

St Malachy's High School Senior Leadership Team

SESSION ONE - Welcome



Expected outcomes from session 1

Understand whole brain thinking, personal profile and team implications

Explore Blanchard's SERVE model of leadership

Understand and identify SLT stages of team performance

Identify 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



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



Whole Brain Communications

A

25

Critical analysis
Facts – no fluff
Technical accuracy
Goals & objectives
Well articulated ideas
Data –fact based charts
Brief, clear, precise info

Minimal details

Freedom to explore

Metaphors – Visuals

Overview – Big picture

New, fun, imaginative

Conceptual framework

Aligns with I/term strategy

28

D

B

26

Detail time-action plan
Thorough w/references
Rules & procedures
Step by step – Concise
In writing in advance
Contingency plans
No digressing

Open, informal discussion

Expressive body & voice

Intros and conversation

Knows effect on others

Knows how people feel

Hear & understand all

No hidden agendas

41

C



Can Appear....

25

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Lacking discipline

Emotional

41



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



Leading & Building Teams



ANDREW TRIMBLE
TEAMS THAT THRIVE

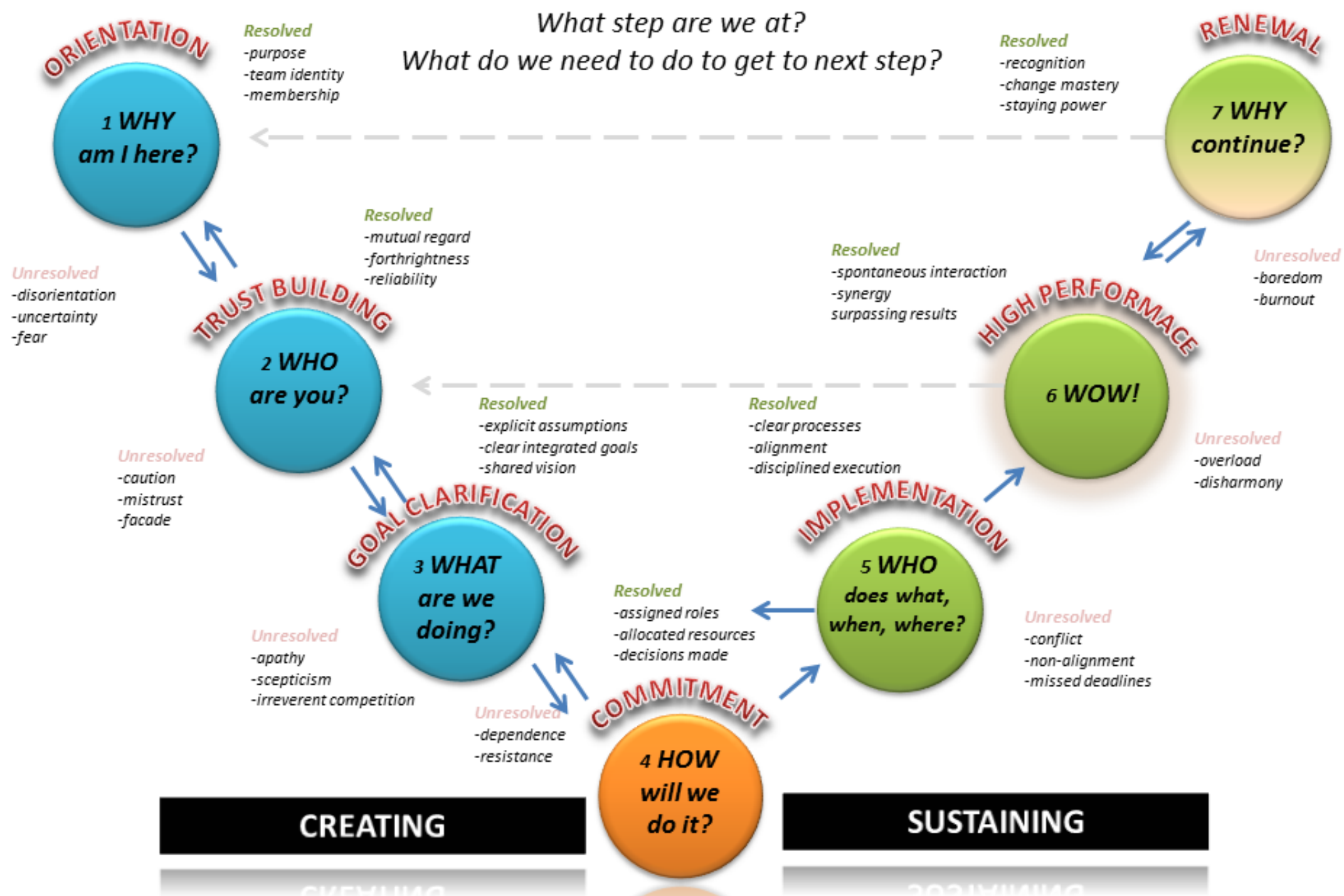
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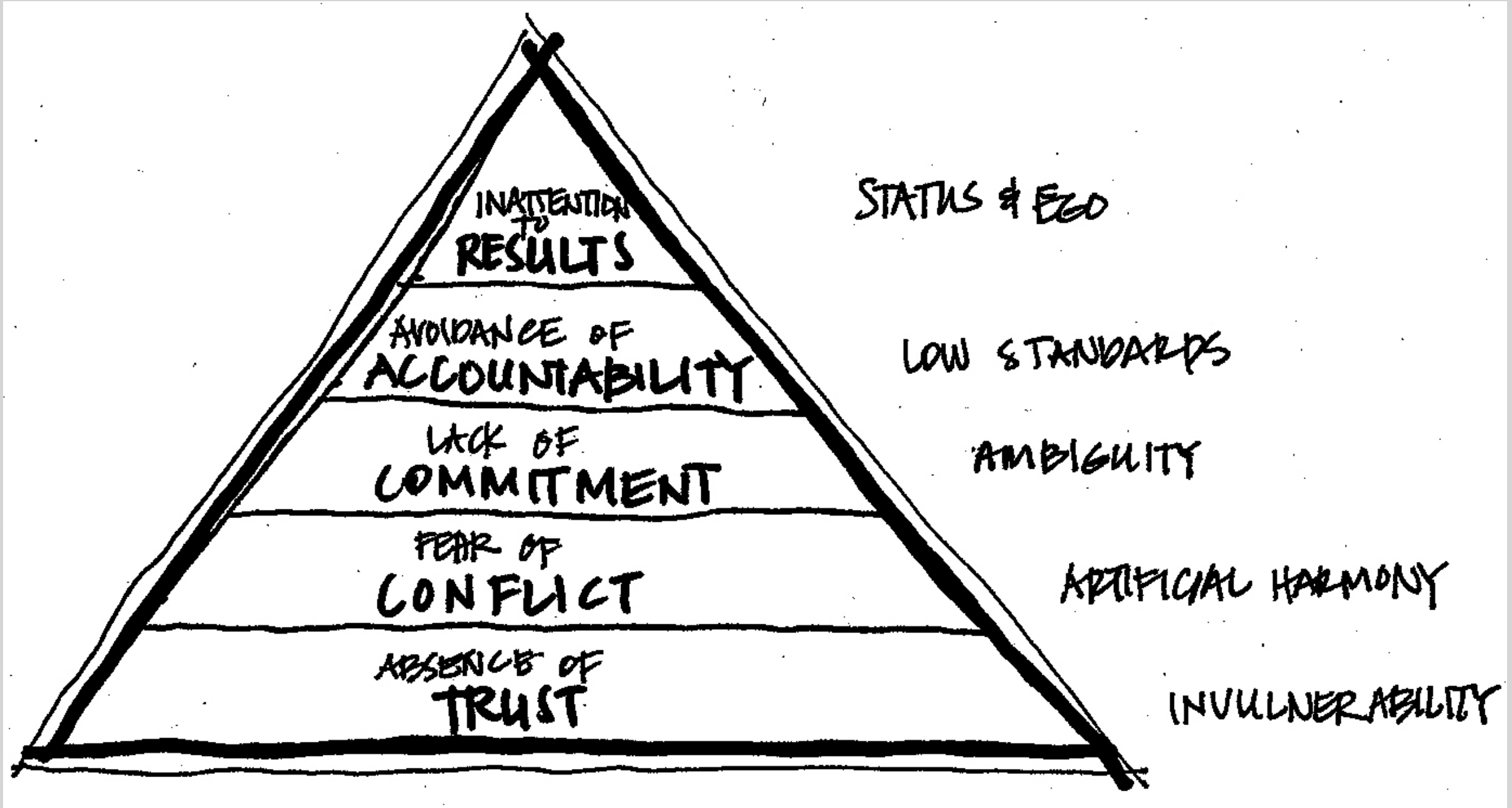
DREXLER-SIBBET TEAM PERFORMANCE MODEL





