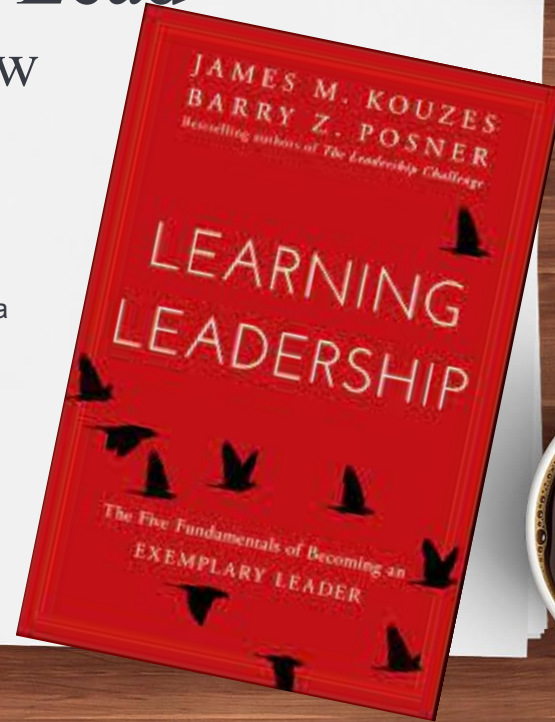
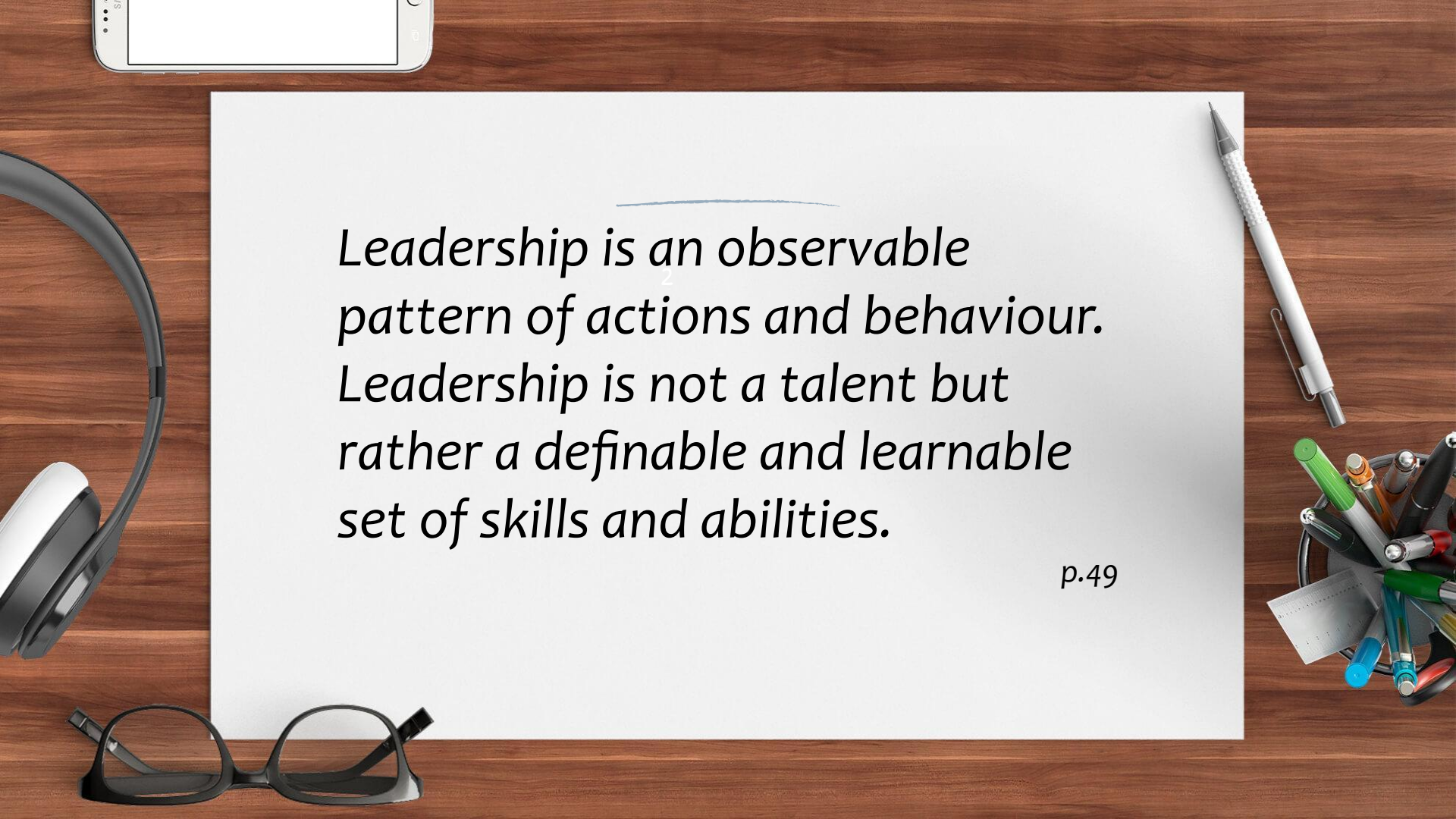


