

Shimna Integrated College Senior Leadership Team

SESSION Two - Welcome



Expected outcomes from session 2

Provide feedback from middle leaders

Highlight the importance of a clear vision

Explore Goleman's six leadership styles

Understand and identify SLT stages of team performance

Identify key EI competencies & ways of motivating others



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



Our Four Different Selves

A
Rational Self

34

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

32

D
Experimental Self

B
Safekeeping Self

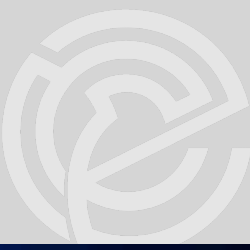
32

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

46

C
Feeling Self



made with Fearless Soul
Videoshop



SOURCE: TOM BILYEU

Do you love your wife?



SLT Strengths

Work ethic
Dedication
Mix of personalities
Accessibility
Considerate
Available
Supportive
Proactive
Pupil/staff centric
Working together - team



SLT Weaknesses

Overworked

Go to person? - incidents

Lot of messaging

Inflexibility

More yellow/red in team

Lack of proper review (timetable)

Team seem stretched

More regular engagement

Not sure what response will be

Occasional mixed messages

Nurture of staff



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



Robin S Sharma

Leadership Style

D. Goleman



Democratic
Positive....but

Pace-Setting
Negativebut

Authoritative
Positive....but

Affiliative
Positive....but

Coaching
Positive....but

Coercive
Negativebut

VISION

Seeing the biggerchanging picture

Articulating a clear and compelling cause and purpose



Mr President, I'm putting a man on the moon!



**We believe
in every child**





**The only
thing worse
than being
blind is
having
sight but
no vision**

Helen Keller



From: Good To Great
(Jim Collins)

**Level 5
Executive**

Personal humility and
fierce professional will.
Long term success &
succession

LEVEL 5 LEADERSHIP

Level 4 Leader

Inspires & motivates others toward a
compelling vision. Drives higher
performance and commitment

