5 Ways to be a Better Leader

Shelley Dionne, Ph.D.

School of Management & Center for Leadership Studies
April 30, 2016
Are leaders born or made?
Are leaders born or made?

Born and Made!

- Build on strengths
- Improve areas that need development
- Practice self-reflection
- Develop a vision for your own leadership
5 Ways to be a Better Leader

- Responsible for developing ALL followers
  - Superstars?
  - LPCs?
  - Minimize “in-group” versus “out-group”

- Ask: what individual needs does each follower have?
5 Ways to be a Better Leader

√ Role model giving AND receiving feedback
  → Provide timely, developmental feedback
  → Ask for feedback from followers

√ Good leadership takes time
  → Build a learning environment
5 Ways to be a Better Leader

- Ethical alignment: company & self
- Equity, not equality
- Transparent communication whenever possible
  - Don’t leave anyone guessing
5 Ways to be a Better Leader

√ Resilience is important
  → Show how to recover from failure or a “no”
  → Set strategy for moving forward

√ Model alternative thinking
  → Problem-solving process focus
5 Ways to be a Better Leader

Learning

✓ Commit to lifelong learning
  → Something every day – small or large
  → May not be from books – look around!

✓ Encourage followers to do the same
  → establish a growth culture