

October 11, 2021 Ahoy Mates! Gulf Coast Conference Orange Beach, AL

Introduction & Contact Information

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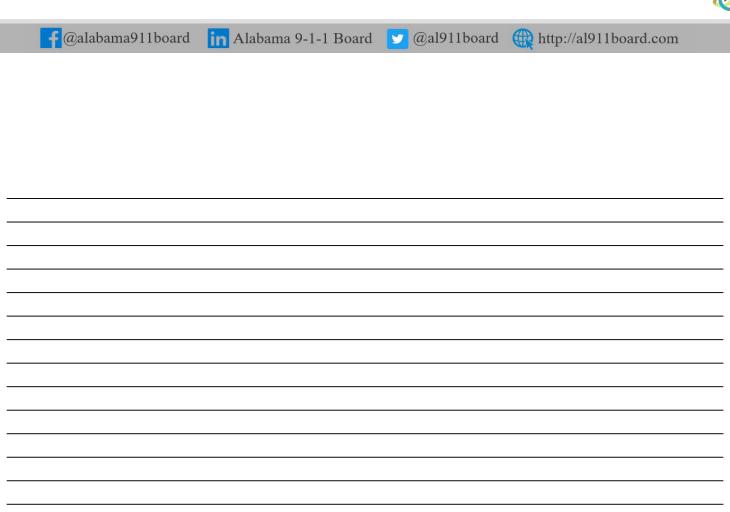


The Leadership Skill Everyone Needs

Self-Leadership

- No matter what your title, every one of us here has at least one leadership role ourself.
- When you are effective at leading yourself, you live with honesty, integrity, and credibility.
- No matter what title they hold, the best leaders are self-leaders





Self-Leadership:

How many of you have a leadership title – supervisor, director, teacher, training coordinator, board member? How many of you have a leadership role with no title?

No matter what your title, every one of us here has at least one leadership role – ourself. I had planned to talk with you today about the leadership skills everyone needs. However, as I worked on my notes, I kept coming back to one theme – self-leadership. Without self-leadership, you cannot lead others. So, I chose to concentrate on that. Our self-leadership skills are vital to our success.

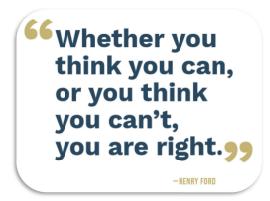
When you are effective at leading yourself, you live with honesty, integrity, and credibility. Followers will soon appear (whether you want them or not).

Many think that leadership is only for those of a certain title or pay grade. And in the professional world, that is the perception. How many of you have had dealings with someone with a leadership title that was not a good leader? In contrast, how many of you have had interactions with someone with a benign title that everyone followed.

The best leaders are self-leaders no matter their title.

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Leadership is a Mindset



"the attitudes, beliefs, and expectations you hold that act as the foundation of who you are, how you lead, and the ways in which you interact..."

Mindset is why each of us approaches a situation differently



Leadership is a mindset.

Psychology Today describes mindset as "the attitudes, beliefs, and expectations you hold that act as the foundation of who you are, how you lead, and the ways in which you interact..."

