
Self Determination, Leadership & the Power to Control Your Future

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EASTERN
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start something **big**


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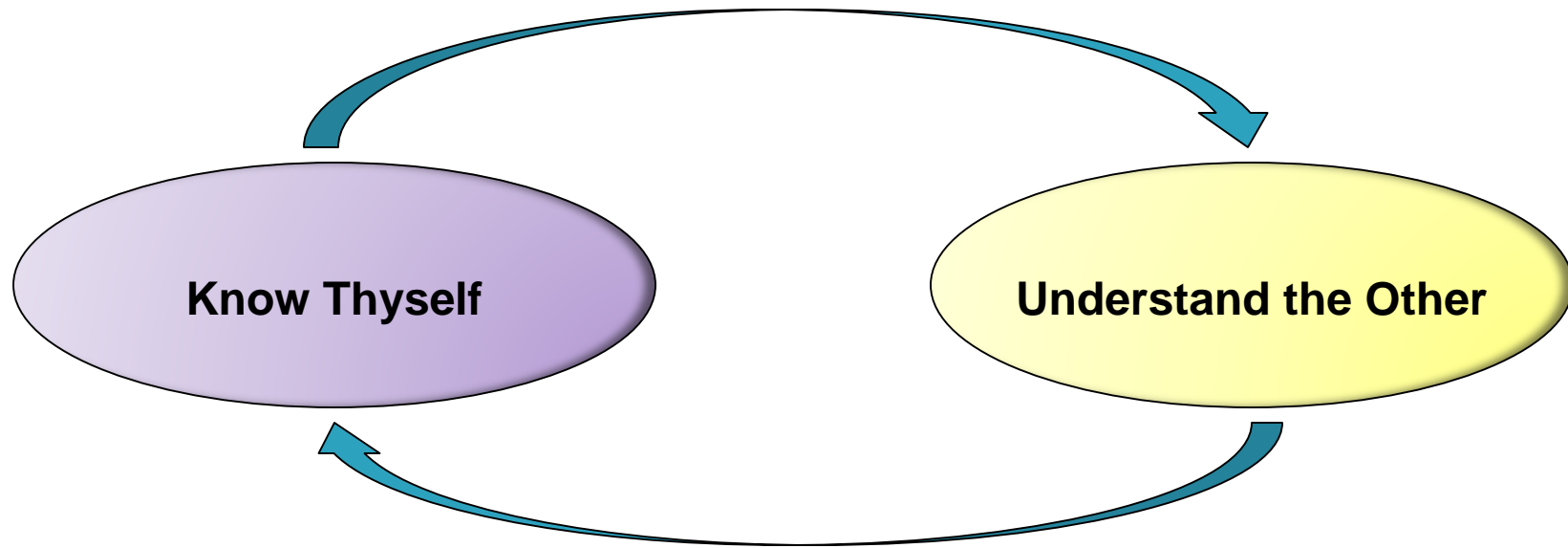
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Professor: Communication & Leadership

Principal: Stafford & Associates, LLC

 **Stafford & Associates, LLC**

Know Thyself: Socrates & Diversity



- It is imperative to know who you are in relationship to others
- It is also imperative to understand the “Other” & their beliefs & values
- Both conditions are necessary & required

Our Goals for Today

- **Share Important Concepts**
 - **Self Determination**
 - **Self Leadership**
 - **Power**
- **Share a model that Practitioners (advisors, teachers, social workers, coaches, mentors & others in a support role) can use to help their students**
- **Help Foster Youth & Homeless Youth to learn their sources of Power**
- **Help Youth to develop a strategy to build power to control more of their destiny**



Your Take A Ways

- **An Understanding of your sources of Power**
- **Learn how to build that Power**
- **Exposure to the Self Leadership**
- **Begin to think strategically how to gain more control of your life**
- **Strategies to help self or others gain control of their future**




A Little Bit About Us

- **Maria**
- **Jeff**
- **Together our expectations of Self include:**
 - **Work Hard**
 - **Constantly Improve**
 - **Take advantage of the opportunities!**
 - **Have Fun**
 - **Be Brilliant**
- **Who are You?**



Specifically Leadership Is!

