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Developing your Personal Leadership Philosophy and Style
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Objectives

• Understand the importance of leadership in addressing health problems
• Learn about tools to evaluate your own aspects of leadership on various levels
• Discuss opportunities to help ourselves and our students develop their leadership philosophy and skills
Why focus on Leadership?
'Today, the need for leaders is too great to leave their emergence to chance.'

-The Future of Public Health, Institute of Medicine, 1988
There Are Several Types of Problems

<table>
<thead>
<tr>
<th>Simple</th>
<th>Complicated</th>
<th>Complex</th>
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<tbody>
<tr>
<td>The right “recipe” is essential but once you’ve discovered it, replication will get you almost the same result every time.</td>
<td>The right “protocols and formulas” are needed, as are high levels of expertise and training – experience is built over time to get to the right result, which can be repeated over time with the expectation of success.</td>
<td>There are no “right” recipes or protocols that work in every situation. There are many outside factors that influence the situation, and every situation is unique. Experience helps, but in no way guarantees success.</td>
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Example: Baking a Cake

Example: Sending a Rocket to the Moon

Example: Raising a Child

The traditional approach in the social sector has been to treat problems as simple or complicated.
Collective Impact initiatives provide a structure for cross-sector leaders to forge a common agenda for solving a specific social problem.

- Solving social problems requires understanding the interaction of many organizations within a larger system.
- Progress depends on working toward the same goal and measuring the same things.
- Evaluation measures the impact of a system and all of its players.
- Large scale impact depends on increasing cross-agency and organization alignment and learning among many actors.
- Agencies, organizations, and systems are essential partners.
What does leadership look like?
Leadership is...

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or
Open poll in your web browser
What is Leadership?

• Many different definitions

• Leadership and management **ARE** different.

• Self explore what it means to you.

• At the core…it is tied you’re your own values and beliefs.
  – **WHY** do you do what you do? Why is it important?
Leadership Skills & Traits

- Multiple Case Study Health Educators-LHDs

<table>
<thead>
<tr>
<th>Skills and Traits Needed for Community Transformation Work</th>
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<tbody>
<tr>
<td>- Courageous</td>
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<tr>
<td>- Motivator and be positive</td>
</tr>
<tr>
<td>- Relationship builder</td>
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<tr>
<td>- Have your heart in this work</td>
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<tr>
<td>- Team player</td>
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<tr>
<td>- Willing to go the distance with partners</td>
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<tr>
<td>- Empowering to others</td>
</tr>
<tr>
<td>- Passion for this work is vital</td>
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<tr>
<td>- Be flexible and patient</td>
</tr>
<tr>
<td>- Need to be a change agent</td>
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<tr>
<td>- Facilitation of group dynamics</td>
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<tr>
<td>- Have people skills and be outgoing</td>
</tr>
<tr>
<td>- Collaboration skills</td>
</tr>
<tr>
<td>- Believe in and live what you preach</td>
</tr>
<tr>
<td>- Be persistent</td>
</tr>
<tr>
<td>- Be organized</td>
</tr>
<tr>
<td>- Simply - be a leader</td>
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</tbody>
</table>
Thinking about OUR Leadership Journeys

There are three things that are extremely hard – steel, a diamond, and to know one's self.

— Benjamin Franklin, Poor Richard’s Almanac, 1750
Developing your Leadership Philosophy

To get a complete view of your leadership philosophy, you need to evaluate four aspects of leadership:

- **Leading yourself:** what motivates you and what are your rules of personal conduct?

- **Leading the thinking:** where are you taking the organization and how will you innovate to drive change?

- **Leading your people:** how can you lead them as individuals rather than treating them like faceless cogs in the machine?

- **Leading a balanced life:** if you are burned out, you are worthless.

All four aspects of leadership are equally important.

The approach outlined in "One Piece of Paper" by Mike Figliuolo
Starts with…Purpose. Our Why.

*On Purpose: Lessons in Life and Health From the Frog, Dung Beetle, and Julia* by Victor J. Strecher.

[https://www.youtube.com/watch?v=FUTCMI741xA](https://www.youtube.com/watch?v=FUTCMI741xA)

Simon Sinek - [http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action](http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action)
Don't underestimate me because I'm quiet. I know more than I say, think more than I speak and observe more than you know.
Don't underestimate me because I'm quiet. I know more than I say, think more than I speak and observe more than you know.
Everyday Leadership – Ted Talk
http://www.youtube.com/watch?v=HR2UnsOuKxo
A leadership Story

• Journey to understand self

• Talked to “leaders”

• Wrote it down and told others what it is.

