

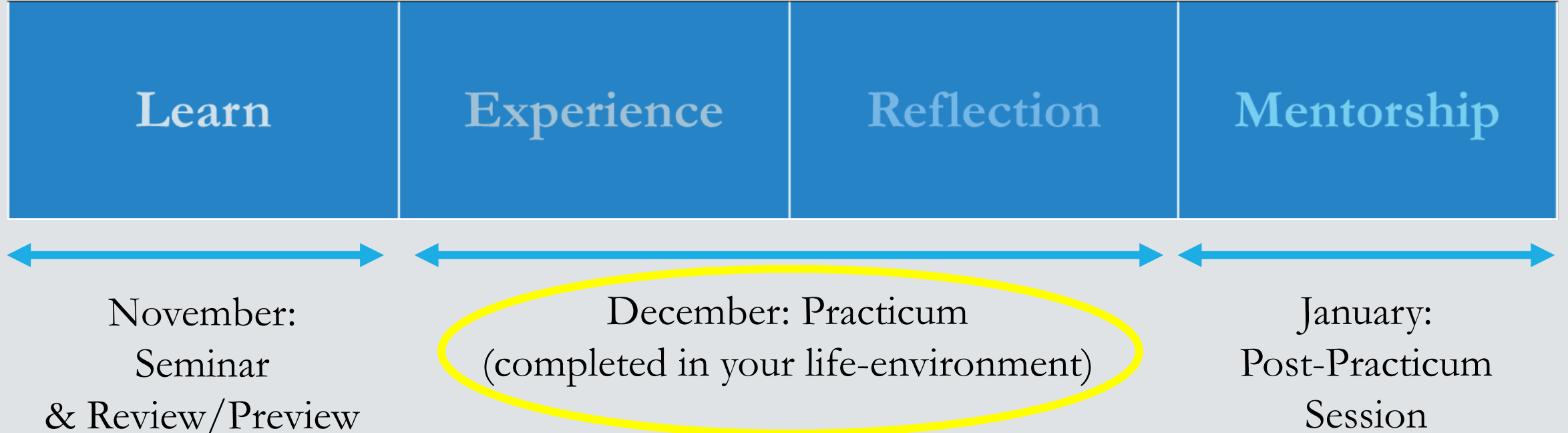
AGLP Leadership Development Curriculum

Enable Others to Act: Experiential Learning & Reflections Preview

11/21/2022

AGLP Leadership Development Sequence

Leadership Practices: Enable Others to Act

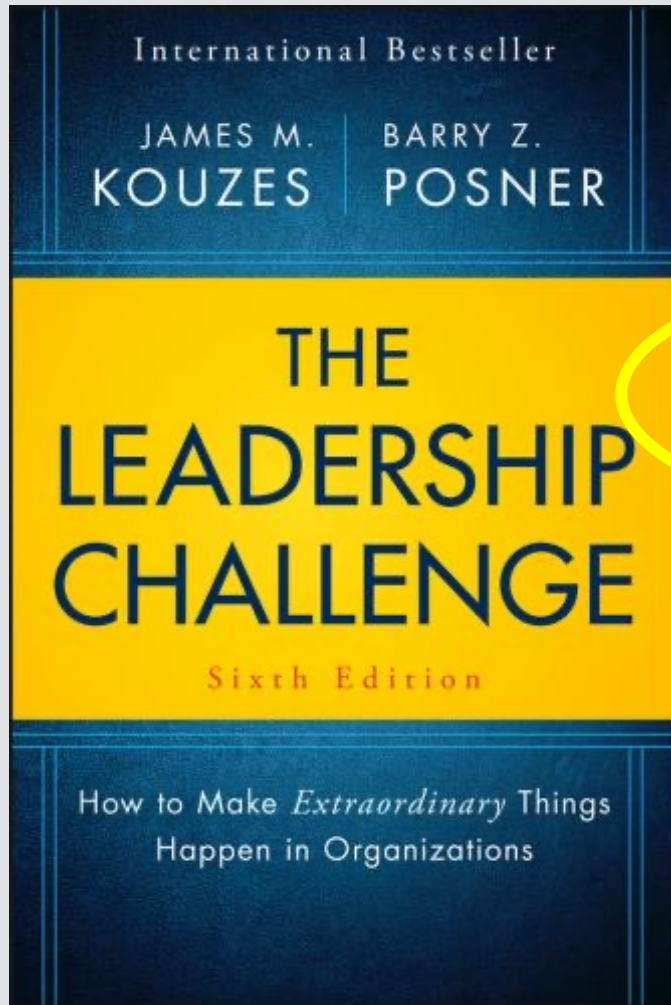


“You can’t do it alone... You can’t make extraordinary things happen by yourself. It’s collaboration that enables corporations, communities & even virtual classrooms to function efficiently.”

AGLP Leadership Development Curriculum

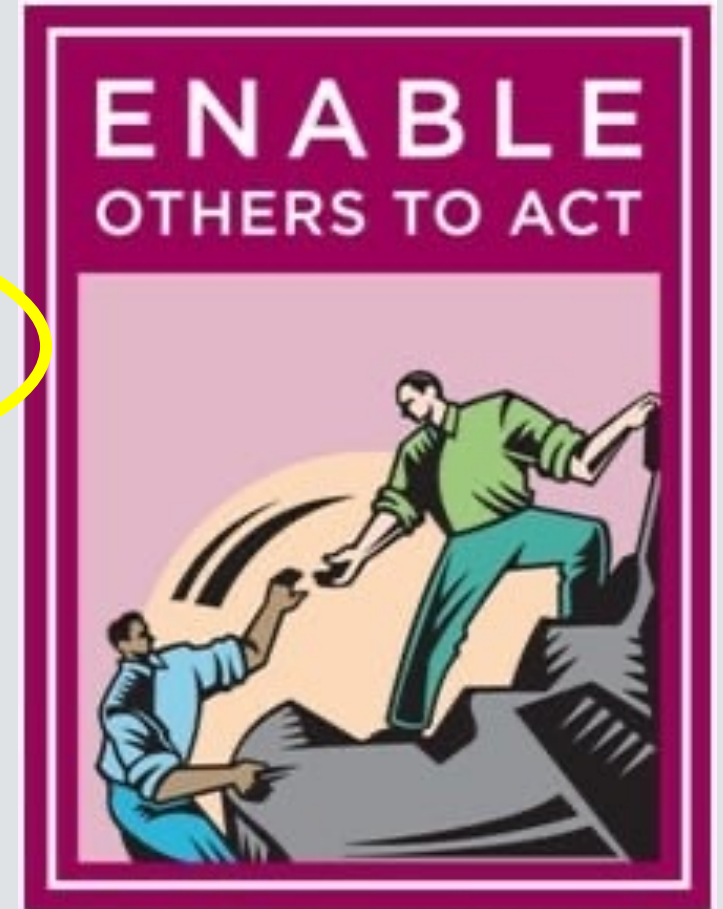
Enable Others to Act: Review

Leadership Practice #4: Enable Others to Act



Leadership Commitments:

1. **Foster collaboration** by building trust & facilitating relationships
2. **Strengthen others** by increasing self-determination & developing competence



www.leadershipchallenge.com

Foster Collaboration: Create a Climate of Trust

- **invest in trust:** *“the most effective leadership situations are those in which each member of the team trusts the others”*
- **be the first to trust:** *“to earn someone’s trust you have to be able to give them your own”*
- **show concern for others:** *“when others know you will put their interests above your own, they won’t hesitate to trust you”*
- **share knowledge & information:** *“trust goes up when people share knowledge and information”*

Tammy Delany-Plugowsky

MEET TAMMY

Tammy started her career in health care delivery which then grew into a 20+ year career in leadership positions in public health and emergency management at the national level in Canada.

Using Simon Sinek's methodology, she recently determined that her personal "WHY" is to connect with people and nature so that together we can draw strength and success through compassion, service and joy.

