AUTHENTIC LEADERSHIP

Corey Leneker, MPA

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AUTHENTIC LEADERSHIP

authentic leadership in action

2022 AIM Leadership in Action

Presented by:
Corey Leneker, MPA

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thanks!
Welcome!

1. Care for self.

2. Care for others.

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To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.

Ralph Waldo Emerson
GOALS

1. Identify the four elements of Authentic Leadership.
2. Assess leadership strengths and areas to grow.
Participant Workbook
1. How do you define leader?

2. Do you consider yourself to be an authentic leader? Why or why not?
Hello!

How do you define leader?
How do you define leader?
A leader is anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.

Brené Brown
1. Identify a leader who has had a positive impact on you.
2. Describe the leader in only 3 words.
Goal 01

Identify the four qualities of Authentic Leadership.
4 Elements of Authentic Leadership

1. Trust
Trust

Character  
Competence

Source: Speed of Trust, Dr. Stephen M.R. Covey, Revised version 2018
Why is trust important at work?
Trust

1. Helps with handling change.

2. Potential to decrease stress by 74% and less likely to experience burnout.

3. Teams that trust their managers report a 76% higher level of employee engagement.

4. Enables creativity and innovation.

5. Provides foundation for successful difficult conversations.

Source: OfficeVibe, Effective Communication Guide for Managers, 2020
Assess how you are demonstrating Trust.

Write a few sentences about why you chose that number.
4 Elements of Authentic Leadership

1. Trust
2. Compassion
How have you seen compassion demonstrated at work?
Compassionate Leadership:

- Awareness of others and their feelings
- Empathetic responses to their condition; and
- Ability and desire to act.

Source: Center for Compassionate Leadership, 2019. www.centerforcompassionateleadership.org
1. Happier more fulfilled employees.
2. Lower organizational turnover rates.
3. More resilient employees who are less likely to experience burnout and stress.
4. Enhanced productivity and innovation.
5. Higher customer satisfaction rates and loyalty.

Source: Center for Compassionate Leadership, 2019.
www.centerforcompassionateleadership.org
Reflect

Assess how you are demonstrating Compassion.

Write a few sentences about why you chose that number.
4 Elements of Authentic Leadership

1. Trust
2. Compassion
3. Stability

Source: Strengths-based Leadership: The 4 Things Followers Need. Gallup, 2019
Stability

Stability is something we don’t often think about as a leadership quality – that is until it’s absent.

A lack of stability harms cultures, stifles productivity, erodes trust, and makes it extremely difficult to retain talent.

“Few things positively impact an organization like a **stable tone** from the top.

A humble and resolute confidence, a sure hand, and a steady calm inspire belief in a leader’s competence and capability.
How can leaders demonstrate stability?
Stability

True North: Clear convictions and principles.

Training, Development, & intellectual curiosity.

Compassionate Leadership.

Freedom to fail.


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Assess how you are demonstrating Stability.

Write a few sentences about why you chose that number.
4 Elements of Authentic Leadership

1. Trust
2. Compassion
3. Stability
4. Hope

Source: Strengths-based Leadership: The 4 Things Followers Need. Gallup, 2019
Hope

Everything that is done in the world is done by Hope.

Dr. Martin Luther King Jr.
What role does hope play in leadership?
1. Optimism in the future.
2. Hopeful leaders are encouraging and remain focused on the best in teams and people.
3. Hopeful leaders are always moving towards a goal, but they don’t allow it to steal their joy.
4. Hopeful leaders embrace change.
5. Diversity, Equity, and Inclusion.

Source: Center for Compassionate Leadership, 2019.
www.centerforcompassionateleadership.org
Assess how you are demonstrating Hope.

Write a few sentences about why you chose that number.
Discuss

Review the 3 words to describe the leader who has had a positive impact on you.

Do they fit into these elements?
- Trust
- Compassion
- Stability
- Hope
Goal 02

Assess leadership strengths and areas to grow.
Assessment Scores

Strengths?

