

2016 LEADERSHIP INSTITUTE

Challenges for New and Upcoming Leaders

Presented by:

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Icebreaker

- Take 10 minutes
- Pair up with someone you don't know well – “BFFN”
- Individually identify three characteristics of the “best supervisor” you have ever had and discuss with your partner. (Write them in your journal)
- Report out



Today We Will Discuss

Your Leadership Journey

and

How New and Upcoming Leaders Can
Overcome Issues



“Life is a journey, not a destination.”

Ralph Waldo Emerson

So is, Leadership



Management or Leadership?

Management for the 21st Century

Reinventing It!



First things First

Overcoming Common Issues and Frustration



Truth or Myth #1

You have been promoted – Congratulations!

That must mean all of your former peers and BFFs are on board and eager to help you succeed... right?



What Approach Can You Take?

- Fair
- Consistent
- Empathetic
- Communication



Truth or Myth #2

You have been promoted – Congratulations!

This must mean you have been identified to have all of the skills and experience you need to do your new job and lead with perfection... right?



What Skills Do You Need Now?

- Productivity/Performance Improvement Techniques
- Situational Leadership Skills
- Ability and Willingness to Ask for Help
- Set Personal Goals for Skill Attainment



Truth or Myth #3

You are perfectly capable of staying current with the necessary skills of your former assignment and your new job. And you should keep the knowledge about both at your level...right?



“If you want to go fast, go alone.
If you want to go far, go together.”

African Proverb



What Approach Can You Take?

- Hire People Smarter Than You
- Share Information
- Work/life balance



Truth or Myth #4

When there are problems in the organization or with staff,
I will know all about them!



Secondly

What is Leadership?

Credibility is the Foundation of Leadership

Let's Mind the Gap



Who is your Fav?

Take 10 minutes and discuss with your “BFFN” these attributes previously mentioned and why they are so important to you.

Take notes so you can share with us.



My Subordinates

Take 10 minutes

List 5 attributes your subordinate detractors will use to describe you. Share 1 or 2 of them with your BFFN.

Report out challenging attributes of leaders you have worked for (without names), they can be things your are struggling with, but don't have to be.



Gap Analysis

Take 7 minutes and Bridge the Gap

In your journal, for your eyes only, list the differences between the attributes you used to describe the best supervisor you have had and the attributes your detractors will use to describe you.



Skills You Would Like to Develop

Take 5 minutes

List at least 3 skills that you would like to develop.

Share with us your ideas of training topics!



Last, but Not Least

Plan for Your Future!



Assess Your Needs

- Developing a leadership plan requires you to be introspective and assess your strengths and weaknesses as a leader.
- Think like an outsider to analyze your leadership style without bias.
- You must be willing to write down where you are a great leader, where you have room for improvement, and the qualities you would like to enhance in the provided time frame.

Set goals For Yourself

- **Specific**
- **Measurable**
- **Attainable**
- **Relevant**
- **Time-bound**

For example:

I will take the DISC assessment to learn more about my leadership style by September 2016. I will enroll and complete one leadership course furthering my development as identified in the assessment by January 2017.



Plan: In the Next 6 Months ...

In the short-term...

1. I will _____
By doing _____
No Later than _____

2. I will _____
By doing _____
No Later than _____

Plan: In The Next 12 Months...

And then... (because I am not going to stop until I reach my ultimate goal!)

1. I will _____

By doing _____

No Later than _____

2. I will _____

By doing _____

No Later than _____



Implement

All the planning in the world will not get you closer to your goal... you have to do something...

One year from now will be – one year from now.

You will either be one year closer to reaching your ultimate goal or you will still have an extra year to go

It is your choice...



Monitor Progress

Finally, continually monitor your progress as you work on your goals. If you think there is little difference, change your course of action to something that will be more effective.



Today We have Discussed

Leadership is a Journey

and

Can Bring Life and Innovative Ideas
For Improvement and Success.



Questions?

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Credits

- <http://www.buzzle.com/articles/leadership-development-plan-template.html>
- http://www.ehow.com/how_7475534_develop-management-skills-smart-goals.htm
- <http://www.geratleadershipbydan.com/2010/01/top-12-development-goals-for-leaders.html>
- <http://smallbusiness.chron.com/goals-increase-leadership-skills-personal-development-47595.html>



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Speaker Contact Information

Closing Text

Please be sure to complete the session evaluation.

