

ALA Update



Your connection
to knowledge, resources and networking

Celebrating 40 YEARS
 1971 - 2011
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What is Leadership?

Andrea D. Everage, MHR, PHR
 Region 4 Education Officer
 Tulsa Chapter



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BRAND CAMP

by Tom Fishburne

8 TYPES OF LEADER	FOLLOW ME! OOH, WAIT, A SHINY NEW THING VISIONARY	SORRY, OUR PLAN DOESNT SPECIFY BATHROOM BREAKS OPERATOR
MAYBE WE SHOULD JUST TAKE A VOTE COMPROMISER	WHEN I SAY JUMP, YOU SAY HOW HIGH DRILL SERGEANT	YOU GUYS ROCK! WHO WANTS PIZZA? CHEER LEADER
OUR STRATEGY IS WHOEVER I TALKED TO LAST PARROT	BLAH BLAH BLAH BLAH BLAH BLAH BLAH BLAH WIND BAG	PLAY HARD BALL AND GIVE IT 110% COACH

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What is Leadership?



“Leadership is one of the most observed and least understood phenomena on earth.” – James McGregor Burns

Great Man (1840s)	Contingency (1960s)
Trait (1930s-1940s)	Management (1970s)
Participative (1939)	Relationship (1970s)
Behavioral (1940s-1950s)	Situational (1970s-1980s)

Leadership Styles



Kiersey Temperament Sorter
Transformational vs. Transactional
Positive Leadership

Kiersey Temperament Sorter



Guardian - Gold
Artisan - Orange
Idealist - Blue
Rational - Green

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Trans Style

Transactional

- Clear Commands
- Rewards/Punishments
- Follow the Leader
- Carefully monitor subordinates



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Trans Style

Transformational

- Intellectual Stimulation
- Individualized Consideration
- Inspirational Motivation
- Idealized Influence

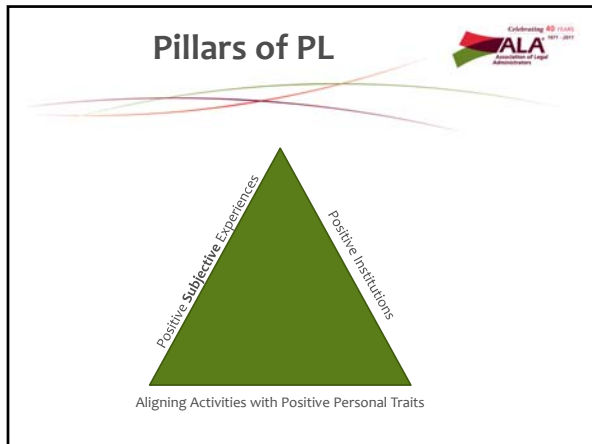


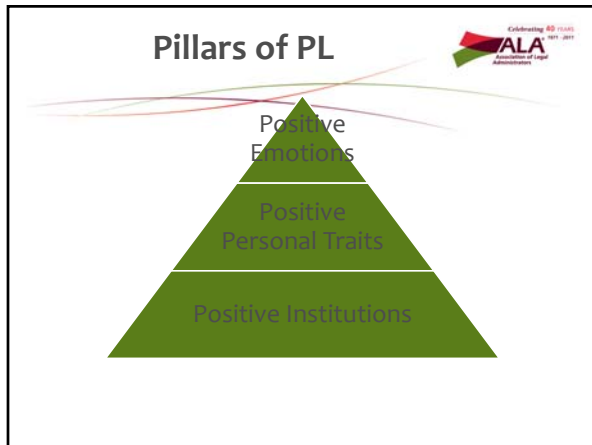
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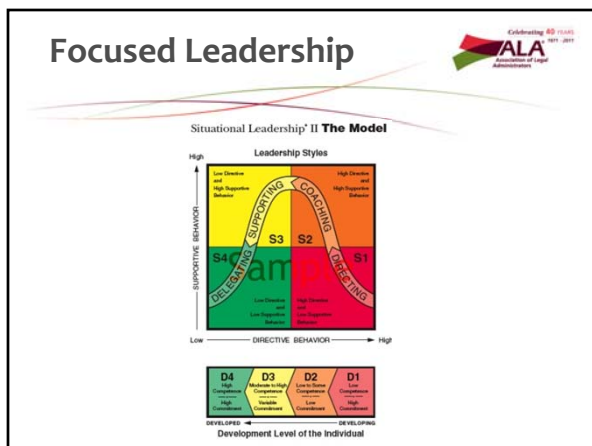
Positive Leadership (PL)

From: “what could go wrong with people and how can we fix them?”

To: “what could be right with people and how can we teach people to have more of it?”







SL II: Delegation



Telling

- * Employee Behaviors
 - * Low Competence
 - * High Enthusiasm
 - * High Commitment
- * Leader Behaviors
 - * High Directive
 - * Low Support

SL II: Coaching



Selling

- * Employee Behaviors
 - * Disillusioned
 - * Low to Some Competence
 - * Low Commitment
- * Leader Behaviors
 - * High Directive
 - * High Support

SL II: Supporting



Participating

- * Employee Behaviors
 - * Capable
 - * Cautious
 - * Moderate to High Competence
 - * Variable Commitment
- * Leader Behaviors
 - * Low Directive
 - * High Support

SL II: Delegating



Delegating

- * Employee Behaviors
 - * Self-Reliant
 - * Achiever
 - * High Competence
 - * High Commitment
- * Leader Behaviors
 - * Low Directive
 - * Low Support

Making the Connection



- Kiersey Temperament Sorter
- Transformational vs. Transactional
- Positive Leadership
- Situational Leadership

Further I-Reading



- Kiersey Temperament Sorter: Keirse.com
- Leadership Theories: Leadership-central.com
- Situational Leadership: kenblanchard.com
- Penn State's Positive Psychology Center: ppc.sas.upenn.edu
- Positive Leadership: positiveleadership.com