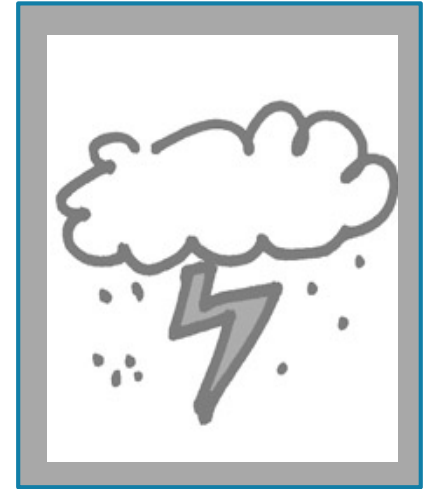
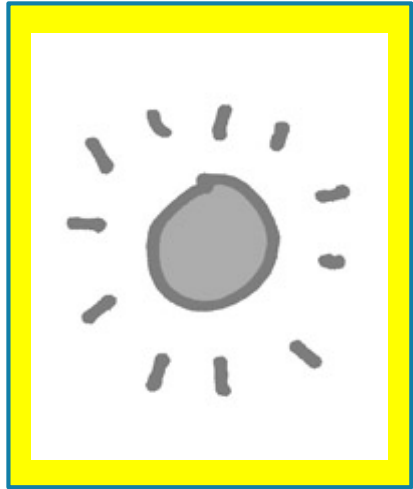


Growing Leaders Through KCLS LEADS

WLA Annual Conference
October 18, 2018
Terry McQuown & Christina McKie

Roving Check In

What is your internal weather today?



Roving Check In

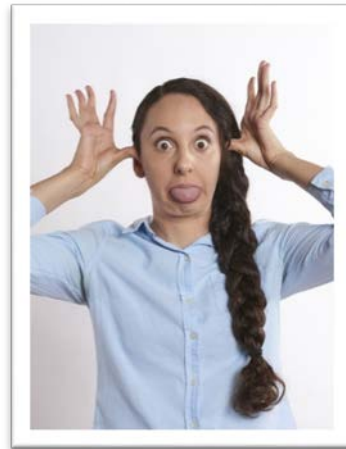
What has been the movie genre of your life so far this year?



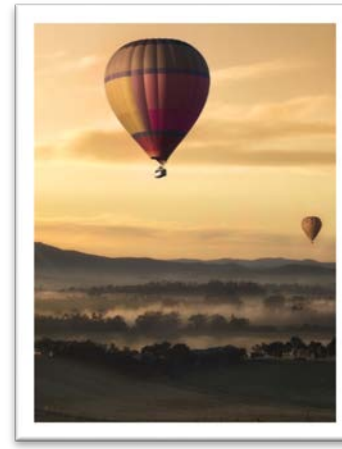
Fantasy



Horror



Comedy



Adventure



Drama

Roving Check In

What music or song represents how you feel about the future?



Agenda

Group Norms

Management + Leadership

Leadership Behaviors

Peer Learning Circles

KCLS LEADS Structure

Supporting Participants

Wrap Up



Group Norms



Management + Leadership

- The terms “management” and “leadership” are often interchanged
- Management is as distinct from leadership as day is from night
- Both are necessary for a high-performance organization

Adapted from <https://www.clemmergroup.com/articles/management-vs-leadership/>

Management + Leadership

One key distinction between management and leadership is that we manage *things* and lead *people*

"Things"	"People"
Things include physical assets, processes, and systems	People include customers, external partners, and people throughout our team or organization
When dealing with things, we talk about a way of <i>doing</i>	In the people realm, we're talking about a way of <i>being</i>

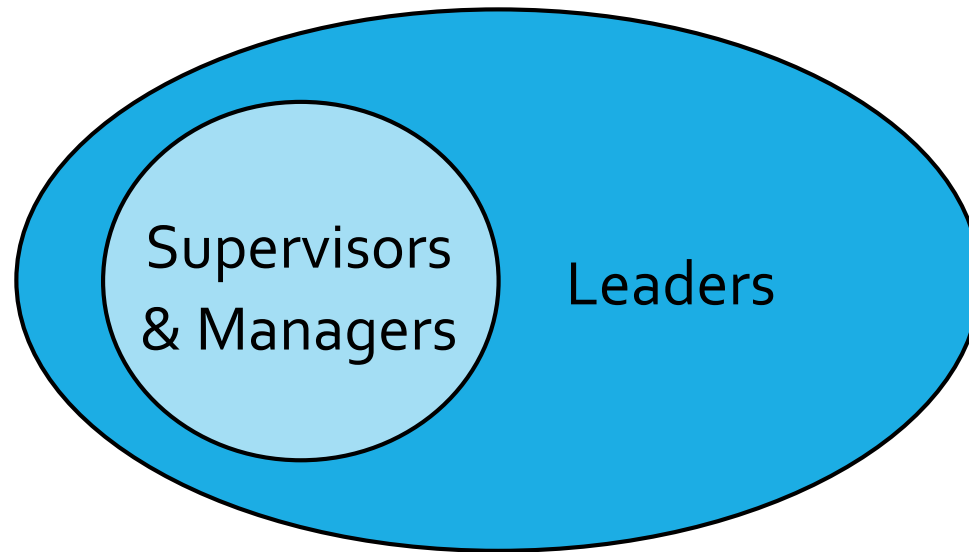
Adapted from <https://www.clemmergroup.com/articles/management-vs-leadership/>

