

# Leadership & Organizational Success

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*Leadership & Organizational Success*

## Course objectives:

- What makes an effective supervisor
- What makes an effective leader
- Employee retention / dealing with high turnover

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# BEING A BETTER SUPERVISOR

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***The difference between a  
boss and a leader:***

***a boss says, "Go!" - a leader  
says, "Let's go!"***

*-E.M. Kelly*

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# dialogue v. debate

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In debate, winning is the goal.

In debate, one listens to the other side in order to find flaws and to counter its arguments.

Debate affirms a participant's own point of view.

Debate defends assumptions as truth.

Debate causes critique of the other position.

Debate defends one's own positions as the best solution and excludes other solutions.

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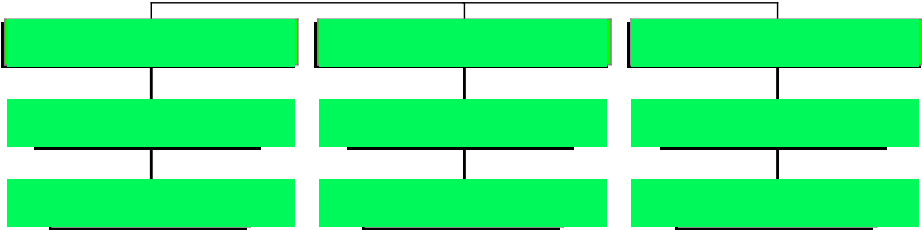


# PEER LEADERSHIP MODEL

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## PEER LEADERSHIP MODEL





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 **DIVERSITY = LIFE** – Diversity and becoming socially just is not something that should be or feel forced, contrite or labor-intensive. Developing a global respect and appreciation for all people should be a part of our everyday fabric.

 **COMMUNICATION** – Everyone wants to be heard. Great peer leaders talk, only after they've listened.

 **HUMILITY** – The philosophy of “we.” Leadership calls us to share our talents, our vision, our dreams and our egos.

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**SMILING** – Begin and end a conversation with someone with a smile. Smiling is positively infectious, a great way to garner support for who you are and what you want to accomplish.

**EVALUATION** – Is this working? We have to consistently and continually evaluate whether our direction, our voice, our process or the outcomes are taking in the positive direction of meeting and exceeding our goals.

**REWARD & RECOGNITION** – Morale is key to the success of any work group. Finding intentional, innovative and inspiring ways to reward and recognize peers yields fantastic results. People feel part of the team, they believe in the work they are doing and they return the ‘investment’ threefold.

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- ☑ **LEAD-BY-EXAMPLE** – What can you observe (about a person, about their energy, etc.) within the first five minutes of walking into a room? What can you contribute to an environment within the first five minutes of walking into a room?
- ☑ **CHECK-INS** – It is important to invest in the lives of others. Besides what tasks need to be done or a person's favorite pizza topping, what do we know about our peers that lead with us.
- ☑ **LEAD-TO-FOLLOW** – Leadership is not just about how well you do in situations. It is important to find and develop creative ways to teach leadership, so that you are able to follow others, while they lead.

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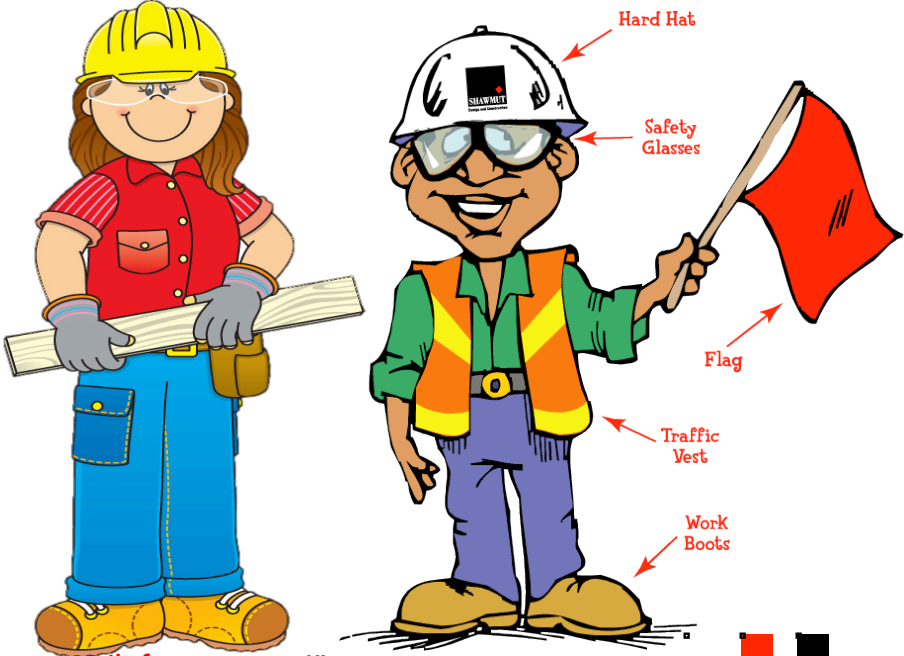
***Choose the two most important aspects of the Peer Leadership Model that you want to work on in this summer and why?***