Learn. Grow. Lead

Book Review

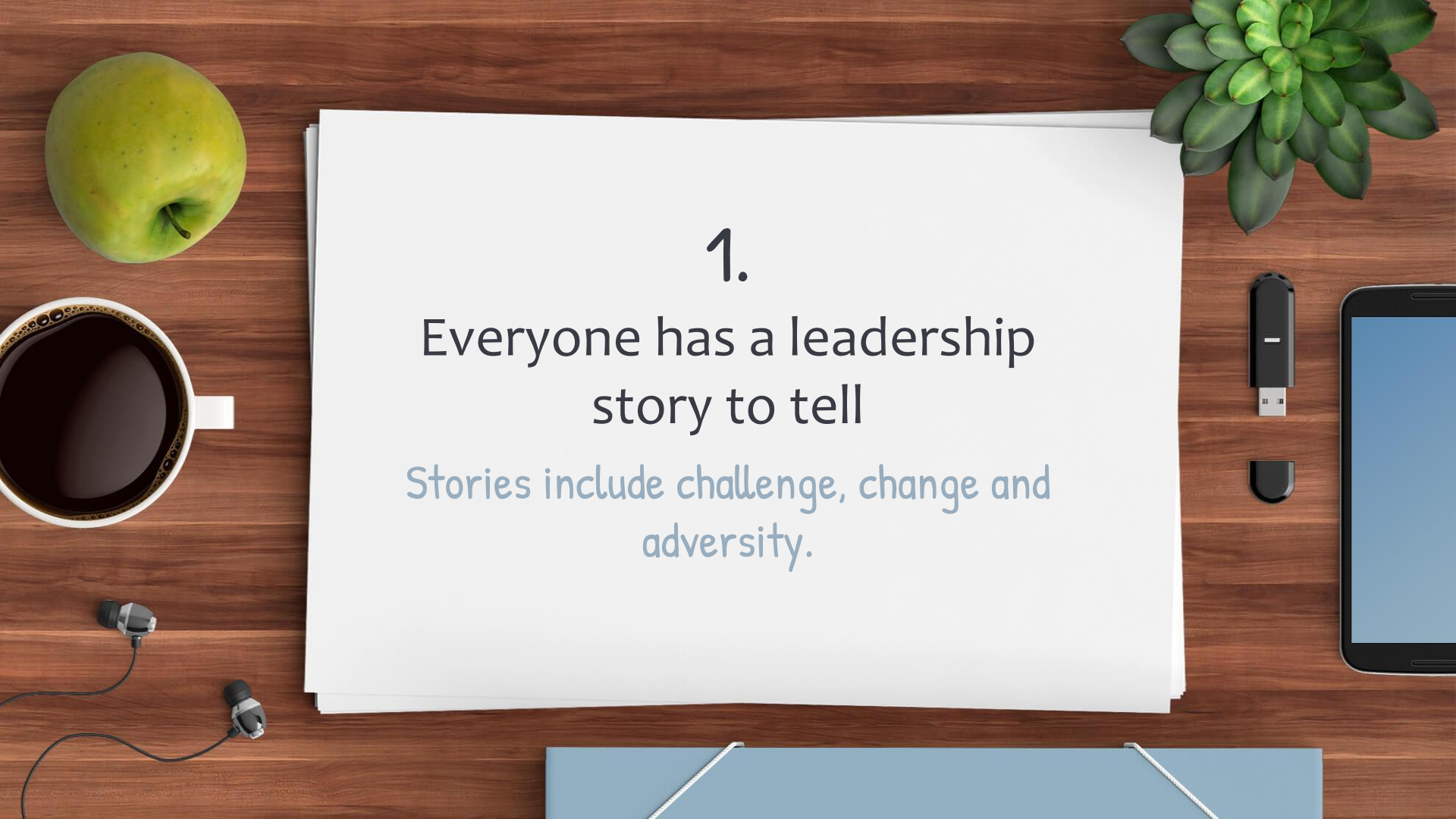
Michelle Newlands
ADS740 Leadership in a
Global Society
March 26, 2022





Leadership is an observable
pattern of actions and behaviour.
Leadership is not a talent but
rather a definable and learnable
set of skills and abilities.