Management + Leadership

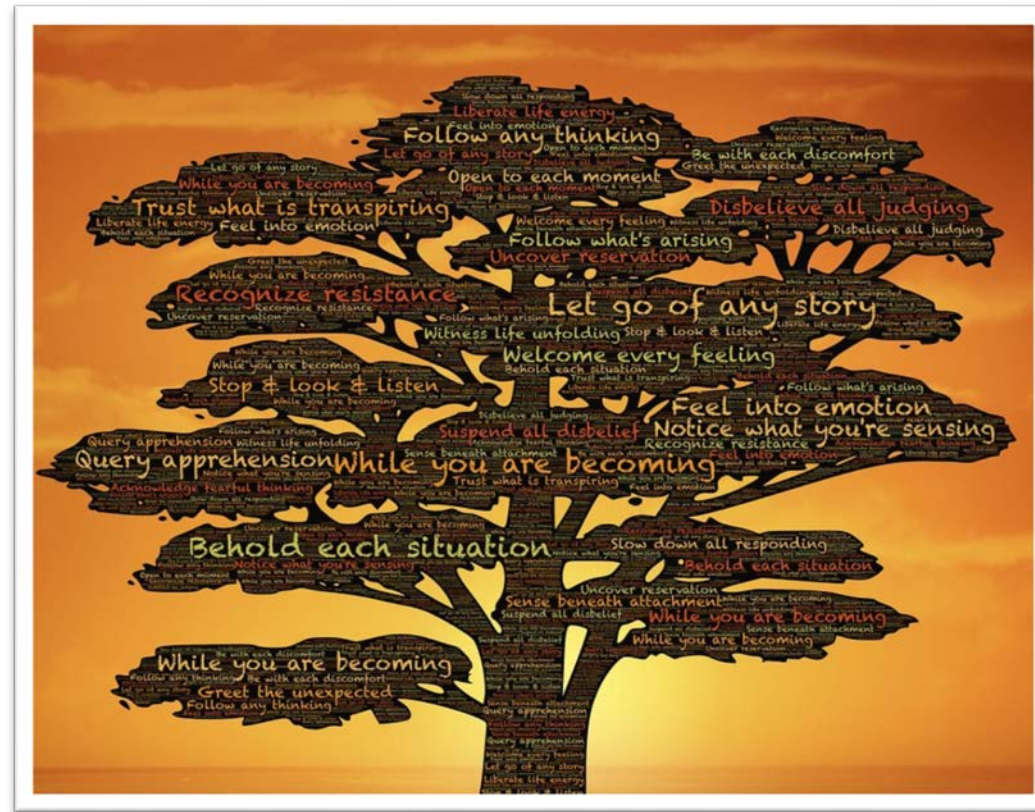
Processes	People
Facts	Feelings
Intellectual	Emotional
Head	Heart
Position power	Persuasion power
Control	Commitment
Reactive	Proactive
Doing things right	Doing the right things
Rules	Values
Goals	Vision
External motivation	Internal motivation

Adapted from <https://www.clemmergroup.com/articles/management-vs-leadership/>

Anyone Can Be A Leader



Claim Your Leadership Behavior



Leadership Behavior Assessment

KCLS LEADS: Pre-Program Leadership Assessment

Participant: _____ Supervisor: _____

Below is a list of 11 key behaviors that are characteristic of good leaders. Your staff member will develop a Leadership Goal to increase his/her mastery of one of these behaviors. You are asked to assist in this work by completing this pre-program assessment of your staff member by **October 10th**. Your staff member will complete the same assessment in class on October 10th. You and your staff member will meet between October 11th and October 17th to discuss the assessments. Your staff member will then choose one of the behaviors as the focus for his/her Leadership Goal. Your staff member will bring a copy of his/her Leadership Goal to class on October 24th. You will return a completed copy of this form via email to training@kcls.org, also by **October 24th**.