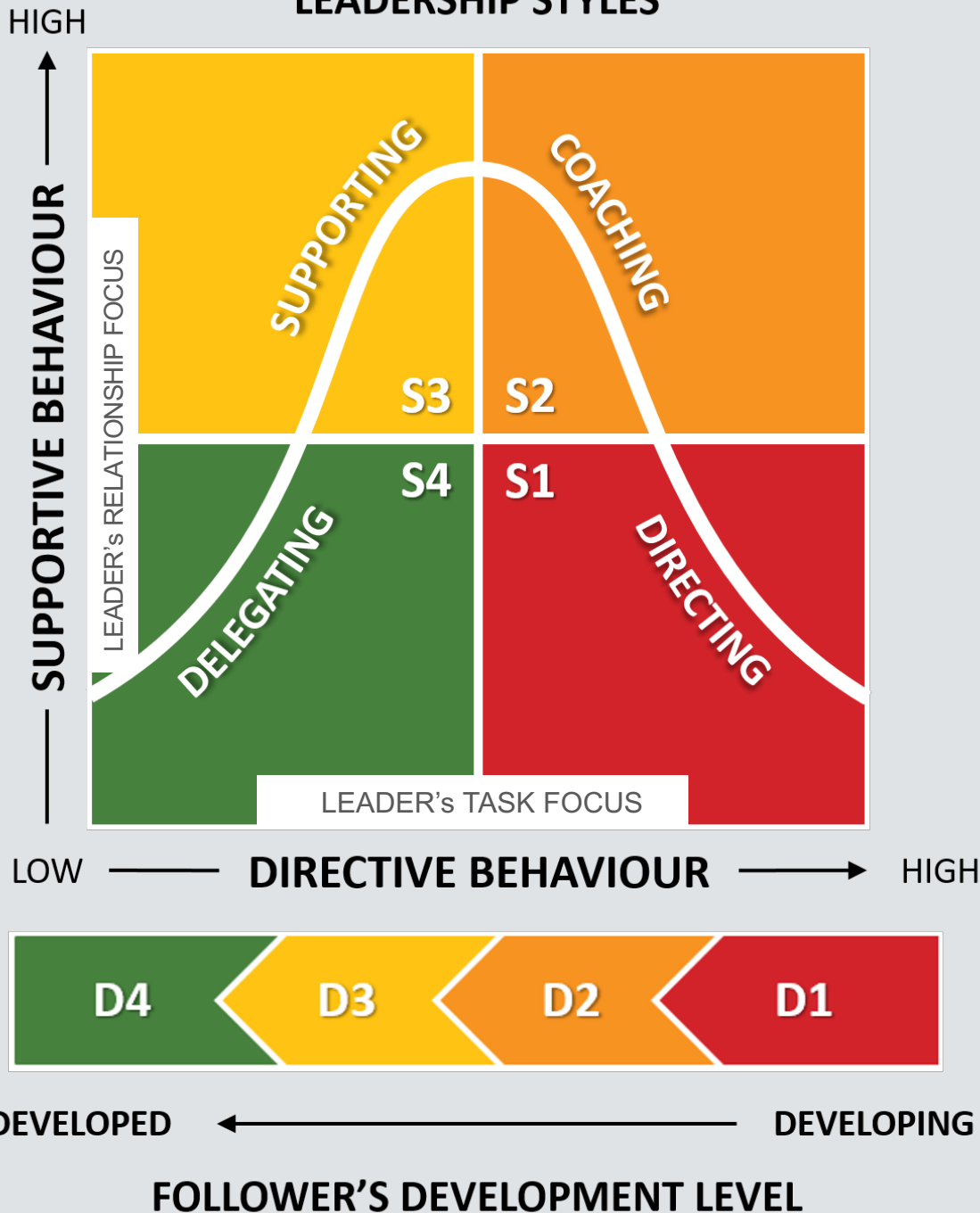
Over her career, she has led and implemented significant national programs and understands just how powerful great leadership is on organizational health, effectiveness and productivity. She is passionate about helping others grow and succeed. As the Chief Executive Officer and lead coach/consultant of On the Level Leadership Consulting, Inc., she is here to help you or your organization do just that!



