

LEADERSHIP AND INFLUENCE

PRESENTED

AT THE

2016 TRAINING WORKSHOP

HELD ON THE 4TH DECEMBER 2016

THEME: BE A LEADER, DISCOVER YOUR POTENTIALS

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For discussion

- What is leadership?
- Characteristics of leadership
- Brief on leadership theories
- Personal inventory
- Abilities to lead successfully
- How to get it done
- Basic skills to influence
- Wrap up



What is Leadership

Leadership, as defined by Yukl(1998) is a process whereby one individual influences other group members towards attainment of defined group or organizational goal

Antonakis et al (2004) defined leadership “as the Nature of influencing process, and its resultant outcomes that occurs between a leader and followers and how this influencing process is explained by the leaders’ dispositional characteristics and behaviours, followers’ perception and attributes of the leader in the context in which the influencing process occurs.”

They further stated that leadership is purpose driven, and results in change based on values, ideas, visions, symbols and emotional exchange.

Characteristics of Leadership

- Honest
- Consistent
- Confident
- Good communicator
- Result driven
- Trust
- Ready to delegate
- inspire

Brief on leadership Theories

Trait Theory

- Must have certain traits to be a leader
- Leaders are born not made

Behavioural theory

- Interpersonal behaviours towards followers

Transaction theory

- ✓ Emphasizes mutual benefit
- ✓ Rewards commitment and loyalty

Transformational

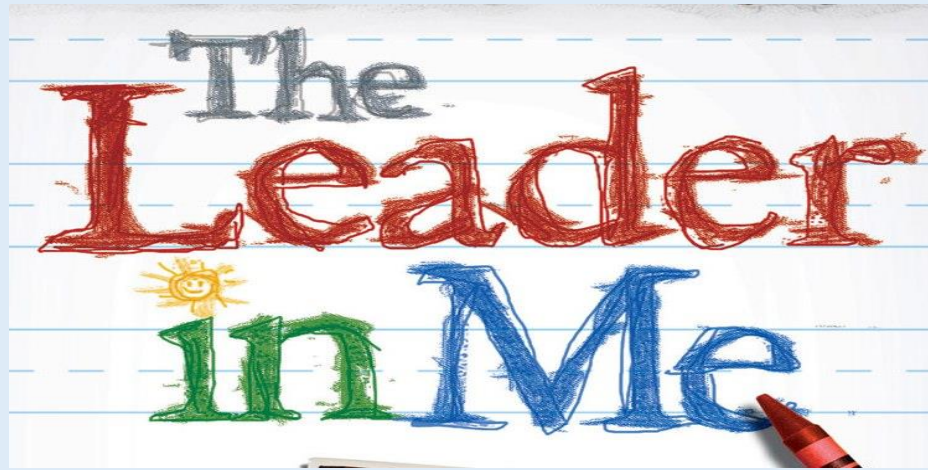
- Has effect on followers
- Get followers to be committed
- Inspires followers

Personal Inventory

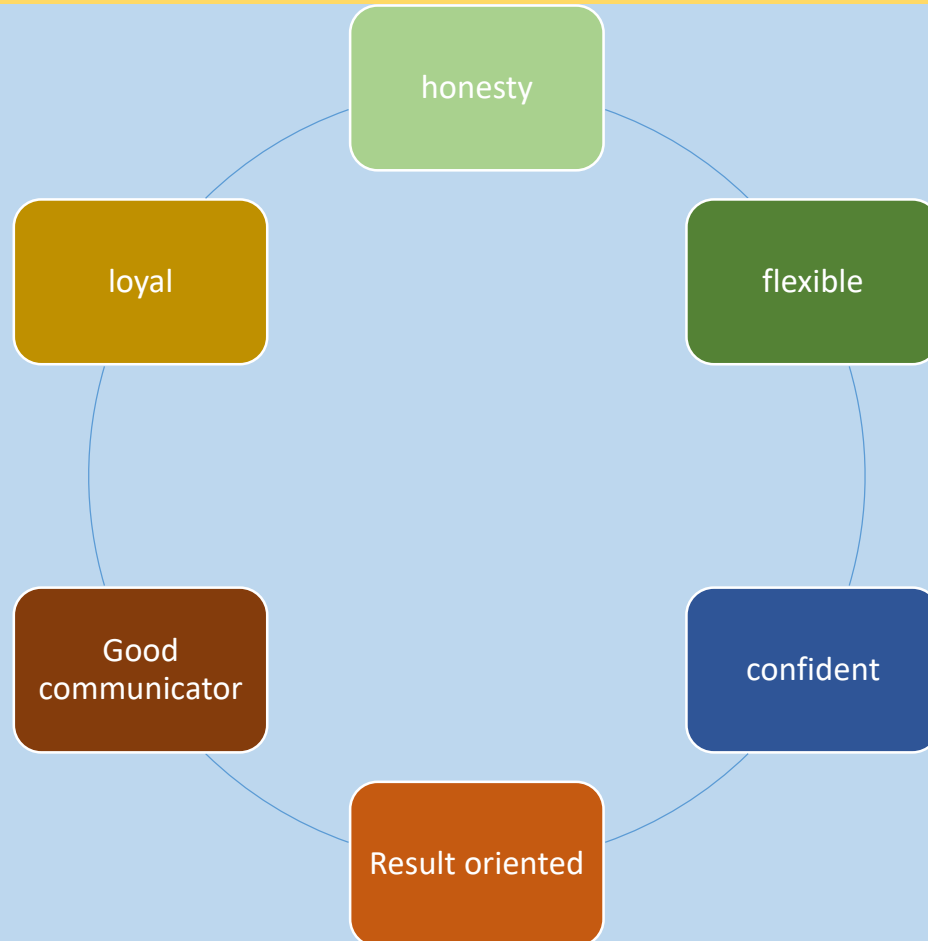
What are the abilities needed to be able to influence followers

Which do you possess?

Which do you need to develop?



Personal Inventory



Ability to lead successfully

Model the way

Challenge the Process

Communicate vision
clearly

Create opportunity
for others to act

Encourage your
followers

Influence

- An interpersonal skill
- Vital for success as a leader
- Ability to have impact on another's decision
- ?
- ?
- ?

Different Influencing styles

- Asserting: insisting and challenging others decision, ideas or views
- Convincing or rationalizing: using facts and figures, being logical,
- Negotiating: seeking compromise
- Bridging: Connecting to others, building coalitions, relationship..
- Inspiring: Encouraging others with a shared purpose

Which style is yours?

No permanent style!

What to do

- Assess yourself
- What is the situation?
- Where are you strongest? What are the gaps? What are your limitations?
- Develop the limitations , fill the gaps
- **TEST YOUR INFLUENCE!!!!TEST! TEST !! TEST!!!**

How to get it done

Preparation for Leadership

Preparation is everything in desiring to complete a marathon
– and to become a leader



My Decision

Leadership Commitments and Call-Outs

What commitments will you make to be a stronger individual leader?

What does "leadership success" look like for you?

*Share with us what you will take away from today's discussion.
What will you do differently to lead tomorrow morning?*

