

KEY LEADERSHIP LESSONS

A Leadership Development Experience



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OUR IMPORTANT LEARNING OBJECTIVES:

- 1. To foster your 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.**

SPEED INTERVIEWS

(60Second)

- 1. Name _____ that you would like to meet**
- 2. Who is the _____ you know?**
- 3. Name two _____ ?**
- 4. Name _____ you need to improve upon to be more effective and successful in life?**
- 5. Personal _____ of all time.**

YOUR DEFINITION OF THE WORD LEADERSHIP:

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!

Result (re'zalt) n

Defined:

'Something that comes about as a consequence, effect or conclusion of activity or action'

'Something p ° nm t

WHY WOULD I WANT TO FOLLOW YOU?

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

Please be very specific!

1. _____

2. _____

3. _____

4. _____

5. _____



ARE YOU A TRUSTWORTHY LEADER?



EMPLOYEE RESPONSE TO LEADER TRUSTWORTHINESS

A Leader's Competency	High	Employee Response: Uncertainty Fear Lingering Doubt	Employee Response Support Followership Loyalty
	Low	Employee Response: Frustration Anger Disdain	Employee Response: Patience Concern 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 moral and ethic underpinnings necessary to do the right thing and lead in a principled fashion

Question: What are the problems associated with working for a leader with questionable character?

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

1. _____

2. _____

3. _____

4. _____

5. _____

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 for managers and employees alike.
2) Poor work 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) Person-job mismatch		Key elements of the M... eet

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%	When managers fail to remove 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) Lack of or misuse of critical resources	31%	Employees are denied a fighting 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 risks and innovate reinforce the status quo despite the ongoing need for change.
17) Bad boss	24%	A poor working manager can



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

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LOOKING 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!

1. _____

2. _____

3. _____
