What is your leadership style?

Part I

Dallas Chapter of the Institute of Internal Auditors
Pre-Meeting
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Objective

Help you communicate your leadership style clearly to your employees, managers, and potential employers
Agenda

1. What makes knowing your leadership style important?
2. Personal Competence
3. Social Competence
4. Review
What makes knowing your leadership style important?
What makes knowing your leadership style important?

• **Personal Competence** - Capabilities that determine how we manage *ourselves*
  ✓ Self-awareness
  ✓ Self-management

• **Social Competence** - Capabilities that determine how we manage *relationships*
  ✓ Social awareness
  ✓ Relationship Management

*Source: Primal Leadership by Goleman, Boyatzis, and McKee*
What makes knowing your leadership style important?

Self-awareness + Strong Relationships = Career Advancement
Personal Competence

Develop capabilities that determine how we manage ourselves
What are strengths?

- Strength begins with talent
- A talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied
- A strength is the ability to provide consistent, near-perfect performance in a given activity
- Talents are like “diamonds in the rough,” whereas strengths are like diamonds that show brilliance after they have been successfully cut and polished

Source: StrengthsQuest by Donald Clifton, Edward Anderson, and Laurie A. Schreiner
Why focus on your strengths?

- You’ll never turn your weaknesses into a strength
- A weakness is any activity that leaves you feeling weaker after you do it no matter if you do it well or poorly
- A weakness is NOT an activity that you are not good at doing
- As you grow, you become more and more of who you already are
- As a result, your weaknesses will weaken you even more over time

Source: *The Truth About You* by Marcus Buckingham
Five things that sound right, but aren’t

1. “Always treat people as you would like to be treated.”
2. “There is not ‘I’ in team.”
3. “You should work on your weaknesses.”
4. “Push yourself beyond your comfort zone.”
5. “Your greatest strength is also your greatest weakness.”

Source: The Truth About You by Marcus Buckingham
What are your strengths?

• What is your primary domain of leadership strength?
  ✓ Executing
  ✓ Influencing
  ✓ Relationship Building
  ✓ Strategic Thinking
• Choose 2-3 themes in this domain that describes you the best
• What is your secondary domain of leadership strength?
• Choose 1-2 themes in this domain that describes you the best
• Review the remaining two domains and choose 1-2 themes that describe you the best
• Reduce your list to your top five themes

Strengths-Based Leadership
Tom Rath & Barry Conchie
Social Competence

Develop capabilities that determine how we manage relationships
What is my natural way to communicate and relate with people?

- A talent can be a recurring pattern of behavior
- A behavioral strength is the ability to provide consistent, near-perfect performance by conducting yourself or communicating in a specific manner
- Your natural behavioral style governs your approach to communicating and your “leadership style”
- To be an effective leader, you must know and develop your “leadership style” to fit your organization and team
What is my natural way to communicate and relate with people?

- **DiSC** is a behavioral assessment used to determine your behavioral strengths
  - ✓ **D** – DOMINANCE
  - ✓ **i** – INFLUENCE
  - ✓ **S** – STEADINESS
  - ✓ **C** – CONSCIENTIOUSNESS
What is my natural way to communicate and relate with people?
What is my natural way to communicate and relate with people?

- Do you tend to be more “fast-paced and outspoken” or “cautious and reflective” in your leadership style?
- Do you tend to be more “questioning and skeptical” or “accepting and warm” when dealing with people?
- Combine the answers to the questions above to determine your dominant style.
- Is there another style that describes your behavior in high-pressure or uncomfortable situations? Calm and pleasant situations?
Review

- Self-awareness + Strong Relationships = Career Advancement

- Know your strengths, focus on developing your strengths, your strengths define you as a leader

- To be an effective leader, you must know and develop your “leadership style” to fit your organization and team

- Develop your ability to manage your behaviors to improve your ability to lead diverse workgroups
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