Leadership Theory Exploration
Agenda Overview

- Opening Exercise - WHY...?
- Leadership Theories
  - Transformational
  - Authentic
  - Participative
  - Servant
  - Resonant
- Leadership Vision
Why....?

What is your why?
Lead...

- To guide on a way, especially by going in advance
- To provide a course or direction
- To serve as a channel for
Transform...

- To change in composition or structure
- To change the outward form or appearance of
- To change in character or condition
Transformational Leadership

- Through a transformational vision, raises leader and followers to higher levels of motivation, engagement, and productivity than they would achieve individually.
  - Idealized influence
  - Inspirational motivation
  - Intellectual stimulation
  - Individualized consideration

- Contrast to “Transactional Leadership”
Authentic Leadership

- Individuals who are deeply aware of how they think and behave are able to lead from a place of “authenticity” and are perceived by others as aware of self and others as well as contexts, and are seen as confident, hopeful, optimistic, and resilient.
  - Self-awareness
  - Balanced information processing
  - Authentic behavior
  - Relational transparency
Servant Leadership

- Placing the needs of one’s followers before one’s own; moving beyond one’s self-interest and driven by a desire to serve others and elevate others’ contributions in pursuit of goals
  - Empowering and developing others
  - Humility
  - Authenticity
  - Interpersonal acceptance
  - Providing direction
  - Stewardship
Participative Leadership

- Model where there is shared influence and joint decision-making between a leader and their followers.
  - Participation in decisions about the work itself
  - Consultative participation
  - Short-term participation
  - Information participation
  - Employee ownership
  - Representative participation
Resonant Leadership

- “Resonant leaders are in tune with the world around them. This results in people working in sync with each other, in tune with each others’ thoughts (what to do) and emotions (why to do it)” (Boyatzis & McKee, 2005, p.4)
  - Effectively adapt to change
  - Confident to take on challenges
  - Aware of context of their surroundings and people
  - Inspire progress and passion as their actions resonate with others
  - Fully dedicated to their cause
Discussion...

- Which theory or theories most resonate with you and your style?
- What are the challenges associate with different styles?
- How will you consider varying approaches or styles in your leadership?
Let’s talk about VISION
“Vision” - Defined

• Future-focused, outlines what you aspire to be

• A source of inspiration, used to guide decision-making

• How you seek to transform the world around you

“Vision sets the path to the future”
Levels of Vision

- Individual/Role
- Department
- College/VP
- Organization
Defining Yours...

What is your vision for your area?

- What will be the distinctive strengths that make your area known as a leader nationally and/or globally?
- What things will be foundationally distinctive about your area?
- What will set you apart from others?
Defining Yours...

Share about your vision...

• How clearly can you describe it?
• How easily can the others envision it?
• What questions arise about it?
• What else do you need to know?
Next steps...

- Refining your vision
  - Share with others
  - Get reactions, input, questions
  - Incorporate ideas and thoughts of others
  - Refine and share the next version