OnTheLevelLeadershp.com



LEADERSHIP STYLES



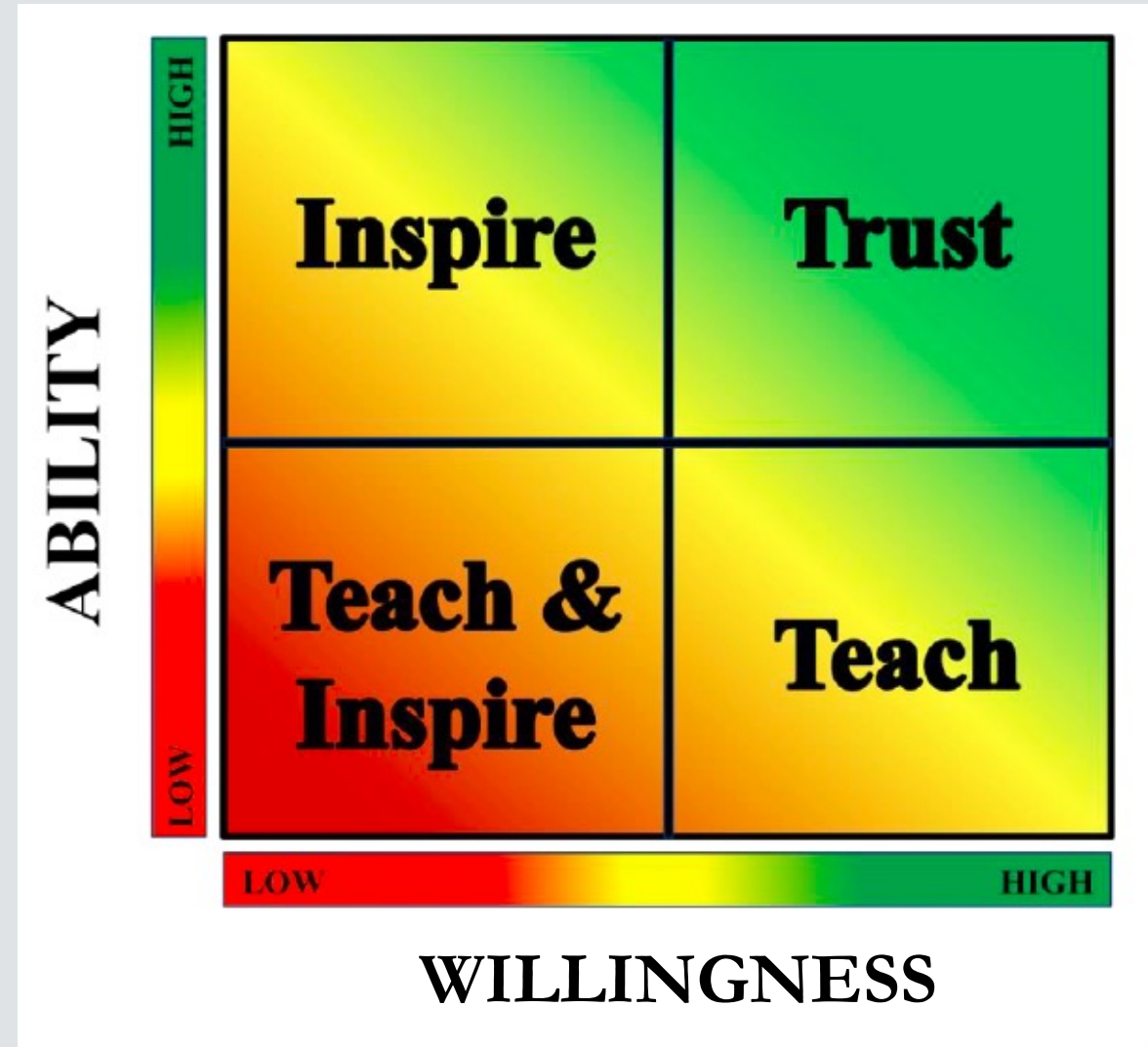
Situational Leadership (Hersey-Blanchard Model)

