

Who Me a Leader?

Identifying and Connecting with Your Leadership Potential



Dr. Carol Egele

06/25/2024

Agenda

Meet the presenter

Learning Objectives

Breakout question: What does leadership look like?

Qualities of a Leader

Leadership Styles

- Transformational

- Participative

- Situational

How to build leadership skills

A leader in the workplace





Dr. Carol Egele

Dr. Carol Egele has over 16 years of State of Texas government experience and currently serves as the Deputy Executive Director of Administration at the Texas Historical Commission. Dr. Egele is passionate about building and developing leaders and has hired, mentored, and supported hundreds of individuals in her professional career. She is a Texas-born and raised in the Lone Star State, married, with one adult child. When she is not working, she is engaging in additional academic pursuits.

Learning Objectives

After this session, participants will be able to:

- Identify key leadership traits and skills
- Summarize three engaging leadership styles: transformational, participative, and situational
- Recognize three methods for building leadership skills
- Describe three ways to be a leader in the workplace



What Does Leadership Look Like?

- In small groups, discuss leadership qualities that are important for a leader.
 - Write down the top 10 qualities that your group agrees on.
- 10 minutes





1 Honesty
Your business and its employees are a reflection of yourself, and if you make honest and ethical behavior a key value, your team will follow suit.

2 Delegate
Identifying the strengths of your team, and capitalizing on them. Find out what each team member enjoys doing most.

3 Communication
Being able to clearly and succinctly describe what you want done is extremely important. Working towards the same goal.

4 Confidence
Keep up your confidence level, and assure everyone that setbacks are natural and the important thing is to focus on the larger goal.

5 Commitment
There is no greater motivation than seeing the boss down in the trenches working alongside everyone else, showing that hard work is being done.

6 Positive
You want to keep your team motivated towards the continued success of the company, and keep the energy levels up.

7 Creativity
Some decisions will not always be so clear-cut. You may be forced at times to deviate from your set course.

8 Intuition
You will need to depend on your gut instinct for answers. Learning to trust yourself is as important as your team learning to trust you.

9 Inspire
Make your team feel invested in the accomplishments of the company. Keep spirits up, and that begins with an appreciation for the hard work.

10 Approach
Have the ability to customize your approach on a person by person basis, based on the situation at hand.

Leadership

How many of the listed common qualities were on your group list?

How many of these qualities do you demonstrate daily, weekly, or monthly?



Leadership Styles

- Transformational
- Participative
- Situational

Transformational Leadership

- A personal cheerleader
- Intellectual Stimulation
 - Adopt innovation, create goals and challenges
- Individualized Considerations
 - Promote purpose and mentorship
- Idealized Influence
 - Serve as role models and exhibit enthusiasm
- Inspirational Motivation
 - Develop a clear vision and are inclusive



Citation: Ugochukwu, 2023

Participative Leadership

- The class president
- Developed by Kurt Lewin in the 1930's
- Also called Democratic leadership style
- Solicit employee feedback and ideas in the decision-making process
- The leader delegates responsibilities and provides feedback that fosters professional growth
- The leader promotes transparency so that all group members can see how their role fits into the bigger picture
- Strong model for remote and hybrid workplaces



Citation: Hawley, 2023

Situational Leadership

- The adaptable leader
- Style established by Paul Hersey & Kenneth Blanchard in the 1960s
- The relationship between manager and employee can take different forms based on the task and team's level of skill and motivation
- The leader matches their leadership style to the team member's fitness for work

Citation: Anderson, 2020




Situational Leadership, cont.

Activating Situational Leadership

- When team members have skills, knowledge, and experience but are not ready for the responsibility, the leader makes suggestions and helps with decisions
- When the team members are capable, experienced, and committed, the leader monitors
- When the team lacks the ability but has the excitement and energy, the leader explains the task and provides supports
- When team members lack skills and confidence and may be unwilling, the leader provides precise instructions and closely monitors their progress



Citation: Anderson, 2020

A group of business professionals in a meeting, with one man placing his hand on another's shoulder. The scene is set in a modern office environment with bookshelves in the background. The lighting is warm and professional.

“ Great leaders don’t set out to be a leader....they set out to make a difference. It’s never about the role, it is always about the goal.

Adnan Ahmad



How to Build Leadership Skills

- Request and complete stretch assignments
- Lead projects or assignments
- Sharpen the Saw

A Leader In the Workplace

- Embrace opportunities to train staff
- Mentor new or existing staff
- Identify and communicate key ideas and provide feedback when requested





Key takeaways

- You are already tapping into the qualities needed to be a leader
- Identify those qualities and package them into your leadership style
- Practice, Practice your leadership style and demonstrate your qualities
- Always build the toolbox

Citations

Anderson, P. (2020). How Management Works: The Concepts Visually Explained. DK Publishing.

Hawley, M. (2023). What is Participative Leadership? Reworked. <https://www.reworked.co/leadership/what-is-participative-leadership/>

Ugochukwu, C. (2023). Transformational Leadership Style: How to Inspire and Motivate. Simply Psychology. <https://www.simplypsychology.org/what-is-transformational-leadership.html>

Vengage. (n.d.). The Qualities of a Great Leader. Retrieved November 26, 2023, from <https://vengage.com/templates/infographics/leader-qualities-dbbcb054-31fd-4442-a208-85bee3201cbd>



Thank you

Dr. Carol Egele

512-937-6174

Carol.Egele@thc.Texas.gov