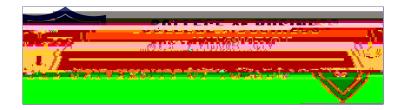


Dr. Clinton O. Longenecker





February 21, 2019

OUR INPORIANI I EARNING ORJECTIVES:

- 1. To fosteryour THINKING about leadership;
- 2 To identify and discuss why leaders FAIL and SUCCEED, and
- 3 To identify the specific things that can be done to ELEVATE your leadership skills and thinking to the next level.





- 1. Name that you would like to neet
- 2 Whois the you know?
- 3 Name two ?
- 4 Name younced to improve upon to be more effective and successful in life?
- 5 Personal of all time.



YOUR DEFINION OF THE WORD LEADERSHP:

Instructions: In the space provided below please write out your definition of the word LEADERSHIP. Try to be as specific as possible!

Now, name that GREAT leader and explain what made them great!

1

Result (re'zalt) n Defined 'Something that comes about as a consequence, effect or conclusion of activity or action"

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WHY WOULD I WANT TO FOLLOWYOU?

Instructions: In the space provided below list five (5) reasons why "as a leader in your organization

Please be very specific!

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Getting Results ^c	

ARE YOUA TRUSTWORTHY LEADER?



EMPLOYEE RESPONSE TO LEADER TRUSTWORTHINESS

	Employee	Employee
	Response	Response
High	Uncertainty	Support
	Fear	Follovership
A Leader's	LingeningDoubt	Loyality
Competency	Employee	Employee
	Response	Response
Low	Frustration	Patience
	Anger	Concern
	Disclain	Loss of Confidence
	_	

Weak

Strong

A Leader's Moral Character

1. Competency: Possessing the requisite skills and talents necessary to successfully lead people and get desired results.

Question What are the problems associated with working for an incompetent leader?

2 Character: Possessing the mual and ethic underpinnings necessary to do the right thing and lead in a principle d fashion

Question What are the problems associated with working for a leader with <u>questionable</u> <u>character</u>?

WHY LEADERS FAIL?

Instructions: In the space provided below list what you would consider to be the five (5) primary reasons . Please be as specific as possible as your factors will be shared with the group

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	CAUSES of FAILURE	%	CONSEQUENCES		
1)	Ineffective communication skills/practices	81%	Poor communication leaves employees in a cloud of uncertainty and stress that makes it difficult to make informed business decisions formanagers and employees alike.		
2)	Poorwork relationships and interpersonal skills	78%	The inability to foster effective working relationships isolates managers from the informal network of knowledge and resources that are necessary to cope with change.		
3)	Personjobm cearkpe sa		keju caa Meet		

<u>Getting Results</u>^c

11) Failing to monitor performance and provide feedback	40%	When a manager does not monitor employee performance this can create a lack of accountability and debilitates their ability to use feedback for performance enhancement.			
12) Failing to remove performance roadblocks and solve problems	37%	Vliusenla dagers fail toltemove performance roadblocks from the workplace, performance suffers and employees become disheartened and cynical.			
13) Ego, attitude and indifference problems	36%	Managers with over sized egos, bad attitudes, or indifference to their people alienate their employees and feed resistance to change and improvement.			
14) Fail to select, promote, and develop talented people	33%	Failing to select, promote, and develop talented people leaves managers without the human capital to cope for high performance.			
15) Lackof or misuse of critical resources	31%	Employeisgue d eclebia fight ing chance to get desired results with inadequate and ineffectually deployed resources.			
16 An unwillingness to take risks and experiment	25%	Managers who are unwilling to take risk a give innovate reinforce the status quo despite the ongoi %finned&bill@ harige.tmancetud	Laco r !		
17) Bad boss	24£ ⁄₀	A poorworkingw M can		e	





Instructions: Carefully read each of the following questions and rate you self using the following scale to determine how well you perform an each of the following Career Success and Survival Imperatives:

1 **this immex** a



LOCKING IN THE MIRROR AND COACHING YOURSELF!

Instructions: Given these research findings and our discussion, write out specific coaching advice to yourself that you believe you need to hear to that will have the biggest impact on your ability to deliver better performance!

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