Leadership Skills for Today, Tomorrow, and Beyond
CSAP Spring Conference in Collaboration with ASHA
May 18, 2012

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What is Leadership?
What makes someone a Leader?
- Someone who convinces others to do things?
- A teacher?
- A boss?
- Someone who steps forward when others don’t?

Let’s take a closer look at Leaders and Leadership

Are these people you immediately think of as leaders?

Look in the mirror – what do you see?

What makes one a leader?

Characteristics and Definitions
Keep in mind –
There’s no cookie cutter model for good leaders.
Leadership is not:

- Style
- Image and winning personality
- Emulating great leaders
- Conforming with social/organizational norms
- Something you are born with

The Top 12 List for Authentic Leaders

1. Have a Vision
2. Charisma
3. Character
4. Responsibility
5. Planning
6. Social Skills
7. Achievement Drive
8. Emotional Stability
9. Tolerance for Ambiguity
10. Decisiveness
11. Delegation
12. Positive Outlook

Leaders teach others to lead themselves by:

- Solving their own problems
- Making their own decisions
- Acting with strong positive values
- Producing results with their own resources
- Setting the vision for the future
- Selecting competent people
- Motivating
- Inspiring

"The very essence of all power to influence lies in getting the other person to participate. The mind that can do that has a powerful leverage on his human world."

Harry A. Overstreet

You have to speak to who people are by listening, learning, and believing in them.
Simply understanding people releases power

- Carl Rogers: “...accepting people unconditionally, understanding people, facilitates their growth”
- C. Rogers, “When I accept myself as I am, I change. When I accept others as they are, they change!”
- William James: “The most immutable barrier in nature is between one man’s thoughts and another’s.” The People Principle
- “Since the beginning of time, people have been trying to better understand other people—understand who they are and why they act, think, and perform the way they do.” (Ron Willingham) The People Principle

Mahatma Gandhi

“Your beliefs become your thoughts,
Your thoughts become your words,
Your words become your actions,
Your actions become your habits,
Your habits become your values,
Your values become your destiny.”

Putting Leadership skills into daily lives

Managers vs. Leaders

Authentic leaders

- Serve others through their leadership
- Empower people to make a difference
- Are not motivated by power, money, or personal prestige
- Guided as much by qualities of the heart, passion, and compassion as they are by qualities of the mind

Authentic leaders

- Use natural talents as leadership gifts
- Lead with purpose, meaning, and values
- Build relationships with others
- Have others follow them because they know where they stand
- Are consistent and self-disciplined
- Recognize their personal shortcomings and work hard to overcome them
- Refuse to compromise when principles are tested
Individuals will ask: What does XYZ Organization do for me?

- "Organizations don’t produce, people do! When organizational structure itself becomes more important than the people within it, trouble inevitably lies ahead. Organizational structure is only significant to the extent that it provides an environment in which people can work with purpose, dignity, security, creativity, and significance.”

- Ron Willingham

How can you be successful as a leader?

- Know yourself
- Listen
- Effective Communication
- Show Appreciation
- Serve

Discover your “I am”

- Who are you?
- How do others see you?
- Is this the real you?

Listening to Others

- To influence others, we must first be open to their influence.
- Listen without bias.
- Be open to the purpose and learning coming to us through the other person.

Effective Communication

- Effective communication is the true voice of a leader
- Straight talk creates value
- Share real thoughts and feelings in a manner that opens up possibilities with others

Appreciate Others

- Appreciation energizes people and makes them want to exceed their goals and perceived limits
- Let others know they are valued
- Rewarded behavior gets repeated
Service to others

- Ultimately, a leader is not judged by how well he/she leads, but by how well he/she serves.

- Our real job is to serve all the constituencies in life.

- Appreciate genuinely the fact that only through our interdependence with others do we create value.

Effective Leadership

The art of making “IT” happen

- Know your team
- Make goals
- Positive thinking
- Create Balance
- Advocacy
- Team Synergy

Know your team players

- **Talker:** Want social approval and fear losing it. (Ready, aim- Hey! where did I put the gun?)

- **Doer:** Bottom line, get it done, risk takers, high energy (Ready, aim, fire!)

