

Leading from the middle

2016 James D McComas
Staff Leadership Seminar

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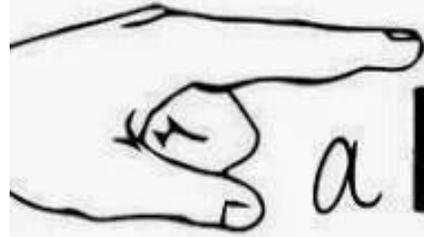
What is a leader?

- A person who guides
- Some who teaches and learns
- Someone who sets a good example
- Someone who has a vision

Traits of leaders

- Strong Character/Integrity – the courage to face the demands of reality
- Passion – You are more than you believe!
- Communicator – engages with others, approachable
- Authentic – Vulnerable – Transparent
- Leads from the heart – kindness; caring
- Serves others – a commitment to helping, giving, lifting, contributing

The differences between



a **BOSS**

and

a **Leader**



Drives employees
Depends on authority
Inspires fear
Says "I"
Places blame for the
breakdown
Knows how it's done
Uses people
Takes credit
Commands
Says "Go"

Coaches employees
Depends on goodwill
Generates enthusiasm
Says "We"
Fixes the breakdown
Shows how it's done
Develops people
Gives credit
Asks
Says "Let's go"

Leadership Quotes

As we look ahead into the next century leaders will be those who empower others. – **Bill Gates**

If your actions inspire others to dream more, learn more, do more and become more, you are a leader. -- **President John Quincy Adams**

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel. – **Maya Angelou**

Not all of us can do great things. But we can do small things with great love. – **Mother Teresa**

To handle yourself, use your head; to handle others, use your heart. – **Eleanor Roosevelt**

You don't have to hold a position in order to be a leader. – **Henry Ford**

Leadership is not about position; it's about influence – John Maxwell

Five Critical Elements for leading (from anywhere)

- Develop Strong Relationships
- Define a win in terms of teamwork
- Engage in Continual Communication
- Gain experience and maturity
- Put the team above your personal success

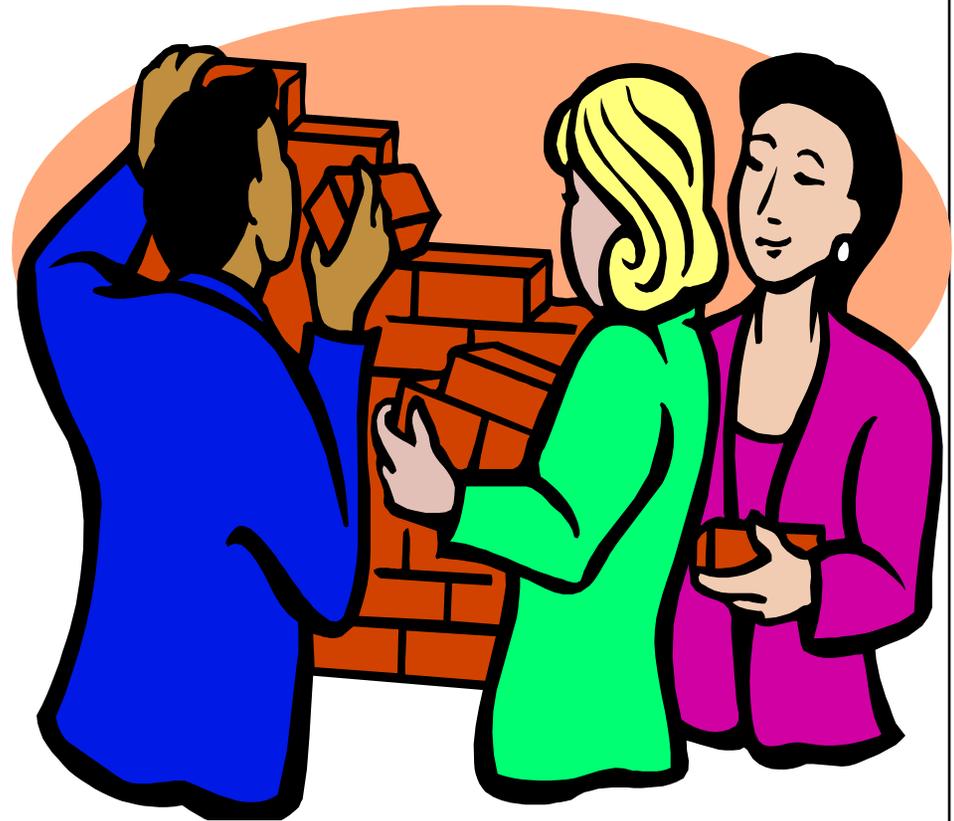
Develop Strong Relationships

- Better to get along with people than get ahead of them
- Make it a goal to reach out to others
- Build and maintain relationships
- It takes commitment
- It's a deliberate & mindful process



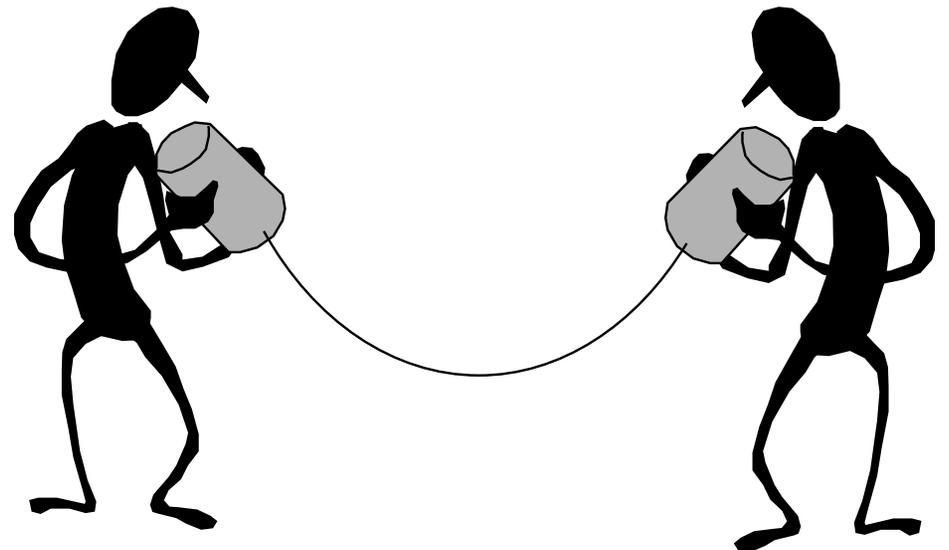
Teamwork

- One member may be crucial, but one member cannot make a team. (no “I” in team)
- Builds trust
- Strengthens relationships
- Allows you to be vulnerable



Continual Communication

- Tell your team's story
- Seek feedback
- Ask questions
- Make sure EVERYone knows ANYone is welcome



Gain experience and maturity

- Intellectual maturity
 - Lifelong Learning
- Emotional maturity
 - The way we express our feelings
 - Our needs vs other's needs
- Social maturity
 - Getting along with other people
- Experience
 - Volunteer to take on a project
 - Serve as a mentor to a new member of the department
 - Present at a conference or workshop
 - Be open to new experiences
 - “Do it scared...”

Put the team first

- Servant Leadership
 - Shared power
 - Other's needs first
 - Develops others
 - Paying it forward
- Compassion
- Empathy
- Lead from your 'middle' – your Heart
- Find reasons to love your job more every day

We are stronger together!



Take Aways...

- You have more influence than you think you do
- You are more courageous than you imagine
- You are capable of showing more love/kindness/compassion
- You have the ability to make a difference
- You are a leader, so

Lead from where you are