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# CONSUMMATE SUPERVISOR AS A CONSTRUCTION WORKER

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# WHAT I NEED TO WORK ON...

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**How I Rank Myself In Qualities Of Being A Leader**

	I definitely have this quality	I'm pretty good at this	I need to work on this	I need help in how to do this
1. <u>Enthusiasm</u> : I have energy, a positive attitude, and am motivated.		✓		
2. <u>Prepared</u> : I assess the situation, understand the audience, know how to prepare, how to report	✓			
3. <u>Communicate well with others</u> : effective speaker, able to work with all kinds of people, tactful, good listener.			✓	
4. <u>Caring</u> : I am sensitive to others, I accept others for who they are, compassionate, good sense of humor.		✓		
5. <u>Creativity</u> : I can express ideas, can come up with helpful suggestions, I try to brainstorm for new ideas.				✓
6. <u>Problem-Solver</u> : I can tackle problems, am resourceful, I think through difficulties.		✓		
7. <u>Character</u> : I act in an ethical manner; honest, not led astray by peer pressure.		✓		
8. <u>Adaptability</u> : can cope with unexpected, can accept change.				✓
9. <u>Dependability</u> : I am reliable, others can trust me, I make good on my promises. Keep on task.	✓			
10. <u>Cooperation</u> : work well with others (even those I may not like).		✓		

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# MANAGING TASKS VS. MANAGING PEOPLE

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**Keys To Success of An Effective Organization Manager:**

- Having a clear vision for success
- Communicating that vision to your organization
- Recruit a great team / Sustain a great team
- Divide tasks equitably
- Hold yourself and your staff accountable
- Evaluate! Evaluate! Evaluate!
- Have fun

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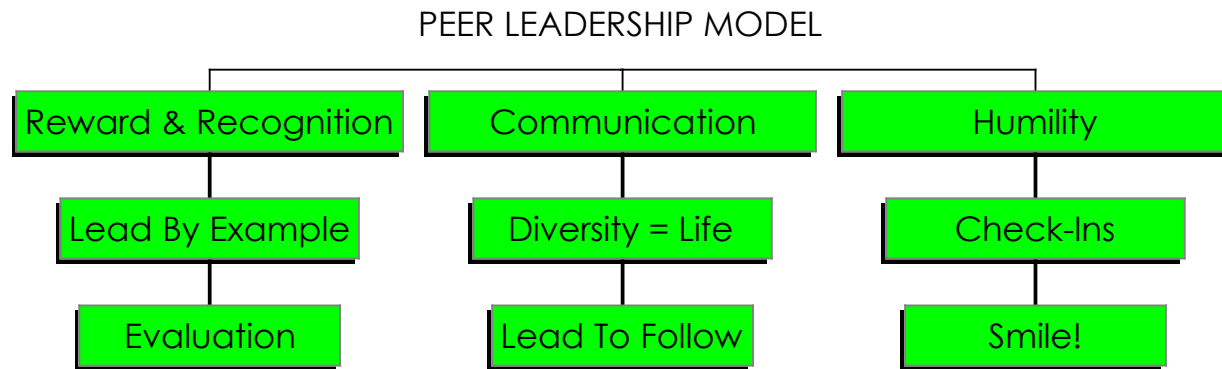
**MORALE.**

