

**Finding Your Leadership Edge:
Becoming a Better Leader From the Inside Out
NALP 2015 Annual Education Conference – LEADERSHIP IN ACTION**

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Leadership Behaviors

Ref: www.mckinsey.com/insights/leading_in_the_21st_century/decoding_leadership_what_really_matters?cid=other-eml-nsi-mip-mck-oth-1501

Be Supportive	Keep group organized and on task
Champion desired change	Make quality decisions
Clarify objectives, rewards and consequences	Motivate and bring out the best in others
Communicate prolifically and enthusiastically	Offer a critical perspective
Develop Others	Operation with strong results orientation
Develop and share a collective mission	Recover positively from failure
Differentiate among followers	Remain composed and confident in uncertainty
Facilitate group collaboration	Role model organizational values
Foster mutual respect	Seek different perspectives
Give praise	Solve problems effectively

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Authentic Leadership – Self-Reflection

Take a minute and jot down 3 strengths that people who know you as a leader would say you consistently demonstrate. You can use words from tables or come up with your own. What are you proud of?

Then think about what you would hope to be your leadership strengths – regardless of how you currently assess your strengths.

My Leadership Strengths	My aspirational Leadership Strengths
1.	1.
2.	2.
3.	3.

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Authentic Leadership – Mind the Gap!!

What typically gets in the way of being the type of leader you want to be? Reflect on instances when you have not been the leader you wanted to be...

What stands in my way	What steps can I take to overcome the gap?
1.	1.
2.	2.
3.	3.

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1. *Own your stuff* – commit and manage gaps strategically
2. *Stop talking and listen* – build trust; why would someone want to be led by you; create relationships built on trust; understand their perspective
3. *Be a champion for yourself and your team*
4. *Act where you can*: identify what you CAN change and put your efforts there

Leadership in Action	Insight	I will take the following step...
Own your stuff....	• •	• •
Stop Talking and Listen	• •	• •
Be a champion for yourself and your team	• •	• •
Embrace Change	• •	• •
Be clear about your Goals	• •	• •

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Develop a Leadership Growth Plan & Monitor your Results

Commitments			Results	
Goals	What steps will you take and by when?	What resources and/or support will you need?	What worked?	What can I do differently next time for better results?