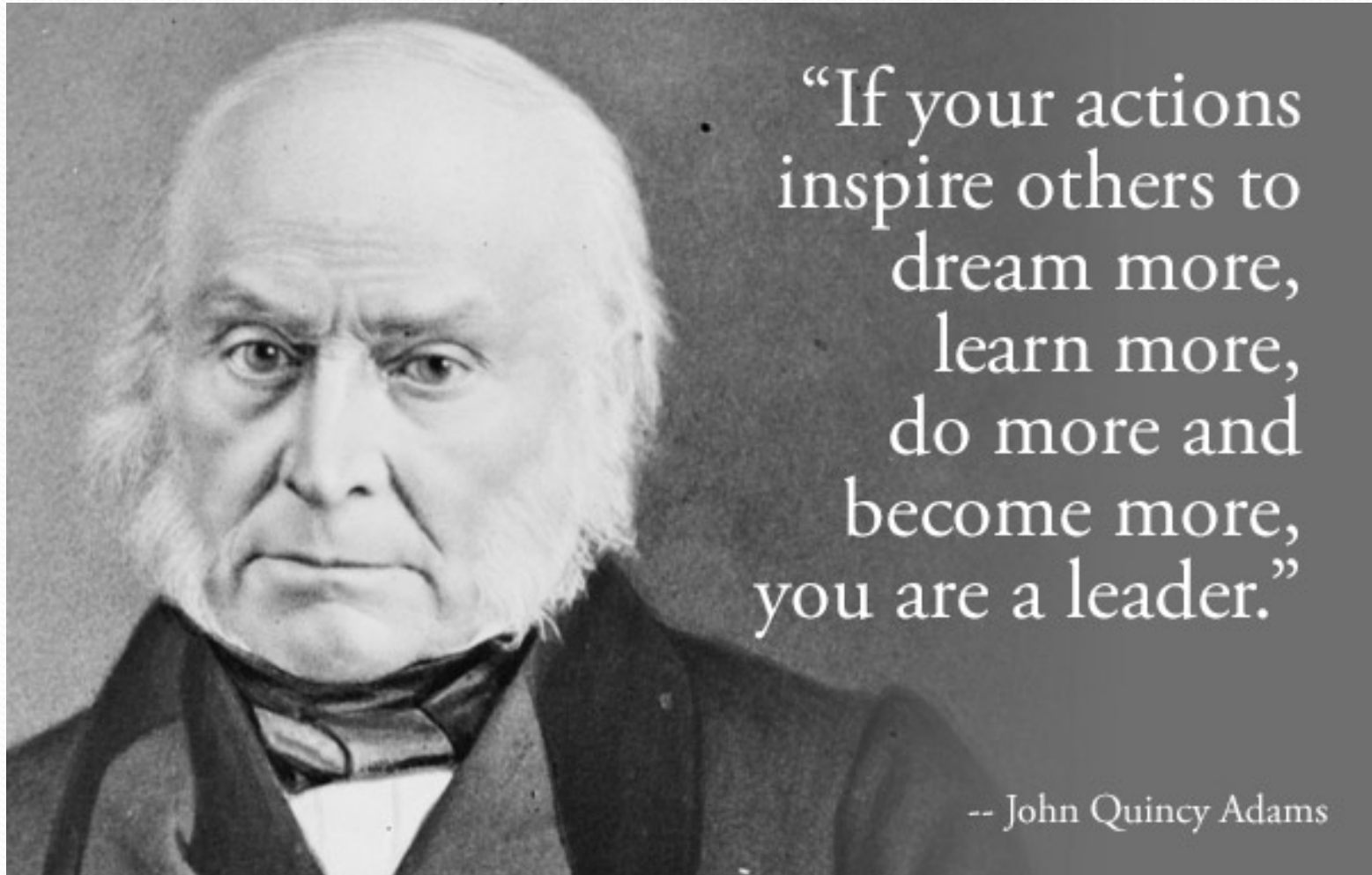


What is *your* leadership philosophy?

