

Resilience for Advocates through Foundational Training®

Being Your Best as a Leader:

How to Create Your Personal Leadership Point of View









ABOUT RAFT

RAFT supports organizations and advocates to cultivate human-centered workspaces through foundational wellness practices, resources, and training to build resilience and promote a healthier gender-based violence advocacy ecosystem.

OBJECTIVES

You are about to spend the next 90 minutes creating your leadership point of view, which brings up an important question: what, exactly, is a leadership point of view?

Noel M. Tichy created the concept of a leadership point of view in his book "The Leadership Engine." A leadership point of view consists of:

The leadership beliefs, ideas, and values that you can clearly explain, and teach to others through stories, and by modeling your point of view in every day activities, how you make decisions, and how you coach your team to be successful and grow as leaders themselves.

Using this guide you will create your own leadership point of view in a number of steps:

- ★ You and a colleague will interview each other using the provided interview guide to tell a story and identify key themes that illustrate you "being your best as a leader."
- ★ In small groups you will share the themes you have identified and build a list of leadership themes and characteristics.
- ★ Create a visual image, using your themes and characteristics, that represents you being your best as a leader.
- ★ Create a first draft of your leadership point of view.
- ★ Create a list of actions you can start taking to make your leadership vision and point of view a reality.
- ★ Share your leadership point of view (and stories that model it) with other colleagues.

Interview: Groups of Two

Use the four questions below to interview your partner. During the interview take notes on the important themes, characteristics, and any interesting quotes you hear about their views on leadership.

- ★ Tell a story that illustrates you "being your best as a leader".
- ★ What do you value about yourself in this story?
- ★ What do you value about others in this story?
- ★ What three wishes do you have for "being your best as a leader?"

Share the top 3-5 themes or characteristics of leadership you heard from your partner during the interview.

Finding Themes and Characteristics

In groups of 4-6 share the different themes and characteristics of leadership you heard in your interviews.

Discuss the 3-5 themes or characteristics from this larger list that resonate the most with you as a current leader, and how you would like to show up as a leader in the future.
Creating a Visual Image
If you can draw, create a visual image that represents you "being your best as a leader" in the future. This image should include your main themes and characteristics. If you have a computer you can collect images to create a similar image. Use the different shapes and crayons provided to help create your visual image.
Creating Your Leadership Point of View
Using your themes, characteristics, and image imagine you are in the future being an amazing leader. Write out a full sentence (or a few sentences if needed), written in the present tense as if this is already happening, that describes your future self "being your best as a leader." Example: "Each member of my team is an individual that trusts me to support them to take risks that positively impact both the SV/DV field, and their own personal growth."

Designing You, as Your Best Leader

In your small group come up with a list of possible actions you can take to become your best as a leader:
How will you practice being your best as a leader and becoming the future leader you want to be?
What steps, or actions, do you need to take to make your leadership point of view a reality, become the best leader you can be and teach your point of view to others?
Sharing Your Leadership Statement
What stories or examples can you use to explain your leadership point of view to others?
What actions can you take daily to stay true to your leadership point of view?

Pick a new partner. Take turns explaining your leadership point of view to each other, and how you will explain and show your leadership point of view to your team.

Creating Your Leadership Point of View Booklet

- ★ On the back page of the "booklet" write out highlights of your interview your partner gave you. (Suggested: general highlights, what you value about yourself, what you value about others, Three wishes, key themes, interesting quotes)
- ★ On the front page of the booklet create your image of future you "being your best as a leader".
- ★ Write you leadership point of view on the inside left page of the booklet.
- ★ Write your action plan on the inside right page of the booklet.