- Leader Perspective Model - no single leadership style is better than another
- leadership style is adapted to those they lead & their abilities
- leadership is task-relevant and relationship-relevant
- Leader's Directive Behavior: amount of task-focus needed
- Leader's Supportive Behavior: extent a leader emphasizes building strong relationships

Business 2 You: Situational Leadership Model for Leadership Studies

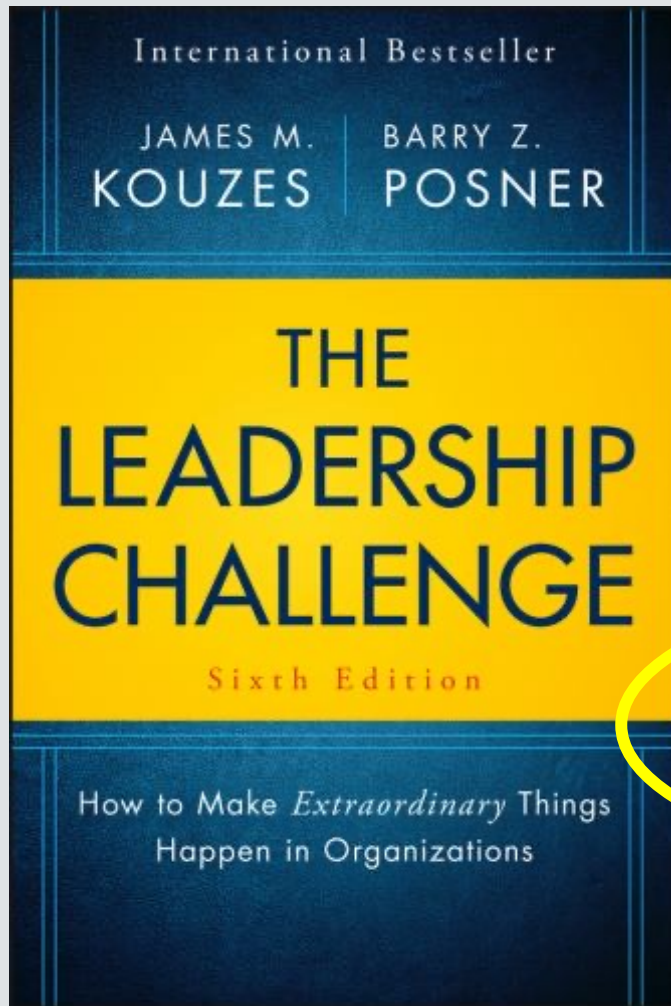
Situational Leadership (simplified model)

- Perspective: follower's willingness & ability
- Follower types & appropriate leadership:
 - unwilling & unable (teach/inspire/coach)
 - willing & unable (teach/support)
 - unwilling & able (inspire/direct)
 - willing & able (trust/delegate)