Please assess how often you observe your participant demonstrate each behavior using the scale provided.

1	2	3	4	5
Never demonstrates this behavior	Rarely demonstrates this behavior	Sometimes demonstrates this behavior	Often demonstrates this behavior	Always demonstrates this behavior

LEADERSHIP BEHAVIORS		ASSESS YOUR PARTICIPANT 1-5 ACCORDING TO THE SCALE ABOVE
Actively Seeks Feedback	Asks for and uses feedback to improve work performance.	
Achieves Results	Focuses on results at work <i>and</i> how they are accomplished. Knows the difference between effort and results.	
Builds Relationships and Influence	Builds mutually beneficial working relationships based upon trust, respect, cooperation, and achievement of common goals.	
Communicates Effectively	Communicates in a clear, concise, and effective manner. Takes responsibility for understanding others.	
Demonstrates Conflict Management	Manages and resolves workplace conflicts in a constructive manner.	
Demonstrates Emotional Intelligence	Understands how our emotions and those of others impact action and performance. Successfully regulates those emotions at work.	
Demonstrates Problems Solving Skills	Applies creative problem solving to address organizational needs and issues.	
Displays Commitment to Continuous Learning	Displays an ongoing commitment to acquiring new knowledge, skills, and experiences to improve work performance.	
Facilitates Team Performance	Promotes trust, cooperation, and commitment within a team to accomplish team goals.	
Seeks New Perspectives and Diverse Ideas	Maintains openness to others' ideas and seeks out a variety of experiences, data, facts, and information.	
Takes Risks for the Greater Good	Takes calculated risks for the benefit of the organization and teaches others to do the same.	

Leadership Goal

MY LEADERSHIP GOAL

The leadership behavior I want to cultivate is:

This is important to me because:

It's only after you've stepped outside your comfort zone that you begin to change, grow and transform...