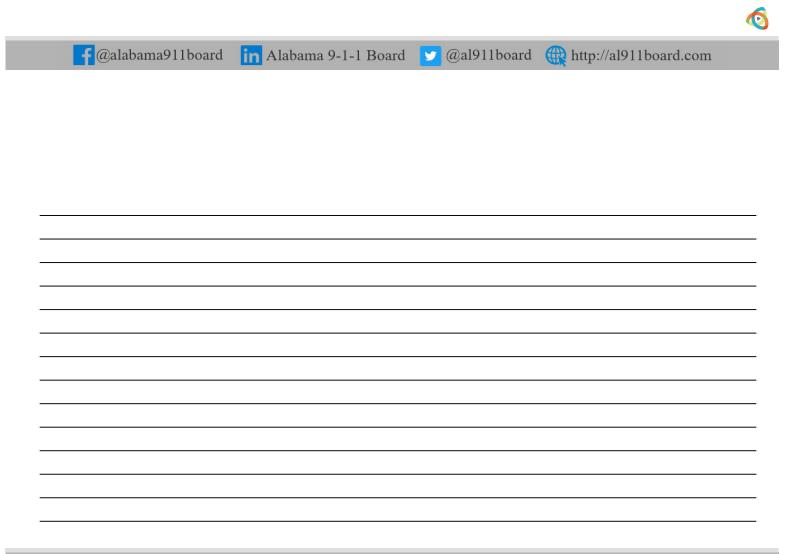
Mindset is why each of us approaches a situation differently. Our mindset is learned and developed through life experience. It is important to continually develop your leadership mindset, even if you did not realize you had one.

And one of my favorite quotes is from Henry Ford – Whether you think you can or you think you can't, you are right. How many of you have seen that in action? How you view your prospects going into an activity make a huge difference on the outcome.

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Improving your self-leadership skills:

- provides you with greater insight into your own behaviors and how they influence others.
- helps you develop drive to keep going even when obstacles seem insurmountable.
- improves your decision-making skills and pushes you to action.



Why is improving your self-leadership skills so important? It:

- provides you with greater insight into your own behaviors and how they influence others.
- helps you develop drive to keep going even when obstacles seem insurmountable.
- improves your decision-making skills and pushes you to action.

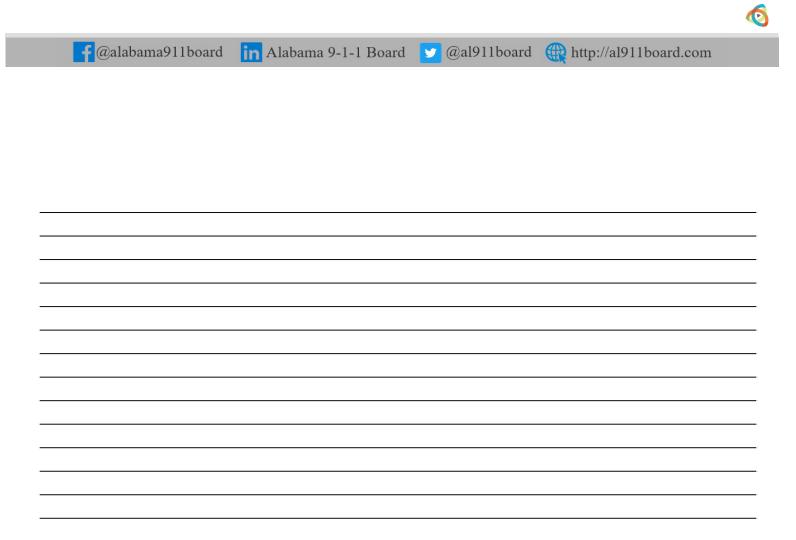
When you develop good self-leadership skills, you

- communicate more effectively
- forge stronger relationships
- demonstrate accountability
- fulfill your responsibilities productively, and
- respond more effectively to tough situations.

Do you know someone that just seems to have it all together, it is likely they have good self-leadership skills. It's not about luck, or that everything just goes their way. It is their mindset.

Understanding the Elements of a Leadership Mindset

- Growth-oriented
- Accountable
- Resilient
- Driven
- Inclusive



Understanding the Elements of a Leadership Mindset

So, how do you go about improving your self-leadership skills? First, you need to understand the elements of a leadership mindset. They are:

