

Shimna Integrated College Senior Leadership Team

SESSION ONE - Welcome



Expected outcomes from session 1

Understand whole brain thinking, personal profile and team implications

Compare & contrast leadership & management

Explore Blanchard's SERVE model of leadership



Our Four Different Selves

A
Rational Self

Analyses
Quantifies
Is logical
Is critical
Is realistic
Likes numbers
Knows about money
Knows how things work

Imagines
Speculates
Takes risks
Is impetuous
Breaks rules
Likes surprises
Is curious

D
Experimental Self

B
Safekeeping Self

Like preventative action
Establishes procedures
Gets things done
Is reliable
Organises
Is neat
Timely, Plans

Is sensitive to others
Likes to teach
Is supportive
Is expressive
Is emotional
Talks a lot
Feels

C
Feeling Self



Can Appear....

Rigid
Cold & calculating
Ruthless
Limited by need for proof
/ explanation
Short-term

Unfocused
Lazy
Impulsive / rash
Oblivious of deadlines
To guess

Nit-picking
Bossy
Stuck in a rut
'Boring'

Over-sensitive
Un-businesslike
Lacking discipline
Emotional



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LEADERSHIP

MANAGEMENT





MANAGER	LEADER
Executes vision	Creates vision
Focus on process	Focus on behaviours
Short-range view	Long-range view
Manages change	Initiates change
Eye on the bottom line	Eye on the horizon
Accepts the status quo	Challenges the status quo
Does things right	Does the right thing



ANDREW TRIMBLE
ON LEADERSHIP



Management does **things right** - Leadership does the **right thing!**

Management is about process - Leadership is about behaviour!

Before you become a leader your focus is on developing yourself -
After you become a leader your focus is on developing others

WHAT ARE YOU REPRODUCING IN OTHERS - EG MIDDLE LEADERS?

Natural Born Leaders



Self Made Leaders





Reluctant Leaders



“Leadership is not
about a title or a
designation...
It's about **impact,**
influence and
inspiration”



Robin S Sharma



PROPARTNERSHIP

Dancefloor



Balcony





What's really going on here?

What's really going on with me?



Blanchard's SERVE Model

See the bigger picture and communicate it to others

Engage & develop others

Re-invent on an ongoing basis - challenge the status quo

Value results *and* relationships

Embody the values - walk the talk