

49+ Fraternal Laws of Leadership

Midwestern Regional Committee on Leadership Development

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Remember to take care of the team you are leading. Provide a safe space for them to unwind.

- Your team relies on you for a lot. Maslow's Hierarchical needs will tell you that members of the team need to have their physiological and safety needs met before they can be of any use. Leaders play some part in those. Acknowledge when someone is waning and see what they need before it gets out of hand.

Be mindful of the power you have and don't use it to win a debate.

- If you allow debate to occur in a meeting and you engage in that debate remove your power from the meeting. The team will respect you for it. If you leverage your power to win a debate know that your win will be a Pyrrhic one and it will cause distrust among the team. This is different from being the tie breaker in which you were not actively participating in the debate. Know the difference.

Focus on 'what' needs to happen more than 'how' it happens...know the difference.

- Teams thrive when they are allowed some degree of creativity on how projects are executed. Think about the movie inception the architect creates the space and allows the dreamer to fill it. You are the architect allow your team to dream.

Never assume the instruction is clear.

Make sure clarity is obtained.

- Even the best communicators can have their words twisted to mean what someone wants it to. Make sure that all parties are aware of what is expected to happen before execution happens. Try to avoid changes and surprises that people will then have to deal with downstream.

Be true to who you are and your team will follow you to the end of the world...and back.

- Your style of leadership is your style of leadership. You will pick up best practices from others, but remain true to who you are. If you are genuine then your team will respect you rally behind you. If you are attempting to be like someone else you will be rejected.

Allow some part of who you are to be open to your team.

- Resonating with your team is powerful. It is a point at which you relate and that bond becomes strong. There are fraternity brothers and then there are bruhs. Those you bond with you protect. The work place is no different.

Acknowledge everything and take nothing for granted.

- Even the hardest person wants to know their work is appreciated. Arguments can be avoided by simply acknowledging that you heard someone's point of view. Don't take what someone does for granted either. At the same time, make sure that someone isn't trying to shine. This goes back to #1. Protecting your team means telling your team to take breaks. Appreciate what they do and they will want to do more.

Bro. Jeffrey A. Williams, PhD
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Determination

– Having the necessary drive or willpower to move toward the achievement of a desired goal in spite of the obstacles that will arise. This force within helps leaders achieve things that seem impossible to the common observer. It is how leaders are able to manage competing yet equally important priorities such as faith, family, education, work, and fun. Because of their determination, leaders will utilize the tools of time management, organization, and prioritization to get it done!

Flexibility

– The ability to shift directions and still stay focused on desired outcomes. A successful leader recognizes well-thought out plans are simply rough drafts that will require tweaking as new information is made available along the way. As a result, great leaders do not let pride or ego paralyze and keep them from moving forward but in a different direction.

Exemplary followership

– The willingness to give your best when you are not in the leadership role. Leader and follower are simply roles individuals perform on a team. They are interdependent and interrelated and are required for team success. Therefore, when leading, be the leader people want to follow. When following, be the type of follower you want on your team!

Educate and facilitate

– The ability to teach people what you know then allow them to teach you what they know. Never take an all-knowing position when it comes to life. In addition to life experience and academic degrees, many people desire a leader who is open to receive fresh perspectives and then have a leader who will at least consider them in their decision-making process.

Stay Human!

– Leaders have exceptional skills and abilities which enable them to simultaneously manage the rigors of life such as home, work, school, fraternity duties, etc. These abilities make some leaders appear in some people's eyes as superman. While this can be flattering for the ego, the truth of the matter is all leaders (supermen) have that kryptonite which brings them to their knees.

Be courageous enough to share these moments to help others on their leadership journey.

Take a ME DAY!

– The leader’s passion for people can sometime consume them to the point of compassion fatigue. Great leaders often do so much for others to the point of exhaustion. It is therefore imperative to take a break and recharge mentally, physically, and spiritually. Rest helps a leader perform at an optimum level and gives them time to reflect in a healthy way. If God rested on the 7th day, surely you can!

Accountability!

– Being accountable means being responsible or answerable for one's actions. Ask yourself, “Did I give my best?” “Is there something else I could have done to change the outcome?” Then ask a trusted team member the same questions to get their perspective. Keep in mind that accountable leaders expect their followers to be accountable because it is a requirement for exemplary followership. Exemplary followers in turn will share accountability with the leader for the team's success and failure.

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Taking a closer look at our Corporate Structure

- a. Generally can mean on a larger scale for a company how to minimize cost/expenses to meet lower demands from customers. This isn't always a bad thing but could spawn a trickling effect of other events.
- b. Employees should really pay attention to their own managers, ask questions, but generally at this stage, it's just too early to foresee anything.

Shifting of Roles and Responsibilities

- a. Generally means re-aligning managers and the people under them
- b. Employees should keep their eyes open for any changes within their own realm of management.

