



# The Executive Director Cohort Peer Learning Experience

# A little about me...

30 years of leadership education in higher ed and non profit worlds

Passion for building teams and community

Dogs make me happy ( also my husband, 3 daughters and their partners)

Almost a first time grandmother

Retired from UD last May

LOVE my new found free time to travel!

Musical theater junkie!





A little about you....

Share your objects and what each represents about you.



# Group vs. Team? Goals and Guidelines

Which are we?

What do you want to accomplish?

How do you want to accomplish it?

How do you want to operate during our time together?

What are you willing to commit to yourself, to each other?

# Program Framework

Leadership Topic Challenge	Leadership Defined	Definition explored through
Design leader identity	Leadership	Individual leadership perceptions, Strengths
Design leadership relationships	Is a relational process of influencing	The way you make decisions, solve problems, including how you persuade, teach, mentor
Design others' success	Others through shared values	Build relationships
Design culture and community	Toward a common	Creating a culture of success so that you, your organization...
Design the future	Vision and positive change	Can make a difference and meet community needs



“ Leadership must be for the benefit of the followers,  
not to enrich the leader.”

John C. Maxwell



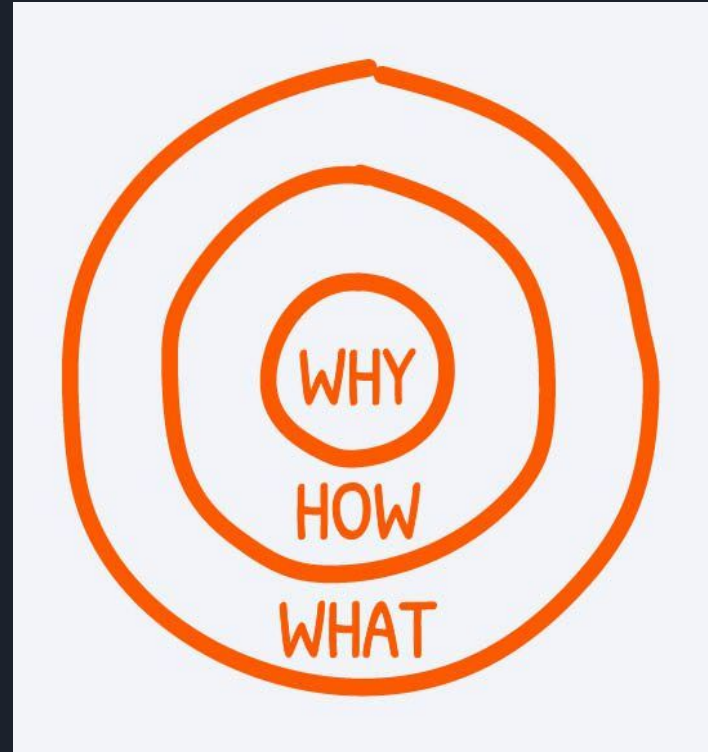
Two inspirations:

Everyday Leadership and Lollipop Moments


[Drew Dudley: Everyday leadership | TED Talk](#)



# The Golden Circle (Simon Sinek)







Leadership is a relational process of influencing others to impact positive change.

SHARED VALUES are important:

Your Leadership CORE:

Confidence

Optimism

Resiliency

Engagement



# Confidence

Self-esteem

Self-efficacy

Trust in yourself



Allows you to focus on others rather than yourself. Allows you to share credit.

Consider a time you felt confident in a decision or action.

Did you put forth your best effort?

Did fear influence your effort?

Did you take initiative?

Did you focus and dedicate your attention to the effort?



# Optimism



The ability and tendency to see the positive, both now and in the future.

Reinforces confidence and fuels resilience

Seek positive perspectives and people.

Have a “yes...and” approach

Avoid negative phrases, complaining

Engage in recognizing what is going well, encourage dialogue and collaboration

Celebrate small wins to reinforce optimistic habits.



# Resilience

The ability to withstand and recover from difficulties

Grit, “spring back”

Work to develop psychologically positive mental habits.

Takes emotional intelligence

Needs to be developed.

Physical and mental health play into your ability to be resilient. So does the support of others.



