



## 2015 MANAGEMENT CONFERENCE Breakout Session #1 – Self Leadership

**PROBLEM AREA(S) ADDRESSED:**

- Leadership & Planning
- Leadership Development
- Effective Communication

**EXECUTIVE SUMMARY:**

Research shows that a high degree of self-awareness is a strong predictor of overall leadership success. Successful leaders must first know and understand themselves before they can provide for their followers’ development. This course will help attendees consider the impact of different perspectives, personalities, values, and communication styles in the workplace.

This session will help attendees explore the relationship between personality and behaviors of socially responsible leaders. Topics include personality theory, disposition types, values, presentation of self in the workplace, and the competencies required to effectively lead. Attendees will learn what values, character and communication styles they bring to their management roles, as well as how to discern the disposition, values and communication styles others bring to the workplace. Attendees will learn methods to: diagnose self and others, adapt leadership and communication styles, manage conflict, and articulate a clear and consistent leadership point of view.

This course will assist the learner in the critical task of self-examination and self-insight. Attendees will become better prepared for the task of leading and influencing others.

**KEY LEARNINGS:**

- Personality Type
- Communication Style
- Values Framework
- Leadership Style
- Conflict Management Style
- Leadership Point of View

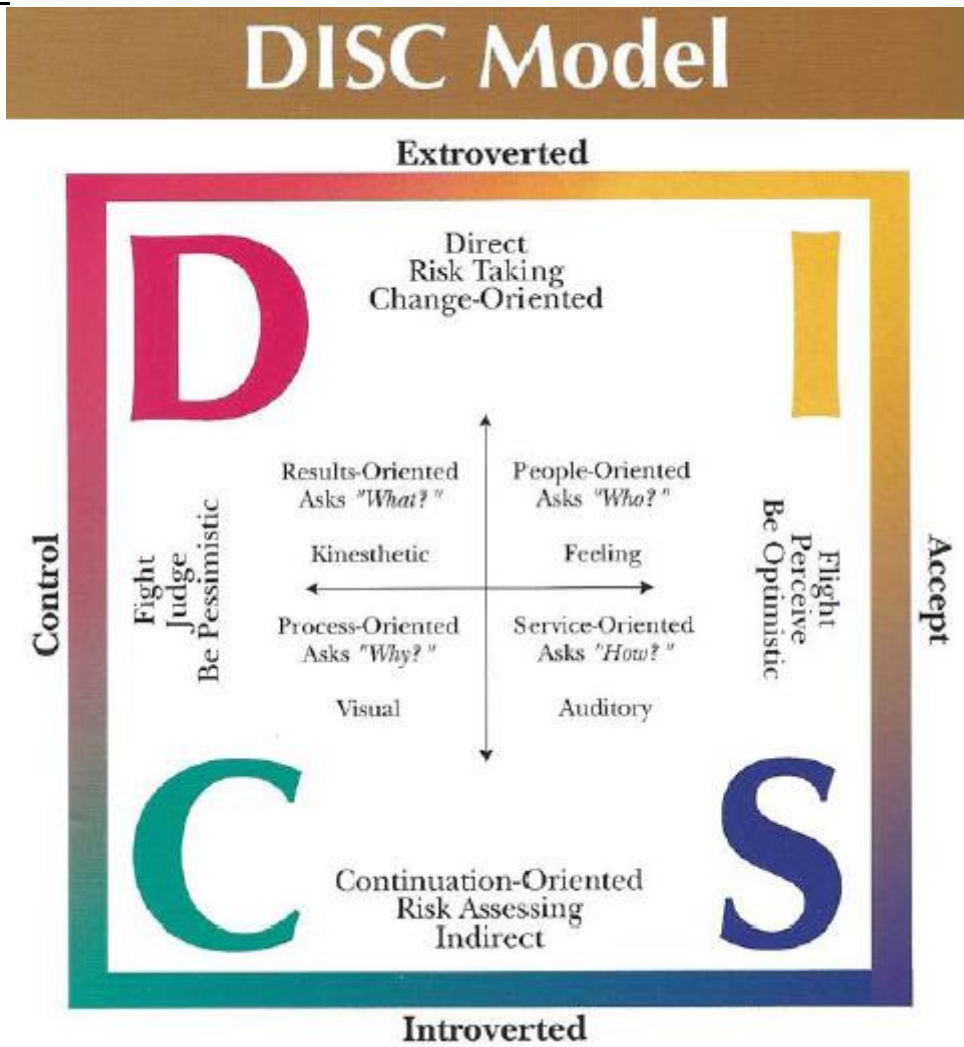
**TOOLS:**

<b>TOOL</b>	<b>DESCRIPTION</b>
DISC	A quadrant-based personality , disposition and communication typology
LPOV	A document to help express a Leader’s point of view
Conflict Mode Tool	A model that describes five methods of dealing with conflict
Values Model	A quadrant-based framework describing different values points of view
Generational Differences	A description of basic distinctions among key generations in the workforce