Areas to grow?
What percentage of leaders rated their leadership ability as average or above average?

Source: Strengths-based Leadership: The 4 Things Followers Need. Gallup, 2019
97%

Source: Strengths-based Leadership: The 4 Things Followers Need. Gallup, 2019
What can make it challenging to share feedback with a leader?
Discuss

What are the risks if a leader doesn’t receive feedback?
ASSESSMENTS

1. Clifton Strengths Assessment
2. VIA Character Strengths Assessment
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<th>RELATIONSHIPS</th>
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<td>Achiever</td>
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<td>Responsibility</td>
<td>Woo</td>
<td>Positivity</td>
<td>Strategic</td>
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# The VIA Classification of 24 Character Strengths

## Wisdom
- **Creativity**: Clever, Original & Adaptive, Problem Solver
- **Curiosity**: Interested, Explores new things, Open to new ideas
- **Judgment**: Critical Thinker, Thrives things thoroughly, Open-minded
- **Love of Learning**: Masters new knowledge, systematic, adds to knowledge
- **Perspective**: Wise, Provides wise counsel, Sees the big picture view

## Courage
- **Bravery**: Show your valor, Doesn’t shrink from fear, Speaks up for what’s right
- **Perseverance**: Persistent, Industrious, Finishes what one starts
- **Honesty**: Authentic, Trustworthy, Sincere
- **Zest**: Enthusiastic, Energetic, Does things with heart

## Humanity
- **Love**: Warm and genuine, Values close relationships
- **Kindness**: Generous, Nurturing, Caring, Compassionate, Altruistic
- **Social Intelligence**: Aware of the motives and feelings of self/others, Knows what makes others tick

## Justice
- **Teamwork**: Team player, Socially responsible, Loyal
- **Fairness**: Just, Doesn’t let feelings bias the decisions about others
- **Leadership**: Organizes group activities, Encourages a group to get things done

## Temperance
- **Forgiveness**: Merciful, Accepts others’ shortcomings, Gives people a second chance
- **Humility**: Modest, Lets one’s accomplishments speak for themselves
- **Prudence**: Careful, Cautious, Doesn’t take undue risks
- **Self-Regulation**: Self-controlled, Disciplined, Manages impulses and emotions

## Transcendence
- **Appreciation of Beauty & Excellence**: Feels awe and wonder in beauty, Inspired by goodness of others
- **Gratitude**: Thankful for the good, Expresses thanks, Feels blessed
- **Hope**: Optimistic, Future-minded, Future-oriented
- **Humor**: Playful, Brings smiles to others, Lighthearted
- **Spirituality**: Seeks meaning in life, Seeks a sense of purpose, Sees a relationship with the sacred
Goal 03

Build a personalized Authentic Leadership action plan.
Leadership is a journey. You start out being who you think you are and along the way you become more of who you really are.”

Robert Holden PhD

Source: Dr. Robert Holden, Authentic Success, 2011
Reflect

1. Select your top 5 values.

2. Write a sentence about what each value means to you.
1. Share one of your values.

2. How do you demonstrate that value at work?
Everyone has a role

Employees

Managers

Leaders

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Strategy

Make Leadership Development part of the culture

Equip managers to identify emerging leaders

Design employee experience to grow and build leaders
AUTHENTIC LEADERSHIP ACTION PLAN

<table>
<thead>
<tr>
<th>Top 5 Values and how I will demonstrate those values in my leadership.</th>
<th>An action I will take in each of the 4 Elements of Authentic Leadership</th>
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<tbody>
<tr>
<td></td>
<td>Trust</td>
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<tr>
<th>My leadership strengths</th>
<th>I will seek feedback from...</th>
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<tr>
<td>My leadership areas to grow</td>
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Start building your Authentic Leadership Action Plan.

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Ralph Waldo Emerson
Thanks!

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