Being An Inspirational Leader

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“THE MIKE AND MIKE SHOW”
Inspirational Leadership

By the end of our time together today we will be able to

- Identify the 5 key attributes of inspirational leaders
- Complete a self assessment of your own leadership attributes
- Develop an action plan
“I’m aware that some of us take our leadership role a bit more seriously than others ...”
What makes someone a leader?
Inspirational Leadership

➢ Think about leaders YOU admire

➢ What personality traits and skills do they possess?

➢ Specifically – In which ways do they inspire you?
Vision and Purpose

Objective Listener

Communicator

Passion

Relationship Builder

Inspirational Leader
Secret #1
Inspirational Leaders Must Have Passion
Secret #1

“A great leader's courage to fulfill his vision comes from passion, not position.”
- John Maxwell
You cannot inspire unless you are inspired yourself

Every inspiring leader is abundantly passionate—not about the product itself, but what the product means to their customers. Steve Jobs was not passionate about computers. He’s passionate about building tools that help people to unleash their personal creativity. Big difference.
People don't buy what you do; they buy why you do it. And what you do simply proves what you believe.

Simon Sinek
Passionate Leaders....

• **Commit honestly** – Passionate leaders genuinely believe in what they espouse. People are touched and engaged by the genuineness of their passion.

• **Make a clear case without being dogmatic** – They convey the power of their belief without dismissing or belittling others’ points of view.

• **Invite real dialogue about their passion** – Their passion is balanced with openness: they want to hear and integrate others’ points of view.

• **Act in support of their passion** – They walk their talk: their day-to-day behaviors support their beliefs.

• **Stay committed despite adversity and setbacks** – Their commitment isn’t flimsy; when difficulties arise, they hold to their principles and find a way forward.
**Passion + Vision = Inspiration**

- If Vision is “what you see” as a leader, Passion makes what you see important!!!

- Vision without passion is mechanical...Vision with passion is INSPIRATIONAL!
Secret #2
Inspirational Leaders Must

Have a Vision and Purpose
It starts with a Vision

• Your personal vision as a leader
  – Behind you: How have past lessons and experiences prepared you to pursue your passion?
  – Around you: What are your current motivations and influences?
  – Ahead of you: What do you want to accomplish?

• Your vision for your athletic department
Your vision for your athletic department

An Athletic Department that embraces a unified vision becomes focused, energized, and confident. It knows where it’s headed and why it’s going there.

As the Athletic Director you are responsible for identifying a worthy and compelling vision and articulating it to your staff.

- Does your staff clearly understand the organizational goals?
- Are they committed? Is it a shared vision?
Having a **Vision** and knowing your **Purpose** is a fundamental necessity to inspiring the stakeholders in your organization.

Where there is no vision or purpose, there is no direction. And where there is no direction there is usually confusion and eventually despair.

Think of it this way, you wouldn’t get on a train that had a sign on the front saying “**DESTINATION: SOMEWHERE DOWN THE TRACK!**”...would you? Then why in your Department would you move forward and not have a vision and purpose for where and what you want to be in the future?

SO...Do you know where you’re going?
4 Foundational Pillars

I. Integrity
II. Belief and Confidence
III. Inspiration
IV. Production
Secret #3
Inspirational Leaders Must Be Relationship Builders
You are in a “People” Profession

“People will forget what you said...they will forget what you did...but they will never forget how you treated them.”

“Leadership is relational as much as positional”

Are you a connector or a climber?

- Climbers focus on position – Connectors focus on relationships.
- Climbers seek power – connectors seek partnerships
- Climbers build their image – connectors build consensus
- Success is fleeting but relationships are lasting
Climbers vs. Connectors

**Climbers**
- Think Vertically
- Focus on Position
- Value Competition
- Seek Power
- Build Their Image
- Want to Stand Apart

**Connectors**
- Think Horizontally
- Focus on Relationships
- Value Cooperation
- Seek Partnerships
- Build Consensus
- Want to Stand Together
How Do You Become a Better Connector?

- **Walk Slowly through the halls**... Take time to go through your school every day to connect with people relationally.

- **Communicate with openness and sincerity**... Bill Walsh said, “Nothing is more effective than sincere, accurate praise, and nothing is more lame than a cookie-cutter compliment.”

- **Believe in your staff**... It’s one thing to communicate to people because you believe you have something of value to say. It’s another to communicate with people because you believe they have value.

  **Understand Your Staff**
  
  ✓ They like to feel special, so sincerely compliment them
  ✓ They want a better tomorrow, so show them hope
  ✓ They desire direction, so navigate for them
  ✓ They are selfish, so speak to their needs first
  ✓ They get low emotionally, so encourage them
  ✓ They want success, so help them win.
There is a big difference between a boss and a leader. A boss says, “Go.” A leader says, “Let’s go.” The purpose of leadership is to take others to the top.

Leadership is creating an environment in which people want to be part of the organization and not just work for the organization.

