

Reaching our Leadership Potential

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So what is leadership?

What Leadership is Not...

- Based on position or title
- Connected with specific personality traits
- Management (plan, decide, measure, coordinate, hire, administration of tasks, etc.)
- Without followers
- Obtained through force or power
- Completely natural and innate

James Hunter's Definition of Leadership

The skills of influencing people to enthusiastically work toward goals identified as being for the common good.

Steve Jobs

Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could.

Oprah Winfrey

Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives.

Brene Brown's Leadership Definition

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

What is the commonality?

INFLUENCE

INFLUENCE

The capacity to impact the character, development, or behavior of someone or something

*Genuine, authentic efforts to impact
for the benefit of others or something*

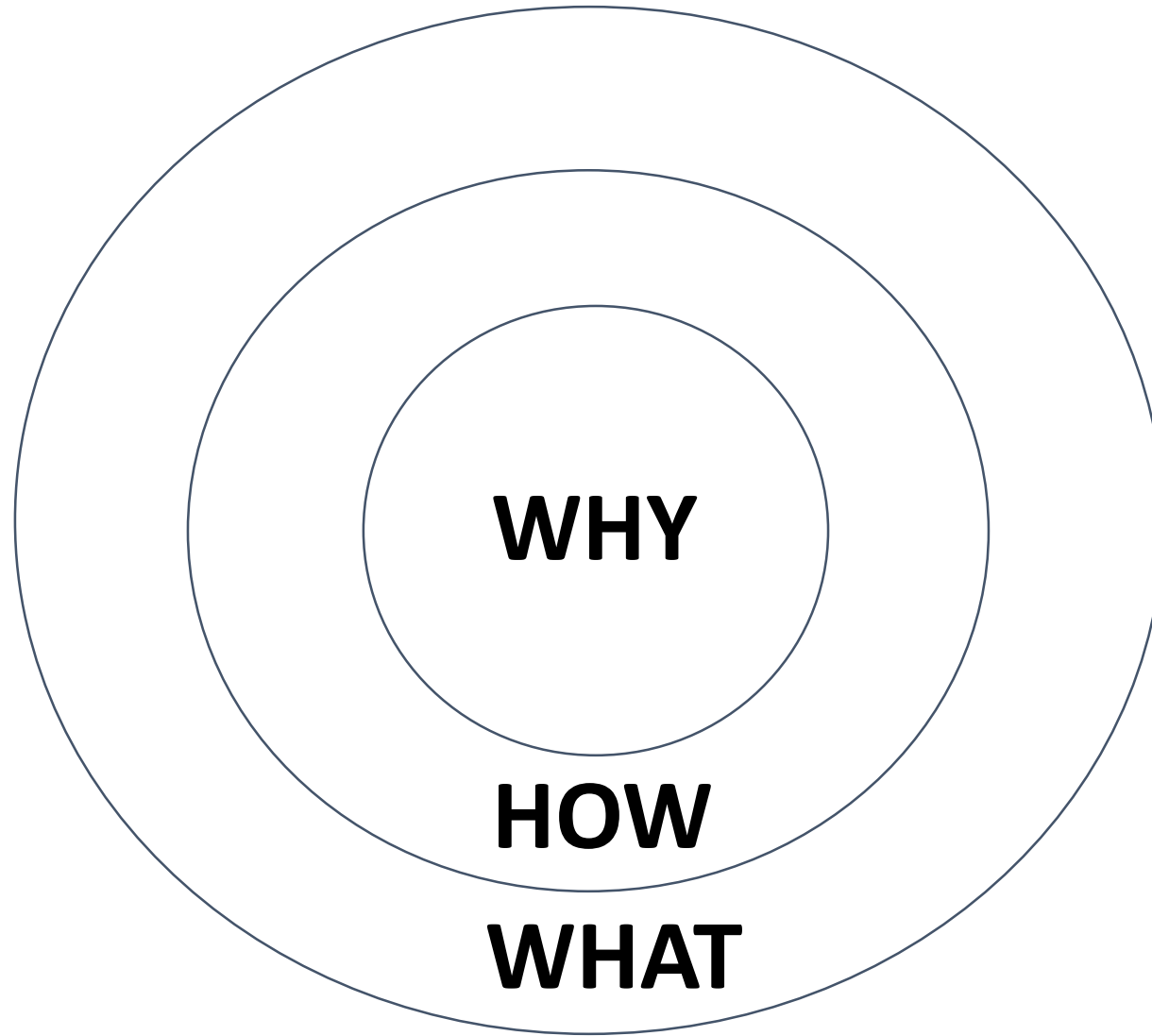
Knowing Your Why

Have your disability office ever thought about...

- Why does your disability office exist on campus?
- What is your main mission for your campus community relative to your office role?
- What is your core work with and for students with disabilities?
- What is your core work for the campus community?
- If your office fell off the campus grid tomorrow, what would be missing? What do you do that no one else on your campus is designed to handle?

Have you personally ever thought about...

- Why do you work?
- Why do you work in this field?
- What are your main hopes and goals for your professional trajectory?
- How does your work align with your personal values?
- If you left your office tomorrow for another job, what would your office, your team and your campus be missing with you no longer in that role?



The Golden Circle (Adapted from Simon Sinek's Start with Why)

To really inspire us, we need a challenge that outsizes the resources available. We need a vision of the world that does not yet exist. A reason to come to work. Not just a big goal to achieve. This what is what leaders of great organizations do. They frame the challenge in terms so daunting that literally no one yet knows what to do or how to solve it.