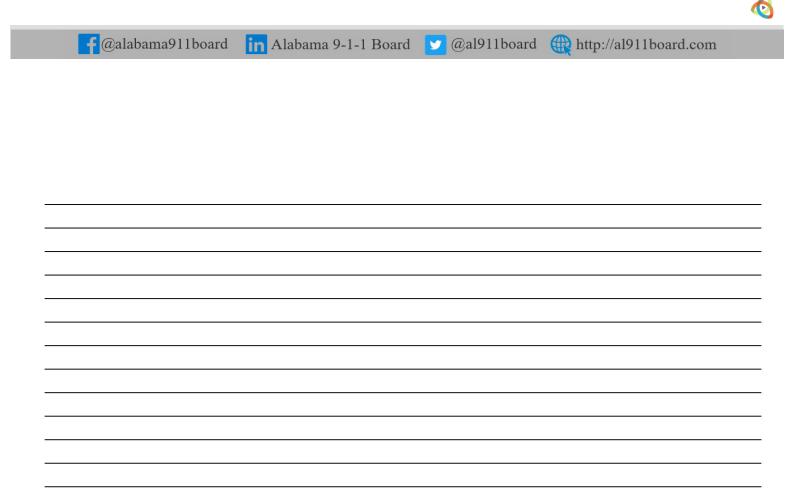
- Growth oriented
- Accountable
- Resilient
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We are going to review each one.

Growth-Oriented

- Look to the future
- Always looking to learn/willing to learn
- Look for ways to improve
- Seek development rather than approval
- Strong sense of curiosity





What does it mean to be growth-oriented?

- Look to the future where are they going they have a defined mission in life, and it varies person to person. Some people have the next twenty years mapped out month by month, some just have a good general idea of where they want to be in 20 years.
- Always willing to learn or looking for learning opportunities sometimes you may not even recognize this in yourself. Are you always trying new things? It may be a new hobby, always cooking new recipes, or watching how others do things.
- Look for ways to improve (themselves, processes, etc.) They see shortcomings and evaluate what changes need to be made.
- Seek development rather than approval they work to improve themselves for the sake of improvement, not someone else's need. They concentrate on what they can influence and change not what they have no control over.
- Strong sense of curiosity always interested in how something works, or what that tree is, or why something won't work

So how do you become more growth-oriented?

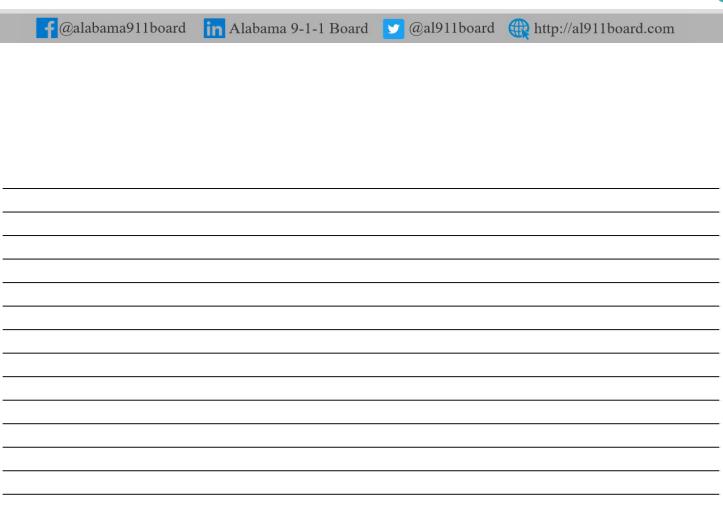
- **Find your mission**, where are you going? Take some time to think about where you want to be in the future.
- **Reflect on what you need to do to get there?** Do you need to change anything? Go back to school? Find a mentor?
- Alter your attitude let go of your negative, the things you have no control over, the everyone-is-against-me attitude.
- Find an activity that allows you to focus on yourself, your current needs, and a path forward for some people, that is meditation. I can't meditate. My mind finds every little thing I need to do or need to think about or discuss with my husband. However, I can focus when I walk, especially if I can get away from things. Hiking works well for me. But it could be anything a bubble bath or hot shower, a run at sunrise, practicing a musical instrument, journaling, etc. Find your focus activity and spend time doing it regularly

