

Transcript of JCMHC Community Toolbox Leadership presentation

Speaker 1

Hi everyone. My name is Ashley Tedder and I'm the Engagement Coordinator at Johnson County Mental Health Center. I want to talk to you today about leadership and some of the ideas around leadership, both what is recommended for leaders and things that leaders can know. And then also thinking about what are the needs of the followers and people who are supporting the leader. So as you can see, my title today is Are you a lone nut? Hopefully you'll understand a little bit more of what that question means as we continue throughout this time. I will let you know, some of the information has been gleaned from different, uh, presentations and things that I've done in the past. And then also we do a presentation called Leap or, uh, uh, more of, I guess, a thinking perspective, leadership empowering all people or empowers all people. So some of the information that I got is from that. Wanted to start out with this quote. And hopefully when we watch the video, you'll understand a little bit more about this, but creativity is intelligence, having fun. I love that quote. And I just think it's so helpful in thinking about being a leader and what it takes to a really authentic and passionate leader. Great. So hope that you thought about the different roles of leadership and within that video, and think about times when you might be alone nut and other times when you might be a first or second, or even a follower coming beyond them. So think about that, that video as we continue to move through this time together. So at the basic level leadership is unlocking people's potential to be better. We think about leadership in this way. Then we think about the responsibility and even the invitation that we have to be a leader in so many different ways, right? Um, I can be a leader with my siblings. I can be a leader in my school. I can be a leader with my parents, with my friends, family members. If I'm helping to unlock people's potential to become better, then that's a way that I am actually contributing to leadership. So a man named Likert, he talked about four types of leaders, and I wanted to show these to you and really to focus on the fourth, the fourth type of leadership. So instead of looking at control, instead of looking at me, you know, as a leader, making all the decisions, it's number four is looking at really myself. If I'm, if I'm a leader, engaging my followers, focusing on teamwork and that mutual responsibility that we have toward goals. So I'm making sure that people are at the table who need to be at the table and that they feel that they can be heard and then it's a safe space. So researchers, James Kouzes and Barry Posner, they looked at leadership practices and supporting commitments. So what they found were there were, um, five different practices that they wanted to show and two different, uh, commitments within each of those five that go along with that, that practice commitments that go along with that. So the first one that they looked at was modeling the way and how important it is for leaders to both find their voice and then also set an example. So if I'm a leader in whatever capacity that may be, I'm able to find my voice, be confident in who I am and what I'm doing and then also being able to be authentic and set an example for those that I'm in leadership with. Secondly, they looked at inspiring a shared vision. Like we talked about. It's so important for us to think about our teams as sharing vision is when we focus on a singular or one-sided vision, it can really detrimental and hurt our team, right? Because we can miss some of the, some of the greatness in other people's voices. So with that, as a leader, I'm going to envision the future and then I'm going to enlist others. So I'm not just going to focus on the today and

the here and now. I'm going to help us think about where we want to go in X number of months or X number of years, and then I'm going to help others too um, I'm both myself can enlist others and then help others to bring people on board that can really help us toward our mission. I love this quote by Martin Luther King Jr. it says, "If you want to move people, it has to be toward a vision that's positive for them, that taps important values that gets them something they desire, and it has to be presented in a compelling way that they feel inspired to follow." How important is it that we really work with people to see that it's a shared vision, right? And that we work to mean, or to make that true of who we are as a group. Next, we look at challenging the process. This can be a difficult one, right? Sometimes people want to tell us, well, this is a way that we've always done it or no, we can't do that. Right. Killer phrases, which is what we'll talk about a little later, but really challenging the process. It, it helps us to experiment and take risks and then also search for opportunities. This is really important in leadership. We are going to have to put aside our perfectionism, if that's something that goes along with you, um, and we're going to have to see that we're going to have to take some risks, right? We're going to have to try new things. We're going to have to step out there and see what could be possible and search for opportunities that maybe we haven't yet. Then we look at enabling others to act. So talking again about collaboration, you've already heard this word a couple of times, fostering collaboration, fostering partnership, allowing for those spaces at the table to really be heard individually and then strengthening others. Like we talked about leadership and encouraging and empowering people and helping them to be a better version of themselves. We're strengthening others so that we, as a team grow and be strong together. When Gallup looked at some well, they did some polling on strong teams and looking at really what those teams have in common. So these are five different characteristics that strong teams have in common. One is a conflict doesn't destroy them. So it's inevitable that we're going to have conflict, right? We have conflict in relationships. We have conflict at school. We have conflict with our parents all the time. We're going to have some conflict. And that has a potential of growing a relationship. So strong teams are able to see conflict as something that they can grow from, rather than something that's going to destroy them. Next, they prioritize what's best for the group and they move forward. So we're not going to get hung up on individual wants and needs to the point where it's a detriment to the group. So thinking about how I can contribute and be a part of the group, instead of just thinking that I have the best ideas and answers and people should go with me on it. All right. So then members are committed to their personal life as they are to the group mission. Super, super important self-care is so important and I'm sure you've heard before, but people will say, if you're not taking care of yourself, how can you, like, how can you take care of other people accurately and effectively? So it's really important that you think about what you need for yourself, that you have those boundaries in place so that you're committed to taking care of yourself and others don't need to take care of you. And then you're able to actually effectively commit and be a part of the group mission. The last two are embracing diversity and being magnets for talent. So that goes along with helping people to find and be really comfortable in their space at the table. Right? Um, it's not about my power. It's not about my control as a leader. It's about making sure that I'm hearing everyone around the table equally and that the right people are in the right seat. So embracing that diversity and then being magnets for talent. Lastly, we see encouraging the heart. So this goes along with some thoughts of empathy, right? Recognizing contributions and then celebrating values and victories. We're not robots. So it's important for us to think about the emotional side of things. Think about the heart and not just the head. And it's important for us to celebrate those times. We have met our values or when people have contributed, right. It makes us feel good when someone notices when we do something great. And so doing that as a leader is really important. Maya Angelo has a quote that says, "I've learned that people will forget what you said. People will forget what you typo did, but people will never forget how you made them feel." And that's, it's such a great reminder to us that a lot of times people leave a meeting or leave an interaction that we have. And I think more about how we made them feel. So emotional intelligence or better