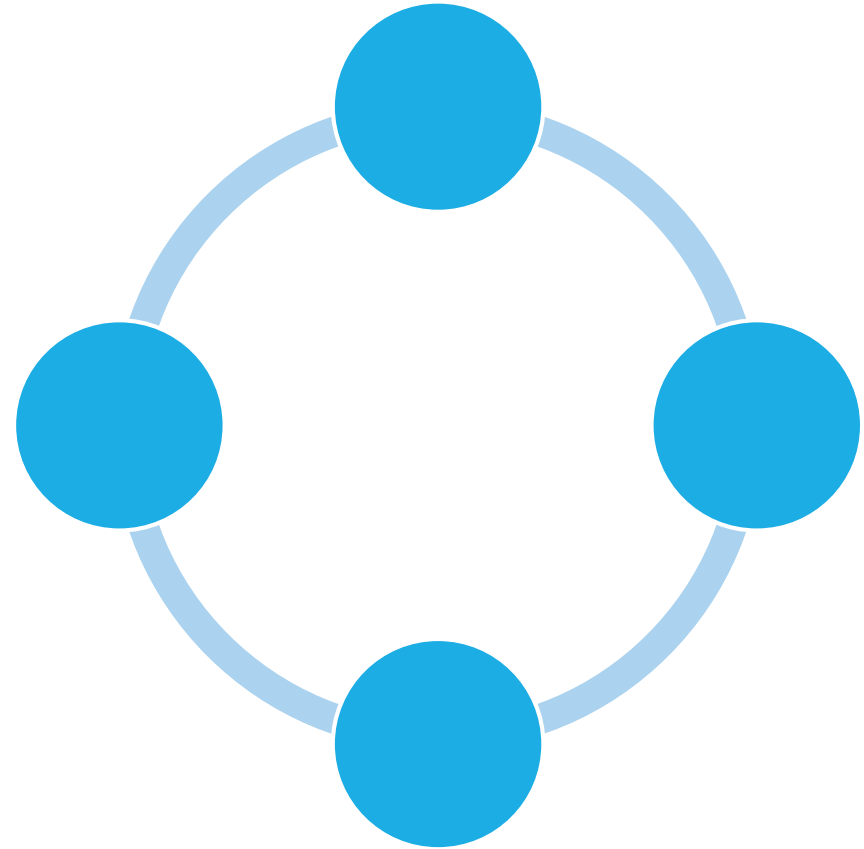
Roy T. Bennett

Arms Crossed

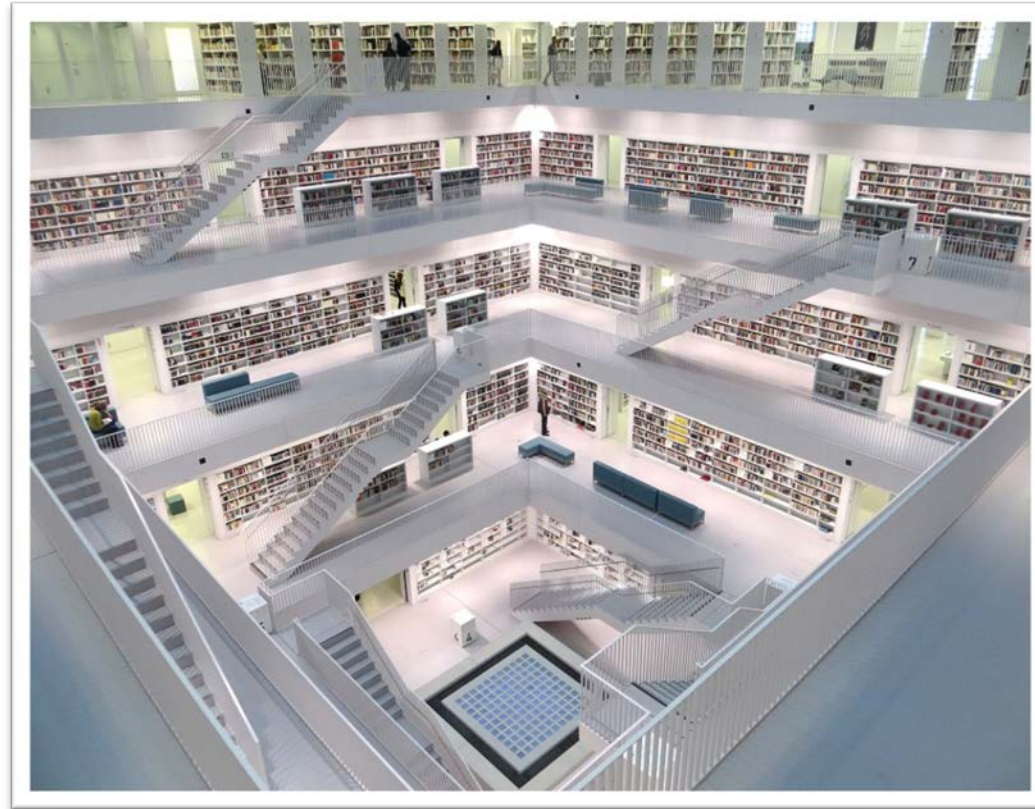


What's a PLC?

A supportive peer-led forum for participants to discuss, problem-solve, and solicit feedback regarding their Learning Goal.



