Leadership Development
For
State Association Executive Boards

Disclosure

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- Financial—Nothing to report
- Non-financial—Chair, ASHA Committee on Leadership Cultivation

GOALS for our Time Together

What
• Explain the role of the ASHA Committee on Leadership Cultivation (CLC)
• Identify the skills & experiences needed for executive leaders

How
• Review the relevant literature on leadership
• Share personal experiences with leadership

Why
• Increase awareness of ASHA leadership connections
• Increase understanding of the role of executive board leaders
ASHA Committee on Leadership
Cultivation is designed to . . .

Ensure strong pipeline of
diverse, talented, qualified, & willing
candidates for all CBCs

Oversee leadership
development
efforts

Cultivate future
Board of
Directors
leaders

Provide broad
strategic coordination
of all leadership
development efforts

A strategic priority for the CLC:
Collaborating with Related
Professional Organizations (RPOs)

Identifying Groups & Means of Contact
(e.g., working with State Associations)

What makes YOU a leader?
A leader makes an IMPACT!

What we pay attention to, & how we pay attention is the key to what we create. What often prevents us from 'being present' is our blind spot, the inner place from which we operate.

Being aware of our blind spot is critical to bringing forth profound systemic changes.

Adapted from Otto Sharmer

A Leader is . . .

- Creates a vision
- Gets others to follow
- Works to achieve a common goal
- Someone who ... 
- Manages the delivery of the vision
- Coaches & builds a team around the vision
- Motivates & inspires
Preparing for Leadership: Skills (Gandz, 2007)

Purposeful
Satisfying
Effective
Ethical

Effective Leaders=>Build Trust
(Murphy, 2006)

- Know others’ thoughts, work habits, interests & pet peeves
- Acquire information to solve problems & address challenges efficiently & effectively
- Understand the values & beliefs that spark peoples’ emotions & passions

Effective Leaders=>Listen
(Murphy, 2006)

- Communicate WITH others not TO them
- Listen without the intent of responding
- Know when not to say something

“Give every man thine ear but few thy voice”
William Shakespeare
As you think about your role as an Executive Leader . . .

- I want you to think about changing your vision of what leadership looks like.

Leadership is Changing . . .

- Command & control
- Organized silos
- Collaborative (own each others problems)
- Membership (everyone in the ecosystem plays a role)

Leadership is Changing

- WHY
- HOW
- WHAT
Leadership requires you to . . .

• Know the ‘WHY’ as it conveys vision

• Challenge the status quo

• Believe in your ability to make a profound change in others’ lives

Executive Leadership
http://www.amanet.org/training/seminars/Developing-Executive-Leadership.aspx

Head

| Heart — Lead with your . . . — Hands

| Feet

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.  
John Quincy Adams

People may hear your words, but they feel your attitude. John C. Maxwell

Innovation distinguishes between a leader and a follower. Steve Jobs
Questions?

REFERENCES & RESOURCES

- ASHA website Get Involved: http://www.asha.org/About/governance/Volunteering/
- Leadership: It's more than a Platitude (ASHA CCG presentation): http://www.asha.org/events/convention/handouts/2013/16-0-lubinskas/
- Minority Student Leadership Program (MSLP): http://www.asha.org/Students/MSLP-FAQs/
- Windjammer cruise-volunteering service: http://www.asha.org/events/convention/handouts/2013/1145-fynn/
- Student to Empowered Professional (STEP): http://www.asha.org/student/gatheringplace/step/
- Students Preparing for Academic-Research Careers (SPARC): http://www.asha.org/Students/SPARC-Award/
- SCCC-CLP http://www.asha.org/Certification/2013-Speech-Language-Pathology-
  Certification/Standards/
- The ABC’s of empowerment through Volunteering in ASHA: http://www.asha.org/practice/medical/education/leadership/ABC/  
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