

Effective Leadership

Developing 21st Century Leaders

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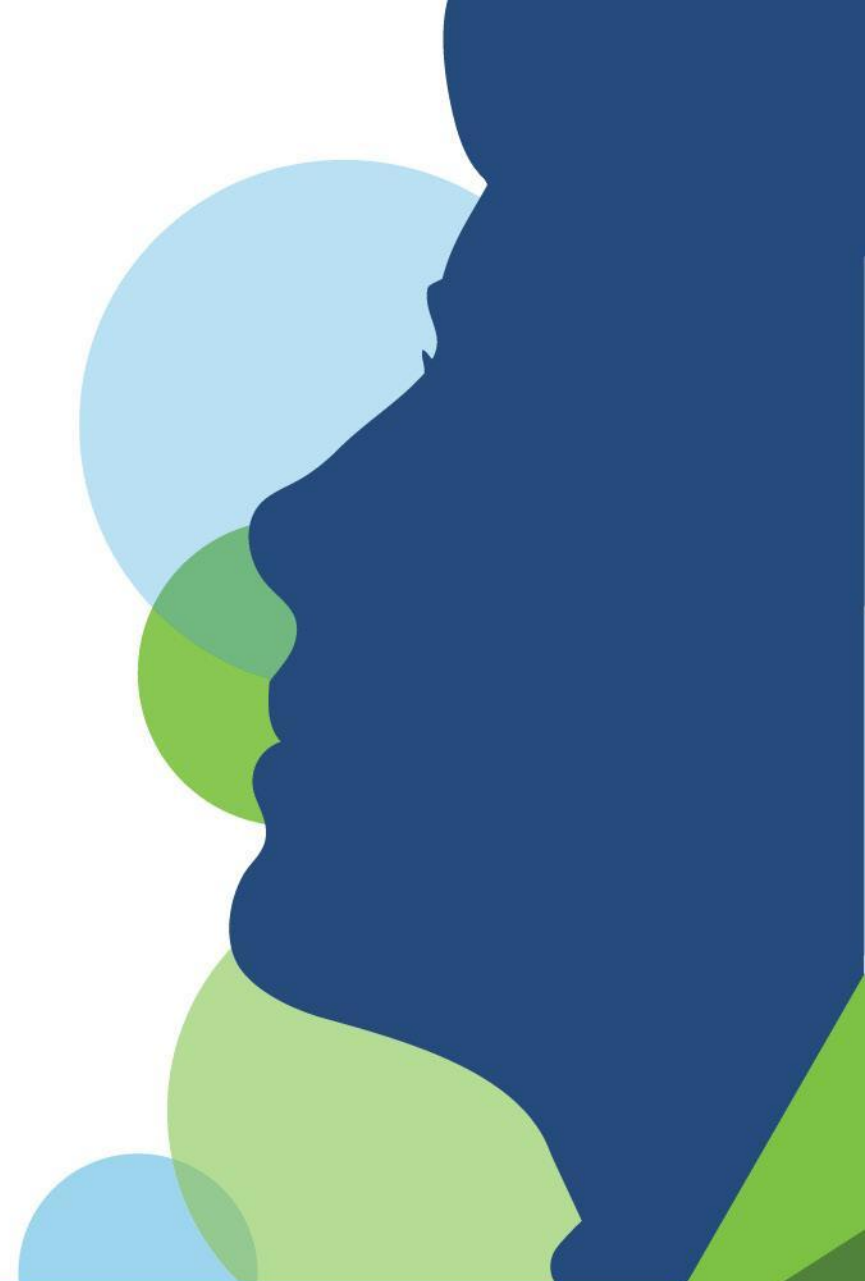


Mission:

To provide development opportunities that empower young people to create positive change.

Think about someone who inspired you to do something you never imagined you would do...

How did this person inspire you?



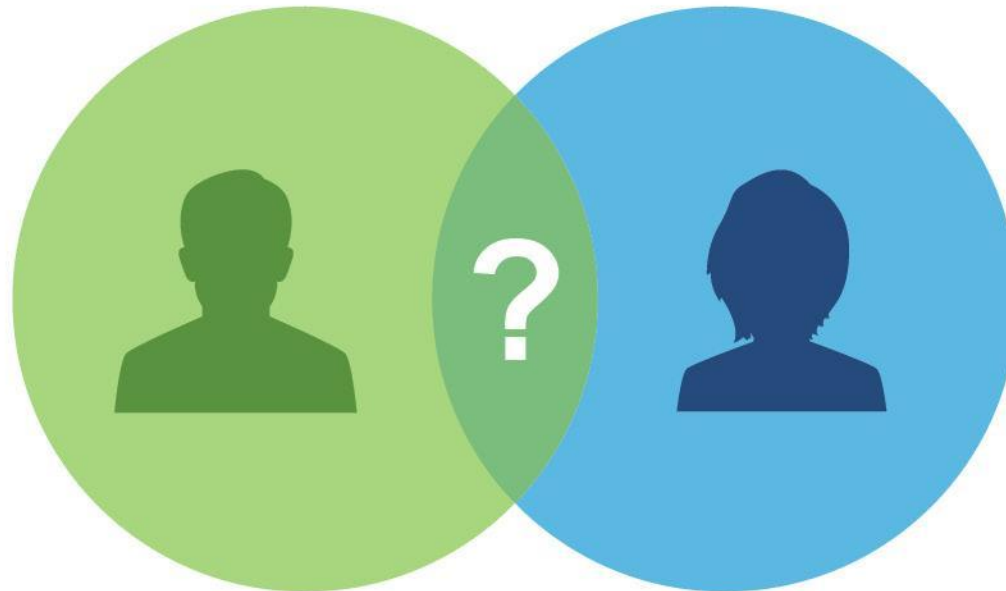
Discussion

Name someone you consider a great leader.