Design Your Own LEADS



Design Your Own LEADS

Conversations Part 1

Conversations Part 2

Diversity

Emotional Intelligence

Graduation

Navigating Change

Organizational Systems Part 1

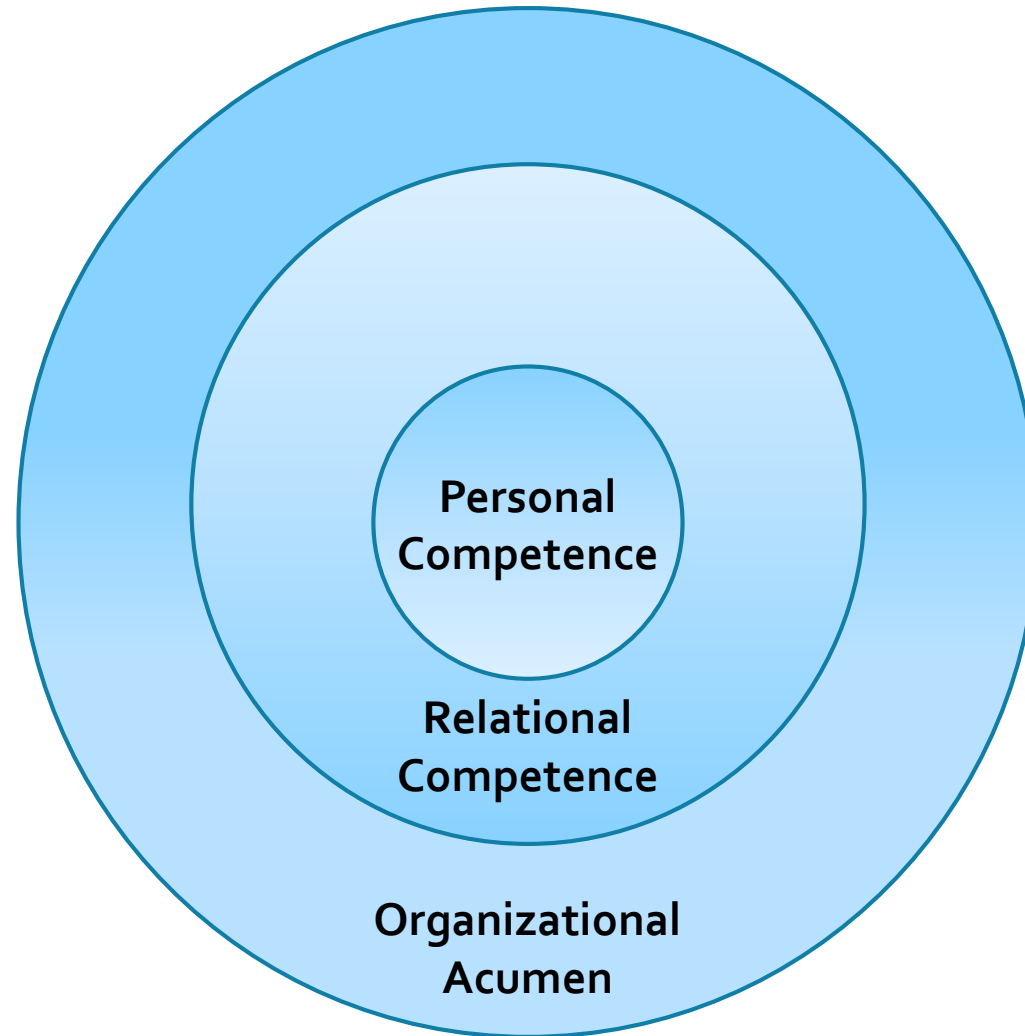
Organizational Systems Part 2

Orientation

Self-Care

Trust

Inside/Out Approach



KCLS LEADS

Orientation
Terry McQuown Tim Burnett