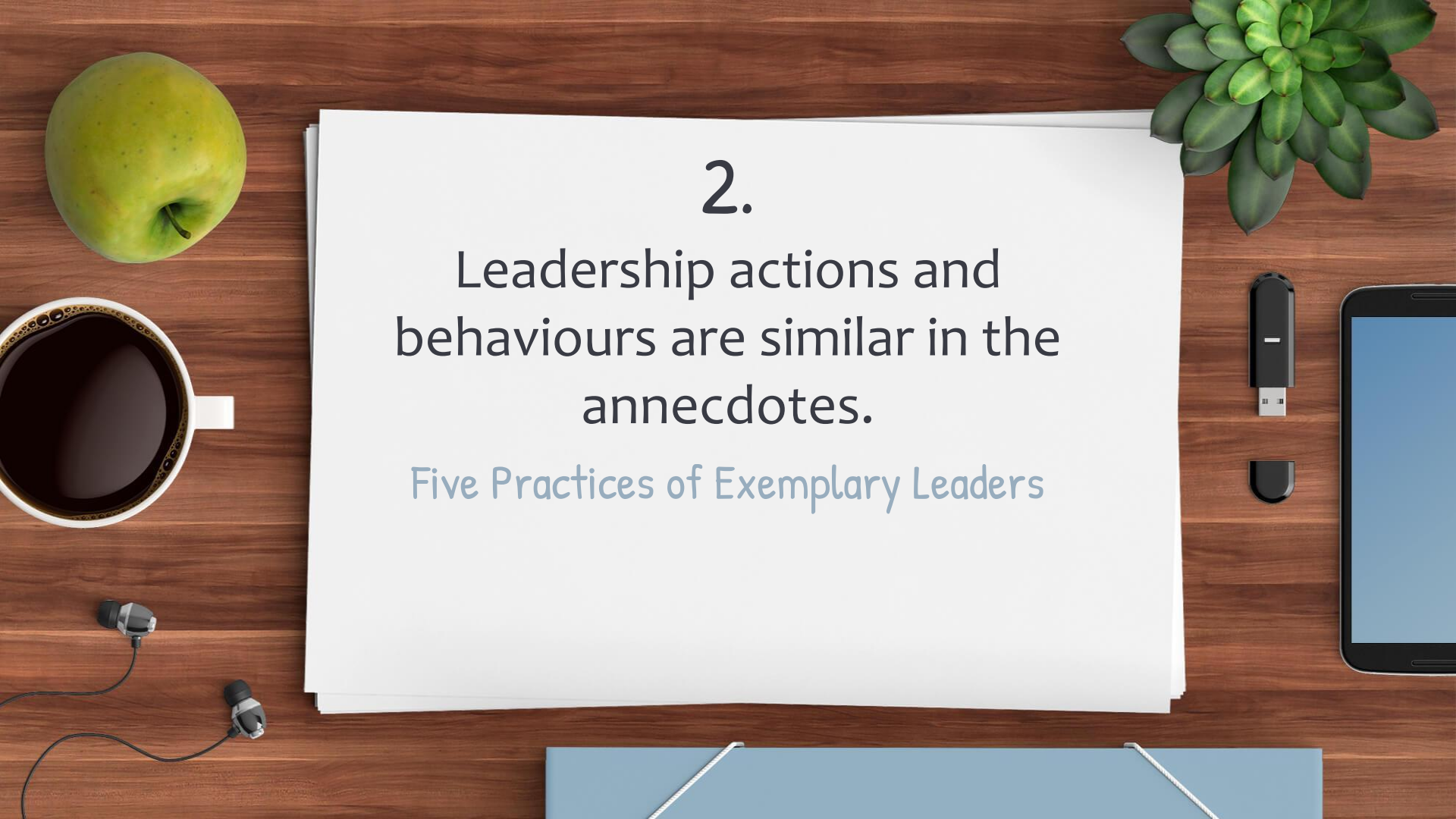
p.49



1.

Everyone has a leadership
story to tell

Stories include challenge, change and
adversity.



2.

Leadership actions and
behaviours are similar in the
anecdotes.

Five Practices of Exemplary Leaders

Five Practices of Exemplary Leadership





6

Leadership is a relationship

p.90

Leadership is about shared vision and shared values. It's about getting everyone aligned with a common purpose a common cause.

p.88

Model the Way

- Behavior wins respect
- Model the behavior that they expect from others
- Clear about own guiding principles
- Give a voice to their values
- *"People first follow the person and then the plan"*

Enable Others

- Leadership is a team effort
- Foster collaboration and build trust
- Enable others to do good work

Encourage the Heart

- Appreciate peoples commitment and contribution
- Sense about how to form team identity and guidance through hard times

Inspire Shared Vision

- Dream of what could be
- confidence to deliver extraordinary things
- Imaging a attractive opportunity
- Desire to act
- People will not follow as long the vision not belongs to them
- Knowledge of peoples desire and dreams

