

Leadership Lessons: The Value of People

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Introduction

- Associate Superintendent for Student Support Services
 - St. Johns County School District
- Leadership Journey



Value of People

- What gives something value?

Leadership Theory

- French and Raven 1959

Positional Power

 Legitimate Power
"The Boss"


 Reward Power
"Bribery"


 Coercive Power
"Protection Racket"


 Resource Power
"Controlling Access"

Personal Power

 Referent Power
"I like you"

 Expert Power
"Special abilities"

 Information Power
"It's what you know"

 Connection Power
"... and who you know"

Listening



Dilbert.com DilbertCartoonist@gmail.com



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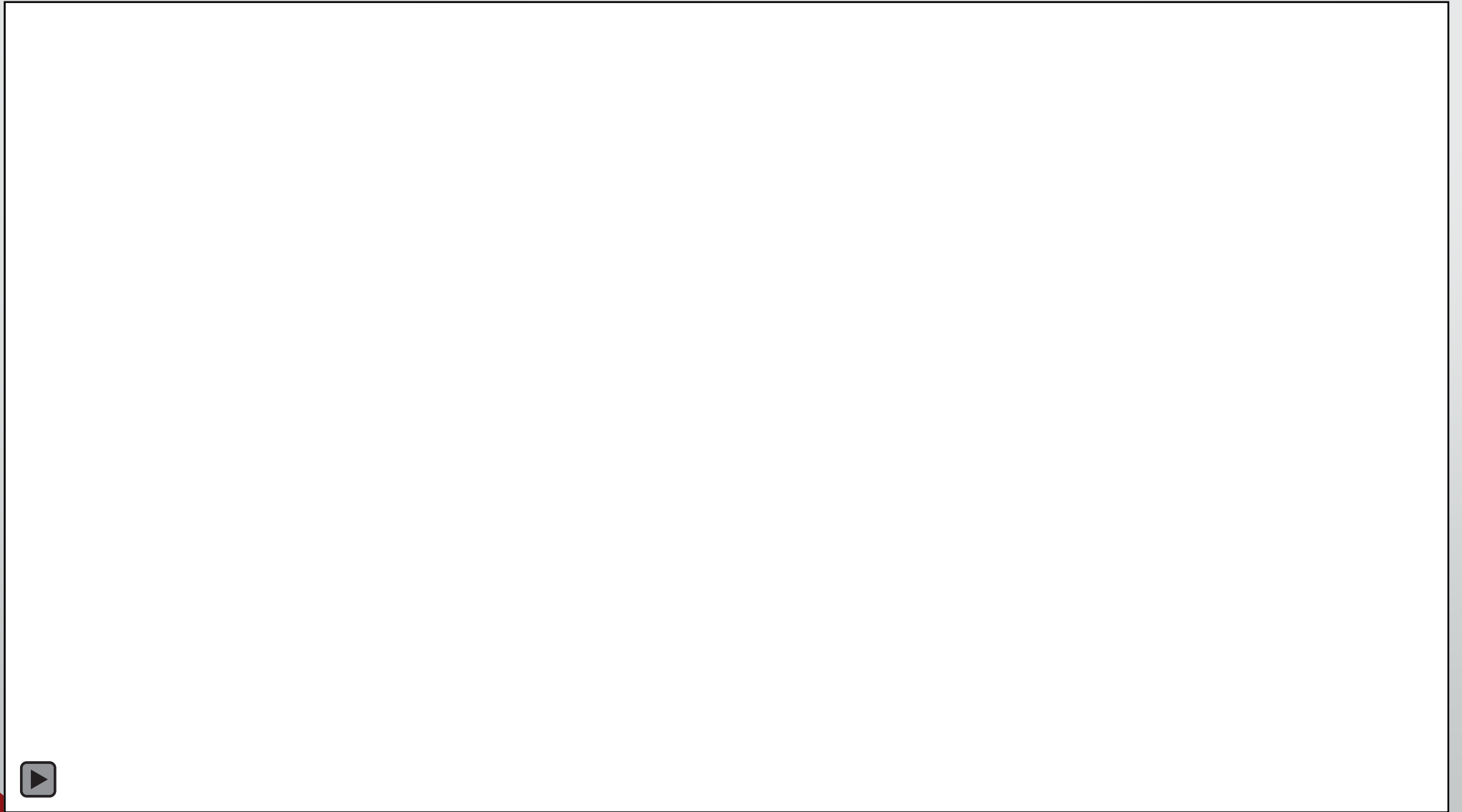
Ketchup and Mustard


- Think of your favorite movie, song, or activity.
- Find a partner, decide who is ketchup and who is mustard.
- Get back to back with your partner.
- Mustard has 1 minute to share about your favorite movie, song, or activity.

