

Leadership Insights Gain on Life's Journey

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Success in leadership within your student organizations and within your future career is often the intersection of preparation and opportunity.

- Current and past experiences are the foundation
- Find mentors who are interested in your growth
- College education for its content and context

Know what you stand for and stand for it.

- Have personal mission statement or credo
- Keep a written leadership philosophy
- Use them!

Use your leadership talents with an organization or company that you believe in and work for people you respect.

- Life is too short to do something you don't have a passion for
- People need to feel good about themselves, not superior to anyone else
- Do your job as a transformational leader rather than a transaction leader
- Gets you through the challenging times
- Carrying a load of hatred and/or resentment toward someone or some place is more of a burden than forgiving and moving on

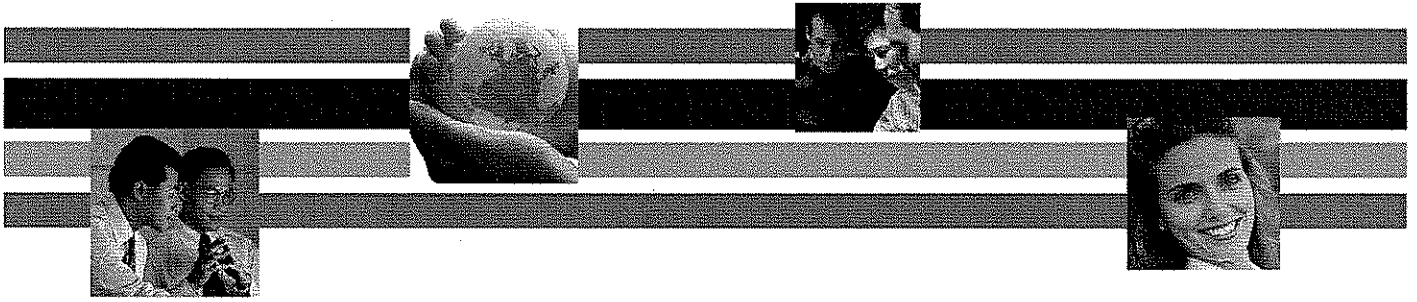
Take time for your family and listen to the voice of your spiritual/faith side.

- Life is not a position within an organization or company
- Family and friends are a part of a balanced life
- Faith and/or your spiritual well-being is a part of who you are

Go forward with confidence, determination, and a willingness to do what it takes.

- Work outside your position description but within your circle of influence
- Encountering challenges and "bumps" in the road...the nay-sayers
- Face challenges and problems with potential solutions





Personal Credo and Leadership Philosophy

Jeff King

Personal Mission Statement: To build leadership capacity in others that inspires them to empower others and collectively transform their lives at work, at home, in our communities and in our world.

I believe...

Human resources are critical for organizational success. Staff development must be provided and encouraged to enhance skills and abilities.

People have the potential to grow and develop and I am confident tht people can and will work to their best ability.

People should be involved in the decision making process.

A teamwork philosophy that recognizes, appreciates, and capitalizes on the unique strengths of team members is essential.

One's leadership style must be tailored to the situation.

Programs conducted by Ohio State University Extension and its partners should address needs of clientele and be designed to help solve problems.

Evaluation is a planned process, not an event, enabling us to improve ourselves and our programs.

I must assume and encourage risk taking with individuals and the organization.

The organization and the personnel must form a partnership to identify and address the needs of staff and clientele.

I must be honest, supportive, visionary, and hard working.

Leadership from the Inside Out

Persona

Purpose of persona (adapted self) is to react and cope.

Qualities of Persona:

- Image
- Fear
- Safety, security and comfort
- Control
- Concern for self
- Withdrawal
- Distraction
- Denial
- Anger
- Exclusion
- Winning at all costs
- Uneasy presence

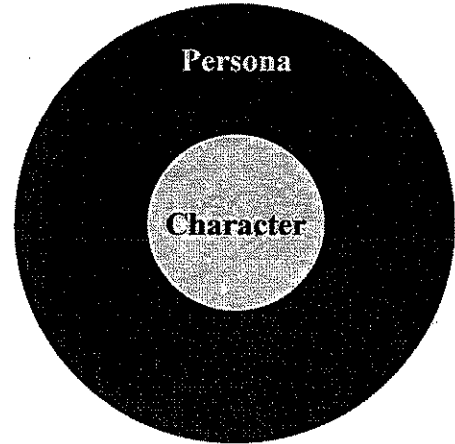
Character

Purpose of character (authentic self) is to transform and open up possibilities.

Qualities of Character:

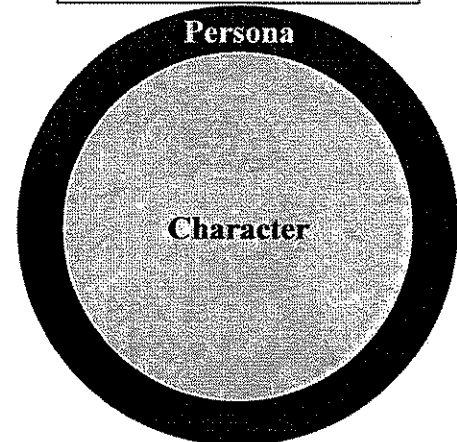
- Courage
- Congruence
- Compassion
- Concern for others
- Creating value and contribution
- Purpose
- Trust
- Openness
- Inclusion
- Inner advances the outer
- Peaceful presence

**Persona primary,
character secondary**



- Persona is “thick and rigid; protects the individual.
- Opportunities for new learning are restricted from entering from the outside.
- New possibilities or potentialities are restricted from being expressed from within
- Leading and living from a superficial, non-authentic level.

**Character primary,
persona secondary**



- Persona is thin, flexible, and permeable.
- Opportunities for learning more readily flow in from the outside and possibilities and potentialities are expressed from the inside.
- Leading and living from a deeper, more authentic level.

Cashman, 1998.

Developing a Personal Philosophy of...

Personal Leadership

Think about the three people you admire the most in your personal life. What specific qualities do you admire in them?

What words or phrases do you want friends and family members to use in describing you?

What is your ultimate purpose or dream in life?

Professional Leadership

Think about three leaders you admire the most in your professional life. What specific qualities do you admire in them?

What words or phrases do you want other professionals to use in describing you and your leadership behaviors?

What is your ultimate goal as leader?

Now, considering your responses to all of the above questions, write your personal philosophy of leadership. Challenge yourself to limit your basic credo statement to one sentence of 20 words or less. Then, expand upon your basic credo in no more than one or two paragraphs.

My Personal Leadership Credo:

Philosophy (expansion of my Credo)...

Putting Your Credo Into Action: Write down 5 action steps that you will need to take as an individual/leader to make your credo visible to those around you.

- A.
- B.
- C.
- D.
- E.

Developed by Jo M. Jones, June 1999