What is the reasoning for your choice?

Team Discussion

What are the similarities between the person who inspired you and the person you consider a great leader?



Course Objectives

At the end of this course, participants will be able to:

1. Have an understanding of effective leadership and will inspire the participants to become leaders.
2. Determine the key set of skills required for effective leaders to emerge.
3. Identify the factors that will enable them to grow to their capacity to motivate others to take action for a common purpose.

Discussion



In your opinion...

What is leadership?

Leadership

Is a set of skills, processes, behaviors and capabilities that a person needs to motivate and direct others.



What is Effective Leadership?

- Effective leadership is the ability to help people grow in their own abilities.
- Successful leaders are those who drive others to achieve their own success.

Share Your Story

Do you remember someone that **communicated your worth and potential** so clearly that it **profoundly influenced** your life?

-Steven Covey



Effective Leadership in the 21st Century

Teamwork

Think of the leader you admire.

What does he/she **have**, **do** or **say**?

Have Qualities	Do Behavior	Say Motivation

Becoming a Leader

Individual work

What qualities do you **have**, **need to learn** and **need to improve** when compared to the leader you admire?

I Have	I Need to Learn	I Need to Improve

The Effective Leader

Listen

Evaluate

Assist

Discuss

Empathize

Respond



The Effective Leader has Vision

They can see into the future, they know where they are going and what they are trying to accomplish.

- This quality separates them from managers.
- They are able to transform an organization's future.
- While managers are great to get the job done, great leaders tap into the emotions of others.

Martin Luther King Jr. did not tell people what to do, he told people how the world would be in the future he envisioned.



The Effective Leader has Courage

- They are willing to take risks to achieve goals with no assurance of success.
- Because there is no certainty in life, every commitment you make and every action you take involves a risk of some kind.

**It takes courage to stand for
one's beliefs and goals.**



The Effective Leader has Integrity

- This is complete honesty in everything you do, both with your members and with the community.
- The core of integrity is truthfulness.
- Integrity requires that you always tell the truth to all people in every situation.
- Truthfulness is the foundation quality for trust, which is necessary for the success of any organization or leader.



The Effective Leader has Humility

- Effective leaders are those who are strong and decisive but also humble.
- This doesn't mean that you are weak or unsure of yourself.
- Humility means that you have the self-confidence and self-awareness to recognize the value of others without feeling threatened.
- It means you are willing to admit that you could be wrong.



The Effective Leader Knows How to Communicate

Speaking and listening skills are essential to accomplish being an effective leader.



You must be able to communicate your vision, your thoughts, your passion and most importantly, your **purpose**.

The Personality of an Effective Leader

- Be **strong** but not rude
- Be **kind** but not weak
- Be **bold** but not bully
- Be **proud** but not arrogant

Respect Others to Gain Respect

- People don't always pay attention to big issues. For most people, the little things matter most.
- These little things shape us into who we are.
- They also determine how we respond to big things.

Let people know who you really are!

Five Steps to Gain the Respect of People

1. Listen to people and ask for their opinions.
2. Compliment people on their achievements.
3. Respect others, be positive by focusing on the good.
4. Be involved, help and care about others.
5. Admit and learn from your mistakes.

Case 1 (Individually)

You are a leader of a committee that seeks to create a youth empowerment program. Your committee is made up of a wide range of people; the younger people want to begin with research to understand the need among young people, while the older people think it is a waste of time and pressure you to move forward with a plan. This causes the young people to threaten to walk out of your committee. The two groups start meeting separately.

How should a leader address this situation to keep committee together?

Case 2 (Teams)

You are the leader of your JCI Local Organization. You see great qualities in some of your members to become leaders in the near future, but they are not very active or involved.

What would you do to bring out those positive qualities and ensure the members have opportunities to test their leadership abilities?

Imperatives of Effective Leadership

Is there a formula to become an effective leader?

Every situation can be systematically resolved by a leader who applies four imperatives:

- Build trust**
- Clarify purpose**
- Align priorities**
- Unleash talent**

Build Trust

The first step to **help others grow in their abilities** is for them to **trust you**.

- Understand what drives people's desires, fears, needs, wants and why they react the way they do.
- Show that you care and understand other perspectives.



Clarify Purpose

- Anything can be achieved if there is clear purpose.
- A good leader is one that constantly reminds others of the common purpose.
- The purpose must be clear enough for everyone involved to understand.



Align Priorities

- There should be no conflict between the measurement of progress and what is important.
- What is important is that the team is working towards a clearly defined purpose and not whether you are succeeding or failing.



Unleash Talent

- Empower people by utilizing their capacity.
- Understand you can only succeed by relying on the talents of the people around you.
- Allow people take ownership, give them a chance and help them grow in confidence and abilities.



Who Can Be a Leader?

A leader may not always have title, a position or a badge. Yes, these people have a responsibility to lead, but a leader is more than that.

A leader can be **everyone**.
It can be **you**.

A leader is one with a **set of skills** and **behavior that inspires** others to grow in their abilities.



Call to Action

What is one thing you will start now doing to improve your skills?



Effective Leadership

People want to contribute to progress. However, people need to be appreciated.

Good leaders put their efforts in showing people how valuable and how appreciated their contributions are.



Thank you!