

Gumbo or Beignet Leadership



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Find a Leadership Quote




- Use your phone, tablet or laptop
- Find a quote on leadership or supervision that you believe in
- Save it or “screen shot” it



“
If your actions inspire others to dream more,
learn more, do more and become more,
YOU ARE A LEADER.
— John Quincy Adams
”

The Four F’s




There are some easily identifiable skills that all leaders should have

- Be **FIRST**
- Be **FAIR**
- Be **FLEXIBLE**
- Be **FIRM**




Be Fair and Reasonable


Be FIRST



- An effective leader must be first!
- Don't ask people who report to you to do something that you are not willing to do
- Lead by example
- How you conduct yourself, gives everyone else permission to behave the same way



Be FAIR




- Treat everyone fairly
- Be consistent in your behavior toward
 - The line-staff
 - Your peers (sworn and civilian)
- Recognize that rapport and relationships are being watched and evaluated

It is not fair to ask of others what you are unwilling to do yourself.

Eleanor Roosevelt


Be FLEXIBLE



- A leader will never have all of the answers and often, will not have the best answer
- Be willing to keep your mind open to other possibilities or suggestions
- The goal is improvement or to solve an issue
- If you are unable to take a suggestion, explain why

BE STUBBORN ABOUT YOUR GOALS, AND FLEXIBLE ABOUT YOUR METHODS.

Be FIRM




- Provide clear expectations and policies so that your employees know what is expected of them.
- Redirect and/or discipline in a timely manner
- Provide appropriate forums so that employees can express their feelings or ideas

BE FIRM ON PRINCIPLE BUT FLEXIBLE ON METHOD.

- ZIG ZIGLAR

Do You Know What You're Good At?



- Knowing the skills that you already possess allows you confidence
- Identify the areas in which you need work
- Your default style may be appropriate in some situations at work, but may not serve you well in others
- Be Flexible

"The most powerful leadership tool you have is your own personal example."

John Wooden

Authoritarian/Transactional



- Provide clear expectations
- Clear division between leader and followers
- Makes decision with little input from group
- Motivates through rewards/punishments
- Abuse of this style is viewed as bossy, controlling and dictatorial

DON'T BE BOSSY TO THOSE PEOPLE WHO ARE IN YOUR CARE, BUT SET AN EXAMPLE FOR THEM.

Participative (Democratic)



- Generally the most effective leadership style
- Also known as "Charismatic leaders"
- Offers guidance but allows input from group
- Leaders retain the final say, but make followers feel an important part of the team

Delegative (Laissez-Faire)



- Often the least productive
- Offer little to no guidance to the group
- Members often lack personal responsibility and blame others for mistakes
- Can be effective where group members are highly qualified in the area of expertise



7 Strengths of a Strong Leader



- Get your groups back together
- Identify seven important strengths of a great leader (in 5-10 minutes)
- List the top SEVEN on your notes sheet.




INSIDE EVERY CYNICAL PERSON, THERE IS A DISAPPOINTED IDEALIST.

George Carlin

quotespin.c

How Cynics Are Born



- Cynicism gets its strength from disappointment
- Many of us (and our staff) did not come to this profession as cynics, but many of us may leave the profession with a profound change in our personalities
- The reasons we change are as different (and as similar) as the agencies we work for

You Have As Many Hours In A Day As Beyoncé


What You Don't Have Are The Looks, Money, Or Talent

You're worthless.



KEEP CALM AND DON'T BE A BULLY

Leadership Qualities



- True Leaders are Self-Confident
- Leaders have Self-Esteem
- Great Leaders Communicate Well
- Respected Leaders Work Hard and Have Always Worked Hard




The world will belong to passionate, driven leaders - people who not only have enormous amounts of energy, but who can energize those whom they lead.


— Jack Welch —

AZ QUOTES

Leadership Qualities



- They are Passionate About What They Are Doing
- They Learn From Reading
- They Learn From Others
- They Listen



Leadership Qualities




- They are Willing to Take Risks
- They Don't Have to Yell to Get Attention
- They Respect Subordinates and Superiors







Leadership Qualities




- They Work Hard & They Have Always Worked Hard
- They Don't Hesitate to Make Decisions & They Encourage Others to do the Same
- They Have Strong Values







Leadership Qualities



- They Engender Trust
- They Don't Need to Yell to Get Attention
- They Believe in the Power of People to Get Things Done
- Optimism Rules





Leadership Qualities




- They Give People a Chance to Prove Themselves by Giving them Responsibility
- They Trust their Instinct


Always, always trust your first gut instincts. If you feel something's wrong, it usually is.




Negativity Breeds Negativity



- Countering negativity with positivity doesn't necessarily solve the problem
- Becoming negative ourselves becomes addictive – “misery loves company”
- Negativity follows you home and affects you in your personal life
- The lens through which you view the world becomes skewed



When We Are Happy...




We are more invested, more engaged, more enthusiastic and more motivated.


SO...

As leaders, do we have a responsibility to create a work environment that promotes happiness?

What Determines Happiness?




90% of your happiness relies upon how you process the world



Unless we take conscious steps to combat the negativity in our lives, we start to view everyone we come in contact with as customer....even our friends and family !

“ Happiness is not about being blind to the negatives in our environment, it’s about the ability to see *both* the negatives as well as the opportunities, possibilities, and paths to success in our external world. ”



Shawn Achor - Before Happiness: The 5 Hidden Keys to Achieving Success, Spreading Happiness, and Sustaining Positive Change.
Discover more at beforehappiness.com

7 “ALL IN” Strategies for Leadership



- Listen
- Decision Making
- Supportive
- Motivational
- Appreciative
- Facilitate Change
- Sustain Success

