

LEADERSHIP TODAY

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12-3-26

District No. 28 - 05FEB11

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Leadership Today

· Definition of Leadership

- Leadership is influencing people, by providing purpose, direction and motivation, while operating to accomplish the mission and improving the organization

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Leadership Today

- A man's character is his fate...and the destiny of the led is bound to the leader.
 - Heraclitus

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Leadership Today

· Definition of influencing

- A means of getting people to do what you want them to do to achieve two ends: operating and improving
- The example you set is just as important as the words you speak
- Your words and example must communicate purpose, direction and motivation

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Leadership Today

- Leaders are not born; they are made.
- Leadership is not a natural trait; something inherited like the color of eyes or hair. Actually, leadership is a skill that can be studied, learned and perfected by practice.
 - FM6 – 22 US Army

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Leadership Today

· Styles of Leadership

- Authoritarian or Autocratic
 - I want you to do this...
- Participative or Democratic
 - Let's work together to solve this...
- Delagative or Free reign
 - You take care of this while I...
- Paternalism

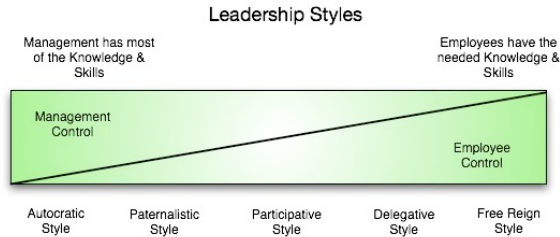
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· Supply needs or regulate conduct of Members

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Leadership Today



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Leadership Today

· Delegative or Free Reign

- Leaders allow Members to make decisions
- Members know what is to be done and how to do it
- Authority is delegated
- Leaders trust and respect Members
- Used when Members know more than you

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Leadership Today

· Authoritarian or Autocratic

- Leaders tell Members what they want done and how to do it
- Most effective when you have all the information and your Members are well motivated
- This is not 'bossing people around' or 'yelling at them'(unprofessional)
- Used on new Members

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Leadership Today

· Paternalism

- A system under which authority undertakes to supply needs or regulate conduct of those under its control in matters affecting them as individuals as well as in their relationships to authority and to each other

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Leadership Today

· Participative or Democratic

- Members are included in the decision making process(determine what to do and how to do it)
- Leaders employ knowledgeable and skilful people
- Best used to develop teams and teamwork

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Leadership Today

· Who is a leader?

- Anyone who by virtue of assumed role or assigned responsibility inspires and influences people to accomplish organizational goals

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Leadership Today

• Our Core Values

- Loyalty
 - Your Obligations, Oath of Office at Installation
- Duty
 - Consistently strive to do the very best
- Respect
 - Treat people as they should be treated

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Leadership Today

| | <i>Leads Others</i> | <i>Extends Influence Beyond the Chain of Command</i> | <i>Leads by Example</i> | <i>Communicates</i> |
|------------------------|--|--|---|---|
| <i>Leads</i> | <ul style="list-style-type: none">• Provide purpose, motivation, inspiration.• Enforce standards.• Balance mission and welfare of Soldiers. | <ul style="list-style-type: none">• Build trust outside lines of authority.• Understand sphere, means, and limits of influence.• Negotiate, build consensus, resolve conflict. | <ul style="list-style-type: none">• Display character.• Lead with confidence in adverse conditions.• Demonstrate competence. | <ul style="list-style-type: none">• Listen actively.• State goals for action.• Ensure shared understanding. |
| | <i>Creates a Positive Environment</i> | <i>Prepares Self</i> | <i>Develops Leaders</i> | |
| <i>Develops</i> | <ul style="list-style-type: none">• Set the conditions for positive climate.• Build teamwork and cohesion.• Encourage initiative.• Demonstrate care for people. | <ul style="list-style-type: none">• Be prepared for expected and unexpected challenges.• Expand knowledge.• Maintain self-awareness. | <ul style="list-style-type: none">• Assess developmental needs. Develop on the job.• Support professional and personal growth.• Help people learn.• Counsel, coach, and mentor.• Build team skills and processes. | |
| | <i>Gets Results</i> | | | |
| <i>Achieves</i> | <ul style="list-style-type: none">• Provide direction, guidance, and priorities.• Develop and execute plans.• Accomplish tasks consistently. | | | |

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Leadership Today

• Our Core Values

- Service to the Order
 - Put the welfare of the Lodge before your own
- Honor
 - The moral compass for character and conduct
- Integrity
 - Do what is right; legally and morally
- Personal Courage

12-3-26 • To stand alone District No. 28 - 05FEB11

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Leadership Today

• Leadership w/o authority

- Responsible Members take charge to complete a task
- Expertise in a technical area
- Member takes initiative to alert Leadership of potential problems or predict consequences

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Leadership Today

• Core Leader Competencies

- Leads
 - Leads others, Leads by example
 - Communicates with others
- Develops
 - Creates pos environment, Prepares self
 - Develops others
- Achieves

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Leadership Today

• Empowering Members

- Give a task
- Delegate authority
- Let Member do the work

Remember, no leader is irreplaceable

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Leadership Today

- Be – Know – Do
 - Be values and attributes
 - Know skills
 - Do leadership actions