

CHARTING YOUR LEADERSHIP PATHWAY

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Leadership... Yes!

- What would you say to someone who asked you to become a leader?
- If no, why?
- If yes, why?

What inspires new leaders?

- Someone who believed in you.
- Someone who modeled leadership
- Someone who took a stand regardless of popularity, but on the basis of what was right

Different levels of leadership

- Contemplation
- Beginning or "Emerging" leaders
- Developing or "Budding" leaders
- Seasoned Leaders

Regardless of the level...

1. Everyone watches what we do
2. Everyone watches how we do what we do
3. We always have an impact on people that we did not know we were impacting.

To lead or not to lead...

- Three areas to consider...
1. Looking Inside
 2. Reaching Beyond
 3. Enacting a Plan

Looking Inside

- Reflecting on Leadership (My Leadership Now)
 - Know yourself (leader or follower).
 - Understand your skills as a listener and a communicator.
 - Do you have a philosophy of leadership?
 - How do you respond to risks, challenges, and adversity?
 - Short & Long-term vision, advancement.

Looking Inside/Reflecting

- When do you show leadership in your current role? How do you do this?
- Think of a time when you played an important part in changing something for the better. What did you do? What skills did you use?
- Think of the best leader that you've ever worked with. What did they do that made them a good leader? How did they make you feel?

Reaching Beyond

- What do I want to achieve?
 - Attractiveness, ability to advance a vision.
- History of working with others
- Are you accepting of & literate in diversity?
- Ability to embrace other perspectives, visions, and goals?
- Willingness to become an expert within the organizational structure of your field, profession?

Reaching Beyond

- Why would you like to develop your leadership skills? What difference could this make to your work?
- What is your organization looking for from you in your leadership role? How can your leadership contribute to your organization's vision?
- What kind of role would you like to have in 5 years time?

Enacting a Plan

- Planning YOUR Leadership Pathway
 - Collaboration with members, divisions, regions, etc that meet developmental needs of ALL professional counselors
- Formulate vision by collecting information, sharing your knowledge respectfully, and listening to issues and concerns
- Pay attention to details, do not overlook the needs of the organization to achieve own agenda

Enacting a Plan

- 6 Skills necessary of a Capable Leader
 - Willingness to share a Vision
 - Enthusiasm to be Creative and Innovative
 - Preserve a level of Self-leadership
 - Effectiveness to Collaborate and Influence
 - Ability to Motivate and Inspire
 - Passion to Empower

Vision & Creativity

- Vision
 - How could things be better for the people who use our service?
 - What can we do to make this happen?
- Creativity
 - Being willing to try things out yourself as well as encouraging colleagues to do so too
 - Taking appropriate risks, with the support of your organization.

Self Leadership & Collaboration

- Self-Leadership
 - Seeking feedback from others and motivating yourself to improve your own leadership
 - Being resilient and finding ways through challenging situations
- Collaboration
 - Building positive working relationships and networks based on transparency and integrity
 - Using evidence, information and research to influence others, including those who have authority over you.

Motivate & Empower

- Motivate
 - Setting ambitious goals, and expecting the best of yourself and others
 - Valuing and respecting the contributions of others to inspire them to have confidence in themselves and you as a leader.
- Empower
 - Listening to, valuing and acting on the expertise and contributions from people who use your service
 - Promoting the principles of citizen leadership

Leadership “Glow”

- Leadership is a privilege, not a right.
- Have a unique opportunity to empower many others to achieve success
- Strong commitment to both personal and professional identity