



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

• Leadership—

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

• Interpersonal Skills—

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

RELATED COMPETENCY CATEGORIES:

• Vision—

Future-oriented. Develops a future exciting picture of what could be and what should be, regardless of what is, for them and their organization.

• Communication—

Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.

Developing Personal Leadership

SUMMARY

It is important to examine the balance between what you are doing today vs. what you are leading others to do. How can you identify and leverage your leadership style to be the best you can be and to get the best results for yourself and your organization?

CONTEXT

Our world has changed. Thirty years ago, companies were hiring managers and they were hiring leaders, but they were not necessarily the same people. Today, every manager is expected not only to be an effective leader but to also be a coach and mentor. You are likely more comfortable on one side or the other of the leadership/management balance, but you need to learn to balance your skills between leadership and management.

At the completion of this module, participants will be able to:

- Understand leadership and management and the related drivers for success
- Describe leadership experiences and values
- “Innerview” to open the lines of communication and build trust
- Create a personal vision as a leader and manager

“Manage the system, lead the people.”
—Max Depree