



# When Leadership Calls Will You Be Ready?

**Presented by Dr. Rubin Cockrell**



## AGENDA



- Rules of Engagement
- What is Leadership?
- Common Leadership Styles
- The 4 Cores of Credibility
- Visions of Leadership
- Success as a Leader
- Leadership vs. Management

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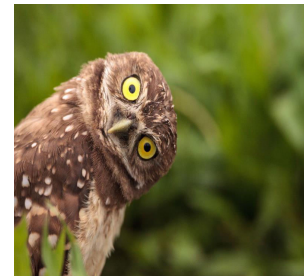
## RULES OF ENGAGEMENT

- Be open-minded
- Be ready to work within groups
- Be ready to be challenged
- Be ready to “unlearn” learned behaviors
- Be ready to change and become a LEADER



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## QUESTIONS TO ASK YOURSELF



- Am I consistently productive?
- Am I effective in my communication with people of different ethnicities & backgrounds?
- Are my actions consistent with my words?
- Are my meetings productive or just a time fillers?
- What would my co-workers and peers say about me?



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## LEADERSHIP DEFINED

As a process, leadership is the use of **noncoercive influence** to direct and coordinate the work of fellow electrical industry members to meet a goal.

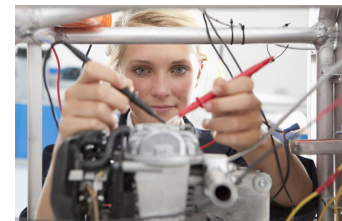
As a property, leadership is the **set of characteristics** attributed to those who are perceived to such influence successfully.



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## COMMON LEADERSHIP STYLES

- **Autocratic** (authority over others)
- **Servant** (purpose to serve others)
- **Laissez-faire** (hands-off)
- **Transformational** (works to encourage & inspire others for change)
- **Transactional** (relies on rewards & punishments to achieve goals)
- **Bureaucratic** (fixed duties & hierarchy)
- **Charismatic** (combines charm, interpersonal connection, & persuasion)



- **Coach** (recognizes team members strengths, weaknesses, & motivations)
- **Pacesetter** (goal-oriented emotional leader to drive high-achieving team members)

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## LEADERSHIP GROUP ACTIVITY

- Divide into groups of 4 or more
- You're stranded at seas on a sinking ship but approaching a deserted island.
- Each group produces 6 survival items to take from the ship
- Team members must all agree on the survival items.
- Number them by importance starting with 1 as most important.
- How will each of these items help your team survive?
- Act quickly before something happens!

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## 4 CORES OF CREDIBILITY

INTEGRITY

INTENT

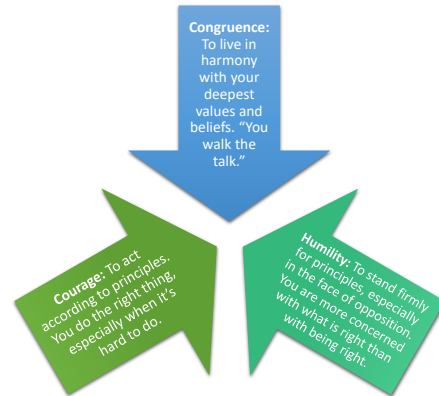
CAPABILITIES

RESULTS

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## INTEGRITY

A deep honest and truthfulness. It is who you really are, and it includes congruence, humility, and courage.



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## INTENT

**Your fundamental motive or agenda and the behavior that follows.**

**Motive:** What inspires the greatest trust in genuine caring-about people, your values, the quality of what you do.

**Agenda:** The agenda that inspires the greatest trust is seeking mutual benefit- genuinely wanting what's best for everyone involved.

**Behavior:** The behavior that best creates credibility is acting in the best interests of everyone.

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## CAPABILITIES

*Your capacity to achieve results and includes your talents, attitudes, skills, knowledge, and style.*

**Talents:** What are your unique, native strengths?

**Attitude:** Do you approach work with energy and the determination to educate?

**Skills:** Do you continuously update your skills?

**Style:** Does your style of doing things get in the way or ease the path?



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## RESULTS

**Past performances**

Your reputation and track record for delivering results, not just activities.

**Current performances**

Producing results now, not resting on past performance.

**Anticipated performances**

How people project you will perform in the future based on past and current results.

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## 4 VISIONS OF LEADERSHIP

**Wanderers:** Leaders who *never* see it.

**Followers:** Leaders who see it, but never *pursue* it.

**Achievers:** Leaders who see it *and* pursue it.

**Servant:** Leaders who see it and pursue it and *help others see it*.



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## BASICS OF SUCCESSFUL LEADERSHIP

Innovation

Trust

Humility

Communication



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## RECIPE FOR BEING A LEADER

1. Listen effectively
2. Encourage teamwork and participation
3. Empower team members
4. Communicate effectively
5. Emphasize long-term productivity
6. Make sound and timely decisions
7. Treat each person as an individual
8. Know yourself and your team
9. Protect your team
10. Have vision, courage and commitment



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## LEADERSHIP VS. MANAGEMENT



Leaders **SET** the goal



Managers **FOLLOW** it



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## TEAM EMPOWERMENT

Why empower  
your team?

Key to increasing decision-making discretion  
so that teams can make decisions (i.e.  
budget, planning, etc.)

1. Quickly address & resolve issues
2. Faster answers & results



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Leaders transfer the NECA  
mission, goal, and vision to  
the entire electrical  
industry.



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