



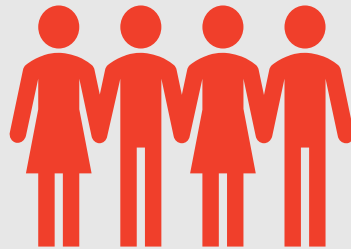
# LEAD FROM WHERE YOU ARE

Danielle Cook

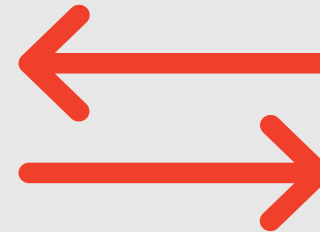
# A Leader's Role



Coach/Mentor



Team Leader



Agent of Change

- The role of leadership is shared by everyone.
- Leadership is a learned skill which is practiced and honed throughout our lifetime.
- Leaders focus on maximizing the efficient use of resources and developing the capacity of others in the organization.
- Leadership capacity is a journey involving self-reflection and the development of new skills.



# COACH/MENTOR

“To affect the quality of the day, that is the highest of arts.”  
~Henry David Thoreau

**Coach/Mentor:** Train people in skills necessary to complete the job and guidance to empower them to perform at the highest level.

This role is defined by listening carefully and sharing your perspective.

- Put yourself in their shoes
- Recognize things done well
- Engage in a feedback dialog
- Encourage unique thinking leading to competent practice

## Leaders Increase ROI

- Not “Return on Investment,” but Relationships, Outcomes and Improvements.

## Your Impact on Others...Obligation vs. Opportunity

### The three C's

- Character
- Competence
- Connection



# TEAM LEADER

~Leadership expert John Maxwell describes leadership as “*positive influence*”

**Team Leader:** Guides and manages the process used to accomplish the short and long term goals of the team.

Team efforts are opportunities to create environments to empower people to perform at their best.

- Listen to all voices
- Assure everyone's contribution is maximized
- Solve problems by using good processes to reach desired goals
- Using skills and tools with teams is important



# Facilitative Leadership - Working with Teams

A facilitative leader creates a safe environment that invites participation and collaboration by all team members. A facilitative leader develops the capacity for others to lead and is...

- Collaborative
- Receptive
- Flexible
- Strategic

# The Seven Practices of Facilitative Leaders

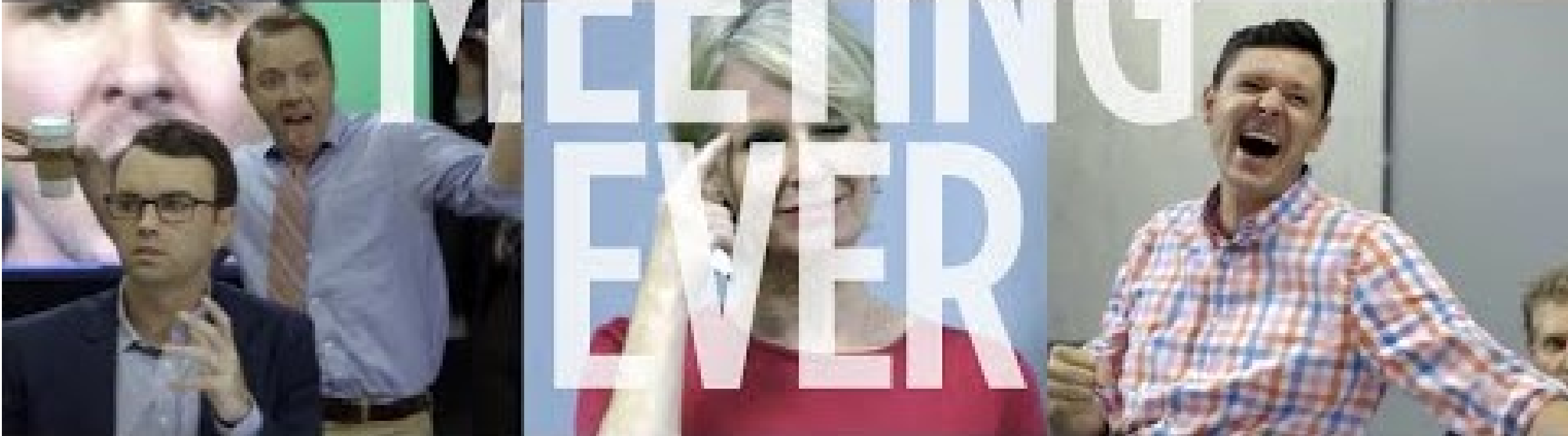
1. Share an inspiring vision
2. Focus on results, process and relationship
3. Seek maximum appropriate involvement from all
4. Design action plans that work
5. Facilitate agreement
6. Coach for performance
7. Recognize and celebrate accomplishment

