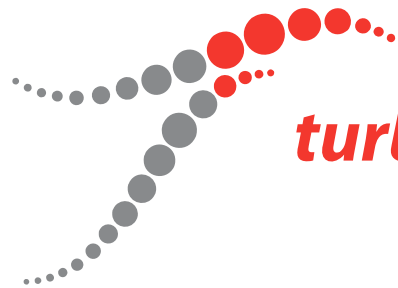




Joel A. DiGirolamo, BSEE, MBA, MS Psychology

Leadership



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Exercise

Break into Groups of 3-4 People

Create a List of 5 Leaders

Make a List of 5 Exceptional Things Each Leader

7 Minutes



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Attributes

Acts appropriate to the situation

Behaves in an ethical manner

Breaks down roadblocks

Communicates effectively

Creates a vision

Empowers and delegates tasks

Encourages team member growth

Establishes goals

Follows through, is dependable & responsible

Gathers appropriate resources, such as people and money

Has a lot of energy

Has good interpersonal skills

Is collaborative, facilitates

Is committed to the tasks at hand

Is decisive



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Attributes

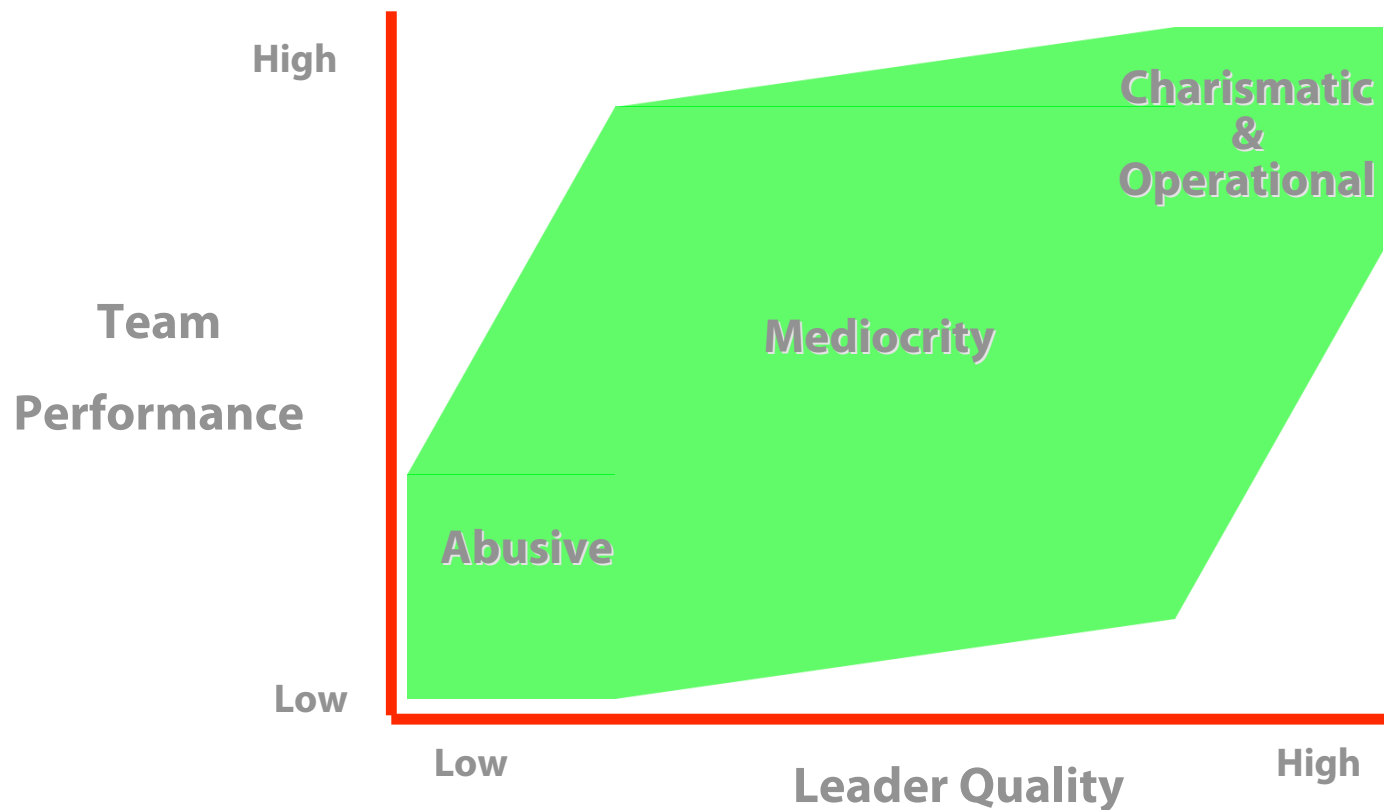
Is humble and selfless
Is in alignment with the organization
Is involved in the operation of the team
Is knowledgeable and competent
Is open-minded and adaptable
Is confident, self-assured
Is trustworthy
Motivates
Plans well
Protects team members
Provides guidance and instruction
Respects all individuals
Trusts team members
Uses resources wisely



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Leadership vs. Performance Model



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Leadership Style Model



Source: Blake & Mouton, 1964



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Ego

What Moves Us Forward in Life

Humility

Confidence
Healthy Ego

Pride

Self-
Importance



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Flawed Leadership

Hogan & Hogan, 2001	67%?
Shipper & Wilson, 1992	60%?
Bentz, 1985	50%?
White & DeVries, 1990	50%?
Milliken-Davies, 1992	50%?
Fernandez-Araoz, 1999	40%?
Lombardo & Eichinger, 1999	40%?
Sorcher, 1985	33%?
Sessa, Kaiser, Campbell, Taylor, 1998	30%?



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Exercise

Write Down 3 Tasks You Could Lead Right Now

Write Down 3 Reasons Why Someone Would Want to Follow You or Work for You?



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Leadership

“If a man is called to be a street sweeper, he should sweep streets as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lives a great street sweeper who did his job well.”

- Martin Luther King Jr.



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Slides Available at:

turbochargedleadership.com/presentations.html



Back-up



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THE ART, PSYCHOLOGY, AND SCIENCE OF MANAGEMENT —
AN INTEGRATED APPROACH

Generations

Actual Life Experiences (Generational Differences)

- Historical Economic, Social, Political Events or Situations
- Effects are Relatively Stable Over a Lifetime
- “Cohort”

Maturity Levels

Career Levels

Family Stages

Life Stages



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Millenials to Baby Boomers

No
Difference

Maybe
Difference

Definitely
Difference

Ethics Learn & Grow Trust the Organization	Respect Learning Work/Life Balance	Technology Usage Communication Skills
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