# Supporting Materials

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DISC Model:



# Supporting Materials

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### Conflict Mode Tool:

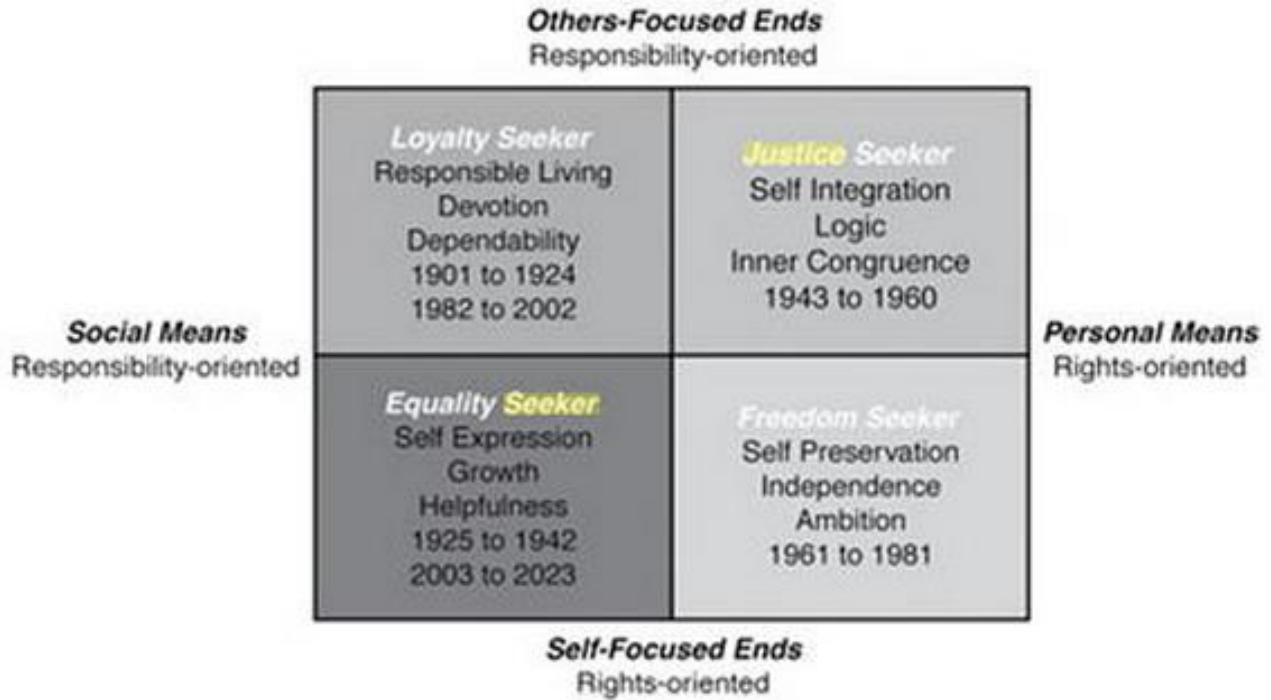


# Supporting Materials

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Values Model:

### THE VALUES POINT OF VIEW MODEL



# Supporting Materials

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### Generational Differences:

Workplace Characteristic	Veterans (1922-1945)	Baby Boomers (1946-1964)	Generation X (1965-1980)	Generation Y (1981-2000)
<b>Work Ethic</b>	Respect authority, Hard work, Age = seniority, Company first	Workaholics, desire quality, question authority	Eliminate the task, Self-reliant Want structure and direction, Skeptical	What's next, Multitasking, Tenacity, Entrepreneurial
<b>Work is...</b>	An obligation	An exciting adventure	A difficult challenge, A contract	A means to an end
<b>Leadership Style</b>	Directive, Command and control	Quality	Everyone is the same, Challenge others, Ask why	Remains to be seen
<b>Communication</b>	Formal Memo	In person	Direct, Immediate	Email, Voice mail
<b>Rewards &amp; Feedback</b>	No news is good news Satisfaction in a job well done	Money, Title Recognition Give me something to put on the wall	Sorry to interrupt, but how am I doing? Freedom is the best reward	Whenever I want it, at the push of a button Meaningful work
<b>Motivated By</b>	Being respected	Being valued and needed	Freedom and removal of rules	Working with other bright people
<b>Work/Life Balance</b>	Keep them separate	No balance "Live to work"	Balance "Work to live"	Balance – it's 5pm – I've got another gig
<b>Technology is...</b>	Hoover dam	The microwave	What you can hold in your hand: PDA, cell	Ethereal - intangible