SOLER (Egan, 1986)

- Active Listening
 - S – Square up or Sit squarely
 - O – Open posture
 - L – Lean in
 - E – Eye contact
 - R – Relax and respond or Respectfully restate

Jon Gordon – Get To vs Have To





We like to think of our champions and idols as superheroes who were born different from us. We don't like to think of them as relatively ordinary people who made themselves extraordinary.

Carol Dweck

EverydayPowerBlog.com

Power of a Compliment – Whole Foods



Know your Leadership Philosophy

- “Every day, sincerely and without phoniness, Lou demonstrated by his actions how very vital it is – more than anything else – to understand and appreciate the people who work with you....Do your job well, learn your job well, but always remember that the people you work with are your most valuable asset. Embrace them. Honor them. Respect them” – **Denzel Washington**
- **Positive Dog – Which one are you going to feed?**
- **Leadership is influencing people to do something. What type of power will you utilize? (French and Raven)**

A portrait of Harry S. Truman, the 33rd President of the United States, is the background for the quote. He is depicted from the waist up, wearing a dark suit, a white shirt, and a dark tie. He has short, light-colored hair and is wearing glasses. His hands are resting on a surface in front of him. The background of the portrait shows a building with a dome, likely the U.S. Capitol, under a cloudy sky. The quote is written in a white, serif font, centered over the portrait. The signature "Harry S. Truman" is written in a cursive script at the bottom right of the quote.

"It is amazing
what you can
accomplish if
you do not care
who gets the
credit." *Harry S. Truman*



“To address this mistake we must use root-cause analysis. I’ll begin by saying it’s not my fault.”



Leadership Identity

- “Nobody wants to show you the hours and hours of becoming. They'd rather show the highlight of what they've become.”
— Angela Duckworth, *Grit: Passion, Perseverance, and the Science of Success*
- When people talk about your leadership, what do you want them to say?



Trust is the glue that holds everything together. It creates the environment in which all of the other elements win-win stewardship agreements, self-directing individuals and teams, aligned structures and systems, and accountability can flourish.