## Working with Teams



# Common Problems with Team Efforts

- ✓ Process
- ✓ Roles
- ✓ Information handling
- ✓ Decision making
- ✓ Environment
- ✓ Preparation and Follow-up



EVERY  
MEETING  
EVER

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# Successful Meetings



Desired outcomes

- ✓ Identify
- ✓ End result
- ✓ Be specific

# Roles and Functions

## The Four Roles of Team Members

1. Facilitative Leader
2. Actively Engaged Team Member
3. Facilitator
4. Recorder/Timekeeper

## Working with Teams





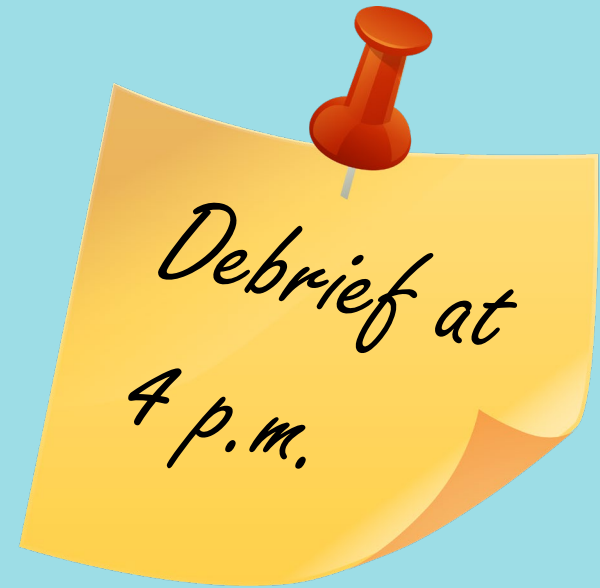
# Dimensions of Success

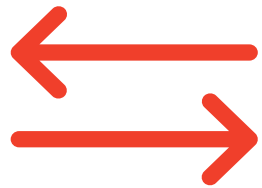
- ✓ Results
- ✓ Process
- ✓ Relationship



# Following-up

- ✓ Evaluation
- ✓ Communication
- ✓ Recognition





# AGENT OF CHANGE

“If you truly desire happiness, seek and learn how to serve.”

*~Albert Schweitzer*

## The Power of Persuasive Communication

- ✓ Effective Communication
- ✓ Establishing Rapport
- ✓ Influence
- ✓ Feedback and Feed Forward
- ✓ Call for Action

## Agent of Change

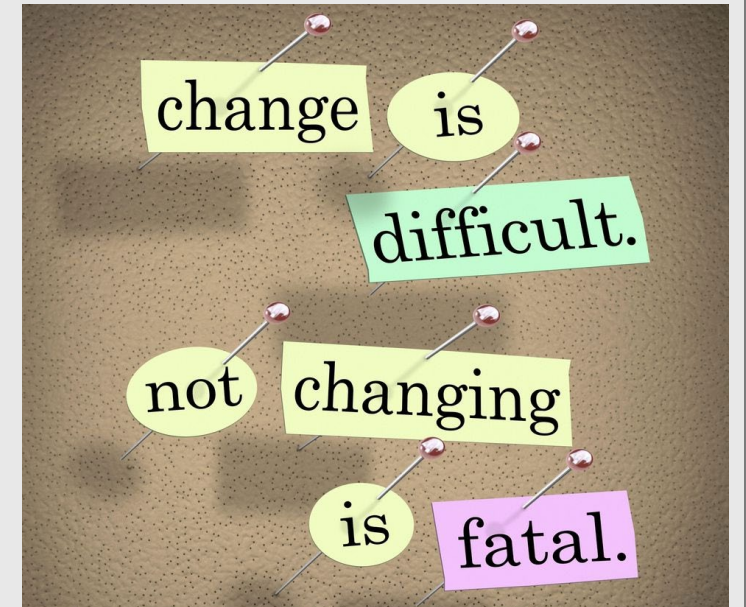


Photo credit: Forbes.com

# Leaving a Leadership Legacy

- ✓ Be a Difference Maker
- ✓ Activity vs. Accomplishment
- ✓ Believe in a Better World
- ✓ Face Challenges

Why not You? – What is Your Legacy?

Sources: *You Don't Need a Title to be a Leader*, by Mark Sanborn  
*Framework for Leadership*, Paula Steele and Antonio Scott  
<https://www.mtdtraining.com/blog/how-to-be-part-of-the-solution-not-the-problem.htm>