• Live it passionately everyday in all I say and do.

• Conclusion - Leadership is grounded in who we are, what our values and priorities are, and what we hold to be most important. It takes work. It is about the WHY!
Opening hearts and minds.

• "Leadership is not so much about technique and methods as it is about opening the heart. Leadership is about inspiration—of oneself and of others. Great leadership is about human experiences, not processes. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others. It is an attitude, not a routine."

Be Real! Be Authentic!

• Be yourself and own it.
• Be honest
• Don’t just tell others to do it…lead by example.
• Open the door and communicate often
• RESPECT others opinions and ideas.
• Don’t be afraid to be vulnerable and say, “I don’t know the answer or I made a mistake.”
Empower others!

“Go to the people. Learn from them. Live with them. Start with what they know. Build with what they have. The best of leaders when the job is done, when the task is accomplished, the people will say we have done it ourselves.”…Lao Tzu

Build your strengths and encourage others to do the same. Inspire action!
Strength Based Leadership

The **most effective leaders:**

1. Are always investing in strengths.
2. Surround themselves with the right people and then maximize their team.

   – Four domains of leadership strength:
     - **Execution** (making things happen);
     - **Influence** (selling ideas inside and out of the organization);
     - **Relationship Building** (being the glue that holds teams together); and
     - **Strategic Thinking** (focusing on the big picture and the future).

3. Understand their followers’ needs. The four needs of followers are:
   - **Trust** (honesty, respect and integrity);
   - **Compassion** (caring, friendship, happiness and love);
   - **Stability** (security, strength, support and peace); and
   - **Hope** (direction, faith and guidance)
Lead from any place

• Be a leader from wherever you are.
• It is not about your position or place.
• You do not have to be the one at the top to lead.
• Overall, being a great leader is about how you can provide vision, guidance, and bring people together for a common good.

http://www.leadership-principles.com/en/2013/10/30/be-an-informal-leader/
Build relationships

• Be a relationship builder.
• Get to know others, their passions and hopes, and work to build those relationships.

“Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.”

Margaret Mead
Spread the Positivity

• Be positive
• Spread that positivity with encouragement and support.
• Celebrate successes and the successes of others in meaningful ways.

A positive attitude may not solve all your problems.... but it will annoy enough people to make it worth the effort!
You can't control how some people will treat you or what they'll say about you.

But you can control how you react to it.
Emotional Intelligence (EI)

• Potent combination of self-management and relationship skills.

• Studies strongly suggest that emotional intelligence plays a far greater role than IQ in determining leaders’ effectiveness, and thus their organizations’ success.

• The EI skills are:
  1. *Self-awareness*—knowing one's strengths, weaknesses, drives, values, and impact on others
  2. *Self-regulation*—controlling or redirecting disruptive impulses and moods
  3. *Motivation*—relishing achievement for its own sake
  4. *Empathy*—understanding other people's emotional makeup
  5. *Social skill*—building rapport with others to move them in desired directions
Find a Balance

• Be balanced between work and home.
• Try to find balance between your physical, emotional, and intellectual needs.
• Don’t neglect one at the expense of the others.
Have fun!

- Don’t take yourself too seriously
- Take time to have fun!
- Play and dance like a kid again.
Lessons from a Dancing Guy...

What if being **THE leader** is not for you….

- [https://www.youtube.com/watch?v=hO8MwBZ1-Vc](https://www.youtube.com/watch?v=hO8MwBZ1-Vc)
Create your OWN definition of Success!

"The definition of success--To laugh much; to win respect of intelligent persons and the affections of children; to earn the approbation of honest critics and endure the betrayal of false friends; to appreciate beauty; to find the best in others; to give one's self; to leave the world a little better, whether by a healthy child, a garden patch, or a redeemed social condition.; to have played and laughed with enthusiasm, and sung with exultation; to know even one life has breathed easier because you have lived--this is to have succeeded."

-- Ralph Waldo Emerson
Leaders are in all of us. Leaders are in all of our students.

- Know yourself, your values, and your strengths....Lead from here. Lead from within.

- Believe in the WHY and inspire others.

- Public health needs YOU!
Resources

• Developing a leadership philosophy template - www.leadershipparadigms.com
• Strengthfinder 2.0 & Strength Based Leadership– Tom Rath & Barry Conchie
• Emotional Intelligence 2.0 – Travis Bradberry & Jean Greaves
• Once Piece of Paper - Mike Figliuolo
• On Purpose. Lessons in Life and Health From the Frog, Dung Beetle, and Julie – Dr. Vic Strecher www.dungbeetle.org
• TED talks
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