



Leadership Development

Anywhere, Anytime

Practical Tips for School Leaders – #31

July 20, 2020

Why is it critical to be an authentic leader in the present context?

The role of a school leader hinges on bringing your best self to work every day. Your goal for each day undoubtedly includes positively impacting the people you lead. The list of people in your charge is long; students, parents, faculty, staff, community members, colleagues, and supervisors. How do you bring your best self to work each day, accomplish the myriad of responsibilities prevalent in your role, connect with others and take care of yourself? Reflective practice embraces actions, processes and behaviors which represent your authentic self. The authenticity of leadership includes the following traits:

Aligned with your core values – Have you recently made a list of your core values? In training for facilitative leadership, we engage the participants in an activity in which they identify their individual core values. We ask them to share their values and discuss the ‘why?’ Are your core values aligned to your role as a leader? How do you model and share your core values?

Driven by purpose – Do your values align with your purpose? What do you want your legacy to be? In the time of great uncertainty, it is incumbent upon leaders to inspire, motivate, share and walk the talk of their purpose.

Centered on people – School leadership is a people centered business. How do you purposely touch the lives of the people you lead? Do you take time to get to know students, teachers and staff on a personal basis? Are you open to learning from others? Leading from the heart is of crucial importance during times of uncertainty. Focusing on the skill of empathy helps us understand our ‘people’. Putting people first enables us to guide them so they can work according to their values and accomplish their purpose.

Based on continual growth - Leading with a growth mindset is very important. Decisions are based on experiences, knowledge and new information. As we learn we may shift our course as needed to respond to the present situation. Authentic leaders understand the power of collective efficacy, they own their mistakes and learn from them. How do you open channels of reciprocal communication?

Kan, Amy. *4 Traits of highly authentic leaders; When you lead authentically you are effortlessly powerful*. Fast Company. July 10, 2020.