Leading from the middle

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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**

**Boss**
- 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"

**Leader**
- 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