Kimberly McCurdy, PHEAA
Higher Education Access Partner
IML Doctoral Student





“If your actions
inspire others to
dream more,
learn more,
do more and
become more,
you are a leader.”

-- John Quincy Adams



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Walking through our worlds...



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How you were raised impacts...

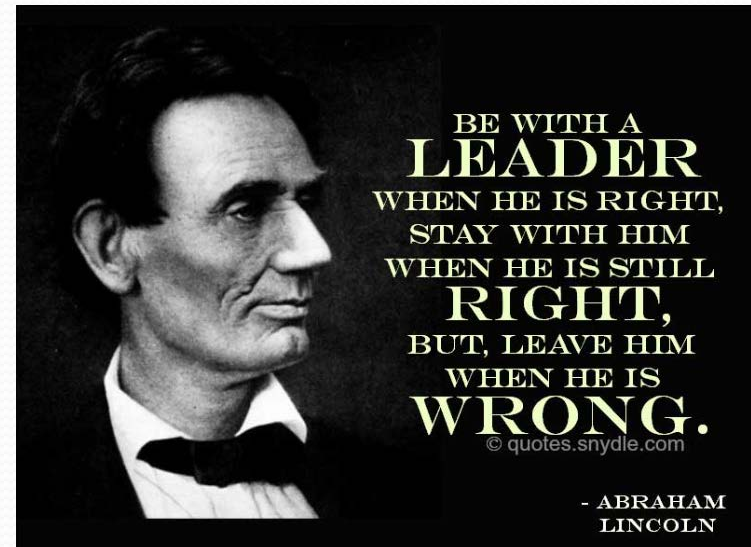
- Your world view;
- How you react and respond to others;
- Education;
- Going home/relationships.



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Reflection...

- Who am I?
- Who do I want to be?
 - Personally
 - Professionally
- What is the culture of my organization?
 - Can I work within this organization?
 - Am I able to reshape or contribute to the culture?



Characteristics of a good leader?



Types of Leadership

- **Transformational Leadership** –
collaborative, inspiring, proactive, changing
 - Exemplary Leadership (5 Practices – Kouzes & Posner)
 - Level 5 Leadership (Good to Great – Collins)
 - The Art of Possibility (Power, silence – Zander)
- **Transactional Leadership**
responsive, unchanging, routine, punishment/reward
 - Authoritarian Leadership
 - Supervision, organization, and performance



Developing your leadership philosophy

- What do you believe?
- What are your values/principles for guidance?
- What are your expectations of others?
- Communicate it to your staff, coworkers, leaders.
- Be consistent.



Developing your leadership philosophy

- “Leadership, to me, is not about being in charge, but rather being a forward thinking and being able to motivate and inspire others....I believe we get better as we get older, especially if we embrace life-long learning and strive for personal mastery. Senge defines personal mastery as, “living our lives in the service of our highest aspirations, (2013, pg. 7).... We are never done, and I am not only interested in my personal growth, but also the growth of those around me. That makes me better, too.”



