


Traveling Your Path to Leadership

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What does leadership mean to you?

What inspires you to lead?




Leadership

The process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task.

or

Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen.

Source: Wikipedia



My Path to Leadership

- I like to be in charge!
- I pursued my path – did not just depend on destiny
- Not afraid of calculated risk
- Always pushing myself out of my comfort zone
- Lucky to have great mentors
- Understand the value of networking
- Always seeking to learn new things
- Say yes and follow-through – know when to say no
- Require accountability of myself and others
- Communication skills - always trying to refine them
- Finding my seat at the table



Your Path to Leadership

Find Your Passion

Find Your Niche

Realize You Need to be an Influencer

Continue to Find Ways to Grow Your Knowledge & Experiences (even when you do not know what the outcome will be)

Find Opportunities to Lead!



Challenges

What challenges have you experienced in your path to leadership?

- Employees refusing to accept you as the leader
- Sexual bias or harassment
- Leadership style and confidence
- Support from other females
- Not everyone loves their jobs
- Not everyone likes change
- Challenges not taught in school



Leadership - Lessons Learned

- "Walk the Talk"
- Actions Speak Louder than Words
- You need to earn trust, it is not an entitlement
- All employees are not the same and they shouldn't be treated the same
- Recognize that everyone has strengths
- Accountability is key to results and exposes other agendas



Leadership – Lessons Learned

- Develop tough skin
- No matter how good you are, not all employees will like you -- get over it
- Realize that the road to leadership requires life experiences – good and bad
- Do not take yourself too seriously
- Keep work & life in perspective
- Never stop learning or reading
- The only safe way to deal with a mean mule is to get so close it can't kick you.



Leadership - Lessons Learned

- Ask the hard questions and dig deep when necessary
- Consider the consequences & unintended consequences of your decisions prior to making them
- When faced with a moral dilemma, the hardest choice is usually the right choice
- You can't guide the ship with your head in the engine room. See the big picture.
- Remember: The roadways are littered with flat squirrels that couldn't make a decision.



Resources

- How to Win Friends and Influence People, Dale Carnegie
- Crucial Conversations, Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler
- Hardball for Women, Winning at the Game of Business, Pat Heim, Ph.D with Susan K. Golant
- The 21 Indispensable Qualities of a Leader, John C. Maxwell
- The Secret, Ken Blanchard and Mark Miller
- The One Minute Manager Meets the Monkey, Kenneth Blanchard, William Oncken, Jr, Hal Burrows
- Lead with Luv, Ken Blanchard and Colleen Barrett