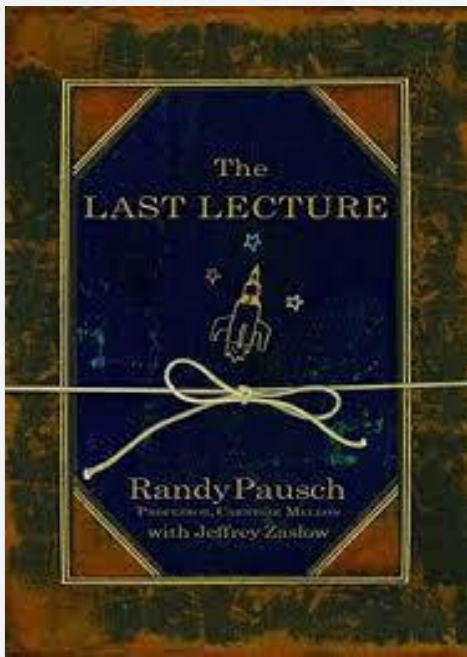
Challenge the Process

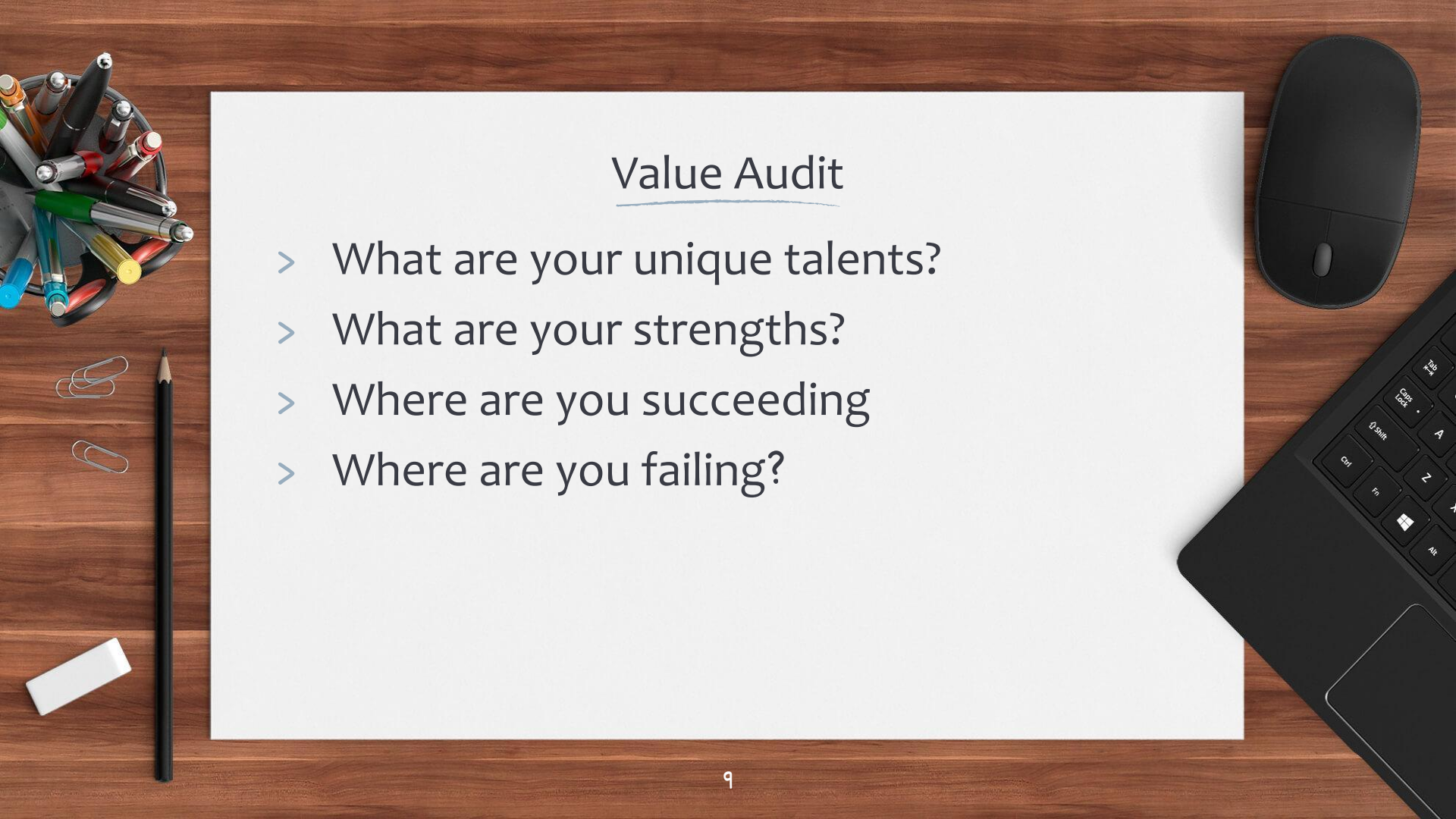
- Search and accept challenges
- Innovative ideas for transformation of an status quo
- Recognition of new ideas and being an *early adopter*
- Being open to learn new things and to learn from failures

WHAT DO YOU WANT?

HOW BADLY DO YOU
WANT IT?

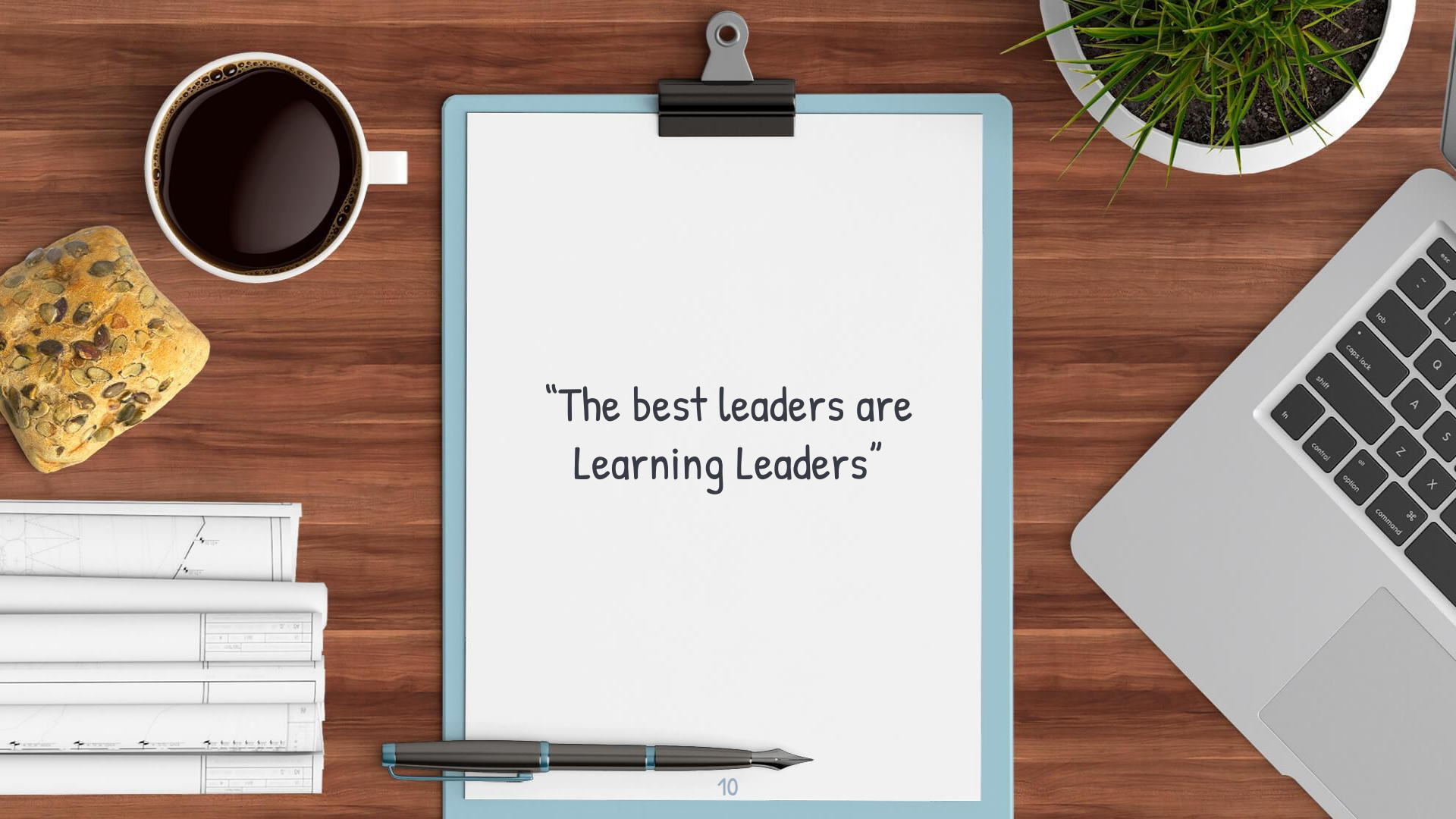
*"We cannot change
the cards we are dealt,
just the way we play
the hand."* p103



