

Leadership Problems

CBO Mentor Project
June 2008

Motivation

Individual performance = (Ability)*(Motivation)

- The job of a leader/manager in the workplace is to get things done through others
- Ability depends on education, experience and training
- Motivation is not clearly understood and not put into practice well, but is the one thing that can be improved quickly

Manager's Motivational Toolkit

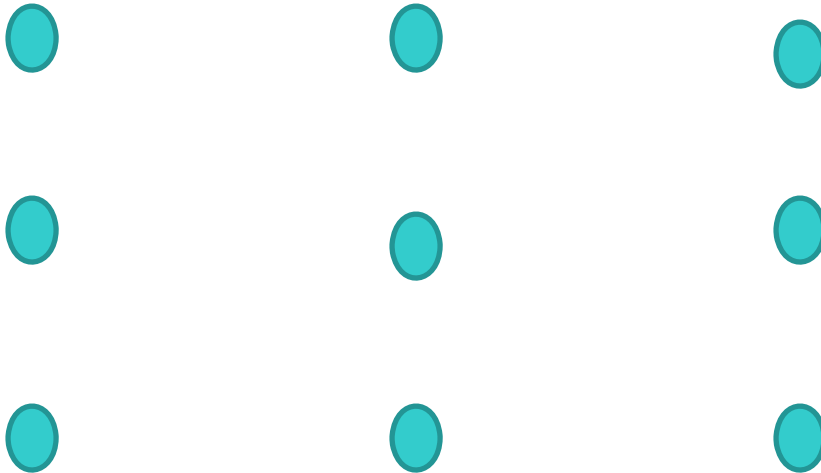
- Approval, praise and recognition
- Trust, respect and high expectations
- Loyalty, given that it may be received
- Job enrichment
- Good communications
- Cash incentives

Motivation

Discuss at your table what you did since the last session to motivate someone at work.

- What did you use from the Toolkit?
- What did you learn?

Nine Dot Puzzle



Join all nine dots with four straight lines, without taking the pen from the paper

Relationship and Trust

- Trust is created when people are being tested – in matters big or small
 - Will you keep your word?
 - Do you honor your commitments?
 - Are you consistent?
 - Do you play fair?
 - Can others count on you?
- Everyday is an interview.....

Vision and Passion

- Vision and Passion come from the heart
 - What are you passionate about in relationship to the field of School Business?
 - How does this translate to vision?
 - “Vision without action is a dream. Action without vision is simply passing the time. Action with Vision is making a positive difference” Joel Barker

Communication and Teamwork

- Provide a clear and concise statement of the direction of your organization and the actions you are taking.
 - What is your communication style?
 - Are you team player?
 - What is your role on your current team?
 - What will your role be in your next CBO position
- Developing leaders will be you main responsibility in the future.

Leadership Problems

- Leadership is _____?

They do not care, until they know how much
you care!