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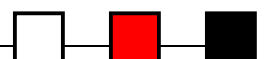


# peer leadership model

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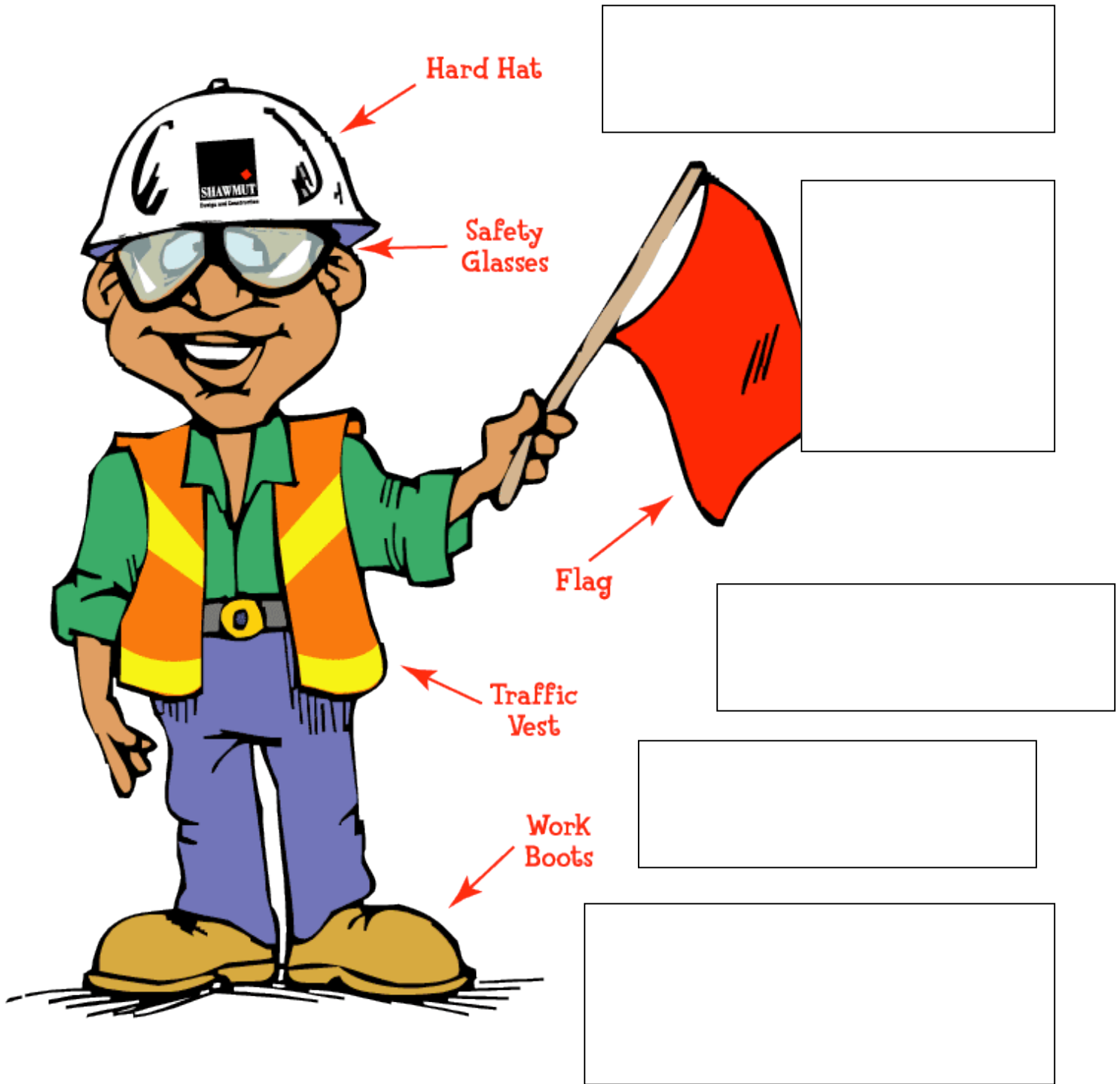
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# CONSUMMATE ORGANIZATION SUPERVISOR

