

# Leadership Roles and Opportunities

SCRLC Webinar with Maureen Sullivan

September 11, 2012

# What does leadership mean today?

- Transformational – calls for new ways of thinking and working
- Informal and formal – everyone has opportunities to lead
- Managers and administrators must be effective leaders
- Emotional intelligence competencies are essential for effective relationships

# Building Leadership Development into Work Practices

- Recognize the “crucible experiences” in our changing workplace
- Expect everyone to be a leader
- Foster the development of a learning organization – a workplace that integrates learning and work performance
- Recognize, appreciate and celebrate leadership

# Leadership Development: Steps for Managers to Take

- Identify the expected behaviors
- State explicit and specific performance expectations
- Model the expected behaviors
- Coach staff; provide support and positive reinforcement
- Hold everyone accountable

# Leadership Development: What Everyone Can Do

- Understand that learning and development takes time, practice and reinforcement
- Learn how to give and receive feedback, especially constructive feedback
- Solicit feedback – separate receiving it from responding to it
- Promote the importance of learning from one's mistakes

# What Comes Next?

- Commitment to continual learning
- Seeking leadership opportunities in broader arenas – community, the profession, on the regional and national scene
- Mentoring and developing others
- Continual attention to one's own development

# More of What Comes Next

- Staying current with the research on effective leadership practices
- Collaborations and partnerships
- Transferring our competencies to other fields