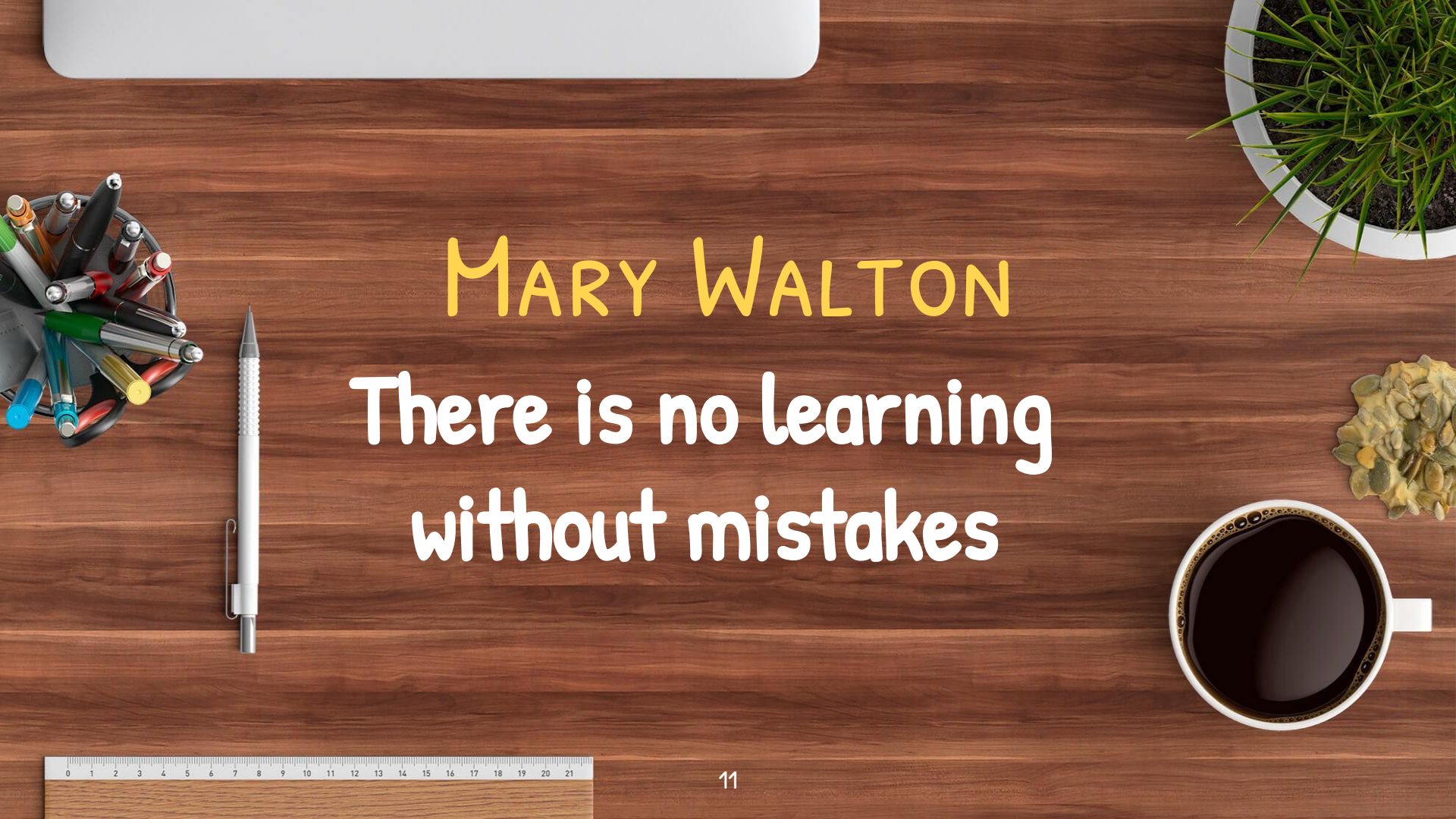


Value Audit

- > What are your unique talents?
- > What are your strengths?
- > Where are you succeeding
- > Where are you failing?