If the leaders of organizations give their people something to believe in, if they offer their people a challenge that outsizes their resources but not their intellect, the people will give everything they've got to solve the problem.

--Simon Sinek

WHY:

Purpose?

Cause?

Belief?

Vision?

Ideals?

Values?

Essence of your office operations?

Why should anyone care about your office?

What is your vision for your campus 20 – 30 years from now?

Why do you get out of bed Monday morning?

Influence and Impact Through Motivation

What Motivates Us (Daniel Pink - Drive)

The secret to high performance and satisfaction:

Autonomy

Mastery

Purpose

So what is leadership?
How do we influence others?

Foundational Actions

Empathy

Humility

Compassion

Confidence

Commitment / Being All-In

Approachability

Dependability

Adaptability

Transparency

Solving Problems

Nourish Yourself
(To promote the growth or development of)

Egos are at Risk

**Extend the Most
Generous Interpretation Possible**

Curiosity through Listening

**(First 20 – 80;
80 of the 80)**

**Recognizing Opportunities
(More Important than Bringing Ideas)**

Yes, And
(Identify Agreements First)

Offer a Way Out

**Own the Mistake/Error
Whenever Possible**

Move into the Storm

Authenticity over Perfection

Why These “What” Actions Matter

- Create a circle of **safety**
- Increase opportunity for **trust**
- Increase chances people believe you **genuinely care** about them
- Elevate likelihood of getting one’s **best effort**
- Improve potential for **meaningful and mutual fulfillment**

Taking Action

Becoming the future leader you want to be...

= the sum total of the decisions you make today (and tomorrow...)

Craig Groeschel

Successful leaders do consistently what other people do occasionally.

What are your main take-aways from this session?

What are 1 – 2 steps you will take in the next week to evolve as a leader?

Closing Quote from Stephen King

We never know which lives we influence, or when, or why.

Books for Reference

Dare to Lead (Brene Brown)

Dare to Serve (Cheryl Bachelder)

How to Become a Servant Leader (James Hunter)

Leadership 101 : What Every Leader Needs to Know (John C. Maxwell)

The 21 Indispensable Qualities of A Leader (John C. Maxwell)

Start with Why (Simon Sinek)

Yes, And (Kelly Leonard and Tom Yorton)