known as EQ, the definition is here, and it's the ability to recognize and channel thoughts and feelings in a productive way in order to promote personal growth and effectiveness and build collaborative relationships with others. Ooh, that was a lot to read. So taking that, taking that apart a little bit and thinking about emotional intelligence is really my abilities to understand what's going on with people emotionally. And like we talked about how important it is to know the heart and to encourage the heart. Some of them, some of the things that I found were, you know, pretty insightful here, 90% of the difference between average and outstanding and leaders is linked to emotional intelligence, how important that is. And then emotional intelligence is two times as important as, uh, IQ and technical expertise in terms of career success. This is something that I hope we'll talk about a little bit more. And if it's something you want to learn more about, definitely let us know, and we maybe could do, um, a presentation on it, but emotional intelligence and how we do with the heart and how we do with others is really important and helps us in terms of relationships and in conflict, and really just to be overall more productive. So Tom Rath, who's part of the Gallup organization and he also wrote the book Strengths Based Leadership. He discusses these four basic needs for followers. So like we talked about that's anyone coming after the loan nut, right? So trust, compassion, stability, and hope are all going to be very important. Trust, looking at authenticity, that integrity piece of who I am, the passion, that heart, right stability. They want to know, hey, we have confidence that we're going to be stable in the future. We are not just thinking about today, but we're thinking about tomorrow and then hope that guidance piece and preparing for the future. We're not just reacting to every fire that comes to us today. We're moving forward. Do you see how some of those parallel, right? Some of the basic means that followers have actually go along with how we can be good leaders. And so they go together of really what, what one of us needs and what one of us can provide. Diving a little deep, deeper into building trust. A lot of times we want to talk about the what and the how, and we don't always get to the why. So for example, I might say, this is what I want you to do. And this is how I want you to do it. Well, you might say, well, why am I doing it? So if we, as leaders in whatever capacity, start with the why, and really explain why we think something is important or why we're making the request that typically helps people to then be able to better perform in the what and how. We have to believe that people are worthy of trust. That we're, we're the trust and that they're worthy of trust. And this is one way that we can help our group or our partnership to understand why we're going about doing something. And sometimes then it can help that person to, to push back a little bit and help us to refine our mission. We have to remember that when we're sick, tired, stressed, or there's a lot of change, which I don't know about you, but 2020 has been a little bit like that for me, it's easier to react versus respond. So sometimes we have those negative reactions and we're pretty quick to be defensive or whatever, and we struggle a little bit to respond. So again, putting the heart into it and thinking about how I, as a leader or even supporting my leader in whatever capacity is that I'm, I'm understanding that some of these things can affect the way that we respond. And sometimes we can be, we can tend to react versus respond. So how can I, again, set someone up for greatness and understand when this is happening and maybe ask the question of what happened so that I can better understand how to support them. A little further into the why. So I think it's important to also think about your own why. So, like we talked about it's important for a follower to know the why it's also important for myself to know my why, um, because that can help me rise to the occasion when I'm feeling stressed, when I'm feeling scared, when I'm feeling apprehensive. So what is it that is your, why, why are you a part of this group? Why are you passionate about this subject or topic? Why do you want to give your time to this. That can really help you when, when you run up against being fearful or tired or whatever happens, it can help you to just really get centered on your motive for why. I mentioned a little about killer phrases. So killer phrases are things that can really just take the conversation back. Um, it could stop the conversation, drive us back, halt it, whatever. Killer phrases we have to be really careful and a lot of times we can do them more when we're reactive. So when we're tired, stressed, frustrated, um, those are the yes buts. Or maybe

we've tried that before. It's not going to work. If we can shift that into more of empower phrases, we can ask questions like, how can I support you? Or what if this, or we can say what a great idea that is, tell me more. It helps to empower people and their relationship. And it really gets to the heart of who we want to be as a leader. The one thing I would challenge you is to think about right now, what type of leader do you want to be? If somebody answered this question for you and said, Shaylee is the leader who, or Greg is a leader who blank, what would you think that they would say now? And what do you want them to say? And how can that factor into some of the why of why you're positioning yourself right now in this situation. Why you're a part of this group or why you want to continue moving forward in this role that you have. So think about that of I'm the leader who, and how you would finish that phrase, how you would want to finish that phrase. And it can help you think about the goals that you have in your own life to get you where you want. Lastly, I want you to think about the actions. So personally for your school family or community, what is one thing maybe that you learned that you feel like you can use right away? So again, I don't think this is going to be earth shattering information for you, right? I hope you take away something, or maybe you hear something that you've already heard before in a different way. And you think about how you can apply that. So take a moment. Think about what was most helpful for you that you learned today right away. Thanks everyone. And please, as I mentioned, make sure that you're letting us know what you want to learn about. And if there's anything in here that you want to know more about or different topics that you want to know about, we really want to partner with you to be able to do that. Thanks.