10/10/18 @ SC

Trust
Pat Hughes

10/24/18 @ RH

Emotional Intelligence
Pat Hughes

11/7/18 @ RN

Self-Care
Tim Burnett

11/28/18 @ RH

Conversations 1
Doug Nathan

12/12/18 @ SC

Conversations 2
Doug Nathan

1/9/19 @ FR

Organizational Systems 1
Terry McQuown

1/23/19 @ RH

Organizational Systems 2
Terry McQuown

2/6/19 @ SC

Diversity
Ilsa Giovan Richard Kim

2/20/19 @ SC

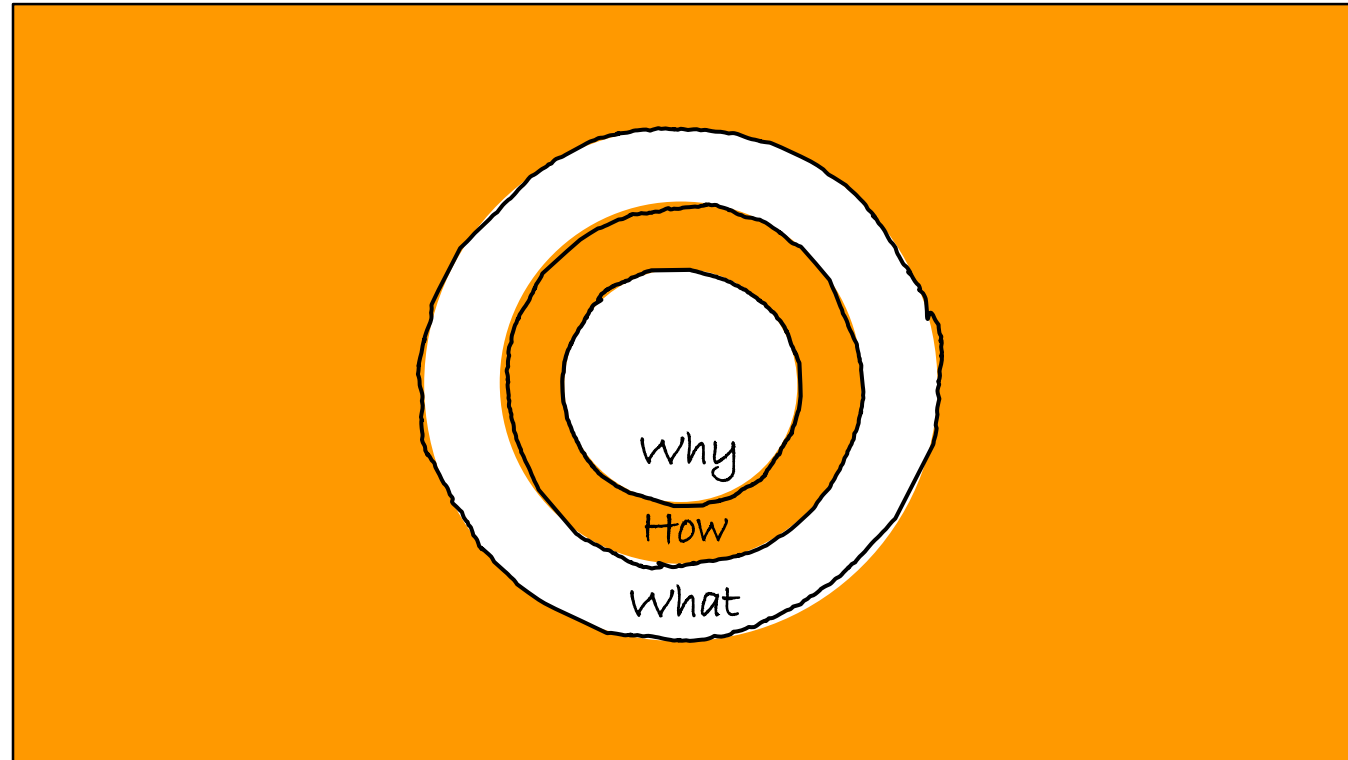
Navigating Change
Chuck Pratt

3/6/19 @ RN

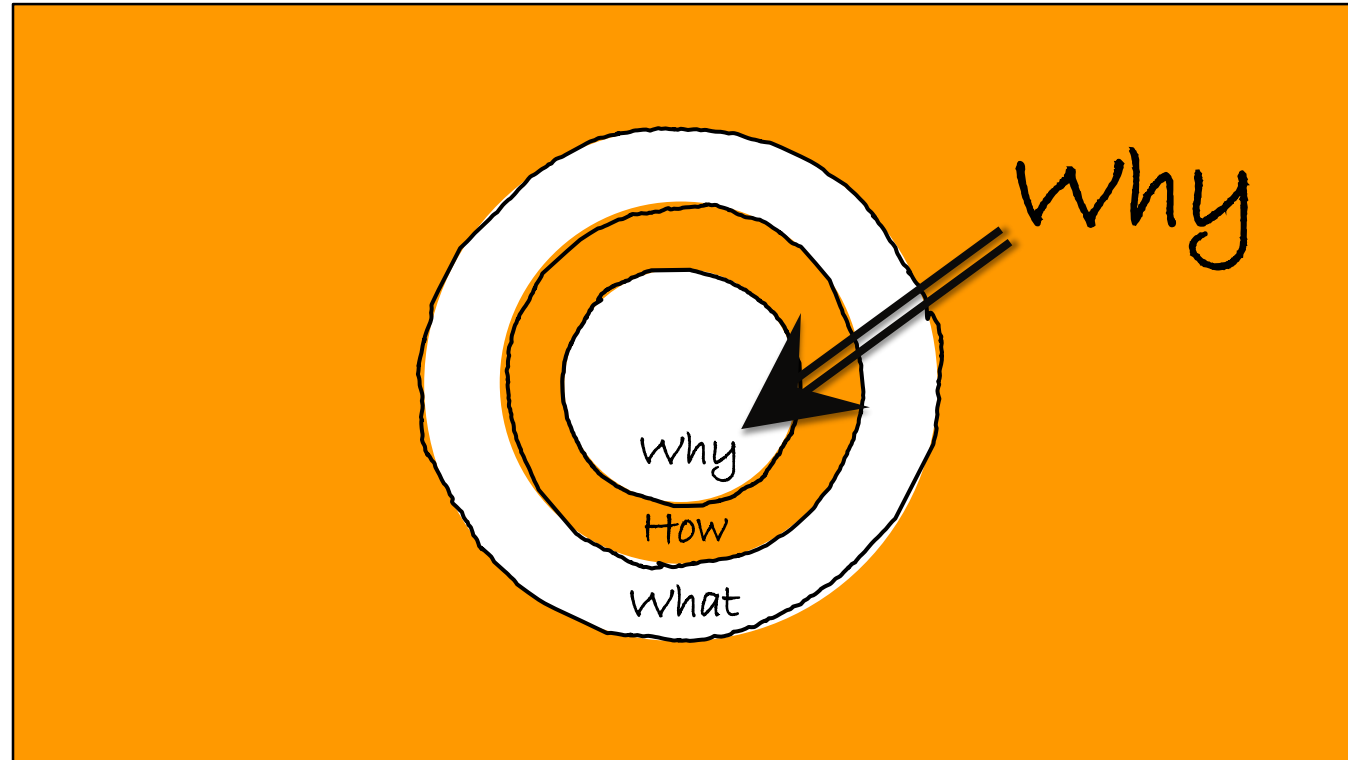
Graduation
Terry McQuown Tim Burnett

3/13/19 @ SC

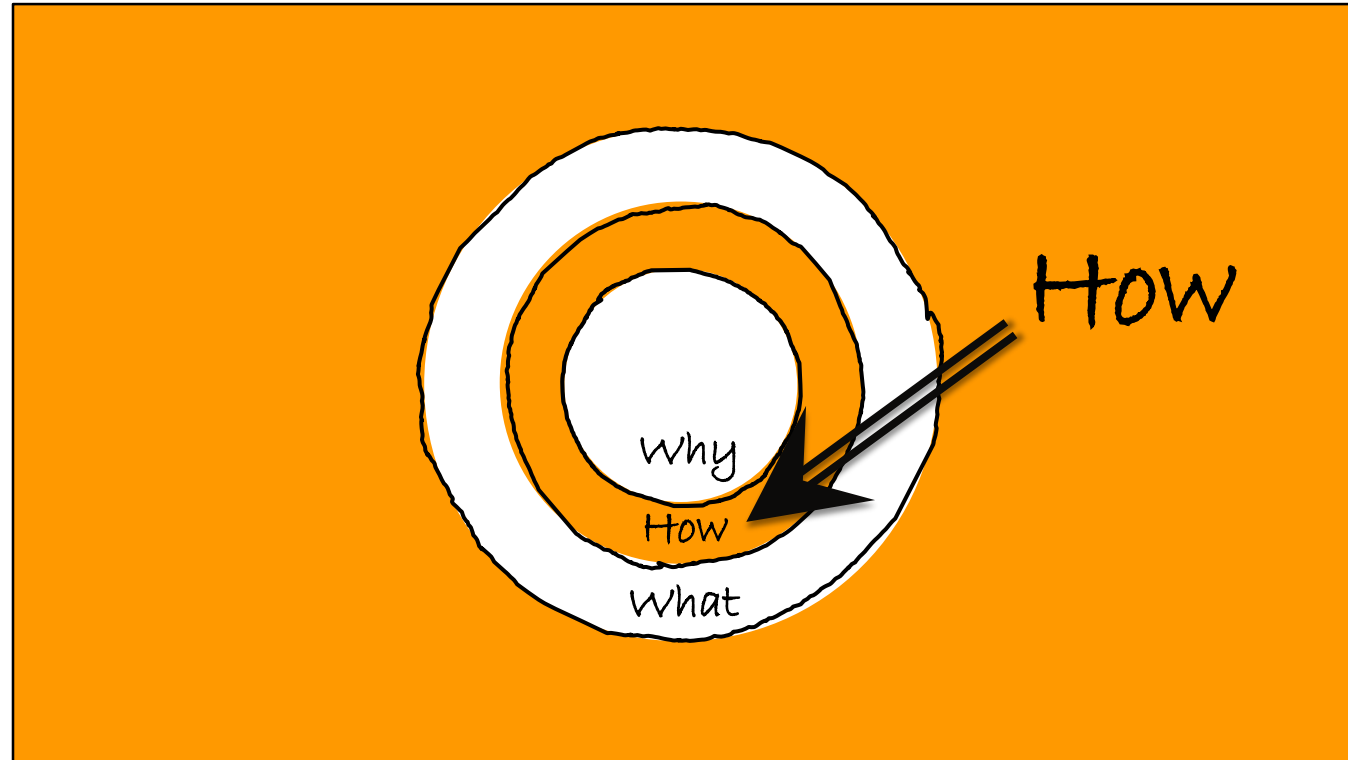
Supporting Participants



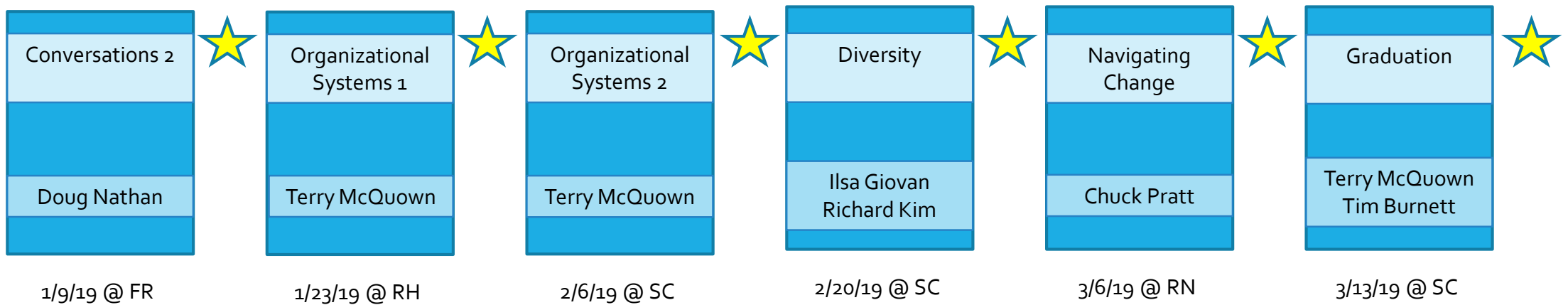
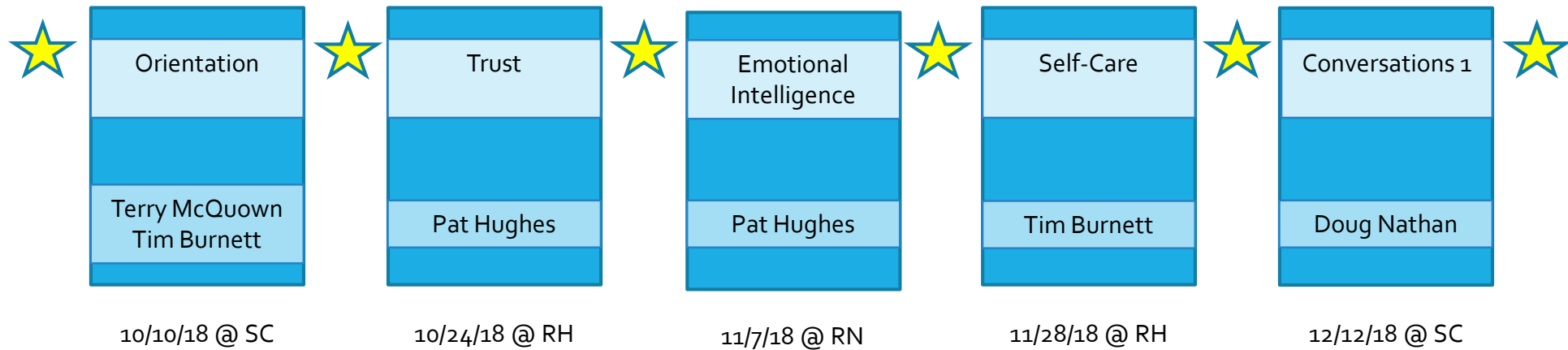
