

# Leadership – A Collage

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## Agenda:

- ▶ General information about leadership
- ▶ Insight into how you think / see things
- ▶ A look at decision making
- ▶ Assessing your own leadership style
- ▶ Questions and answers

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## Please note:

1. We learn 20% of what we hear; 40% of what we see and 80% of what we experience
2. If we do not use it somehow, we lose 98% of what we learn in 2 weeks; 50% in 24 hours
3. Preschoolers laugh 200x/day; adults 20x/day
4. Communication is:
  - 55% is in body language
  - 38% is inflection (tone) of our words and how we say them
  - 7% are the words we use

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## Succession Planning Data:

### 2010 information

- Baby boomers are approaching retirement age (largest generation in the US)
- Average college student changes job 5-7 times
- Men stay with the same employer an average of 3.8 years; Women stay in the same job 3.3 years
- Now - 45% of NYS Public Health eligible to retire
- 2020 – shortfall of over 250k Public Health workers
- 2012 – ¼ of the Public Health workforce could retire
- Who else is eligible to retire now:
  - 50 % of US Government
  - 1/5 Fortune 500 Senior Execs
  - 25 % NASA workforce
- In 2008 there were 8 workers to one retiree; by 2018 there will be 2 workers for each retiree
- By 2012, the number of workers age 45+ will grow 27% and those 16-24 will grow only 3%
- Also think about 9/11 (3000 deaths) and Katrina (1800 deaths)

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## Your mission:

- ▶ Use this information to:
  - Know what to expect from leaders
  - Know how to act in different situations
  - Learn more about where you are
  
- This information will be helpful whether you are a considered a leader or not (you can always lead by example).
  
- You can not choose your leader, but you can choose the leader you want to be.

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## What is leadership?:

1. Influencing the behavior of others
  - “Leadership is the art of getting others to do something you want done because they want to do it.”
  - Dwight D. Eisenhower
  
2. Being flexible and able to adjust your style to the situation (Situational Leadership)
  
3. A combination of your education, experience, skills, knowledge, and abilities translated into a style unique to you

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## Leadership qualities:

- ▶ **Characteristics:**
  - Honest
  - Forward-looking
  - Competent
  - Inspiring
  - Intelligent
  - Fair
- ▶ **Skills:**
  - Listening
  - Forecasting
  - Negotiating
  - Teaching
  - Learning
  - Visioning

It is important to think about where you fall in these areas and where you would like to be.

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## Leadership practices:

- ▶ **5 Leadership practices:**
  - Model the Way
  - Inspire a Shared Vision
  - Challenge the Process
  - Enable others to Act
  - Encourage the Heart
- ▶ **10 Commitments:**
  - Find your voice
  - Set the example
  - Envision the future
  - Enlist others
  - Search for opportunities
  - Experiment and take risks
  - Foster collaboration
  - Strengthen others
  - Recognize contributions
  - Celebrate values and victories

\* Source – “The Leadership Challenge”

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“Most people in life will be remembered, in work and life, for just a few words or deeds that made a difference to others. The way leaders choose to say good-bye is likely to be one of the ways they are remembered. If they execute their final leadership responsibility with the same care and attention that they gave to the first, their departure can be an inspiring gift to those around them.”

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## Wrap up:

- ▶ Revisit the Leadership qualities
- ▶ Monitor your thinking
- ▶ Be a sponge – do not limit yourself
- ▶ Self assess
- ▶ ROVER
  - ▶ (Respectful to everyone; Organized; Visible (stand out); Early to meetings; Remember what is important (family))

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