



Developing Your Leaders

Alabama Primary Health Care Association

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+ What is Not Leadership

Leadership is not defined by your title

Leadership is not only those who are on your Executive Team

Leadership is not management

Leadership is not the person who is most domineering

Think about who are the Leaders in Your Life.....

+ What is a Leader

- **Peter Drucker: “The only definition of a leader is someone who has followers.”**
- **Bill Gates; “As we look ahead into the next century, leaders will be those who empower others.”**
- **Warren Bennis: “Leadership is the capacity to translate vision into reality.”**
 - **Forbes – Little Black Book of Billionaire Secrets**

+ Vision of Leadership

- When you review the Leadership in your organization today, are the right people in the right positions?
- Who is currently in place
 - How long
 - Competencies
 - Knowledge
 - Skills
 - Abilities
 - Special Qualities
 - Do people follow them....



Where do Leaders come from

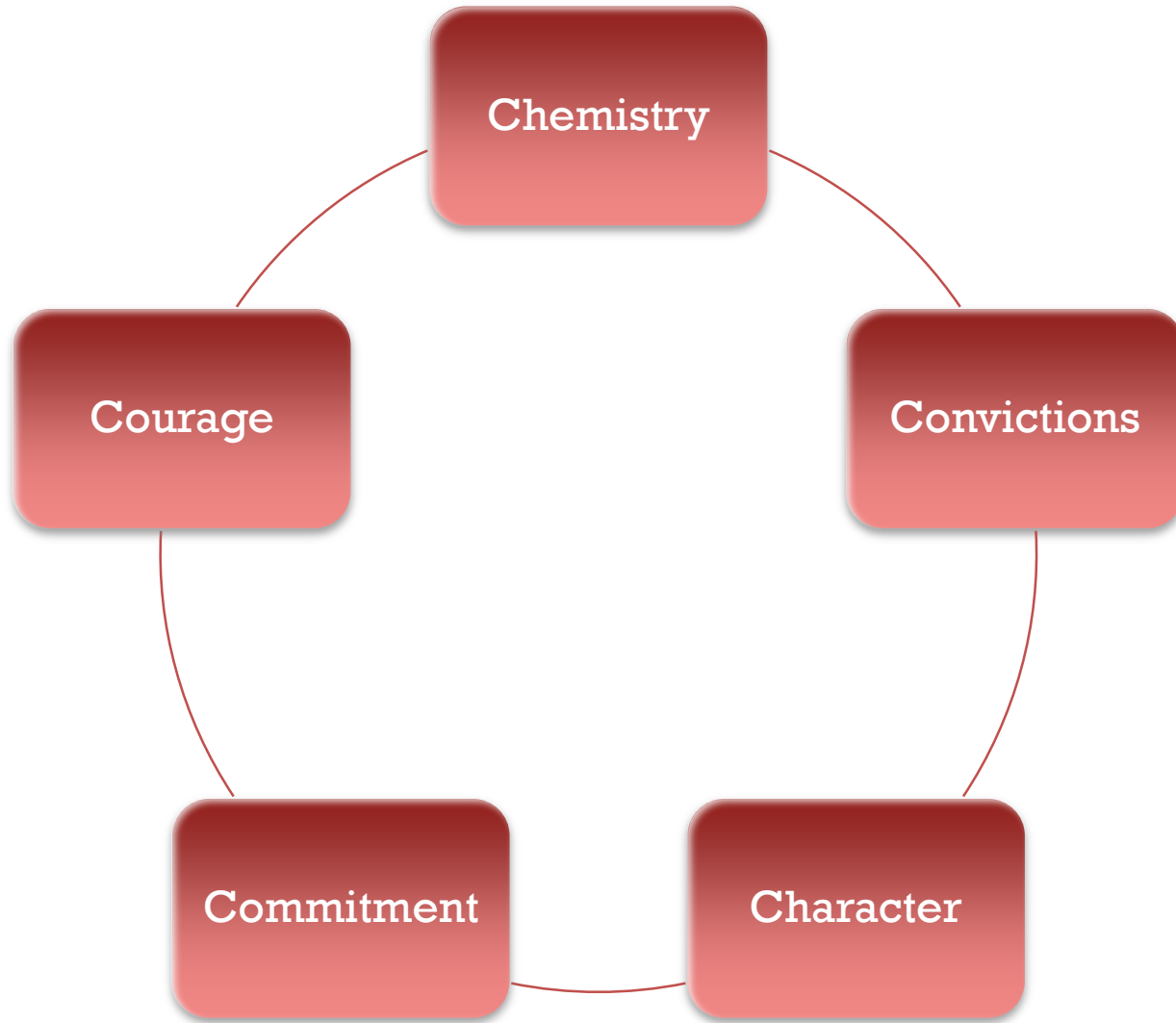


