Value Leadership

EATA Spring 2017
Workshop Goals

- Articulate Value Leadership
- Understand own values
- Understand how to assess other's values
- Ability to leverage both to achieve goals
Different types of Leadership – Styles: 5 types? 12 types?

- **Autocratic Leadership:** Autocratic leadership style is centered on the boss
- **Democratic Leadership:** Subordinates are involved in making decisions
- **Strategic Leadership Style:** More global than immediate reports and supervisors
- **Transformational Leadership:** About Change
- **Team Leadership:** Creation of a vivid picture of its future, where it is heading
- **Cross-Cultural Leadership:** Focus is globalism
- **Facilitative Leadership:** Dependent on measurements and outcomes
- **Laissez-faire Leadership:** Authority to employees
- **Transactional Leadership:** Leadership that maintains or continues the status quo exchanges
- **Coaching:** Leadership involves teaching and supervising followers
- **Charismatic:** Leader who enacts revolutionary power
- **Visionary:** Leadership involves leaders who recognize that the methods, steps and processes of leadership are all obtained with and through people
# Managers vs. Leaders

<table>
<thead>
<tr>
<th>MANAGER</th>
<th>LEADER</th>
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<tbody>
<tr>
<td>Maintains</td>
<td>Develops</td>
</tr>
<tr>
<td>Focuses on Systems</td>
<td>Focuses on People</td>
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<tr>
<td>Relies on control</td>
<td>Inspires trust</td>
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<tr>
<td>Short-range view</td>
<td>Long-range perspective</td>
</tr>
<tr>
<td>Asks how and when</td>
<td>Asks what and why</td>
</tr>
<tr>
<td>Bottom line</td>
<td>Horizon</td>
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<tr>
<td>Imitates</td>
<td>Originates</td>
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<tr>
<td>Status Quo</td>
<td>Challenges status quo</td>
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<tr>
<td>Does things right</td>
<td>Does the right thing</td>
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Leadership?
TITLE MEANS NOTHING AND EVERYTHING
The bible says…….

- Treat everyone the way you want to be treated

- Correction…..Treat everyone the way THEY want to be treated.
Activities

• Self-Assessment: “Please Understand Me”
  ◦ Modified Briggs-Myers (based on C. Jung)

• Value Cards

• Creating Value Driven Leadership
Guardians

- Guardians pride themselves on being dependable, helpful, and hard-working.
- Guardians make loyal mates, responsible parents, and stabilizing leaders.
- Guardians tend to be dutiful, cautious, humble, and focused on credentials and traditions.
- Guardians are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.
Idealist

• Idealists are enthusiastic, they trust their intuition, yearn for romance, seek their true self, prize meaningful relationships, and dream of attaining wisdom.

• Idealists pride themselves on being loving, kindhearted, and authentic.

• Idealists tend to be giving, trusting, spiritual, and they are focused on personal journeys and human potentials.

• Idealists make intense mates, nurturing parents, and inspirational leaders.
Artisans

- Artisans tend to be fun-loving, optimistic, realistic, and focused on the here and now.
- Artisans pride themselves on being unconventional, bold, and spontaneous.
- Artisans make playful mates, creative parents, and troubleshooting leaders.
- Artisans are excitable, trust their impulses, want to make a splash, seek stimulation, prize freedom, and dream of mastering action skills.
Rationals

- Rationals tend to be pragmatic, skeptical, self-contained, and focused on problem-solving and systems analysis.
- Rationals pride themselves on being ingenious, independent, and strong willed.
- Rationals make reasonable mates, individualizing parents, and strategic leaders.
- Rationals are even-tempered, they trust logic, yearn for achievement, seek knowledge, prize technology, and dream of understanding how the world works.
So What…..

- How does your personality outlook interaction with other “types”
- How does a leader manage the different “types”
- What motivates, challenges and supports different “types”

Need a Layer of Values to Assist with Differentiation
How to identify Values

How do we identify values in others without value cards?

What do we do after we identify values?

How do we articulate to others the “fairness” issue?

Creating a Value Driven Leadership Environment