The 5 Dysfunctions Of A Team

Patrick Lencioni

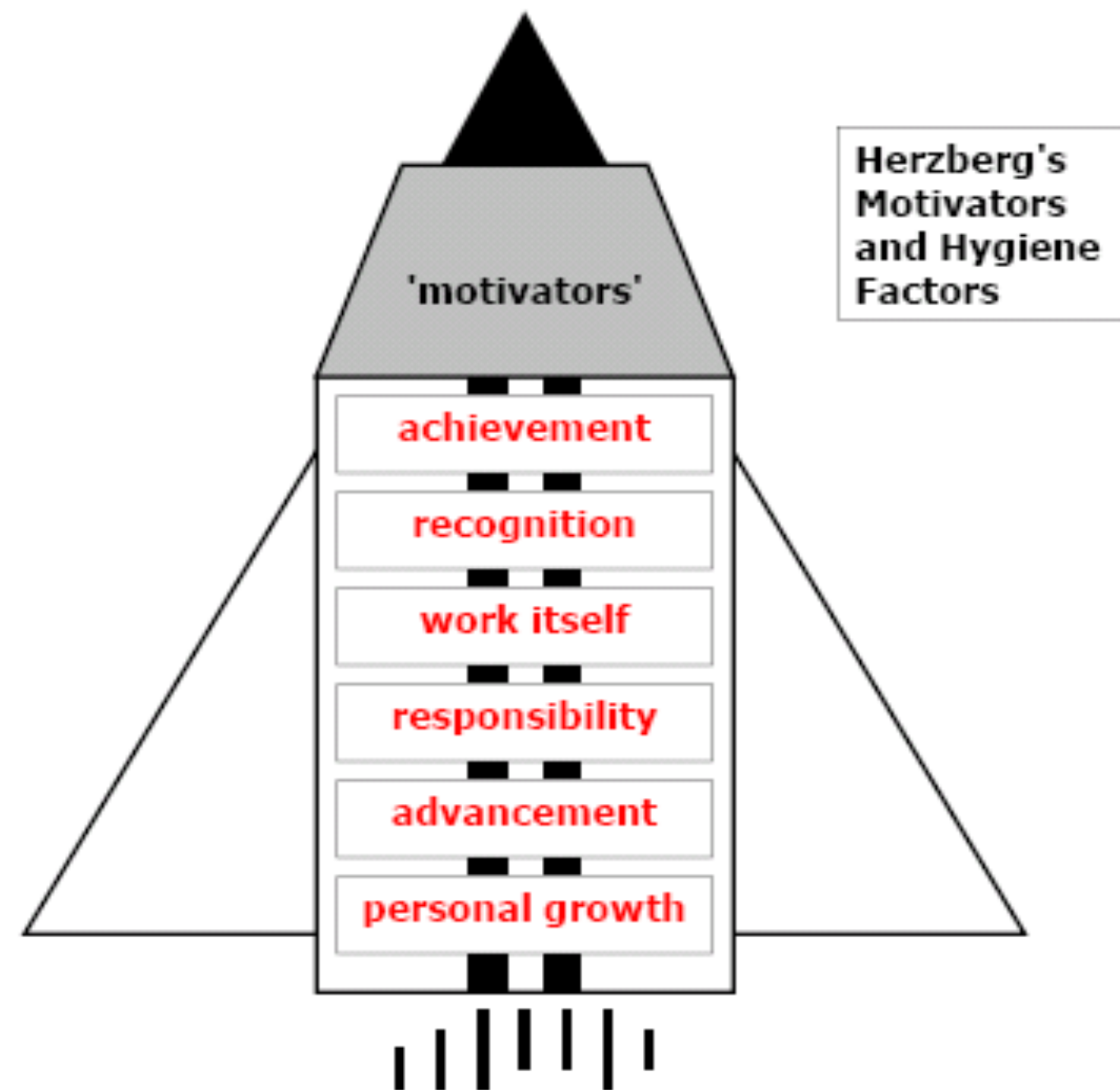




drive sway incite
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inspiration spur provoke move induce
motivating persuade lead stimulate trigger
ambition inspire excite propel
impel