- **Getting the Job Done**
 - **Building Human Capacity**
 - ❑ **Personal Capacity**
 - ❑ **Individual Capacity**
 - ❑ **Team Capacity**
 - ❑ **Organizational Capacity**
 - **Having Fun**, which means
**Creating a Culture and a Team Where
People Want To Contribute & Play (Work)**
- 

Self Leadership Is Self Determination

- **Controlling your own Destiny & Future**
- **There is no Greater Freedom**
- **Figuring Out How To Get What You Need**
- **Asking for What You Need**
- **Developing as a person, a leader and a contributor**
- **The only real security in a changing world**

Leadership Taxonomy

Every individual has the right and the responsibility for leadership, especially self leadership.

Developing self in all of the areas of the leadership taxonomy is necessary for this to happen.

Leaders must self assess and ask critical questions of self to grow and develop.



Self Assess

- What are my areas of Strength & Power?

- Where are my areas for Improvement?



Self Leadership Is About

- **Doing an honest Self Assessment**
 - **Knowing your Motivational Level**
 - **Knowing your Confidence Level**
 - **Knowing your Knowledge, Skills & Abilities**
- **Understanding where you need to Grow & Develop**
- **Developing a Plan to Grow**
- **Asking for Help to Grow and Develop**



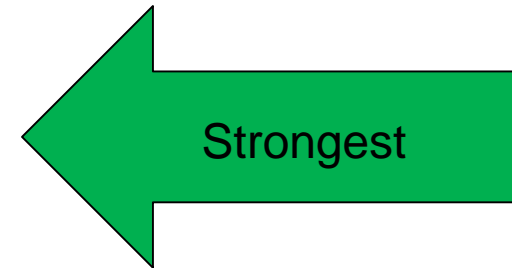
Determine My Needs

- **What is something that I am excited about, but I have little experience with and will be a big challenge?**
 - What do I need to succeed?
- **What is something that I lack confidence in or motivation to do, but I have some knowledge & experience with?**
 - What do I need to succeed?
- **What is something that I am good at & I really like doing?**
 - What do I need to succeed?



Power & Influence

- Personal Power
- Relationship Power
- Political Power



- Knowledge Power
- Expertise Power
- Information Power

- Position Power
- Reward (and Punishment) Power



Strongest Forms of Power

■ Personal Power

□ Where did you come from?

- Culture

□ Who are you?

- How well do you know yourself?

■ Relationship Power

□ Build relationships with others

- Start with Understanding Others

■ Political Power

□ Your network of *who you know is/are* your resources

In the Middle: Always Developing

- **Knowledge Power**
- **Expertise Power**
- **Information Power**

- **These forms of Power are something you have control over**
 - **Read & Study**
 - **Ask Good Questions**
 - **Constantly Improve**



Weakest Forms of Power

- **Position Power**
- **Reward (& Punishment) Power**

- **NOTE:**
 - **You really have very little of this form of power**
 - **But that is OK**
 - **However, you are the reason we are all here!!!**