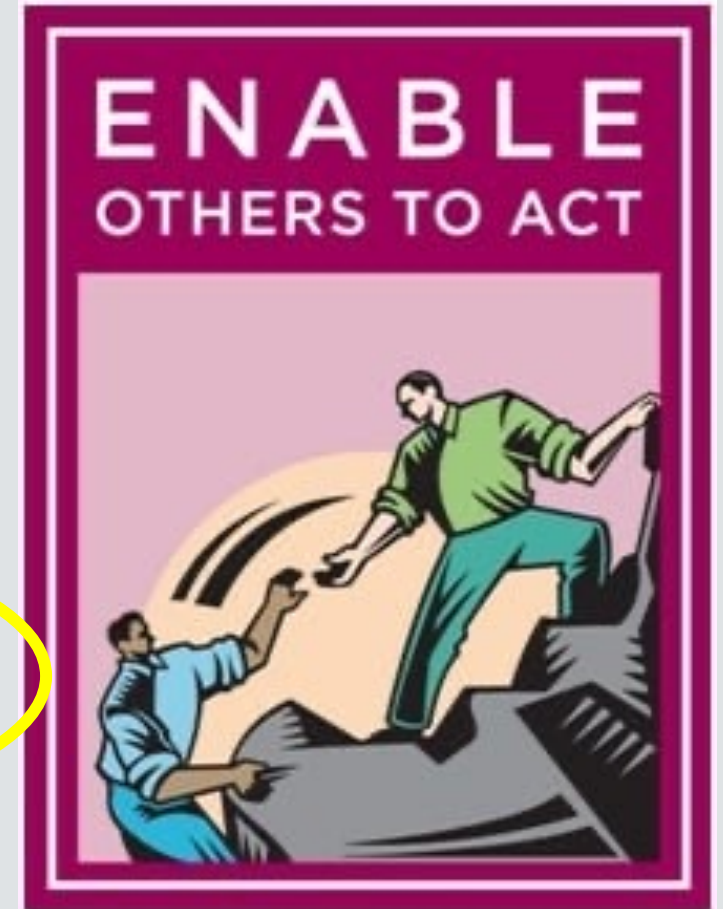
source: Loy Institute for Leadership

Leadership Practice #4: Enable Others to Act



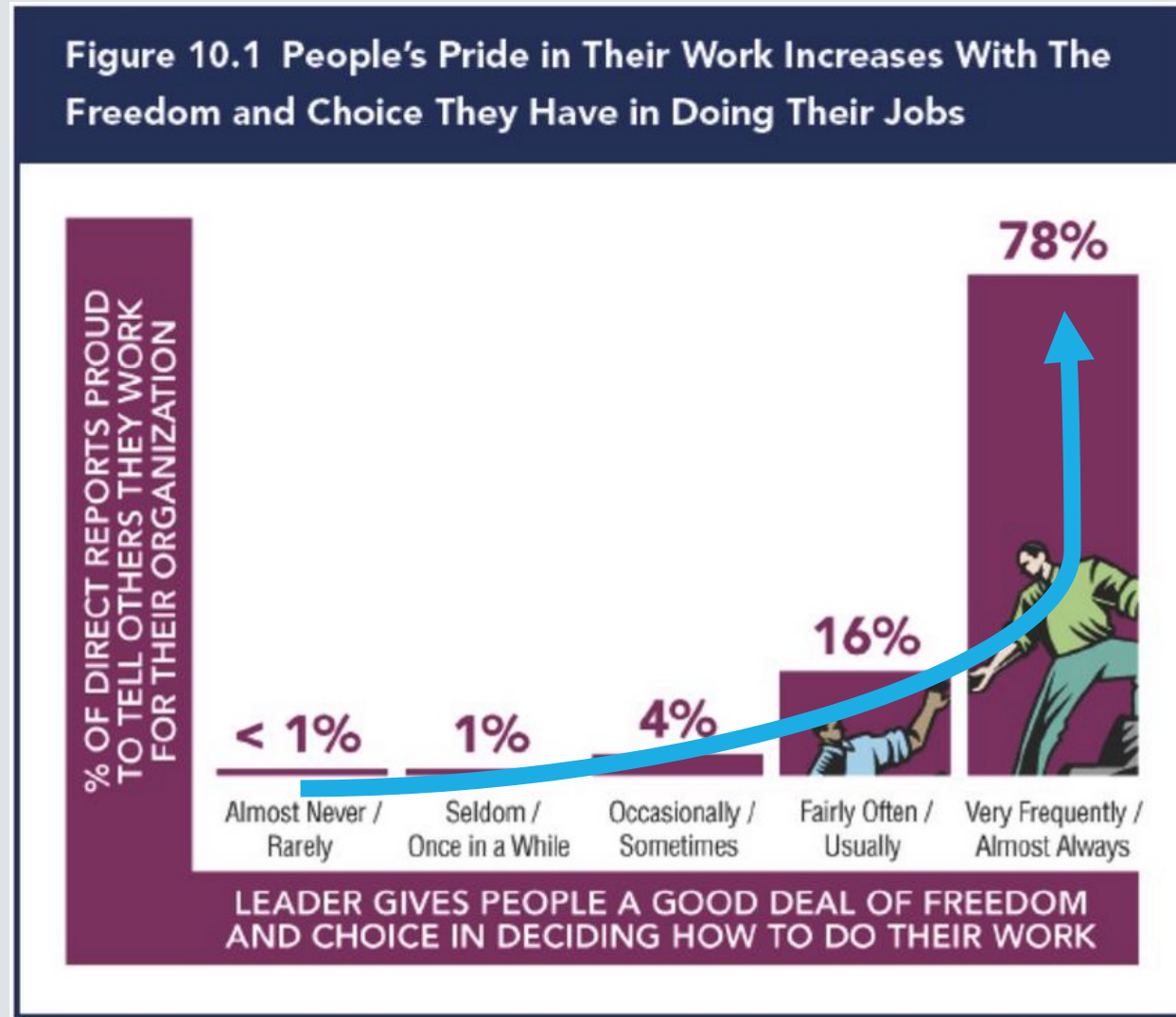
Leadership Commitments:

