

Leadership

- a very brief
overview

opportunitynowhere



What kind
of future
am I creating
(or sustaining)
by the way I'm
currently thinking
or behaving?

How prepared am I to
think or act
differently

as a result of
this session?



If management is efficiency
in climbing the ladder...



...then leadership determines
whether the ladder is leaning
against the right wall.



John Kotter

Management
(Order & Consistency)

Leadership
(Change & Movement)



Management

(Order & Consistency)

Planning / Budgeting

Establish agendas

Set time tables

Allocate resources

Organising / Staffing

Provide structure

Make job placements

Establish rules & procedures

Controlling / Problem Solving

Develop incentives

Generate creative solutions

Take corrective action



Leadership

(Change & Movement)

Establishing Direction

- Create a vision
- Clarify big picture
- Set strategies

Aligning People

- Communicate goals
- Seek commitment
- Build teams & coalitions

Motivating & Inspiring

- Inspire & energise
- Empower others
- Satisfy unmet needs

A daisy flower with white petals and a yellow center is positioned on the left side of the slide. The background is a bright blue sky with soft, white clouds. The text is arranged in four horizontal rows, each with a question on the left and its corresponding concept in parentheses on the right.

Why am I here? (Purpose)

Where am I going? (Vision)

How will I get there? (Mission)

What is important? (Values)

Challenge!