Agile Strategy

- a. Moving from what was working to something that forced a change in direction. Such as new technologies, keeping up with competitors, or simply changing what shareholders want.
- b. This is driven by cost. Employees need to be looking for teams being decreased in sizes, or business unit layoffs. This occurs typically when a company faces financial instabilities over the past year or two.

Moving Toward a Strategic Buyout

- a. This is where you see a company is looking to cut costs, but not necessarily looking to lay off employees. Companies tend to explore their liquidating opportunities.
- b. Employees will see changes in the company's culture as well as key people in leadership going moving on from the company. Employees need to keep their eyes open around them and look for the company to start cutting costs in almost every area of the business.

Consecutive 1st and 4th quarter drops

- a. This is usually where things start to become public. Stock prices have fallen and the rumor mill of the company financial status becomes the talk around the water cooler.
- b. You'll also see moral change and people start to become more stressed as the stability of the company becomes very obvious.
- c. Employees should start to see more and more layoffs, and becoming an asset to the company becomes "everyone" main objective. You will see employees start to "perform" more at their respective positions.
- d. Communication with first line managers are critical.

Shifting of C-Level Roles

- a. This usually occurs with the down turning of a company's culture and financial stability.
- b. A company will shift executives around to create a “manufactured change in climate” within an organization.
- c. With new C level executives, comes that mentality of change, that most companies undergo because share-holders want change so they can ultimately see change within the company dynamics
- d. Employees will see more and more leadership meetings and all hands. They will not see or feel immediate change at their levels, but needs to communicate with their managers.

Early Retirement Packages are Offered

- a. This happens at the first level of ultimately cutting the work force. They start off with people that have been with the company for a number of years and basically buy them out.
- b. The first wave is voluntary, but if a company doesn't get the right amount of number of people to take the early out, then the next phase will start and it becomes involuntary layoffs.
- c. Employees should be on guard and follow the tread of where the company is going for the first 120 days of this happening.
- d. If the employee starts to witness shifts in employment of people or the company starts to change for the worse, it's always a good idea to start updating resumes.

Bro. Kenneth Harris, Jr., PhD
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All that glitters ain't gold!

Shut eyes don't mean you're asleep!

Goodbye don't mean you're gone!

Triage your tribe.

Share with your tribe what's good
and what's new.

Share with your tribe what's bad
and what's old.

Embrace pain.

You can't teach self-esteem.

Always struggle.

You have to budget money and power.

Mute your wealth.

Create clear financial and wealth goals.

- \$1,000 emergency fund.
- Max out the matching portion of your employers' retirement account.
- Track your expenses for three months, then figure out where to save money
 - Invest what you save.
- Learn what to pay first. If it sustains life, pay it first.

Iron sharpens iron.

Have a turtle mentality.

Be hard on the outside;

Be soft on the inside;

Be willing to stick your neck out.

Always dress for your next step.

Be inclusive, intentional and
purposeful.

Once a year, ask yourself these questions below.

- What happens when my fear collides with my fate?
 - Am I an aspirin or vitamin?
- Am I on the road to easy and the path to painless?

There is a moment of surrender and a
practice of surrender.

Practice makes perfect.

Ask for spiritual guidance by delivering
an invocation

before you make a decision
or take an action.

When in a tense situation,
negotiate for time.

Be an active listener.

Be committed to stretch.

It's not enough to focus
on what's present;
focus on what's not present.

Create Career goals.

Plan the next 3-5-7-10 career years.

You'll be off a few years on either side,
but you can't change
what you don't plan.

Create free time goals.

Take time away from everything
and be unreachable.

Create health and appearance goals.

Keep the hair on your body neat in appearance.

Nappy hair is not appropriate for the workplace.

If you have nappy hair at your workplace,
you are being tolerated, not accepted.

Create relationship goals.

Get a significant other.

Get a pet.

You'll live longer.

Create Personal development goals.

Free. Online. In person. Paid. In a book. Doesn't matter. Personal development is a lifelong function of growth both personally and professionally.

Take advantage of school-based and workplace development opportunities.

~Daniel Goleman~

If your emotional abilities aren't in hand,
If you don't have self-awareness,
If you are not able to manage your distressing emotions,
If you can't have empathy & have effective relationships,
Then no matter how smart you are,
you are not going to get very far.

~Stephen Covey~

I am not a product of my
circumstances.

I am a product of my decisions.

What happens when an
unstoppable force
meets an immovable object?

Until the lion speaks,
the story will always glorify the hunter.

The man who has not prepared
his children for his death,
Has not done his job as a father.

~Kenneth E. Harris, Jr., PhD~

The greater the hater,
The greater the grind.

Be a work horse,
Not a show horse.

Sometimes you have to be careful...
And sometimes you have to burn down
the village to save it.

Build what you lack in life.

DISCUSSION

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