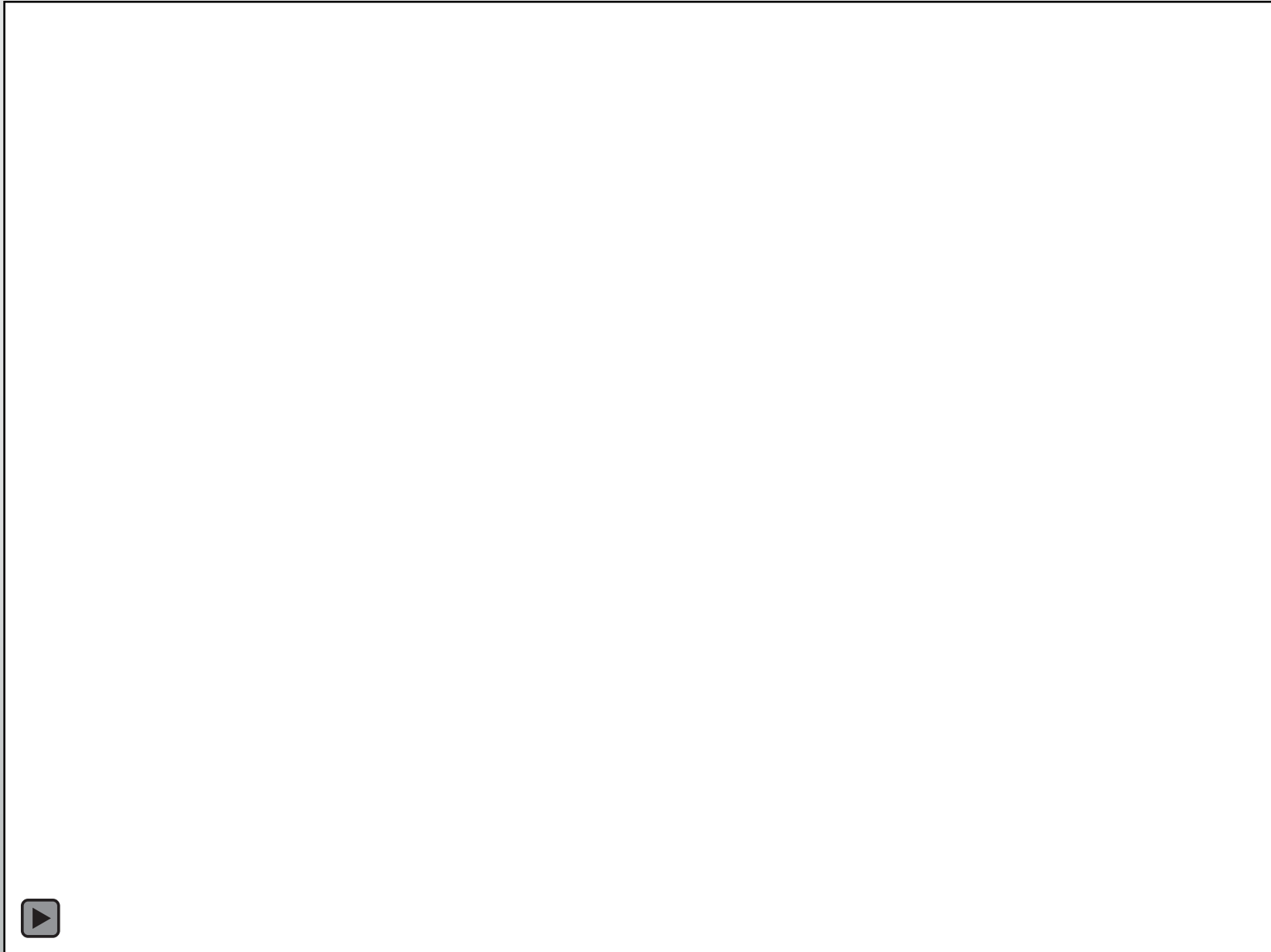
— *Stephen Covey* —

AZ QUOTES

The Four Distinctions of Trust

- Sincerity – “I mean what I say and say what I mean.” (Align words and actions)
- Reliability – “You can count on me to deliver what I promise.”
- Competence – “Belief that you have the ability to do the task/job.”
- Care – “Belief that you have the other person’s interests in mind as you make decisions.”
 - From: The Thin Book of Trust – Charles Feltman

Colin Powell – The Essence of Leadership



Leadership

is about making others better
as a result of your presence and
making sure that impact lasts in
—— your absence. ——