Developing your leadership philosophy

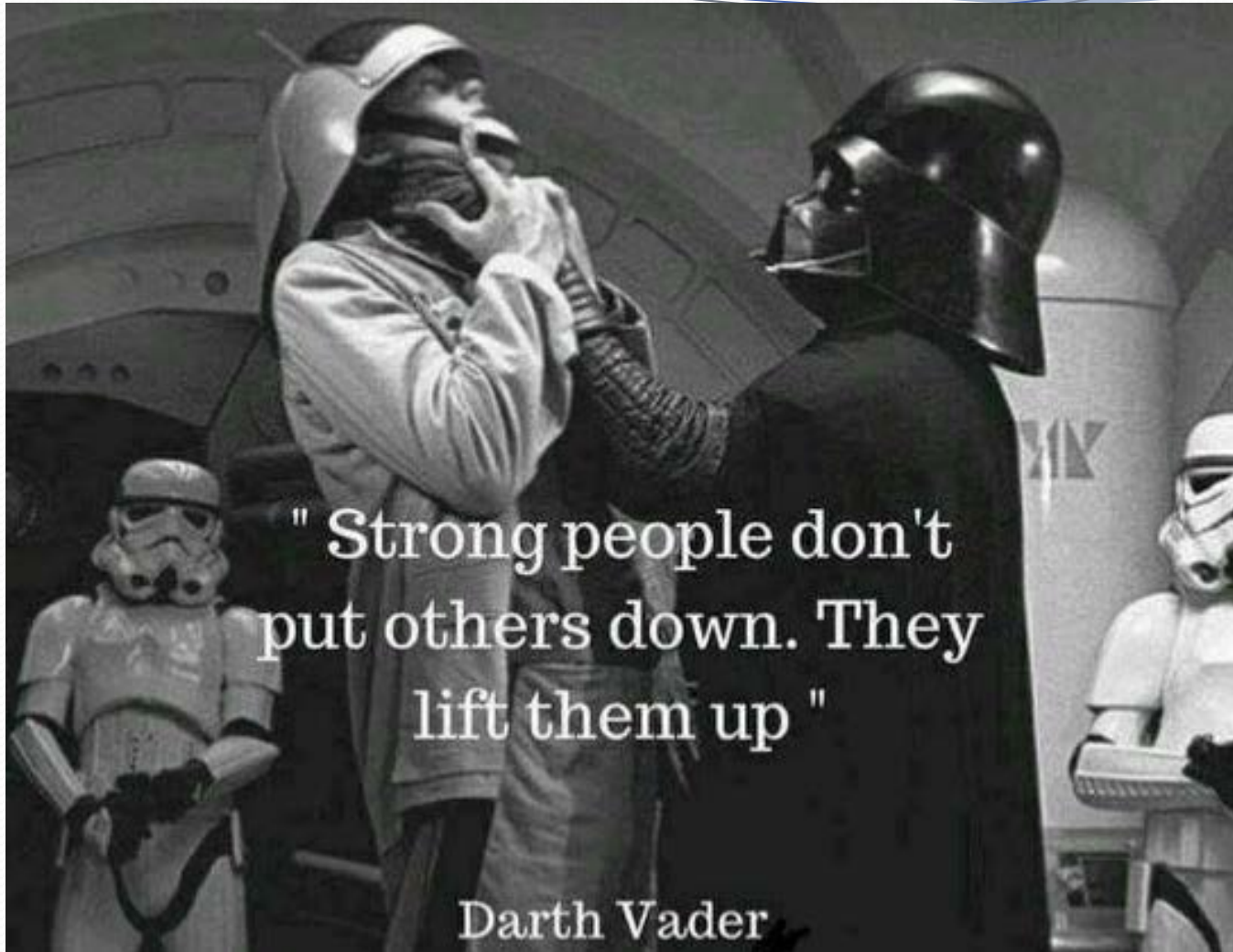
- “I operate from a place that I would never ask you to do something that I would not do myself. I want to develop a shared vision, listening to and acknowledging your thoughts, while we develop mutuality and respect (Murphy, 2013).”
- “Leadership power is the ability to awaken the power in other people, to awaken possibility (Zander, 2009). This comes from having high standards for yourself and high expectations of others as you encourage and build them up (Zander, 2009).”



Developing your leadership philosophy

- “In my opinion, communication is at the heart of leadership, and this is one of my own personal strengths. Words matter. I strive, in all of my interactions to say what I mean and mean what I say. I am quite candid. This is a reflection of my personal integrity. I am my authentic self toward you, and I ask for the same authenticity from you toward me.”





" Strong people don't
put others down. They
lift them up "

Darth Vader



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Developing your leadership philosophy

- What do you believe?
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- Communicate it to your staff, coworkers, leaders.
- Be consistent.



Leadership Philosophy Statement

- “My leadership philosophy is a drive for life-long learning and knowledge, passion and belief for what I’m doing, and personal integrity. I operate from a place of collaboration, honesty, and mutual respect. I will work hard, have high standards for myself, and be transparent in my expectations and endeavors.” – Kim McCurdy



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