

NECA
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CONVENTION
EDUCATION

Lead or Get Out of the Way!
Define Your Personal Leadership Style


Lead or Get Out of the Way!
Define Your Personal Leadership Style

Norb Slowikowski
Slowikowski & Associates

This session is eligible for 2 Continuing Education and 2 Contact Hours.

For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session

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What is Managing? What is Leading?

FAT System

- Managing – Functional Skills
- Leading – Adaptive Skills
- Technical Skills



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Leaders Mobilizing “Want To” Adopt 7 Key Leadership Traits

1. Be Proactive
2. Begin With The End in Mind
3. Put First Things First
4. Think Win/Win
5. Seek First to Understand, Then Be Understood
6. Create Synergy
7. Sharpen Your Saw



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Practice 10 Leader Behaviors

1. Involvement
2. Collaboration
3. Accessibility
4. Visibility
5. Positive Reinforcement
6. Encourage Feedback
7. Active Listening
8. Coaching
9. Take Action
10. Accountability



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Give People What They Value

- Respect
- Job With Meaning
- “Big Picture” Focus
- Involvement in Decision-Making
- Fairness
- Control Over Their Own Work
- A Place to Grow
- Return On Investment



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Let's Review Four Leadership Styles



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Autocratic Leader

- Demanding/Issues Orders/Intimidating
- Not Interested in Feedback
- **Positive's With This Style?**
 - What you see is what you get.
 - You know where you stand.
- **Negative's With This Style?**
 - Stifles initiative & creativity
 - Creates an “I don't get paid to think” attitude



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Democratic Leader

- Encourages input, new ideas
- Is a consensus builder – people are assets
- **Positive's With This Style?**
 - People feel empowered and part of a team.
 - People participate in decision-making process.
- **Negative's With This Style?**
 - Sometimes perceived as weak, always asking for other's input.
 - There isn't time to build consensus.



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Participative Leader

- Group decision-making, all ideas welcome
- Creates commitment, respect, and ownership
- **Positive's With This Style?**
 - People have “buy in” and are more committed.
 - Supervisor doesn't need all the answers.
- **Negative's With This Style?**
 - Puts pressure on team.
 - May delay decision-making process, or reject ideas outright.



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Situational Leader

- Easily adapts to different personality types.
- Flexible – deals *in* the moment at hand.
- **Positive's With This Style?**
 - Accepts people where they are, not where you would like them to be.
 - Assesses situation before acting.
- **Negative's With This Style?**
 - Requires developing people – not easy to do.
 - Time factor gets in the way – sometimes things just need to get done.



Situational Leadership – 4 Styles

<p>S-1 <i>Telling (High Task/Low Relationship)</i></p> <p>DIRECT STYLE</p>	<p>S-2 <i>Selling (High Task/High Relationship)</i></p> <p>PERSUASIVE STYLE</p>
<p>S-3 <i>Participating (High Relationship/Low Task)</i></p> <p>COLLABORATIVE STYLE</p>	<p>S-4 <i>Delegating (Low Relationship/Low Task)</i></p> <p>SUPPORTIVE STYLE</p>



Effective Leadership Key Principles

- Encourage your people to ask for help.
- Replace blame with problem analysis.
- If it ain't broke – break it.
- Develop your people via Coaching.
- People commit to leaders who inspire them.
- Be flexible – there is more than one way to do it.
- Encourage your people to challenge the process.
- Real leaders never forget where they came from.
- Always look for ways to make things better.



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Questions?

Don't forget...

- 10:15 - 11:30 am – Opening General Session *with Doris Kearns Goodwin*
- 11:30 am - 5:00 pm – NECA Show Hours



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