- *Are Leaders just born that way?*
- *Can anyone be a Leader?*
- *What makes some people in Leadership roles good and what makes some not so good?*
- *If you have progressed in an organization, does this mean you know how to Lead?*
- *Can you develop your Leadership Skills and those of others?*

+ The Truth is - Leaders can be developed

- *Identify individuals with the organization that have the potential for leadership development*
- *Implement strategies to begin an employee's leadership development*
- *Support the employee as they begin their new leadership role*

+ Identifying Prospective Leaders





Chemistry



Chemistry – the natural ability to engage others

+ Chemistry

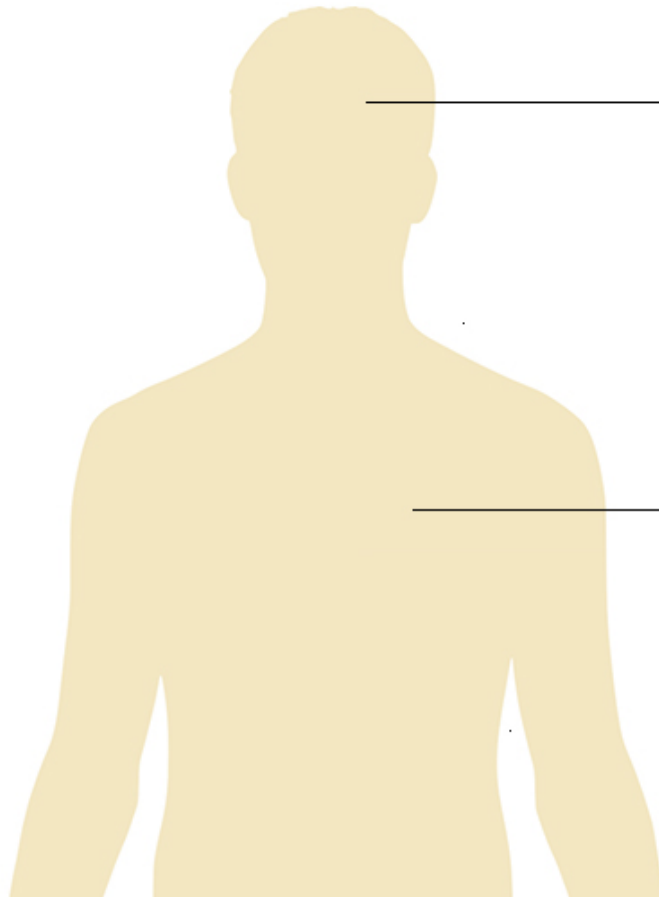


The ability to get others to follow

The ability to have people come together

A leader can engage a team of people

+ Conviction



Belief

Conviction

Passionate about organization's mission

+ Conviction

- A leader has a strong commitment to the mission of the organization
- A leader will take care of others
- A leader will “do what it takes” to get the job done



