

# My

# Leadership



# Point of view

# Workbook

*Soroptimist International of the Americas  
Golden West Region 2011 Leadership Training Retreat  
August 5-6, 2011*

## ***Elements of a Leadership Point of View***

- Your attitudes and beliefs about leadership
- The values most important to you
- What you expect of others and what they can expect from you
- How you will share this information with others to set an example and to encourage them to articulate their own leadership point of view



### ***Answer these five questions to develop your Leadership Point of View:***

1. Who are the leaders who have inspired you? What qualities did they have that impressed you and why?
2. Which of your core values will guide your behavior as a leader?
3. Given your own leadership experiences, what you have learned from other leaders, and your most important values as a leader, what are your beliefs about leading and motivating people?
4. What can people expect from you as a leader? As a leader what do you expect from people?
5. How will you share your Leadership Point of View with others?

**WORKBOOK QUESTION 1:**

**1. Who are the leaders who have inspired you? What qualities did they have that impressed you and why?**

Think about the person or persons who have been role models for leadership in your life. Who was it that made you say, "That's the kind of person I want to be." What was it you learned from this person? What did they teach you about leadership? What was it that was so inspiring about this person that their image just popped into your head?

Name \_\_\_\_\_  
Relationship \_\_\_\_\_  
Qualities \_\_\_\_\_  
\_\_\_\_\_

They impressed me by:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name \_\_\_\_\_  
Relationship \_\_\_\_\_  
Qualities \_\_\_\_\_  
\_\_\_\_\_

They impressed me by:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## WORKBOOK QUESTION 2

### 1. Which of your core values will guide your behavior as a leader?

In trying to determine what your values are, you might start with a long list. But fewer are better, particularly if you want your values to guide your leadership behavior. For this exercise select the three most important values to you as a leader in your club. Use the following list to help narrow your focus. There are many possible values, so if you can think of others, great! If you absolutely cannot choose just three, you can combine two that are related.

achievement, adventure, altruism, authenticity, balance, beauty, charity, compassion, cooperation, courage, creativity, dignity, education, economic security, emotional well-being, equality, excellence, fame, faith, freedom, friendship, gratitude, generosity, happiness, health, honesty, honor, hope, humility, humor, independence, individuality, inner peace, integrity, joy, justice, kindness, knowledge, love, loyalty, patience, pleasure, positive attitude, power, recognition, relationships, respect, safety, self-worth, service, simplicity, spirituality, teamwork, trust, truth, wealth, wholeness, wisdom

1. Value \_\_\_\_\_
  
2. Value \_\_\_\_\_
  
3. Value \_\_\_\_\_

### WORKBOOK QUESTION 3

**3. Given your own leadership experiences, what you have learned from other leaders, and your most important core values, what are your beliefs about leading and motivating people in the following areas:**

1. Teaching \_\_\_\_\_  
\_\_\_\_\_

2. Learning \_\_\_\_\_  
\_\_\_\_\_

3. Generating Ideas \_\_\_\_\_  
\_\_\_\_\_

4. Promoting values \_\_\_\_\_  
\_\_\_\_\_

5. Creating energy \_\_\_\_\_  
\_\_\_\_\_

6. Making decisions \_\_\_\_\_  
\_\_\_\_\_

## WORKBOOK QUESTION 4

### 4. What can people expect from you as a leader? As a leader what do you expect from people?

Here is a list to help you with articulating the following: 1) what you want people to expect from you and 2) what you expect from people. This list is not exhaustive. If there is an expectation or action missing from this list, add it!

Respect each other – treat everyone well	Always look for ways to improve something
Act with integrity	Work with a sense of urgency
Speak honestly	Build a team ego—Put the group first
Take personal ownership and pride in all you are responsible for	GROW through the day so tomorrow you can achieve more
Motivate with mission	Show appreciation
Lead with passion and compassion	Communicate what you want
Be adaptable	Know the dangers of assumptions
Stay creative	Be your own messenger—be hands-on
Have the courage to do things differently	Act decisively
Pick your battles—know what you can negotiate and what you will not	Nurture an environment that makes people’s lives better
Keep communications open	Do the right thing
We succeed or fail together—it’s a partnership	Don’t be afraid to fail

As a club leader members can expect me to:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

As a club leader I expect members to:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## WORKBOOK QUESTION 5

### 5. How will you share your Leadership Point of View with others?

Your leadership point of view is a road map for how you will set an example for the values and behaviors you are encouraging. Leaders must walk their talk! Your leadership point of view creates a clear path for you to follow so you can walk that talk with confidence!

As you have worked through the previous four exercises, you have most likely thought of many things you would like to share with your club members. But how are you going to do it? What if you told them a story?

There are three basic types of stories that leaders use to engage and energize others:

1. **Who I Am Stories** – personal stories leaders use to describe themselves and others of their fundamental views about the world and to explain how they developed those views. These stories serve as vehicles to both communicate the leader’s views and build an understanding between the leader and her would-be followers.
2. **Who We Are Stories** – These stories are about the joint experiences and attitudes of the people within the organization and their shared beliefs. “Who we are” stories are one of the basic building blocks for creating teamwork and energizing individuals to contribute to the ongoing success of an organization.
3. **Future Stories** – The best way to get people to venture into unknown terrain is to make that terrain familiar and desirable by taking them there first in their imaginations. Great leaders create and use future stories to help people break away from the familiar present and venture boldly ahead to create a better future. They not only describe the future in terms that are personal and compelling, but they help others understand why and what they must do to get there.

## Writing your Story

Use this space to draft an outline of your story. If you can finish the story today, great! If you don't have time to finish today, finish it later. The important think is to finish it!

Your homework is to share this story with your club members and to teach them to share their stories with you! There is no better way to learn about other people than by swapping stories!

Story:


Leadership Theme:
