2016 NEA Higher Education Conference

Examining Effective Leadership
April 1, 2016
1:30 – 2:15 PM

Presenter – Mark Chaykin
Retired Director of Field Services – NYSUT
Goals and Objectives

* Review current knowledge regarding leadership styles and skills required to be an effective association leader.
* Using the information provided and the discussion that will take place; hopefully, participants will be able to incorporate ideas and suggestions into a program that will result in strong locals with engaged members.
Fact or Fiction

Leadership has a direct impact on having a successful organization.

If true, what “leadership disciplines” are essential in creating results and making the organization successful?
Leadership Disciplines

• Casting a vision
• Shaping the future
• Developing strategy
• Engaging the right talent in the right place/time
• Fostering innovation and agility
• Execution

Dr. Henry Cloud – (Boundaries for Leaders – Results, Relationships, and Being Ridiculously in Charge, Harbor Collins Publisher, 2013)
Six Leadership Styles

* Pacesetting
* Authoritative
* Affiliative
* Coaching
* Coercive
* Democratic

(Daniel Coleman – Leadership that Gets Results, Harvard Business Review, 2000)
Leadership Styles - Summation

* Pacesetting – “Do as I do, Now”
* Authoritative – “Come with me”
* Affiliative – “People come first”
* Coaching – “Try this”
* Coercive – “Do what I tell you”
* Democratic – “What do you think?”
Leaders lead people, and it is the people who get things done.

Personal and interpersonal sides of leadership are every bit as important as the leadership themes of vision, execution, strategy, etc.

Leaders can motivate or denote their people.
Successful Leaders = Powerful Organizations

Successful leaders:
* Attend what needs attending
* Inhibit what gets in the way or is destructive
* Stay aware of what is relevant to the next step
Organizational Power

* People (members and non-members) become engaged – they bring it
* The “power” is a force for driving results
* The “power” is felt in constant adaption and learning
* The “power” is measured in the growth of the people (members and non-members)
* “Power” creates forward motion
* The “power” is felt by both internal and external bodies
Leaders with a high EQ have a capacity for:

* Self – awareness
* Empathy
* Social Skills
* Motivation
* Self – regulation
Characteristics Of Leaders With High EQs

* Not threatened by challenges from others
* Is easy to work “with” or “for”
* Holds firm performance standards
* Seen as being and trusting
* Displays situational awareness and emotional connectedness

The above are vital in building member engagement, especially the last characteristic.
Today is April 1, 2016 – what will you, as a leader of your local, do with the information provided and discussed for the last forty-five minutes?

Thank You