# RESILIENCE



# Engagement



Drives the development of confidence, optimism and resilience

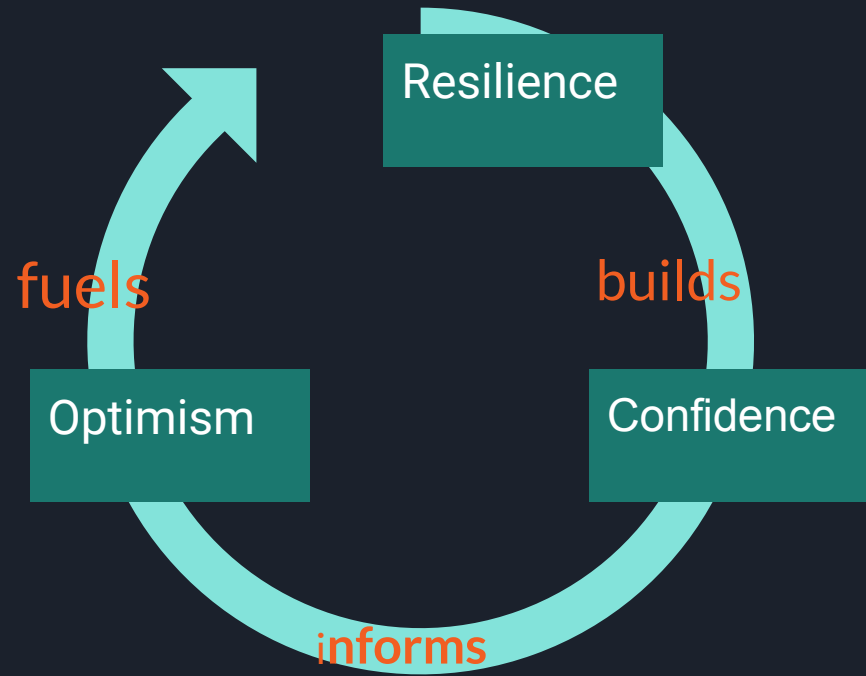
The degree of individual involvement, investment and enthusiasm within and for a specific context or situation.

Positive engagement means you initiate and participate in ways that add value in a reflective and mindful manner.

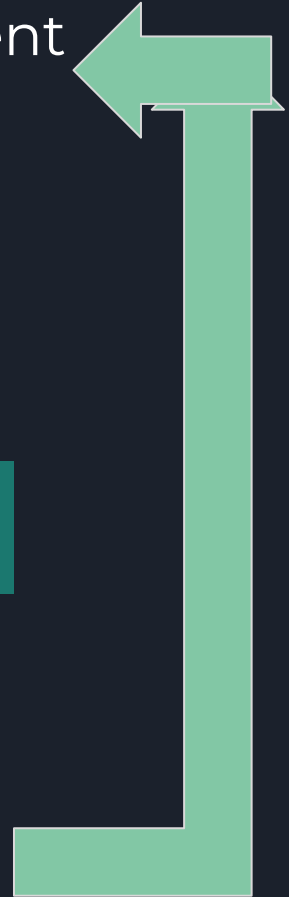
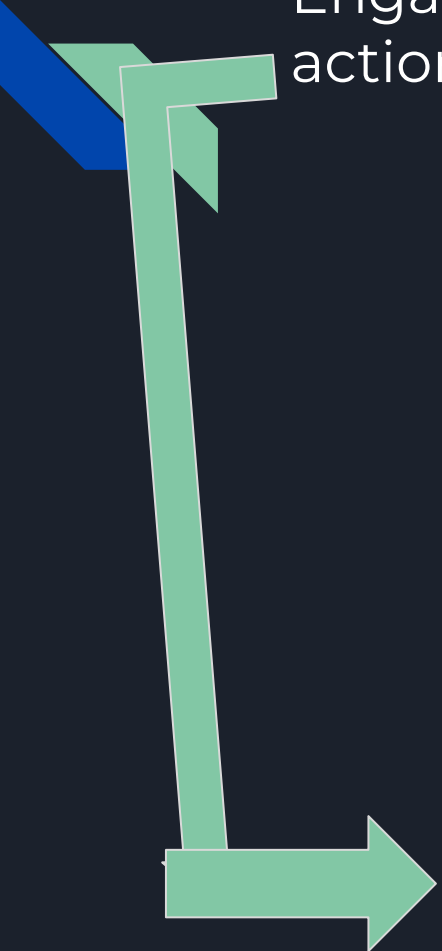
Engaged leaders are perceived as more charismatic and they inspire both performance and commitment to their causes.

Engagement is a choice and also a mental and behavioral habit

Engagement drives learning, development and action for further, deeper engagement



Engagement.....creates possibilities





# LEADERSHIP is a PROCESS.

How do I show up as a leader to influence others to make positive change in the community we serve?

3 things you believe about leadership

Questions and considerations about your leader identity

A-Ha moments that helped you identify as a leader

Influential people in your leadership

Your meaningful experiences with leadership