Character



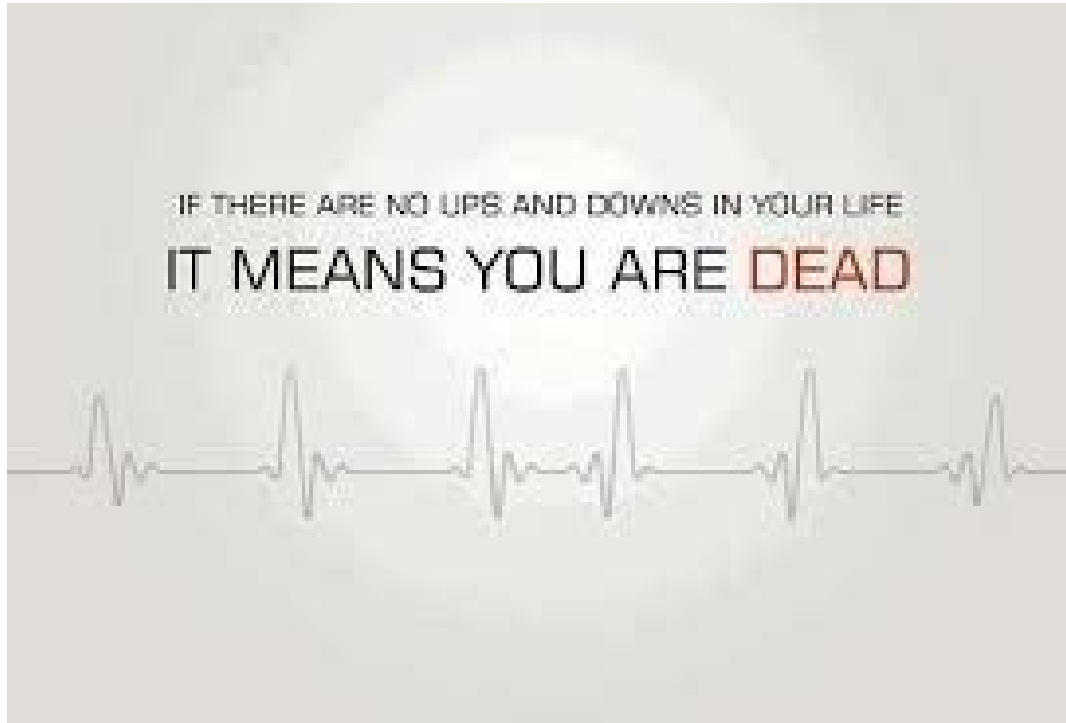
Live what you stand for

+ Character

- A leader will “do the right thing”
- A leader has a strong set of values and values the people around them
- A leader will respect others



Commitment



Accountable in both good and bad times

+ Commitment

- Leaders will stick with a plan and maneuver through the obstacles
- Leaders show commitment to the organization and its people
- Leaders will always be there to assist in accomplishing the goal

+

Courage

Pushing the envelope without creating disruption



+ Courage

- Leaders are willing to express themselves
- Leaders are willing to go against the grain, if it means it is the “right” thing to do
- Leaders have the courage to forge new ideas and move forward even when it is difficult



Identifying those who should participate in a Leadership Program



- Identify who should participate in the Leadership program
- Who do people follow in your organization
- Look at a wide scope of people in the organization
 - Look to those that show:
 - Courage
 - Conviction
 - Commitment
 - Chemistry
 - Character

+ Developing the Leadership Program

Offer Traditional Learning Opportunities

- Conferences
- Online programs
- Leadership Academy
- Educational Opportunities to further a degree or to obtain a degree

Set Development Goals with the the person or persons you have identified

+ Development

Offer a mentoring program with current leaders – inside or outside your organization

Offer coaching sessions

- Phone
- In-person
- Best to select someone outside of the organization

+ Development



Talent
assessments

Myers Briggs
or DISC

On the Job
Training and
Projects

Increase
responsibilities

+ Development

- Increased involvement with outside organizations and community members
- Job Shadowing
- Debrief on a regular basis
- Allow for Failure