Level 3 Manager

Organise people & resources
to achieve objectives through planning & structure

Level 2 : Contributing team member

Work productively with others
toward group goals

Level 1 : Highly capable individual

Contribute through talent, knowledge
and good work habits

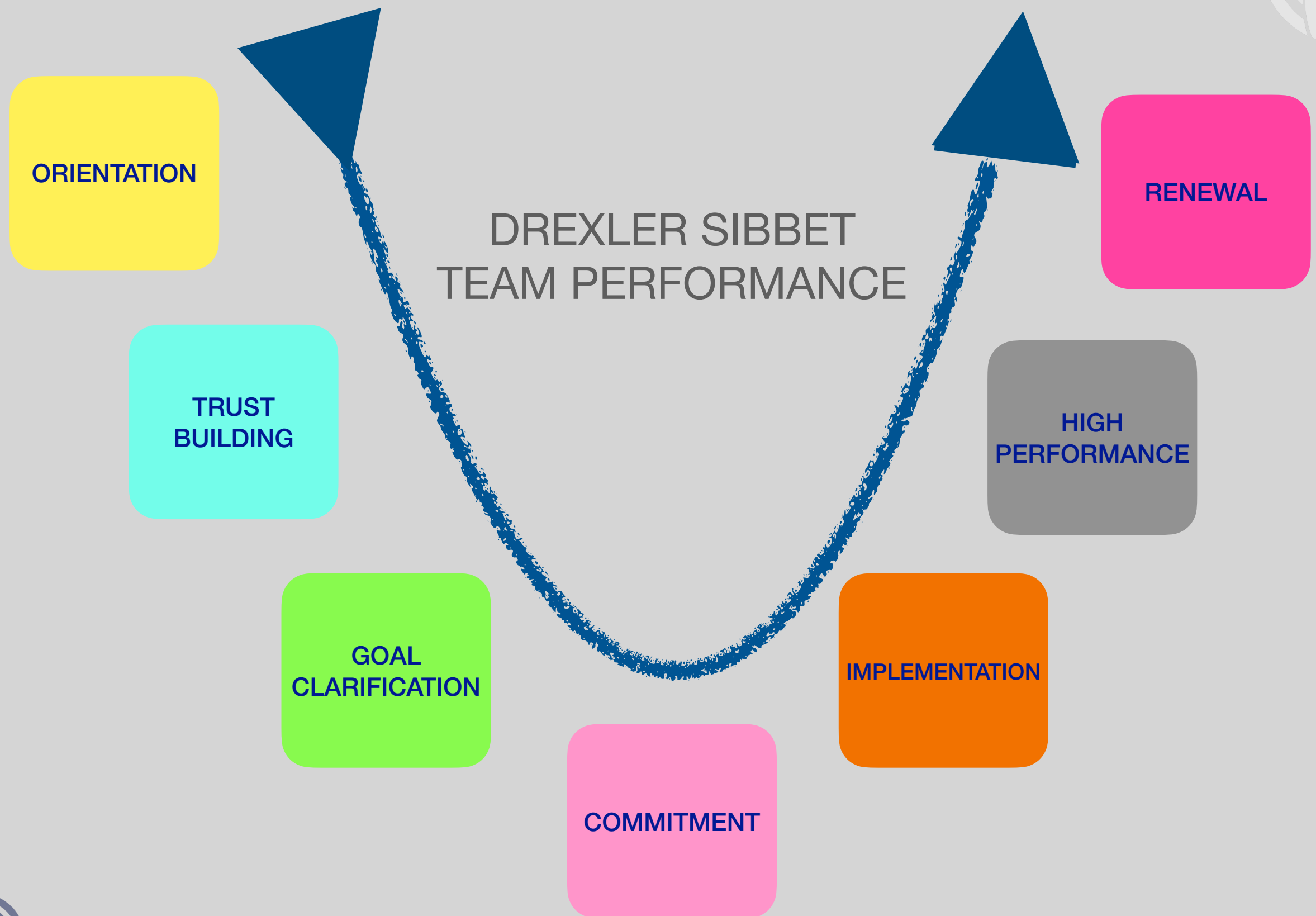


High Performing Teams





ANDREW TRIMBLE
TEAMS THAT THRIVE

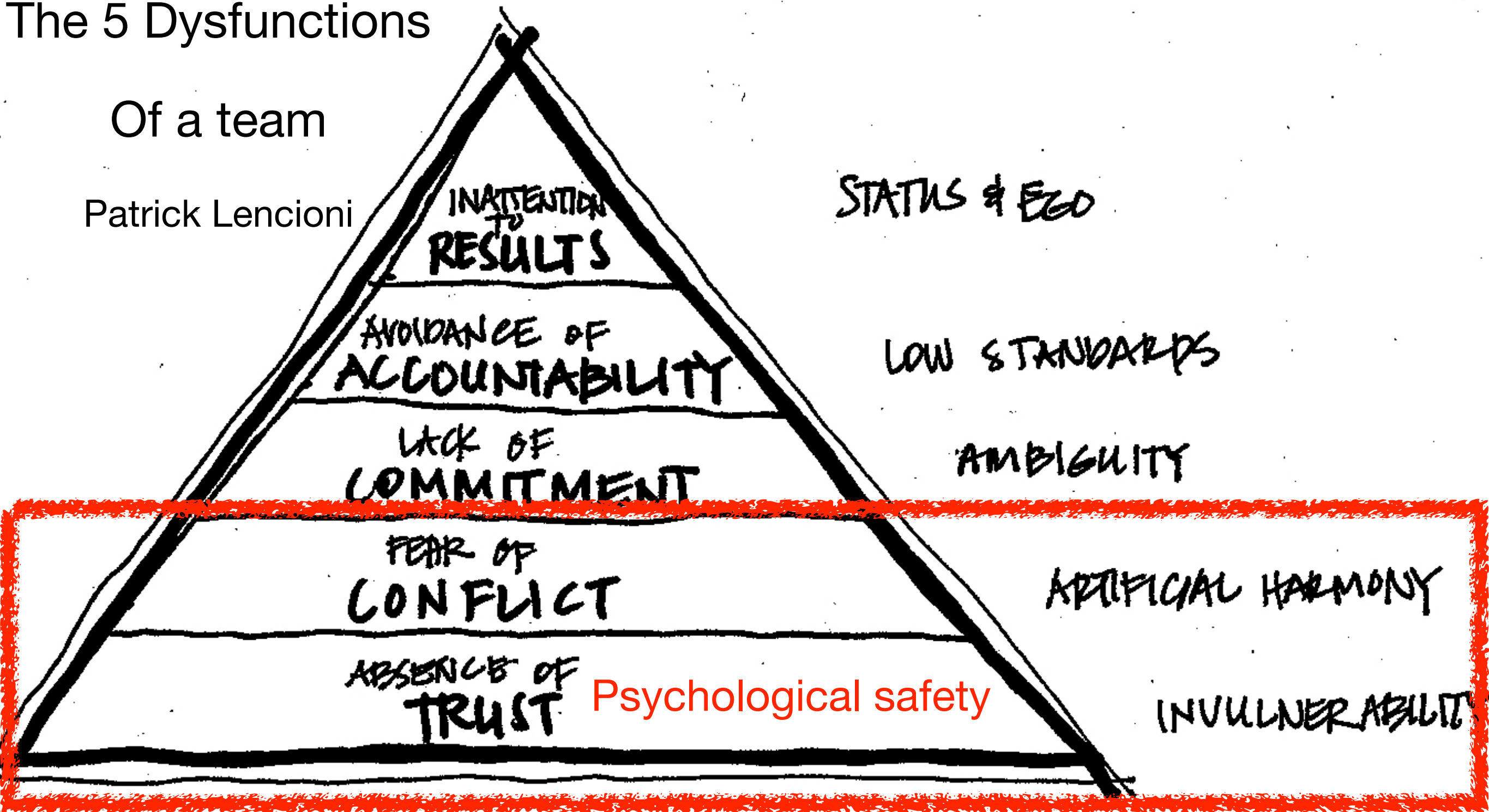




The 5 Dysfunctions

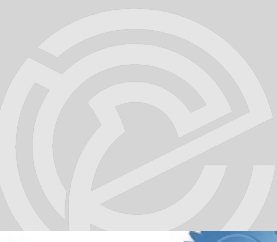
Of a team

Patrick Lencioni





Emotional Intelligence



IQ



vs



EQ



PRIMAL LEADERSHIP

Daniel Goleman

Great leaders move us.....

They inspire the best in us....

Great leadership works through the emotions....



For leadership positions, emotional intelligence competencies account for up to 85% of what sets outstanding leaders apart from the rest

