek verb that means making a furrow, cutting a groove, or putting a scratch on something as a mark. In the light of its origin, we may think of character as that which puts its mark on a human being.

Character is what makes you “what you are” as distinct from other persons. The individual is little more than a “bundle of feelings” unless there is some central loyalty within creating order out of the “chaos of the soul.”

Character signifies the organization of life and behavior around a central loyalty, which has ethical worth and validity.

Excellence Is A Habit

We are what we repeatedly
do; excellence then is not
act, but a habit.



- Aristotle

The Leadership Challenge

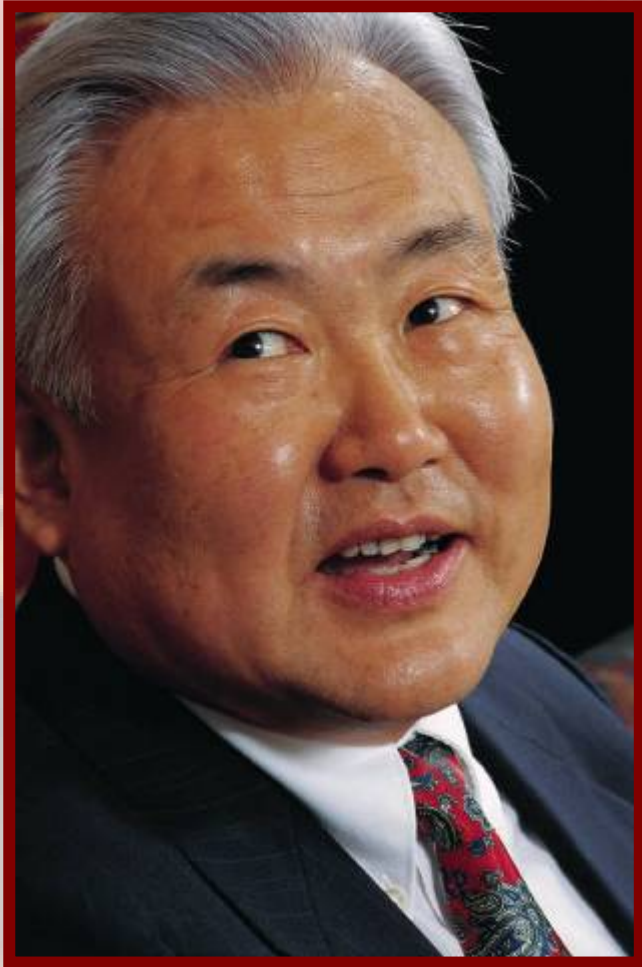
- Focus on the individual members *and* the team
- Provide employees and stakeholders the opportunity to develop and utilize their talents and strengths
- Listen to employee's concerns
- Allocate the right resources for the right project, at the right time
- Specify standards and expectations
- Delegate responsibility through empowerment
- Let employees and stakeholders identify their own interests and abilities
- Lead by example: set the standard for excellence

The 3-Step Process



- STEP 1: Self-Knowledge (Evaluation)
- STEP 2: Self-Discipline (Organization)
- STEP 3: Self-Sacrifice (Resolution)

Overall, Others Must . . .

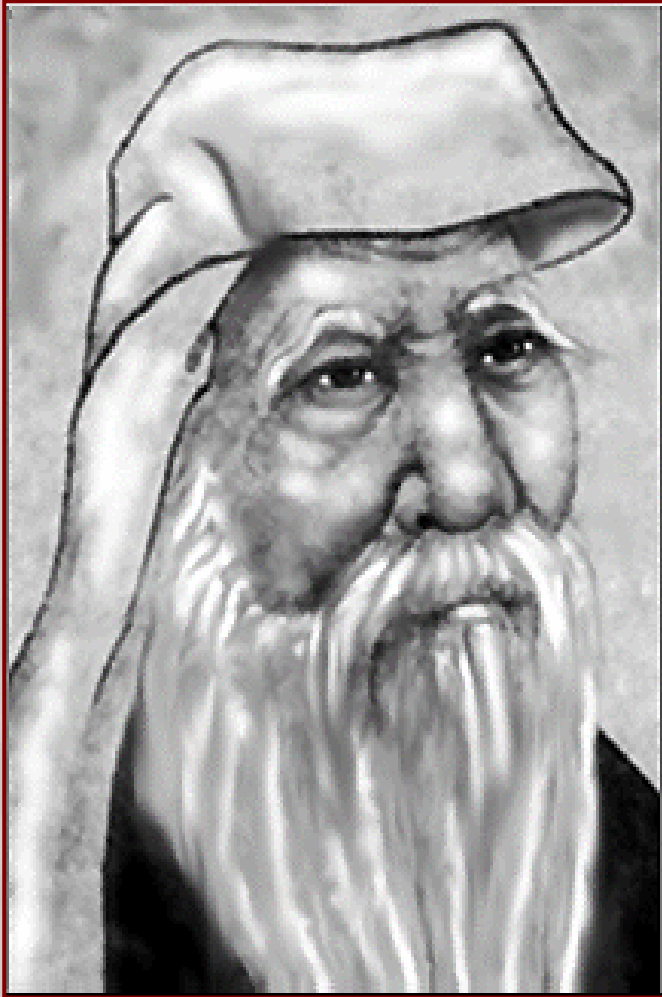


- . . . Trust you!
- . . . Have faith in you!
- . . . Believe in you!

Take Your Place!!!

This is your *assignment*, your *role*, and your *responsibility* as a facilitative leader.





When the work is done,
the people say,
“We did it ourselves.”

- Lao-Tzu

Facilitative Leaders

Facilitative leaders ***coach, mentor, sponsor, teach,*** and ***lead.*** At the core of each of these new roles is the skill of ***facilitation.*** Today's leaders constantly practice facilitation and feedback techniques, and hone skills for use at the job.