

LEADERSTYLE: BECOMING A MORE DISTINCTIVE AND EFFECTIVE LEADER

Assess Your Current Leadership Style

Recognize Your High Performance Leadership Pattern

By reviewing the situations in which you have been the most dramatically successful you will learn how to identify the leadership pattern that is your tested recipe for success. You'll learn:

- The key steps in your high performance pattern.
- How to identify specific areas in which you are not yet using your high performance behavior.
- How to recognize the situations that best suit your high performance leadership pattern.

Draw Lessons from Your Disappointing Leadership Experiences

You'll also learn from leadership experiences that didn't go well. You will:

- Find lessons in your disappointing experiences not yet evident to you.
- Gain insight into what distinguishes your successes from your disappointments.
- Get clearer about the conditions outside of you and inside of you that lead you to be less than effective.

Understand Your Temperament

In this segment you'll recognize your "temperament", the combination of needs, talents, and skills that constitute your make-up, and explore the implications for enhancing your leadership effectiveness. You'll learn about:

- The source of your strengths and limits and their implications for your leadership.
- Fundamental individual differences that affect how people lead and what people expect of leaders.

Identify Ways to Develop Your Style into a Personally Distinctive Leadership Signature

Manage the Limits of Your Temperament

Each person has natural limits that are the price of their strengths. To be fully effective, it is important to understand and manage these limits.

In this module you will explore:

- Whether and how to adjust your style when leading people with differing temperaments.
- How to manage your temperament-based limits during the four phases of a leadership engagement.
- How to anticipate the biases of your temperament and maintain balance in managing predictable leadership challenges.

Manage Your Shadow

What are the internal barriers that prevent you from reaching your potential as a leader and achieving your high performance leadership pattern? We'll help you identify and better manage your "shadow", the parts of yourself that get in the way of your intentions either because you are unaware of them or can't control them. You'll identify:

- The hot buttons that trigger over-reactions and learn techniques for managing them.
- The limiting mindsets that block you from fully realizing your aspirations as a leader and understand how to alter them.

Be Your Best Self

Your temperament is a measure of your average tendencies. However, outstanding leadership requires that you consistently express your fullest potential. In this module you will:

- Identify the environments that support your style and those that don't.
- Clarify the sense of purpose that you bring to leadership.
- Identify the situations that fit your sense of purpose and those that don't.
- Reflect on ways to ensure that you bring your best self to any leadership challenge.

Become a More Distinctive and Effective Leader: Next Steps

Enhance Your Leadership Signature

To integrate the learning from the various modules you'll take stock of the opportunities you have identified and choose the ones that offer the highest payoff. You will:

- Make 2 to 3 commitments for enhancing your leadership signature.
- Specify the indicators of success and initial action steps.
- Recognize ways of encouraging ongoing feedback for continuous improvement.

Communicate Your Leadership Signature

In an intense, interactive, peer-coaching exercise that concludes the program, you will learn to articulate your signature style in a way that defines you concisely and powerfully to others.

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