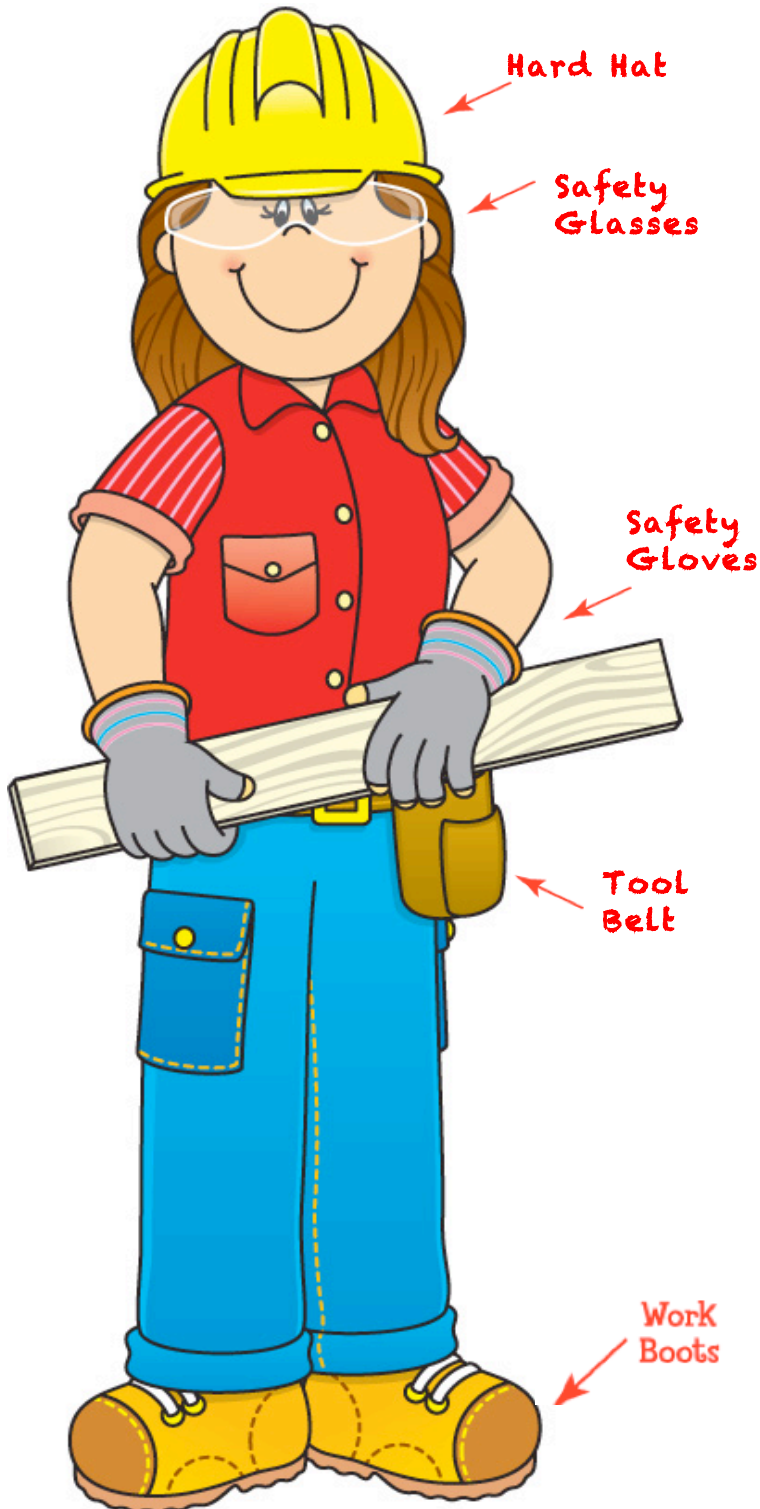
Along with risk management, great leadership skills and a great personality, successful supervisors also have a construction worker's moxie. Look at the different pieces of our construction worker, use the items as a metaphor, and fill in some ideas that you have for what makes the constructor worker and their tools a great supervisor.



What else would you add to our friend, here?

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