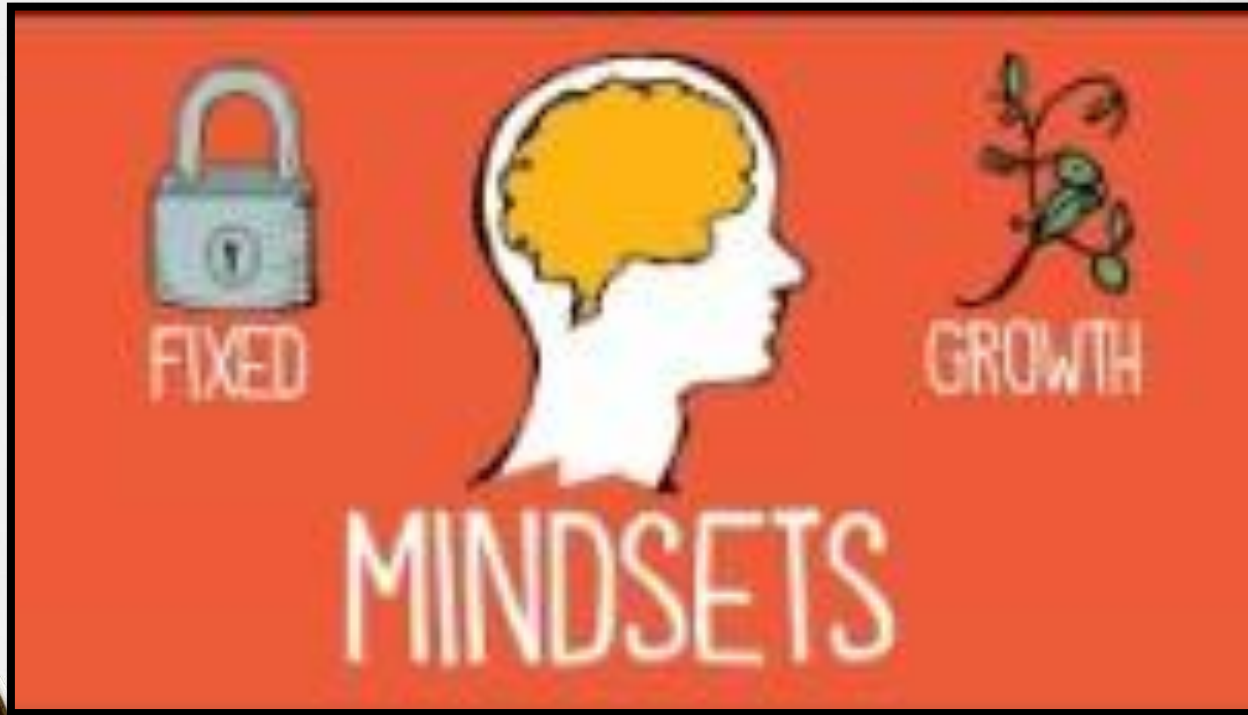
"The best leaders are
Learning Leaders"

