



# Leadership 101

## Big Questions of the Day

- Why do leadership skills matter?
- What are the qualities of a leader?
- What kind of leader am I?

# Why do leadership skills matter?

The world's top universities don't just want "smart kids"...

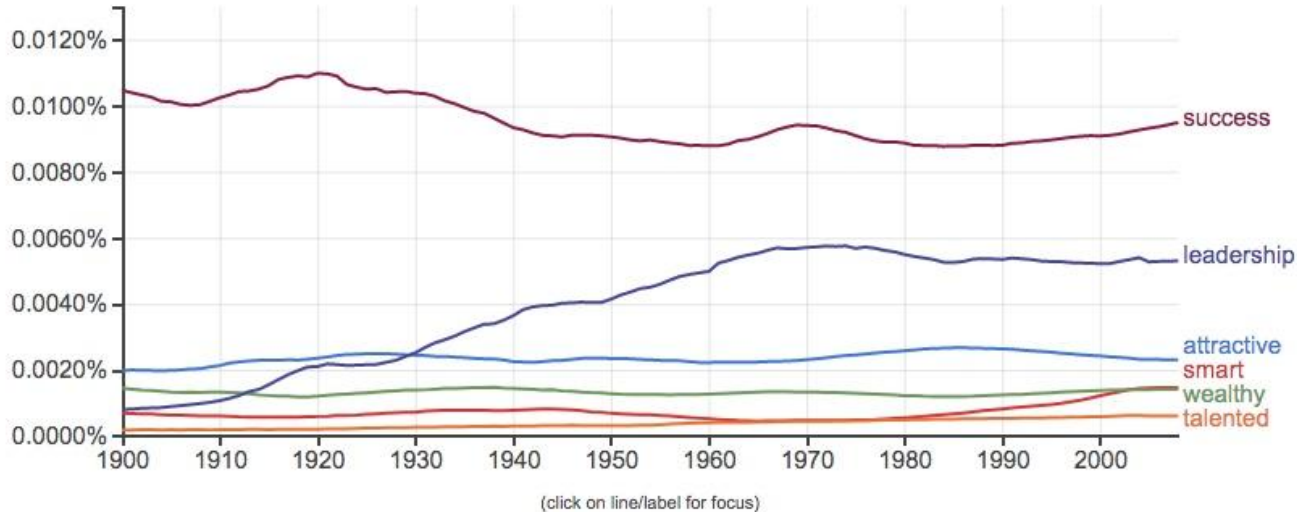
- Harvard rejects 1 in 4 applicants with perfect 2400 SAT scores
- Duke University & University of Pennsylvania both reject 6 out of 10 valedictorians (highest grade point average in their class)

... they want young leaders who make a difference!

- Harvard University: *"maturity, character, leadership, self-confidence, warmth of personality, sense of humor, energy, concern for others and grace under pressure."*
- Princeton University: *"We look for qualities that will help [students] become leaders in their fields and in their communities."*

# Why do leadership skills matter?

- More books mention “leadership” than being “smart”, “wealthy”, “attractive”, or “talented”



# Why do leadership skills matter?



## TOP TEN JOB SKILLS IN 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Negotiation
9. Cognitive Flexibility

Employers worldwide are looking for employees with leadership skills!

### **Quick Reflection:**

Which of these skills are leadership skills?

# Qualities of a Leader

Think about and write down 5-10 important qualities of a leader.

Consider...

- What qualities make a person a leader?
- What does a good leader do?

# Qualities of a Leader

## Word cloud example:



Share your ideas with your group and look for similarities. Combine your ideas into a word cloud, writing larger for popular/"more important" qualities many people wrote, and smaller for unique ones.

# Qualities of a Leader

Questions to consider during the Gallery Walk:

- Why do some of same ideas come up over and over again? Where does this idea of leadership come from?
- Are some leadership qualities more important than others?
- Is there one ideal leader?



# What is Leadership?

- 30 years of global research about leadership has found that successful leaders engage in some or all of the *Five Practices of Exemplary Leadership*, regardless of country, setting, time, title, etc.
- “Leadership is not about personality; it’s about behavior.”
- “One of the greatest myths about leadership is that some people have it and some don’t.”

# The Five Practices of Exemplary Leadership



## MODEL THE WAY

CLARIFY SHARED VALUES BY FINDING YOUR VOICE

SET AN EXAMPLE BY ALIGNING YOUR ACTIONS WITH THE SHARED VALUES



## INSPIRE A SHARED VISION

ENVISION THE FUTURE BY IMAGINING POSSIBILITIES AND OPPORTUNITIES

INVITE OTHERS INTO A COMMON VISION BY APPEALING TO SHARED ASPIRATIONS



## CHALLENGE THE PROCESS

TAKE INITIATIVE IN SEARCHING FOR NEW OPPORTUNITIES

EXPERIMENT AND TAKE RISKS, AND INVITE OTHERS TO DO THE SAME



## ENABLE OTHERS TO ACT

FOSTER COLLABORATION BY BUILDING TRUST AND RELATIONSHIPS

STRENGTHEN OTHERS BY SHARING YOUR KNOWLEDGE, SKILLS, AND SUPPORT



## ENCOURAGE THE HEART

RECOGNIZE CONTRIBUTIONS BIG AND SMALL BY SHOWING APPRECIATION

CELEBRATE VICTORIES BY CREATING COMMUNITY SPIRIT

## Brainstorm

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Think and write down one person for each of the five practices that is a good example of this practice of leadership. It can be someone in your own life or someone famous.

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**Reflect:** What practice do you feel is the most important and crucial for leaders?

## Small Group Activity

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Get together with everyone else who chose the same practice.

1. Why did you feel drawn to this practice?
2. Why is this practice important as a leader? (Prepare for someone to share your ideas with the large group)



Group  
Reflection

# Leadership & Confidence

“Anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.”

- Brene Brown

**Group reflection:** What is the role of confidence or courage in leadership?

# Leadership & Me

1. What are the leadership qualities I have?
2. What “exemplary practices” of leadership do I already engage in? What can I work on incorporating more?
3. If leadership is a learned skill, what can I do in my life to practice and improve my skills?





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