Leadership for Tomorrow

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“Leaders Need to Exceed Expectations of our Workforce Today”
Overview

Grow Confidence and Credibility

Understand Strengths and Weaknesses

Understand Challenges Create Opportunities

Leadership and Stress Management
Grow Confidence and Credibility

Leaders who lack a certain level of self-awareness run the risk of adopting a perspective or sense of entitlement…this is all about me!”

Distorted perspectives will not grow confidence and credibility in future leaders or employees; and may result in poor performance in an organization.

Individuals will grow confidence in their own abilities and gain the credibility if it is “all about the people, not just the leader!”

“Exceeding Expectations Reflections on Leadership”
By General Bill Looney (Ret)

Leaders are not just officers or senior civilians, they come in all ranks and grades, both military and civilian
Grow Confidence and Credibility

Develop confidence and credibility in others

• Seek feedback/advice
• Experience and training
• Communicate what is expected to get high marks on evals
• Have an attitude of transparency
• Show responsibility
• Remember who the customer is and follow through on issues
• Seek opportunities to learn, think, or act…it is about choices
• Understand risks
• Never give up if the issue is not solved on the first attempt
• Understand what motivates people and behavior
• Encourage employees to step out of their comfort zone
• Understand what motivates people
Understand Strengths and Weaknesses

Possessing great knowledge can be a highly-valued asset, but just as important as having relevant knowledge, a hallmark of expertise derives from the expert recognizing that which he does not know in order to define the boundaries of his knowledge.”

“A wise man can let their people do their job, because they know what they are doing, better than himself.”

“To the extent leaders care for their people’s needs, the more likely he or she will be an effective leader.”

“The 52nd Floor, Thinking Deeply About Leadership”
Understand Strengths and Weaknesses

Encourage yourself and employees to ask questions

• Who are you dependent on in your organization?
• Who depends on you and how do you influence behavior?
• Are you good at what you do? Why? What do you do?
• How can you avoid complacency, if you know it all?
• What works well and why?
• Should you be training others to replace you?
• Are you doing what you can to grow those around you?
• Can you benefit from the knowledge/experience of others?
• Do I have a weakness that is affecting my performance or the organization?
• Do I have a strength that can be shared with others to improve the organization?
Understand Challenges
Create Opportunities

If the result is not one with which you are satisfied, then perhaps this is the moment in your life where you can make a commitment to think differently from this point forward.”

Effective leaders recognize both the necessity for controlling behavior/actions as well as the limits of their influence.”

While developing employees, leaders should encourage followers to be mindful before acting out of blind obedience and instead use their own minds and intuition to make decisions”

“The 52nd Floor, Thinking Deeply About Leadership”

Problems provide opportunities to peel back the issues and identify root-cause problems – Lessons Learned for Training
Understand Challenges
Create Opportunities

Ask questions to get better decisions

• Do I think, or do I know?
• How can I seek clarification without being judgmental?
• What are my teams needs?
• How will this decision affect others in the organization?
• How will this decision affect the customer?
• Was there clear communication with the customer?
• What is the impact on the mission?
• Was it a training issue within the unit or with the customer?
• Did the organization do everything possible to help or prevent the problem?
• Was the process already in place followed?
Leadership & Stress Management

- Conflict
- Overload
- Feedback
- Control
- Overload
- Conflict
- Training
- Financial Issues
- Job Security
- Fitness/Injury
- Co-Worker Support
- Living Conditions
- Deadlines/Demands
- TDYs/Deployments
- Demanding Supervisor
- Family/Health Issues
- Multiple Responsibilities
- Dual Careers/Single Parent
**What Makes A Good Supervisor?**

*Courtesy of USA Center for Health Promotion and Preventive Medicine*

### Characteristics of a Good Supervisor

<table>
<thead>
<tr>
<th>Listens</th>
<th>Teacher</th>
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<tbody>
<tr>
<td>Supportive</td>
<td>Mentor</td>
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<tr>
<td>Vision</td>
<td>Good Sense of Humor</td>
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<td>Goal Oriented</td>
<td>Clear Expectations</td>
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<td>Flexible</td>
<td>Communicator</td>
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<td>Caring</td>
<td>Integrity</td>
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<td>Even Keel</td>
<td>Trusted</td>
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<td>Decisive</td>
<td>Humble</td>
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<td>Team Player</td>
<td>Understands the System</td>
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<td>No Favorites</td>
<td>Acts as a Buffer between Outside Demands and Workers</td>
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<tr>
<td>Knows Limitations of Self</td>
<td>Knows Limitations of Co-workers</td>
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*Want Effective Leaders Tomorrow? Grow Good Supervisors and Leaders Today.*
Stress Management

Help your organization and individuals manage workplace stress

• Ask questions, listen, and get involved
• Identify stressors and eliminate unnecessary commitments
• Treat people with respect; empower your people
• Eliminate energy drains; focus on the positives
• Simplify a “to-do” list; do not try to control the uncontrollable
• Reframe the problem; look at the big picture
• Facilitate work processes and goal attainment
• Have realistic expectations
• Eat healthy, exercise, and take time-out for leisure activity
• Improve time management
• Have a sense of humor
Summary

Grow Confidence and Credibility
Understand Strengths and Weaknesses
Understand Challenges Create Opportunities
Leadership and Stress Management
Questions?