



Clear-Sighted Career Online Learning Series Presents:

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# Leadership Insights For Your Personal Best

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# Webinar Overview

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- Defining Leadership
  - Introducing the Five Practices of Exemplary Leadership Model
  - Reviewing Successful Leadership Techniques
  - Understanding the Importance of Followership
  - Reflecting on Your Own Personal Best Leadership Story Exercise
  - Applying the Model and Techniques
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# Defining Leadership

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*“If there is a clear distinction between the process of managing and the process of leading, it is the distinction between getting others to do and others to want to do.”*

*The Leadership Challenge, Kouzes & Posner*

*“In essence leadership appears to be the art of getting others to want to do something you are convinced should be done.”* *The Pyramid Climbers,*  
Vance Packard

*“One of the clearest and most often mentioned responses by subordinates at all levels to the question ‘What is the difference between leaders and managers?’ is that leaders bring out the best in us. They get us to achieve even more than we originally believed possible.”*

*The Leadership Challenge, Kouzes & Posner*

*“Leadership is the ability to influence without authority.”* Dr. Pete DeLisle

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# My Favorite Definition

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“Leadership is very different (than management). It produces movement ... establishing where a group of people should go, getting them lined up in that direction and committed to movement, and then energizing them to overcome the inevitable obstacles they will encounter along the way.”

John Kotter, *A Force for Change: How Leadership Differs from Management*

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# The Leadership Challenge Results

Leadership Practice	Specific Techniques
Challenge the Process	Search for Opportunities
	Experiment and Take Risks
Inspire a Shared Vision	Envision the Future
	Enlist Others
Enable Others to Act	Foster Collaboration
	Strengthen Others
Model the Way	Set the Example
	Plan Small Wins
Encourage the Heart	Recognize Individual Contribution
	Celebrate Accomplishments

## What Followers Expect of their Leaders

What are the essential values, characteristics, personal traits of a person you would willingly follow?

Based on research conducted by Kouzes & Posner, 20 attributes have been identified in response to this question. Please select the top seven characteristics you would most look for in a leader you would willingly follow.

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# What Followers Expect of Leaders

What are the essential values, characteristics, personal traits of a person you would willingly follow?

	S	T		S	T
	e	e		e	e
	f	a		f	a
	m	m		m	m
Ambitious			Honest		
Broad-minded			Imaginative		
Caring			Independent		
Competent			Inspiring		
Cooperative			Intelligent		
Courageous			Loyal		
Dependable			Mature		
Determined			Self-controlled		
Fair-minded			Straightforward		
Forward-looking			Supportive		

# Results: What Followers Expect of Leaders

	S e l f	T e a m		S e l f	T e a m
Ambitious			Honest		1
Broad-minded		7	Imaginative		
Caring			Independent		
Competent		2	Inspiring		4
Cooperative			Intelligent		5
Courageous			Loyal		
Dependable			Mature		
Determined			Self-controlled		
Fair-minded		6	Straightforward		
Forward-looking		3	Supportive		



# Thank You!

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