



THE ANNUAL LEADERSHIP CONVENTION

Virtual Forum

"A Leader and a Boss: Where do we Draw the Line?"

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Content



- ❖ Objectives
- ❖ Introduction
- ❖ Overview
- ❖ Question and Answer
- ❖ Conclusion



Objectives



By the end of this session, the participants will be able to:

- 1. Explain** what is Value-Based Leadership
- 2. Understand** the role of a Boss and that of a Leader
- 3. Highlight** the challenges associated with poor leadership
- 4. Share** experiences



*“In its essence,
leadership is a lifestyle,
not a position.”*

John Hawkins

DIFFERENCE BETWEEN

BOSS



- Drives employee
- Depends on authority
- Inspires fear
- Says, "I"
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Take credit
- Commands
- Says, "Go"

VS.

LEADER



- Coaches them
- On goodwill
- Generates enthusiasm
- Says, "We"
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, "Let's go"



BOSS vs. LEADER

10 HUGE DIFFERENCES

Infographic by @agrassoblog



BOSS

Says "I"

Takes Credit

Micromanages

Criticizes

Focuses on Weaknesses

Blames Others

Directs

Speaks More

Inspires Fear

Commands



LEADER

Says "We"

Gives Credit

Delegates

Encourages

Focuses on Strengths

Takes Responsibility

Coaches

Listens More

Inspires Enthusiasm

Asks

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Boss VS Leader

Truth Inside Of You



Boss

- Demands
- Relies on authority
- Issues ultimatums
- Says "I"
- Uses people
- Takes credit
- Places blame
- Says "Go"
- My way is the only way

Leader

- Coaches
- Relies on goodwill
- Generates enthusiasm
- Says "We"
- Develops people
- Gives credit
- Accepts blame
- Says "Let go"
- Strength in unity



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Value – Based Leadership



- ❑ This is **leading by staying true to one's values**
- ❑ To lead by remaining consistent to one's beliefs and never swaying from the fundamental values
- ❑ The leader may change his or her strategy, tactics, or approach given the situation, **BUT** the leader never changes his or her underlying values, beliefs, or principles



What Is Your Leadership Brand?

Being an effective self leader

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Brands...



□ **Mahatma Gandhi** – Gandhi never wavered from his ultimate belief to use nonviolent practices to achieve independence.

□ **Martin Luther King, Jr.** – Martin Luther King Jr. led the civil rights movement based on his belief of racial equality through peaceful measures.

Exercise



Suggest names of **Leaders** across
Kenya

VIDEO



Men Stealing Meat from Lions

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Video Feedback



- ❖ Was there a leader and if so who?
- ❖ What leaderships skills are exhibited?



Leading Self

A continuous self reflection, new powerful personal habits

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Leading Self



- ❑ Great leadership is a cultivated art – it begins with self leadership

Components of Self Leadership

- ❑ **Self Awareness:** The ability to acknowledge , understand and be conscious of own values, perspectives, strengths, weaknesses, leadership propensity and emotional needs
- ❑ **Self Management:** The ability to nurture and harness ones own passion, abilities, emotions and leadership capacity in decision making

Leading Self



- ❑ **Other-Awareness:** The ability to acknowledge and recognize the passion, gifting, strengths, weaknesses, potential and needs of others
- ❑ **Other-Management:** The ability to grow and motivate other people to develop their potential and/or fulfil the organization's objectives

It is a journey...!

Leading Self



Live an active legacy and ***leave*** a legacy!

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Key Habits of Effective 'Self' Leaders



- They take initiative – **Being proactive**
- They focus on goals – **Begin with the end in mind**
- They set priorities – **Put first things first**
- They only win when others win – **Think win/win**
- They communicate – **Listen to understand, speak to be understood**

Key Habits of Effective 'Self' Leaders



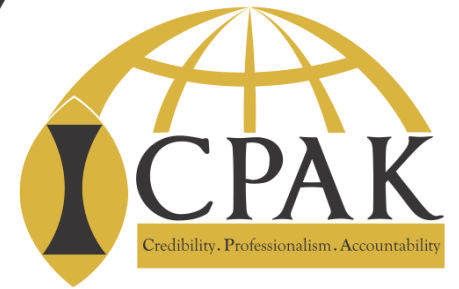
- They cooperate – **Synergize**
- They reflect on and repair their deficiencies – **Sharpen your saw**
- The most important work is the **INNER WORK** – when you master what is your interior, you will master what is outside of you!

'Leading Self' Key Take - Aways



- Focus on developing character not personality
- You are what you habitually do, be authentic
- Choose sound principles and endeavor to live by them
- Think about your '**active**' legacy
- Build trust in your relationships

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Q & A, Sharing of Experiences

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"YOU ARE WHAT YOU DO, NOT
WHAT YOU SAY YOU'LL DO."

CARL GUSTAV JUNG



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