Building Power at the Highest Level

- **Recognition of your COMPETENCE**

- Doing the best you can every time
- Learning & growing from each experience

- **Respect for your CHARACTER**

- Absolute ETHICAL Behavior

- **Rapport with your PERSONALITY**

- Likable
- Connect with Others

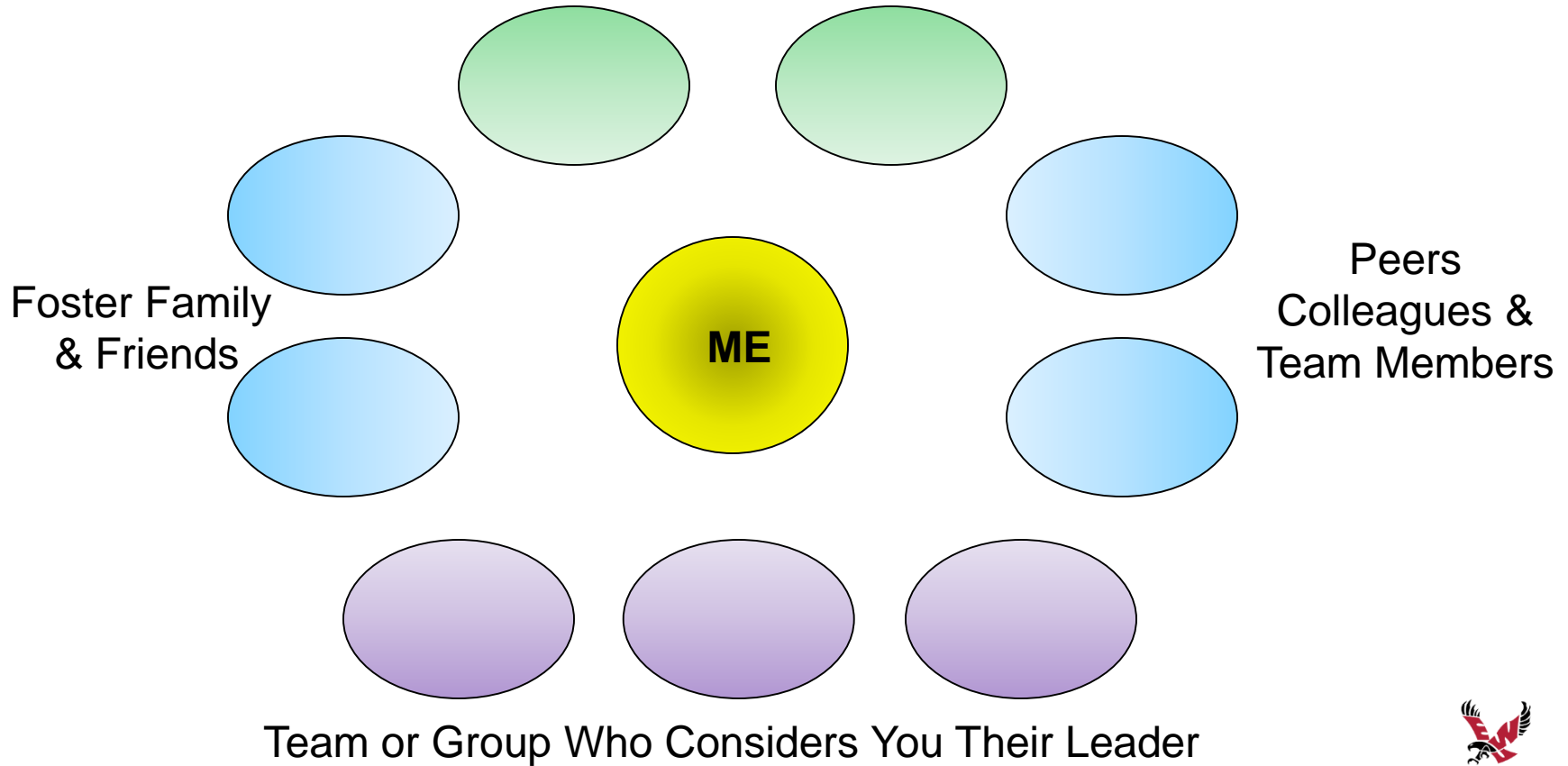
NOTE: source is Bill Oncken's
Managing Management Time

- **BUILD TRUST**



Who Is Important To Me: My Team

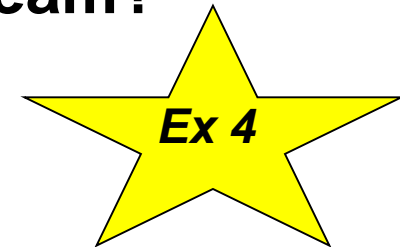
Individuals Who Have Power In the System



Identify Your Team

- **Who are the critical members of your team?**

-
-
-



- **What is their level of trust & relationship with you?**

Practice Continuous Improvement

■ Three Questions

- What went well?
- What can I do differently next time?
- What did I learn today?

And one more

- How will I apply what I have learned next time?



Leaders Also Ask

- **Was the work worthwhile?**
- **Did I make a contribution?**
- **Did we have FUN?**

Remember... It is ALL about

Relationships!

Development of Self & Others!

Trust!

The “Other” Orientation!

Putting Theory into Practice!

Constant Learning & Growth!



Steps For Leadership Development

- **My goals are:**



- **Things I could do:**



Action Plan

- **My first step is:**



- **Next Steps are:**

NOTE: every milestone deserves a celebration



- **I will declare Victory when**



NOTE: Victory does not always mean perfection, but it might be defined as progress.



Final Thoughts

- Is the work important & meaningful?
- Is it congruent with my values?
- Do people know what to do, how to do it and by when?
- How can I contribute?
- What am I proud of?
- What have I learned?
- What do I need to learn?
- Have people received the feedback & rewards they need?
- What can I do more effectively next time?

Am I Having Fun?



Questions, Thoughts, Ideas