Center for Creative Leadership Model www.ccl.org

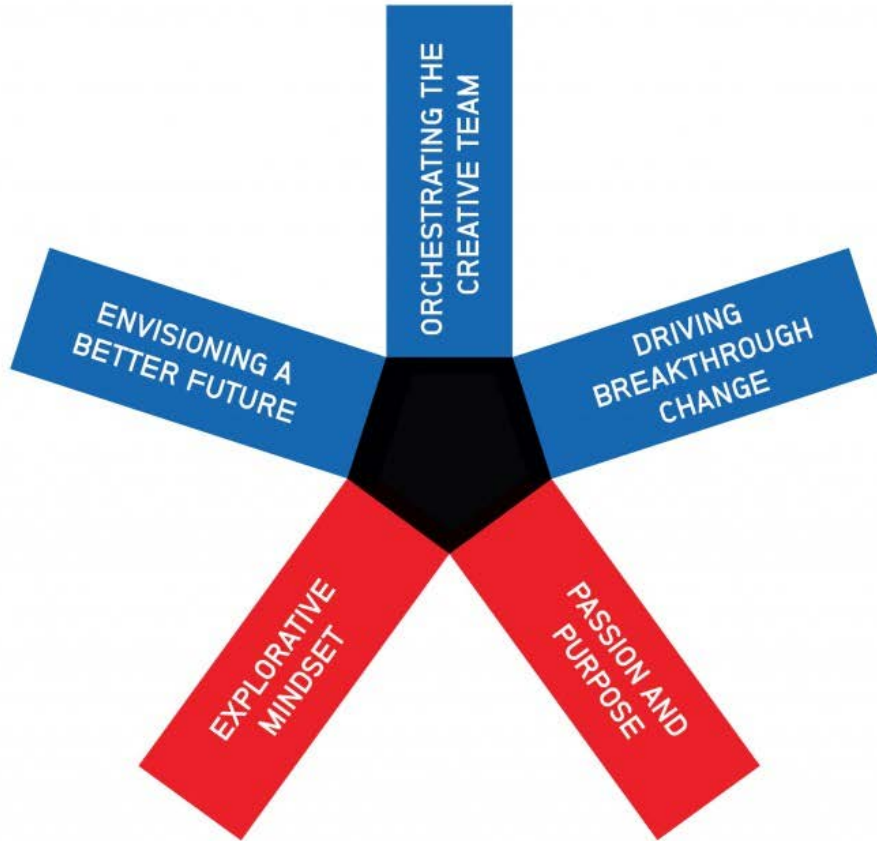


- *19 Leadership qualities*
- *What are your derailers*
- *Self-awareness*
- *Ability to learn and grow*
- *Communication*
- *Influence*

+ Center for Creative Leadership - 19



+ Think.org Model





A *Leader* is one who
KNOWS THE WAY
GOES THE WAY
& **SHOWS THE WAY**

- John C. Maxwell

+ Resources from Inc.com



- The Disney Institute offers public workshops and customizable private leadership development classes at its Walt Disney Resorts, in addition to classes in New York, Washington D.C. and other cities around the world.
- Leadership IQ offers live programs, teleconferences and webinars in addition to researching and producing white papers about workforce productivity trends.



Inc.com continued resources



- [The Center for Creative Leadership offers a variety of leadership programs along with other materials to facilitate in-house staff development.](#)
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- [PDI Ninth House, based in Minneapolis, offers development assets, executive coaching and e-learning and other customizable packages](#)
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+ Inc.com continued resources

- [TrainingIndustry.com ranks the best leadership programs in the country.](#)
- *The opinions expressed here by Inc.com columnists are their own, not those of Inc.com.*



+ Resources

- Center for Creative Leadership www.ccl.org *
- 5 ways to Identify Prospective Leaders, Forbes
- Oracle, Seven Steps for Effective Leadership Development
- The Leadership Challenge, James Kouzes and Barry Posner
- Organizational Behavior in Health Care, Nancy Borkowski

+ Resources

- Think.org
- Good to Great, Jim Collins
- Conversations With Visionary Entrepreneurs, Woody Woodward

+ Thank You!!

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