- **Plodder:** Process, task oriented, like consistency, dependable (Ready, ready, ready)

- **Controller:** Logical, rational, well-organized, do not like risks (Ready, Read, Ready Aim, Aim, Aim)

Goals and Desires

(What is your Goal Seeking Mechanism?)

Leadership Challenge

- Think about and WRITE DOWN one goal that you would like to achieve as a leader.
  (be specific, include a time frame for when it will be achieved)

- Later, think of one strategy that you can use to help achieve that goal.

- There are multiple personality tests on the market:
  - True Colors
  - Myer Brigg
  - YS Personality Test
Surround yourself with Nutritious People

“Positive Patty” vs “Negative Ned”

Have a strong support system

This doesn’t have to be you.

Balance in life is important

It allows you more time for yourself and for what matters most.

If you take on too much, your bucket empties out.

It’s okay to take time for yourself.

It’s okay to say, “NO”!

“Subtract Before you Add”

Subtracting an activity, before adding another activity/commitment equals balance.

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Advocacy Everyday…
Everyday Advocacy!!

Why we do what we do:

- It's more than just to know it and believe it… we must live it

- We must advocate everyday to those we serve, those who refer for our service

Advocacy is…
Education, Visibility and Presence

- Clinical Need/Service
  - Scope of Practice
  - Delivery Options
  - Collaborative Work Relationships

- Funding
  - Medicare
  - Medicaid
  - Private Insurance

Where YOU can advocate…on a local level EVERY DAY!

- Families
- Service Coordinators
- Staff members
- Administrators and Executives
- Physicians
- Local and State Agencies
- Within your own employment setting – with supervisors, peers
- Referral sources and potential referral sources
- Lawmakers
- Local media sources

Larger Audiences

State Advocacy
  - Get to know your Legislators!
  - Home Organizations
  - Senators and the Governor are affected by you and your work!
  - Public Service Announcements – local radio, television and newspapers
  - Chamber of Commerce Groups
  - Meyers
  - Community Healthcare Groups

National Advocacy
  - Get to know your Federal Representatives and Senators! They can only represent you if they know you and understand your contributions.
  - Follow the ASHA position advocacy plan and understand that what happens at the national level will come to NY soon! It DOES matter what is going on!

EVERY Month Should Be….Better Speech and Hearing Month!

- CONTACT Devote one hour each month to advocacy (see out what you can do!)
  - Send letters to physicians, referral sources, Dresser directors, legislators, ASHA professionals.
  - Call the local talk radio station and ask about doing a Public Service Announcement or about being on an air in a healthcare provider.
  - Call the local television station, develop a script, and see about getting a therapy script written and aired outlining the benefits of Speech-Language Pathology and Audiology.
  - Send a personal letter to your Legislative Representatives reminding them that they are elected to these and that they are elected to represent you – tell them what you do, where and how. Let them "LIVE" the benefits of SLF and AED therapy through your written word.
  - Imagine the response! NEXT TIME you call. Check their website on Facebook and see what they are doing and comment on what you notice.
Empowering Others
Building Team Synergy

As Leaders
We are going to leave a legacy, no matter how consciously or unconsciously we act!

You usually get what you expect
- If you think in limitations, your team will think and produce at that level
- If you raise the bar, if you perform at a higher level, if you expect your team can perform at a higher level...
- You can achieve something amazing

The challenge...get people to think
- Some people are not comfortable with the new
- The old is so comfortable
- Get on your team member's level... find out where they are coming from
- Challenge them to see the "Possibility Thinking Formula"
- Be a good coach!
- Listen and give positive feedback

Who lives in you?
Who would say YOU live in them?
Who would you say is your leadership role model?
Who has formed you into the leader you are today?

Creating Greatness and Opening Doors to Success
Overcoming Barriers; Seeing Opportunities

- What are our barriers?
- What is our mission and are we in sync with the mission of our profession/where we work?
- Are we living our vision?
- What is our take away from the situation?
- Are we moving forward with our profession/commitments?

Go out and make your legacy as a leader

Excellent Books to Read

1. The People Principle: A Revolutionary Redefinition of Leadership by Ron Willingham
2. CLUTCH: The Leadership Playbook for Success in Business and Life by Ty Bennett, Garrett S. Jackson, and Craig Ansell