Accountable

- Take ownership of failings as well as successes
- Honest
- Transparent
- Accept feedback
- · Reflect and learn

| Above the Line | Ownership Accountability Responsibility | Leader |
|----------------------|---|--------|
| Below the Line | Blame Excuses Denial | Victim |





When you are accountable, you:

- Take ownership of your failings as well as successes When leading yourself, you must take responsibility for your failings. This was hard to me for a long time. It is hard to admit when you mess up. But we can't grow if we are not willing to admit our deficiencies and mistakes.
- **Honest** don't hide from the truth. Too many hide the truth from themselves as well as others. This goes hand in hand with taking ownership of failings. Being honest and admitting you made a mistake makes it easier to correct.
- **Transparent** be open with yourself and others and become personally engaged. Invite open communication, have tough conversations with yourself and others. Yes, we need to converse with ourself. Maybe not out loud, in public, but we need honest open internal dialog.
- Accept Feedback without emotion. That's hard, especially if the delivery of the feedback was not ideal. We have to separate how people view our actions from how they view us. So how many of you have gotten helpful feedback? How were you able to use it? How many of you have gotten what should be helpful feedback but the delivery was poor? Did it make it harder to use it? Was it harder to separate how it made you feel from what you were being told? What does that teach you about giving feedback?
- Reflect and learn When you take ownership of your failings, accept feedback without emotion, and are honest with yourself, you can step back, reflect, and learn from life's experiences. If you blame others or simply offer excuses, you are a victim of your own shortcomings and attitudes and are unsuccessful at leading yourself.

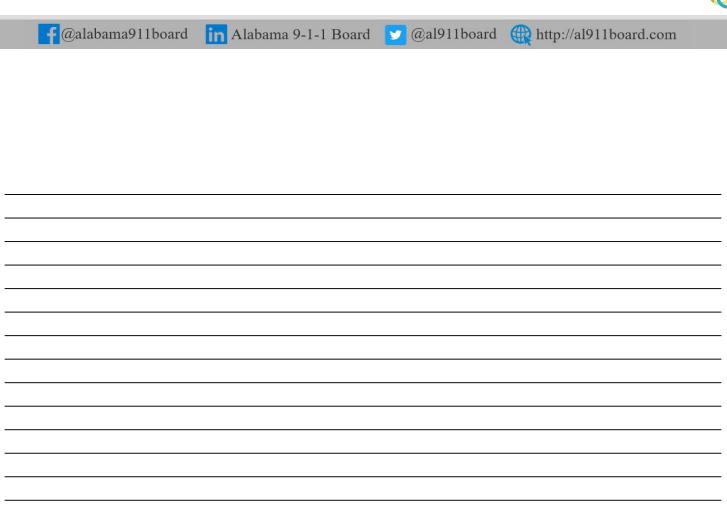
Resilient

- Embrace change
- Be optimistic
- Resourceful
- Embrace hardship and struggle
- Look at failures as opportunities

"Success is the ability to go from failure to failure without losing your enthusiasm."

Mington Churchil





When you are resilient

- Embrace change change is constant. I think we can all agree that has become crystal clear over the last two years. You need to be adaptable and flexible. You need to utilize life's crises as an opportunity to learn and grow. (We keep coming back to learning and growing.)
- Be optimistic know that life is challenging but understand setbacks are temporary. Don't ignore the struggle but focus on the outcome and expect a positive outcome. Look past the obstacles right in front of you and focus on what you can do to get past them. Look at the bright side of things.
- **Resourceful** Proactively looking for ways around life's obstacles. When you are resourceful, you develop good problem-solving skills.
- Embrace hardship and struggle Life is not always easy. When you embrace hardship and struggles, you are learning. You learn more patience and persistence. You learn to trust in your abilities.
- Look at failures as opportunities to grow I strongly believe failure is one of the best teachers if you will listen. Too often we as a society focus only on the wins. But, in order to grow, we need to focus on our failures as well. We need to do an honest evaluation of what happened. What do I need to do differently? Did I miss something? Was I not prepared?