1. **Foster collaboration** by building trust & facilitating relationships
2. **Strengthen others** by increasing self-determination & developing competence



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Strengthen Others: Enhance Self-Determination





Strengthen Others: Develop Competence & Confidence



- **educate & share information:** *“people can’t do what they don’t know how to do”*
- **organize work to build competence & ownership:** *“organize assignments so that people feel that their work is relevant to the pressing concerns of the business”*
- **foster self-confidence:** *“without sufficient self-confidence, people lack the conviction to take on tough challenges”*
- **coach:** *advance the “player’s agenda” by pulling them to develop a growth mindset — good coaches ask questions — “Ask, don’t tell.”*

Take Action

To Encourage Others to Act, you must strengthen others:

make people feel powerful & in control of their actions

provide opportunities for team members to make choice on how they do their work

develop team member's competence & self-confidence

demonstrate your confidence in the team

ask questions (and stop giving answers)



Enable Others to Act

Practicum: Experiential Learning & Reflection

Enable Others to Act: Experiential Learning Scenario

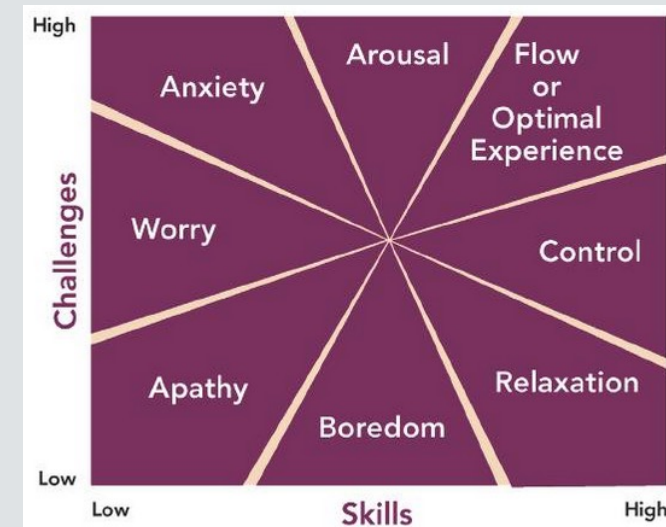
- lab environment
 - trust: *“to earn someone’s trust you have to be able to give them your own”*

Can you create a micro-climate of trust (including making others aware of its value?)