Daniel Goleman

Four core elements of emotional intelligence



SELF AWARENESS

- Self confidence
- Awareness of own state
- Understanding impact on others
- Paying attention to how we are impacted by others

SELF MANAGEMENT

- Keeping impulses in check
- Being aligned with own values
- Handling change flexibly
- Pursuing goals & opportunities despite setbacks & obstacles

SOCIAL AWARENESS

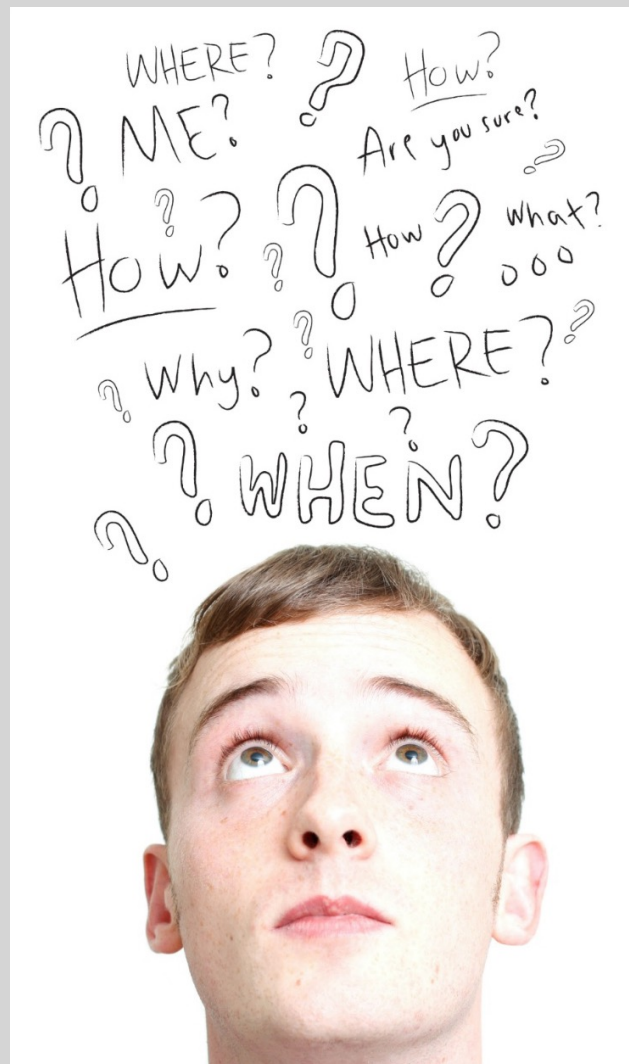
- Picking up on 'mood in the room'
- Caring about other's condition
- Hearing what other people are *really* saying

RELATIONSHIP MANAGEMENT

- Getting along well with others
- Handling conflict effectively
- Clearly expressing ideas/info
- Using empathy to manage interactions successfully