When you are resilient, you still suffer set-backs, hardships, and struggles of life. But, as you build your resilience, you are better able to bounce back from and grow from life stresses. Your failures, mistakes, stressors will not overwhelm you.

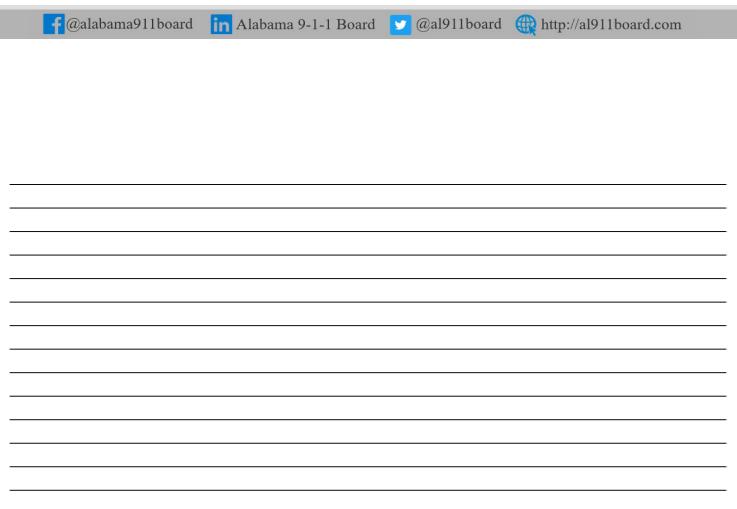
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Driven

- Take good enough just a little bit further
- Clear sense of purpose
- Persistent and pragmatic
- Thrive on complexities
- Assertive







Driven

I think most of us know what it means to feel driven. I am sure you have done something in your life you had a strong drive to do. Was it win a championship? Get a date with the right girl? Finish that race? Win the race? Pass that final? But what exactly does it mean to be driven for a self-leader?

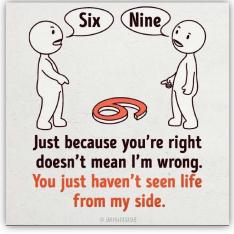
When you are driven, you:

- Take good enough just a little bit further That does not mean drive for perfection. How many of you remember Walter Payton? Walter Payton played for the Chicago Bears in the 70s and 80s. He was the NFL's all-time leader in rushing yards and all-purpose yards prior to Emmitt Smith breaking his record a couple of decades later. When asked how he set those records, Payton said when he realized he was at the end of a run, he'd push just a little bit further. Over a 13-year career, that little bit further on each run built up. You need to ask yourself Where is doing just enough (or as little as possible) keeping you and where can pushing just a little bit further take you?
- **Have a clear sense of purpose** This goes back to looking to the future. You cannot be driven if you do not know where you are going.
- Are persistent but also pragmatic Be persistent in your purpose but also realize there may be a time you need to change your tactic or maybe your purpose. You understand you do not need to continue down a flawed path.
- Thrive on complexities Life is complex. Rather than seeking the easy (and often unhelpful), a self-leader will seek the complex engage in brave conversations, listen deeply, and try to get a broader perspective.
- **Assertive** being assertive is not being aggressive. When you are assertive, you stand up for yourself (and others) in a respectful way. Aggressive leaves out the respectful aspect.