**'The Main Thing
is to keep the
Main Thing
the Main Thing'**

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BILL GEORGE

BESTSELLING AUTHOR OF *AUTHENTIC LEADERSHIP*

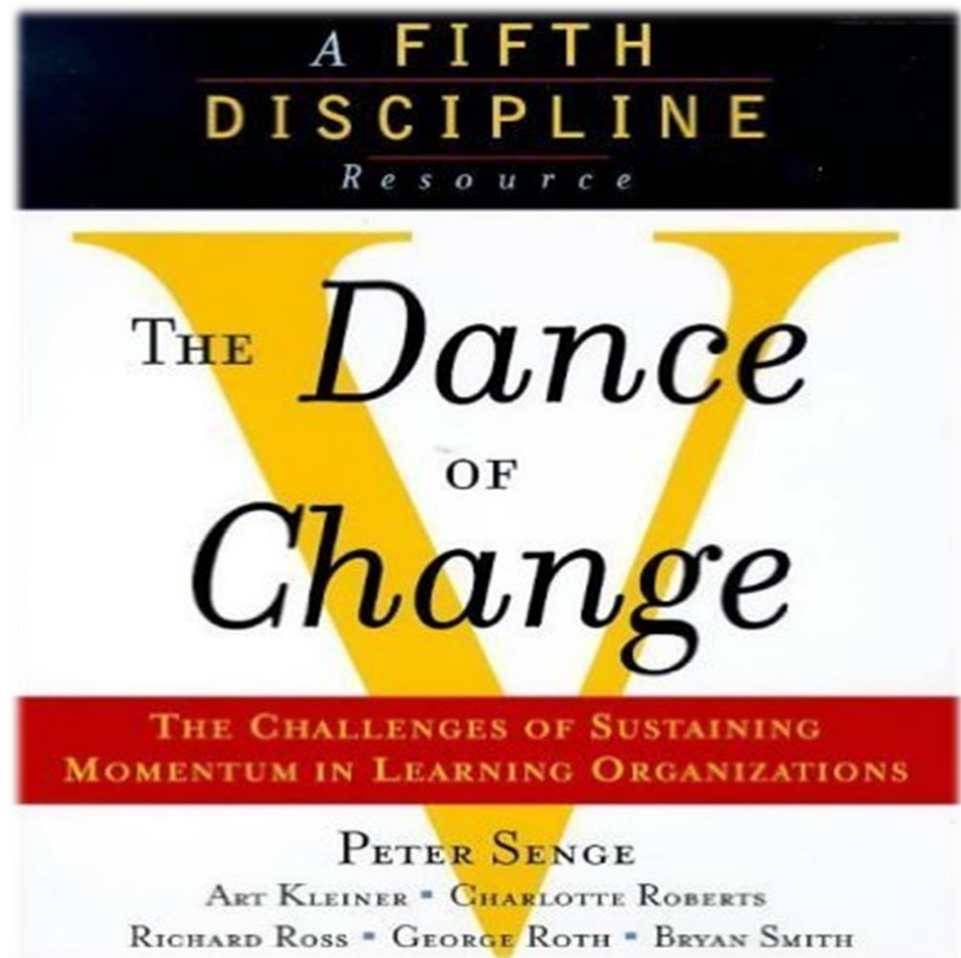
with Peter Sims

TRUE NORTH

Discover
your
Authentic
Leadership











**Comfort
Zone**



**Panic
Zone**

**Effective and
sustainable
change**



**Discomfort
Zone**

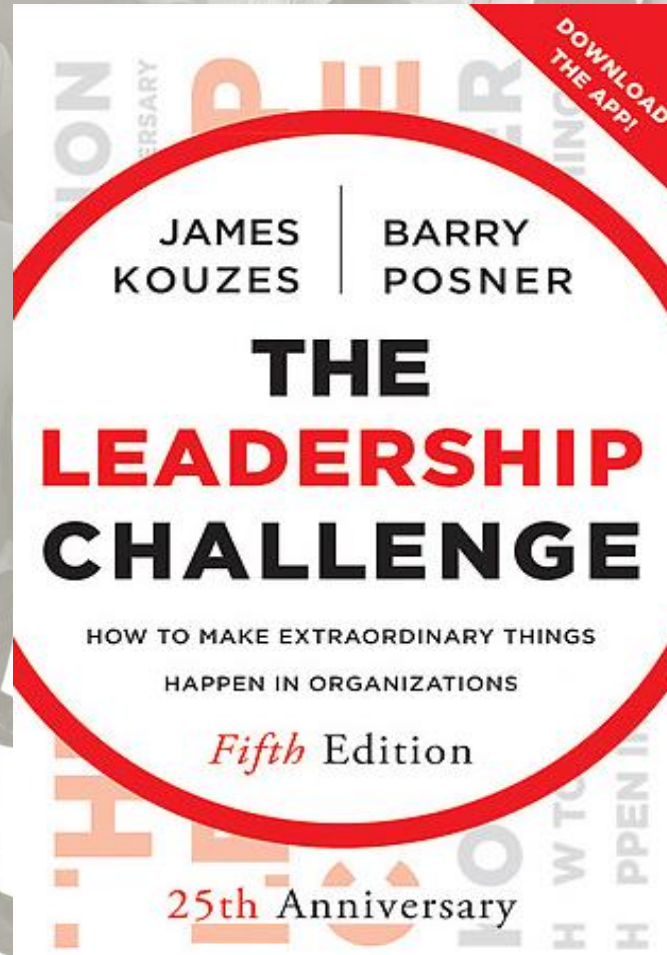
Challenges to Change

The greatest difficulty in the world is not for people to accept new ideas, but to make them forget their old ideas!

John Maynard Keynes



Exemplary Leaders



(Kouzes and Posner, 2012)

Exemplary Leaders



CHALLENGING
the Process



INSPIRING
a Shared Vision



ENABLING
to Act



MODELING
the Way



ENCOURAGING
the Heart

(Kouzes and Posner, 2012)

Model the Way

- Clarify values
- Set the example

Inspire a Shared Vision

- Envision the future
- Enlist others

Challenge the Process

- Search for opportunities
- Experiment and take risks

Enable Others to Act

- Foster collaboration
- Strengthen others

Encourage the Heart

- Recognise contributions
- Celebrate the value and victories

The 10 Commitments of Leadership

1. *Find your voice by clarifying your personal values.*
2. *Set the example by aligning actions with shared values.*
3. *Envision the future by imagining exciting and ennobling activities.*
4. *Enlist others in a common vision by appealing to shared aspirations.*
5. *Search for opportunities by seeking innovative ways to change, grow and improve.*
6. *Experiment and take risks by constantly generating small wins and learning from mistakes.*
7. *Foster collaboration by promoting cooperative goals and building trust.*
8. *Strengthen others by sharing power and discretion.*
9. *Recognize contributions by showing appreciation for individual excellence.*
10. *Celebrate the values and victories by creating a spirit of community.*

(Kouzes & Posner, 2012)



To learn &
not to do is
really not
to learn.

**To know &
not to do
is really not
to know.**

How will I now
think or act
differently

as a result of
this session?



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Thank
You