Self Smart: Manage Ourselves

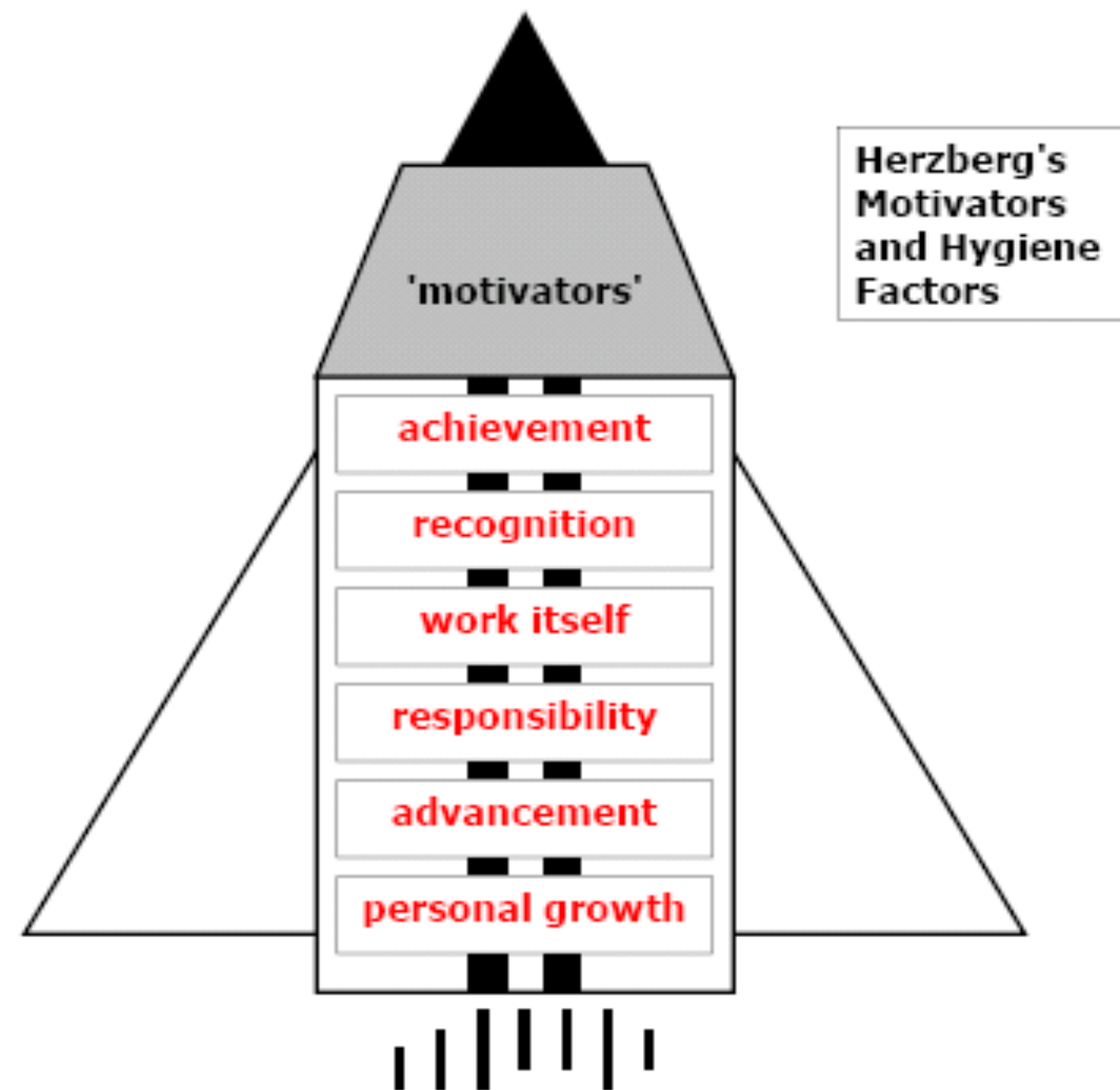


People Smart: Manage relationship with others



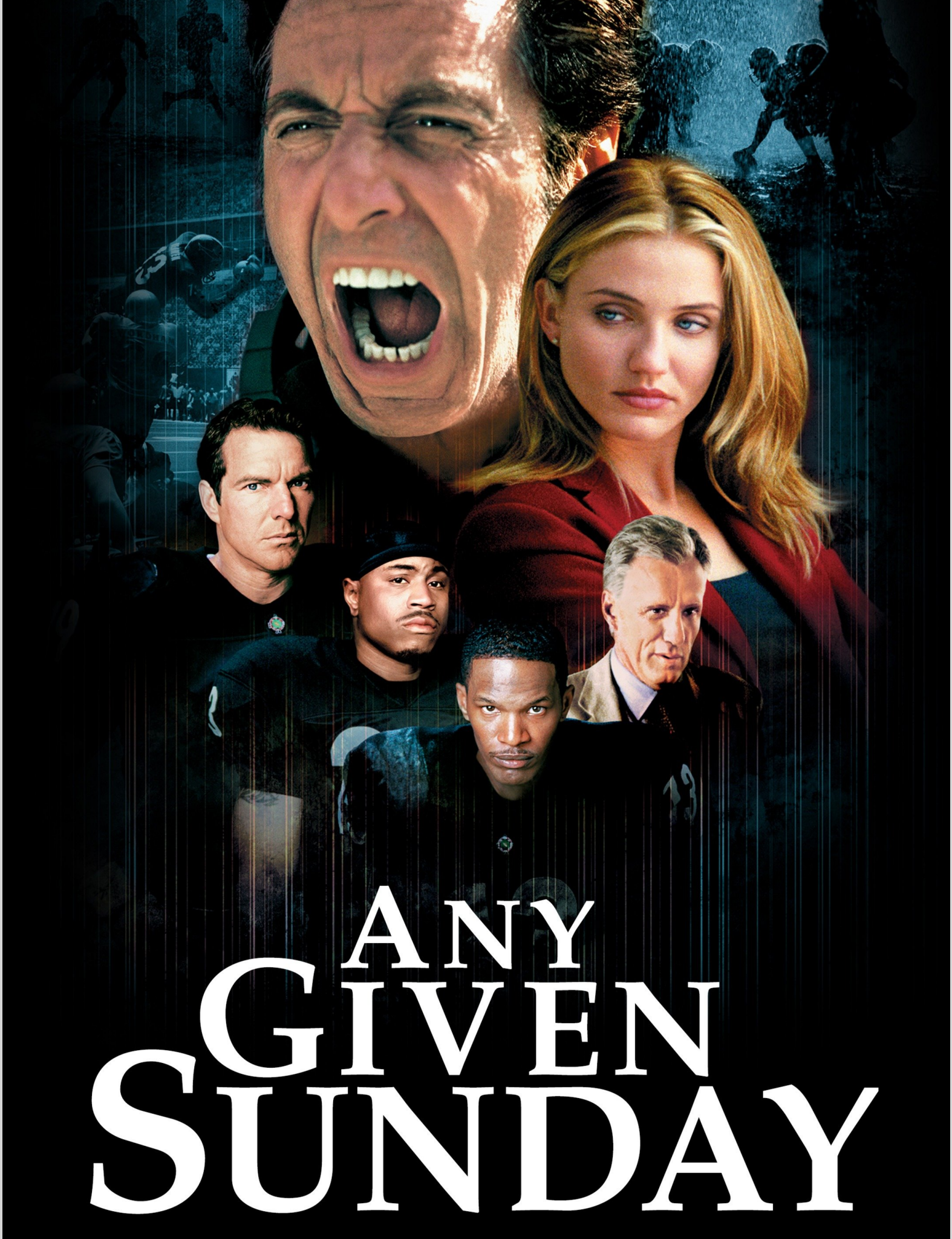


drive sway incite
motivate spark pique
motivation
inspiration spur provoke move induce
motivating persuade lead stimulate trigger
ambition inspire excite propel
impel



'hygiene' (or 'maintenance') factors		
status	security	relationship with subordinates
personal life	relationship with peers	salary
work conditions	relationship with supervisor	
company policy and administration		supervision

Hygiene factors are merely a launch pad - when damaged or undermined we have no platform, but in themselves they do not motivate.

A movie poster for the film 'Any Given Sunday'. The central figure is Denzel Washington, shown from the chest up, shouting with his mouth wide open. To his right is Cuba Gooding Jr. with a serious expression. Below them are other cast members, including a man in a football jersey and another man in a suit. The background is dark with some faint, blue-tinted images of football players.

ANY GIVEN SUNDAY





Catch people doing the right things
(the little things.....the inches)

The background of the slide is a dark, abstract image featuring vibrant, blurred reflections of light in shades of blue, cyan, magenta, and orange, resembling a cityscape at night reflected in water.

Reflections

What will I stop?

What will I keep?

What will I start?