- writing environment – FLOW

Find & create FLOW



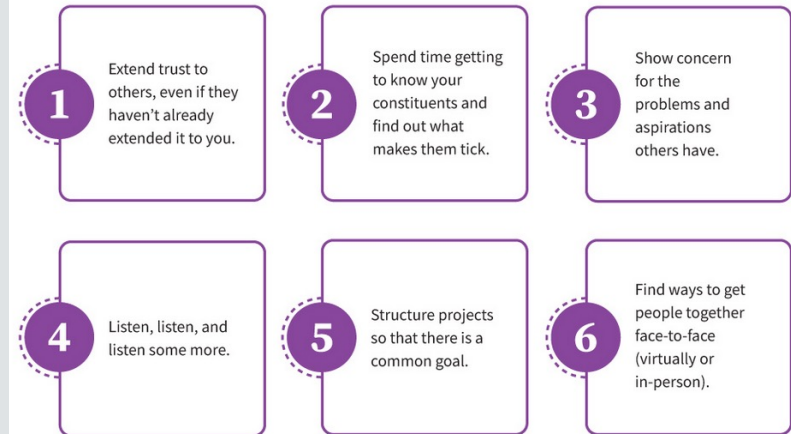
Challenge the Process: Experiential Learning Scenario



- **teaching environment** – increase self-determination, develop competence & self-confidence


As the term ends, do certain students need help in these areas?

How to Build Relationships



- **home environment** – build relationships

Heading into the holidays & new (post-pandemic) year, what relationships do you want to build or strengthen

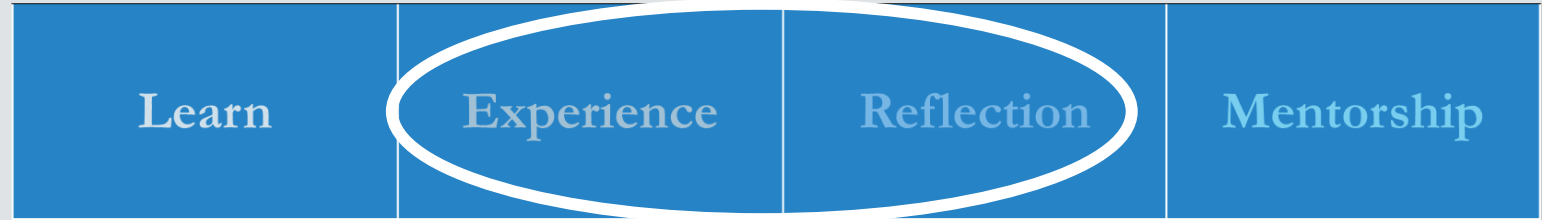


Enable Others to Act: VW Reflections on Experiential Learning

- **ENAS 118** – a course structured on enabling others to act: collaboration (trust & facilitating relationships) & strengthening others (competence & self-confidence)

Next Steps

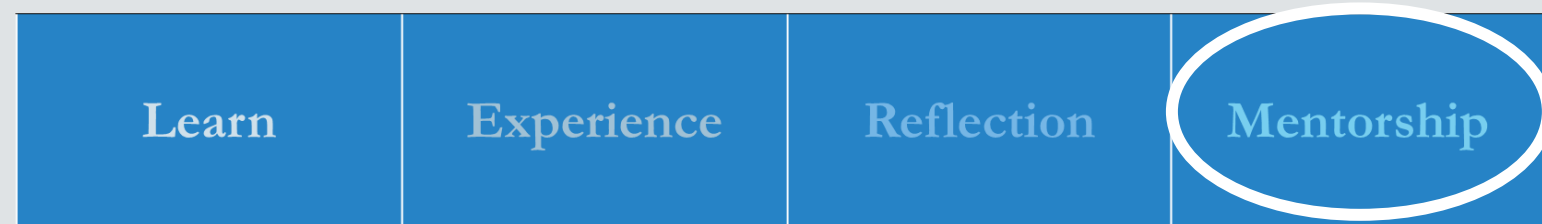
- EL & R: Enable Others to Act – all DEC



- Seminar: Encourage the Heart – DEC 5



- Mentorship: Challenge the Process – DEC 7



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