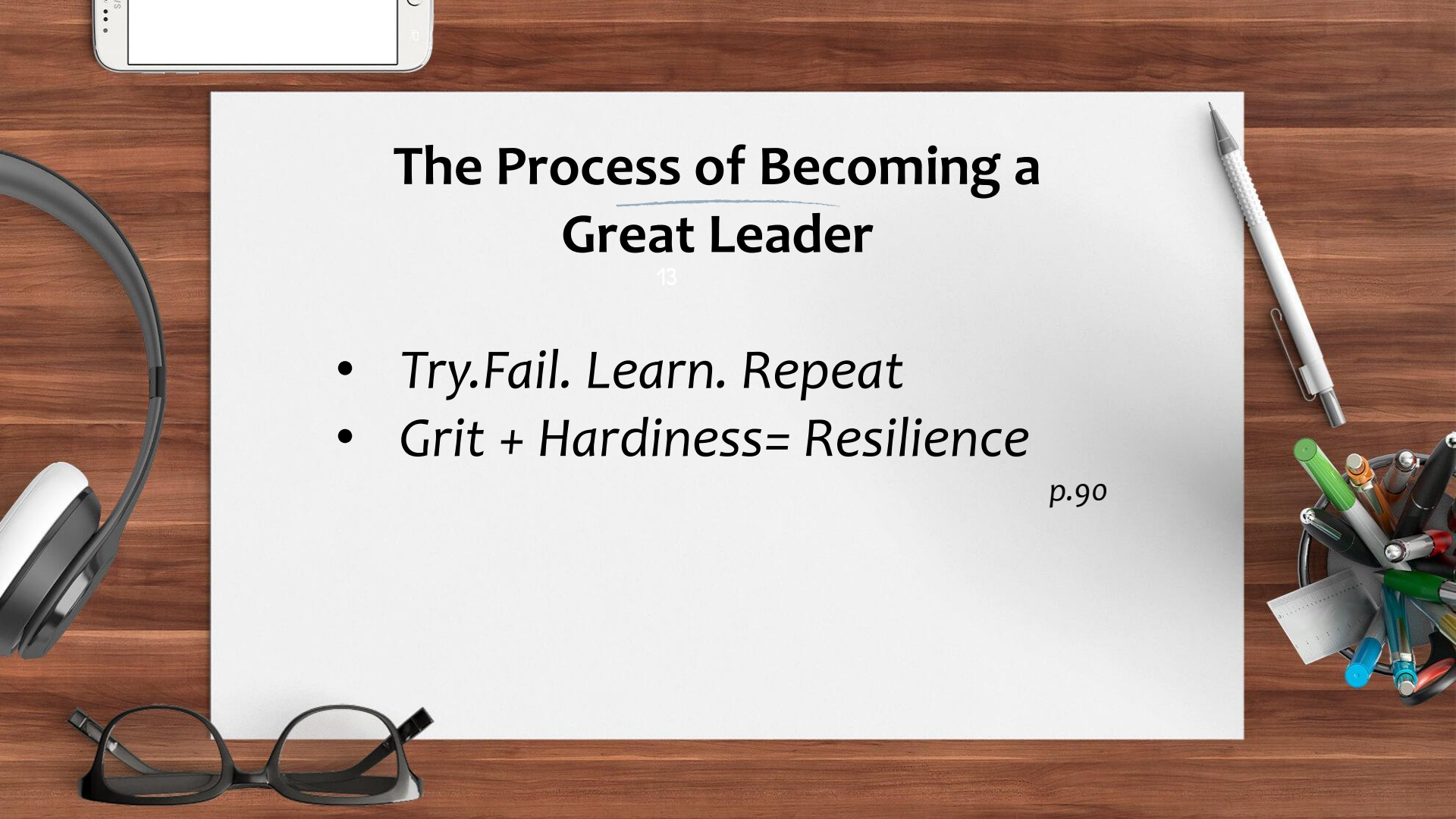


MARY WALTON

There is no learning
without mistakes

Growth Mindset





The Process of Becoming a Great Leader

13

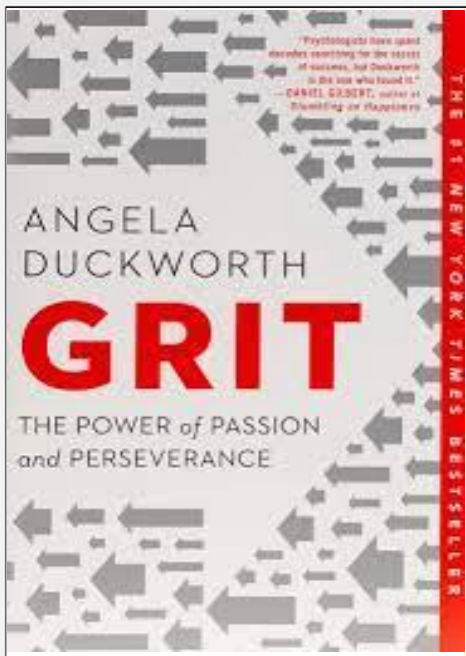
- *Try.Fail. Learn. Repeat*
- *Grit + Hardiness= Resilience*

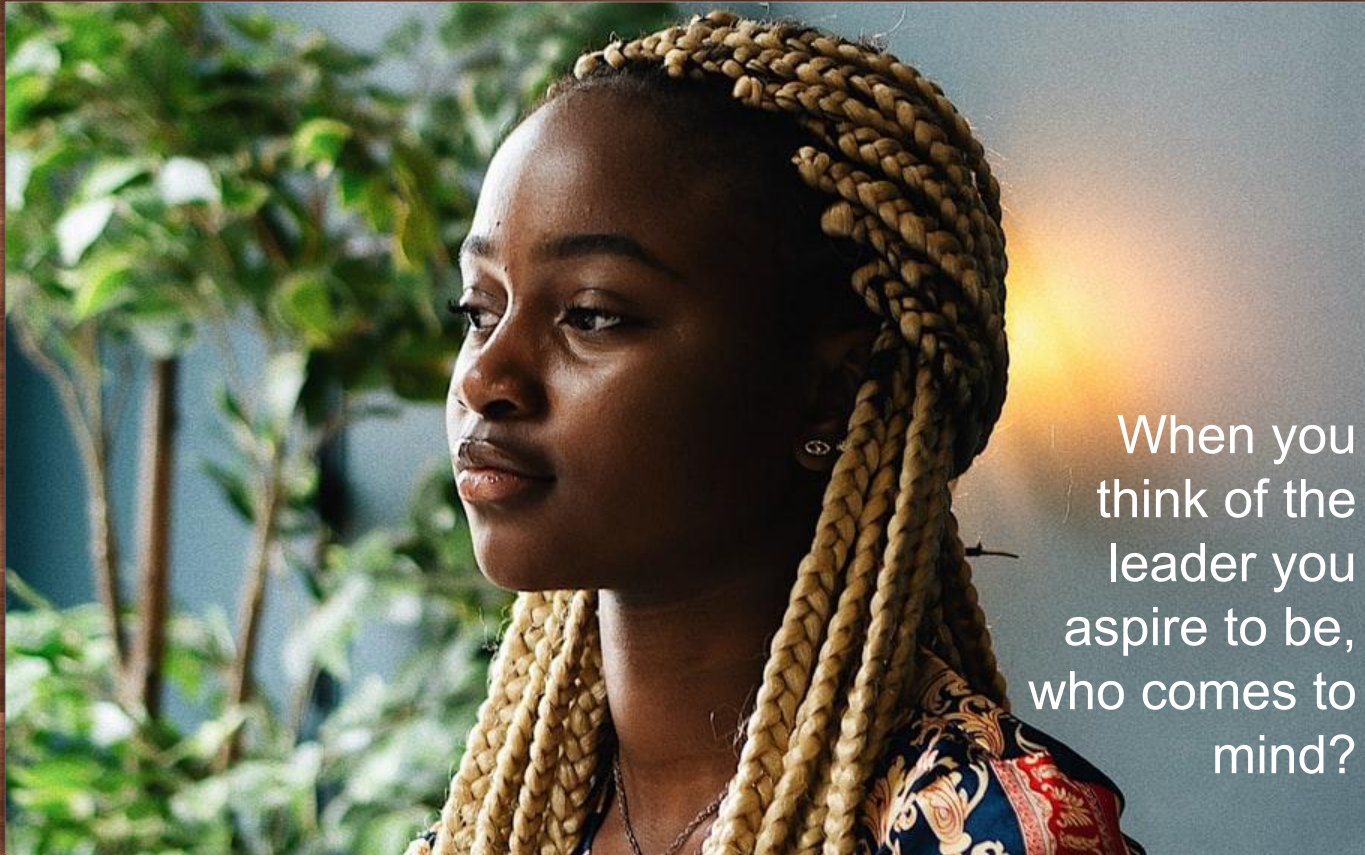
p.90

IS THIS WHAT I WANT?