As a leader you are obligated to create an environment where people feel part of something bigger than themselves, where they feel fulfilled, and have purpose.
Transformational or Charismatic Leadership

– Leaders who, through their personal vision and energy, inspire followers and have a major impact on their organizations
  • Seeks change, proactive
  • Innovative, creative

– Leaders who determine what followers need to do to achieve objectives, classify those requirements, and help followers become confident they can reach their objectives
  • Inspire others to do more than expected
  • Raise level to self-actualization
  • Empower others
The 4 “I”s In Being Transformational

**Idealized Influence**
- Acting as strong role models
- High standards of moral and ethical conduct
- Making others want to follow the leader’s vision

**Inspirational Motivation**
- Communicating high expectations
- Inspiring followers to commitment and engagement in shared vision
- Using symbols & emotional appeals to focus group members to achieve more than self-interest
The 4 “I”s In Being Transformational

**Intellectual Stimulation**
- Stimulating followers to be creative and innovative
- Challenging their own beliefs and valuing those of leader and organization
- Supporting followers to
  - try new approaches
  - develop innovative ways of dealing with organization issues

**Individualized Consideration**
- Listening carefully to the needs of followers
- Acting as coaches to assist followers in becoming fully actualized
- Helping followers grow through personal challenges
Secret #4
Inspirational Leaders Must

Be Objective Listeners
Inspirational Leaders Must Be Objective Listeners

https://www.youtube.com/watch?v=Qg8PIK74KO4
Understanding people precedes leading them

a. If you want to be more effective connecting with people, make it your goal to understand them.

b. Listening is the best way to learn.

c. Listening can keep problems from escalating.

d. Listening establishes trust – the foundation of relationships.

e. Listening can improve the organization.
   - When leaders listen, they receive others’ insight, knowledge, wisdom, and respect.
   - That puts all of an organization’s assets into play, ready to be positioned for the fulfillment of the vision and attainment of its goals.

“The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them.” ~ Covey
Most people believe they are good listeners without considering the important differences between hearing and listening.

The ability to hear is typically innate, but the ability to listen well is a skill that must be developed and practiced.

Objective Listening demands focus, energy, respect and understanding

✓ When someone speaks, do you make eye contact?
✓ How do you convey to the speaker that you are paying attention?
✓ Do you give your full attention to the speaker?
✓ Does your mind wander when you find the speaker’s topic uninteresting?
✓ Do you constantly interrupt the speaker and not allow the speaker to finish?
✓ Do you reflect on what is being said?
Being An Objective Listener

Five Keys to Being a Successful and Objective Listener

I. Pay attention.

Give the speaker your undivided attention, and acknowledge the message.

Recognize that non-verbal communication also "speaks" loudly.

- Look at the speaker directly.
- Put aside distracting thoughts. Don't mentally prepare a rebuttal!
- Avoid being distracted by environmental factors.
- "Listen" to the speaker's body language.
- Refrain from side conversations when listening in a group setting.

II. Show that you are listening

Use your own body language and gestures to convey your attention

- Nod occasionally.
- Smile and use other facial expressions.
- Note your posture and make sure it is open and inviting.
- Encourage the speaker to continue with small verbal comments like yes, and uh huh.
III. Provide Feedback

Our personal filters, assumptions, judgments, and beliefs can distort what we hear. As a listener, your role is to understand what is being said. This may require you to reflect what is being said and ask questions.

- Reflect what has been said by paraphrasing. "What I'm hearing is." and "Sounds like you are saying." are great ways to reflect back.
- Ask questions to clarify certain points. "What do you mean when you say." "Is this what you mean?"
- Summarize the speaker's comments periodically.

IV. Defer Judgment

Interrupting is a waste of time. It frustrates the speaker and limits full understanding of the message.

- Allow the speaker to finish
- Don’t interrupt with counter arguments
V. Respond Appropriately

Active listening is a model for respect and understanding. You are gaining information and perspective. You add nothing by attacking the speaker or otherwise putting him or her down.

- Be candid, open, and honest in your response.
- Assert your opinions respectfully.
- Treat the other person as he or she would want to be treated.

Be deliberate with your listening and remind yourself frequently that your goal is to truly hear what the other person is saying. Set aside all other thoughts and behaviors and concentrate on the message. Ask questions, reflect, and paraphrase to ensure you understand the message.
Secret #5
Inspirational Leaders Must

Be Great Communicators
Inspirational Leaders Must Be Great Communicators

https://www.youtube.com/watch?v=gmOTpIVxji8
Inspirational Leaders Must

**Be Great Communicators**

Tell a Powerful story –
* Plane scene
- Use imagery and imagination
- Make the listener feel emotionally attached –
* Remember the Titans Scene
Inspirational Leaders Must

**Be Great Communicators**

Four Keys:

1. Body Language – 93% of all communication is non-verbal
2. Tone Of Voice – What is the inflection of your voice and how are you expressing your knowledge? Yellers vs. Communicators
3. Gestures – Hand gesture we use the most?
4. Facial Expressions – eyes rolling, squinting, exaggeration of the feeling
Inspiration Leadership

Tying it all together
Review your performance as a Leader

Individual Exercise:

1. Assess yourself as a Leader
   • Conduct a SWOT analysis - Strengths, Weaknesses, Opportunities, Threats
   • Define your current reality

2. Develop an Action Plan to improve as a leader
   • list 2 actions you will undertake to address weaknesses or capitalize on opportunities identified
   • Apply structural tension charting to your actions
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“The Mike and Mike Show”