Supporting Participants



Supporting Participants



Check-In Meetings



Best Practices



Failure Bow



What We Covered

Check In

Group Norms

Management + Leadership

Leadership Behaviors

Peer Learning Circles

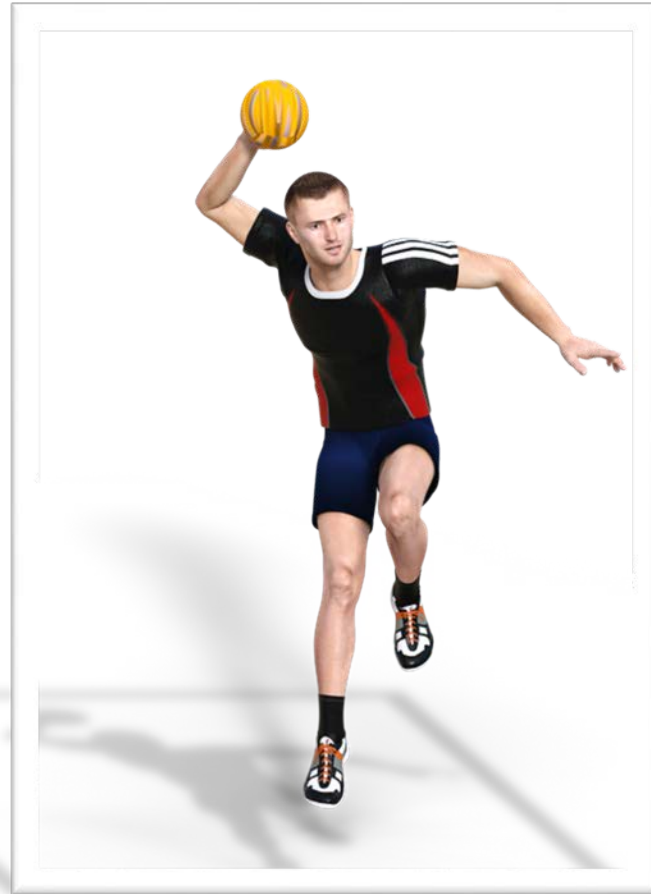
KCLS LEADS Structure

Supporting Participants

Wrap Up



Sound Ball



Evaluations