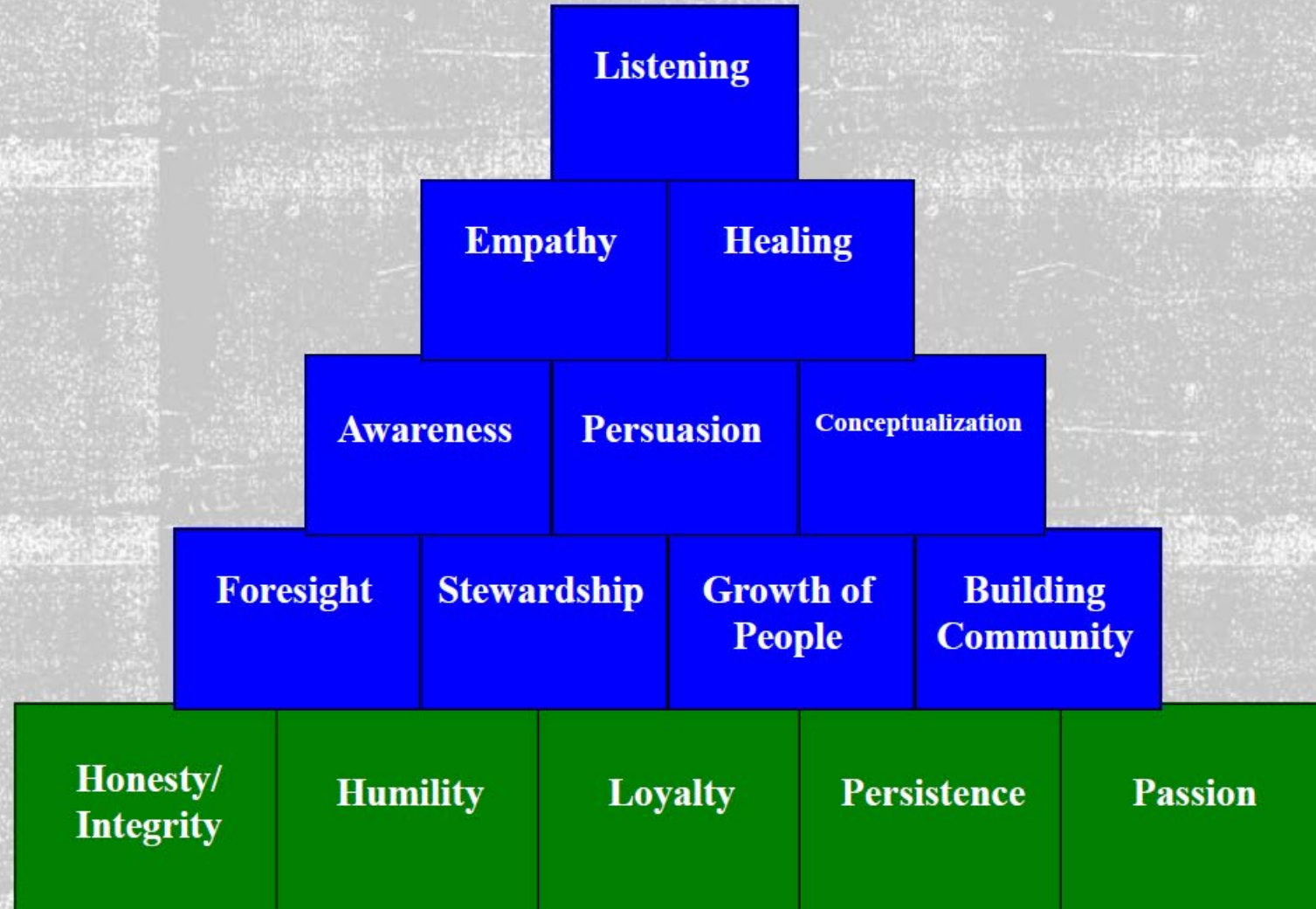
— Sheryl Sandberg
COO of Facebook



Simon Sinek

- Why, How, What
 - The Golden Circle
 - https://www.youtube.com/watch?v=u4ZoJKF_VuA
- Leaders Eat Last
 - <https://www.youtube.com/watch?v=YNkOKV5xItI>

SERVANT LEADERSHIP




Servant Leadership

- "Servant leadership is all about making the goals clear and then rolling your sleeves up and doing whatever it takes to help people win. In that situation, they don't work for you; you work for them." -Ken Blanchard
- "Leadership is not an affair of the head. Leadership is an affair of the heart." -James Kouzes and Barry Posner in *The Leadership Challenge*
- "Good leaders must first become good servants." — Robert K. Greenleaf


Humility, Healing, and Empathy

- Humility
 - People need to know that you are human and that you care about their success (People don't care how much you know until they know how much you care.)
- Healing and Empathy
 - Your job as leader is to heal your staff. The word "heal" has many connotations. If your staff is hurting (no matter the reason) it is your responsibility to help them heal and show empathy. Listening is a key skill to do this. Can't listen well while typing on the computer.



Leadership is
stewardship. The
careful and
responsible
management of
someone entrusted
to one's care.

-Scott Flowers
#leadership #SFCG



"LEADERS BECOME
GREAT, NOT BECAUSE
OF THEIR POWER, BUT
BECAUSE OF THEIR
ABILITY TO EMPOWER
OTHERS."

JOHN MAXWELL

Mentoring

- What do you do to grow the people around you?
- What are you doing to build trust?
 - Trust works in both directions.
- What are you doing to overcome challenges together?
 - How do you prop them up?
- How are you uplifting your teammates?
- Do you see the people around you as having skills/talents or do you see them as a weight/anchor to your team?

Kid President – 20 Things We Should Say More Often