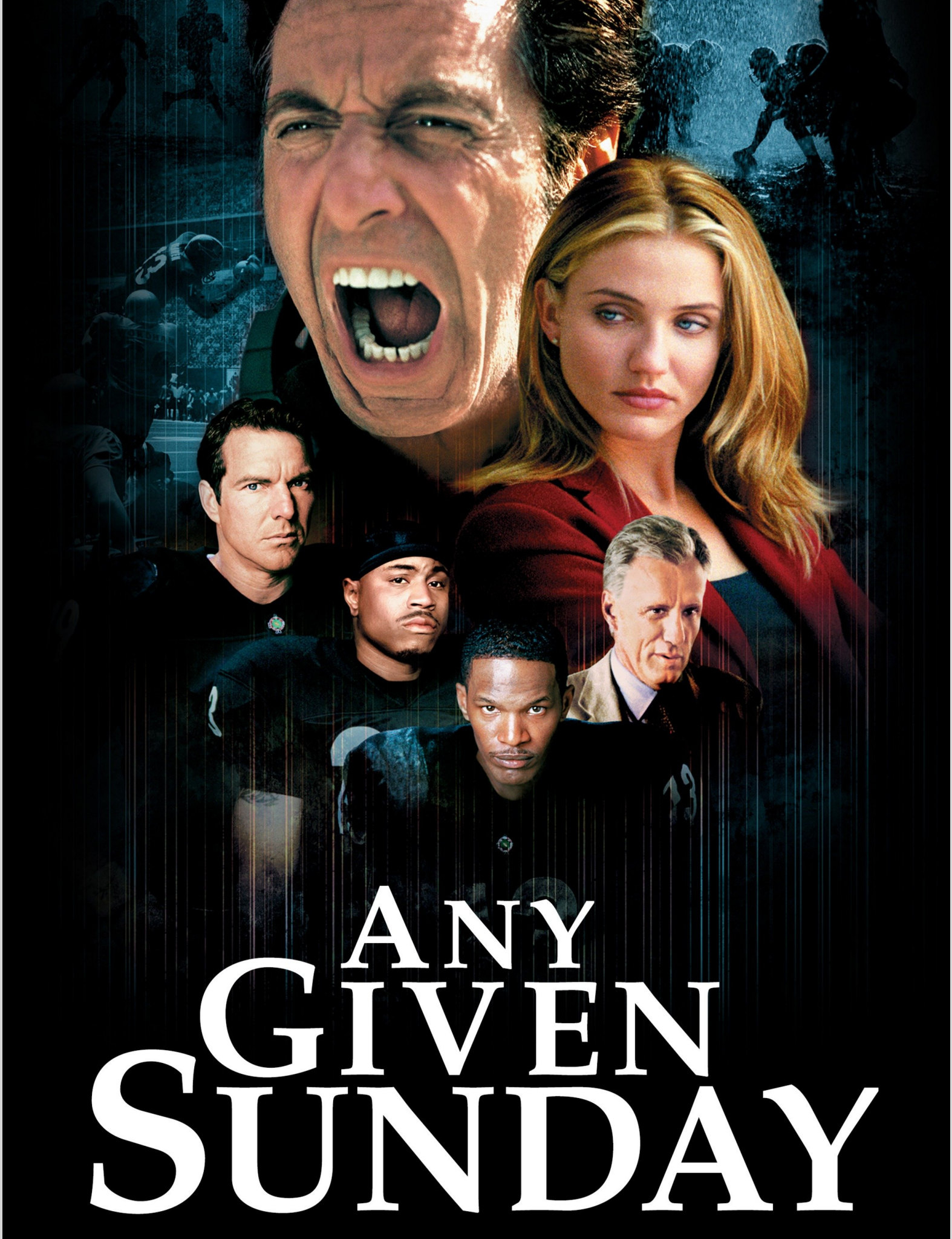


What motivates you in your leadership role?



'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)**

Reflections

What will I stop?

What will I keep?

What will I start?