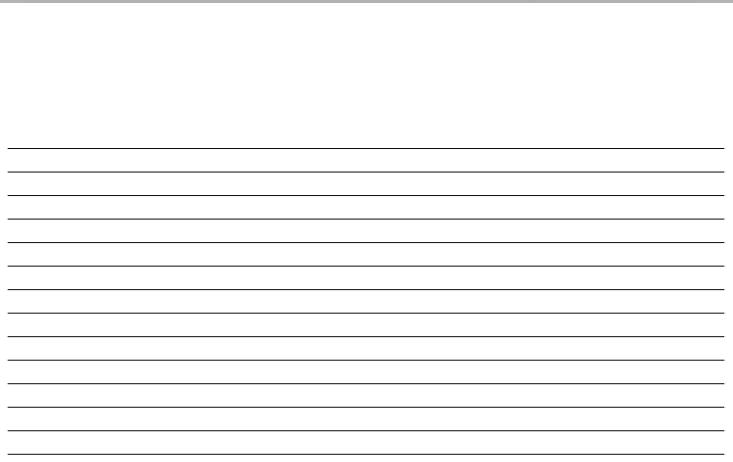
Inclusive

- Seek out different perspectives
- Trust others
- Relinquish control
- Share credit
- Praise genuinely

←@alabama911board







in Alabama 9-1-1 Board

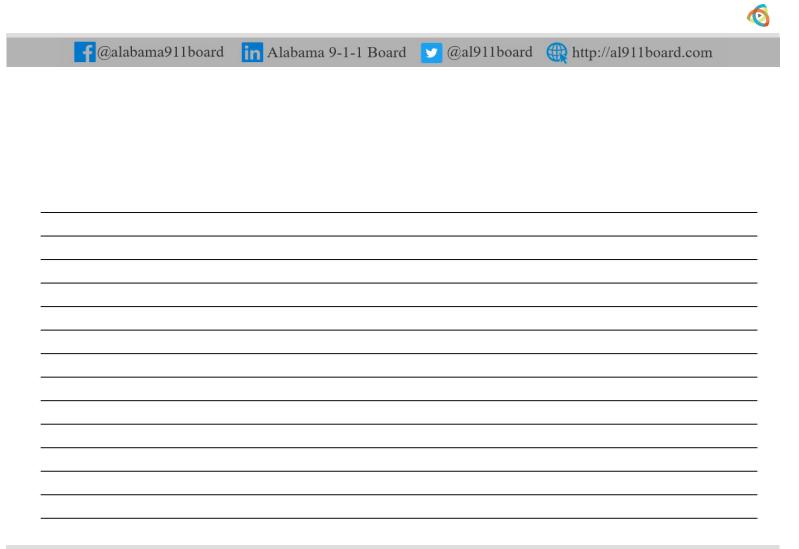
Inclusive

When leading yourself, you are inclusive in your thinking when you:

- Seek out different perspectives understand that your perspective comes from your experiences and often with some biases. The image on the screen shows that well. Just because I am right, does not mean you are wrong. It means I have not seen life from your side. And vice versa. Sometimes we get too caught up in being right or forget everyone has a different life experience.
- Trust others You know that others are capable and willing.
- **Relinquish control** You realize you cannot do everything (no matter how much you may want to). You delegate.
- Share credit give credit where credit is due. Just like you are accountable, you own up to your failures, accept responsibility for your mistakes, you also need to share the credit. If your success was a joint effort, make sure that is known.
- **Praise genuinely** Let those around you know you see their hard work. Don't praise for the sake of praising. Be truthful and honest with your praise, for yourself and for others.

Elements of a Leadership Mindset

- Growth-oriented
- Accountable
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Elements of a Leadership Mindset

Once you understand these elements, you will need to take some focused time to evaluate yourself. You will need to ask for feedback from family, friends, and colleagues. You may wish to find a mentor or coach.

Even the best leaders have strengths and weaknesses and know that becoming better is a lifelong pursuit. All of these elements can be learned. Some skills are harder than others. It is all individual. Once you have finished your evaluation, you will need to put together a plan to improve your self-leadership skills. You may have a habit learned in childhood you have to change. You may have biases learned generations ago that you need to evaluate and shed. You will need to actively pursue your leadership mindset every day in all of your actions. And, you may need to have someone to hold you accountable. Do I have the wrong attitude today? Will I notice? Who can I have remind me?

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Questions

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