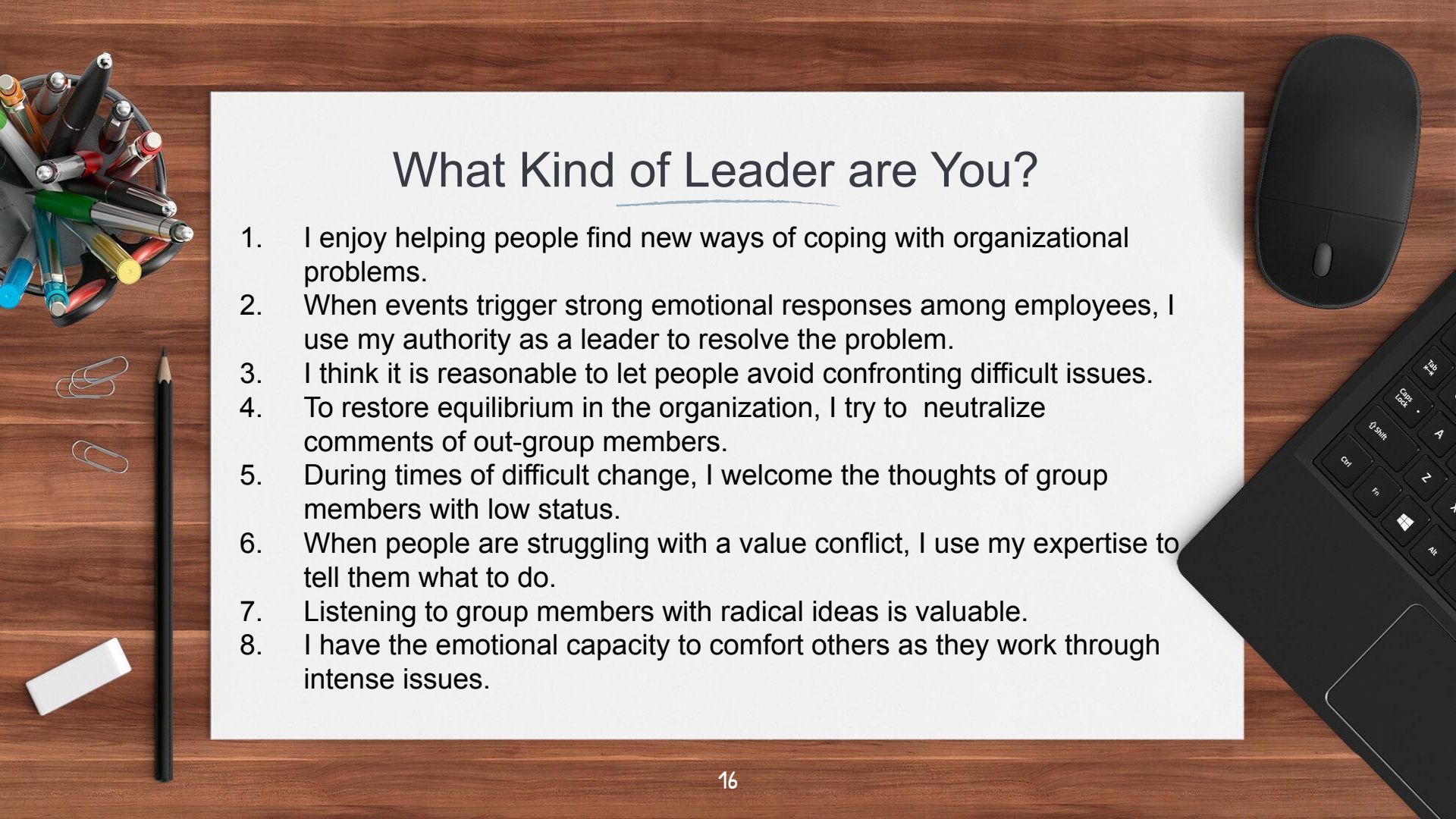
HOW BADLY DO I WANT
IT?

*"Hardiness + Grit =
resilience p123*





When you
think of the
leader you
aspire to be,
who comes to
mind?



What Kind of Leader are You?

1. I enjoy helping people find new ways of coping with organizational problems.
2. When events trigger strong emotional responses among employees, I use my authority as a leader to resolve the problem.
3. I think it is reasonable to let people avoid confronting difficult issues.
4. To restore equilibrium in the organization, I try to neutralize comments of out-group members.
5. During times of difficult change, I welcome the thoughts of group members with low status.
6. When people are struggling with a value conflict, I use my expertise to tell them what to do.
7. Listening to group members with radical ideas is valuable.
8. I have the emotional capacity to comfort others as they work through intense issues.

SELF-COACHING

1. What difference do I want to make?
2. Are my actions making the difference I want to make?
3. Do my actions help bring out the best in myself and others?



THANK YOU!
Any questions?

