

Nationaal Sportcongres

29 & 30 May, 2009


Workshop Topic

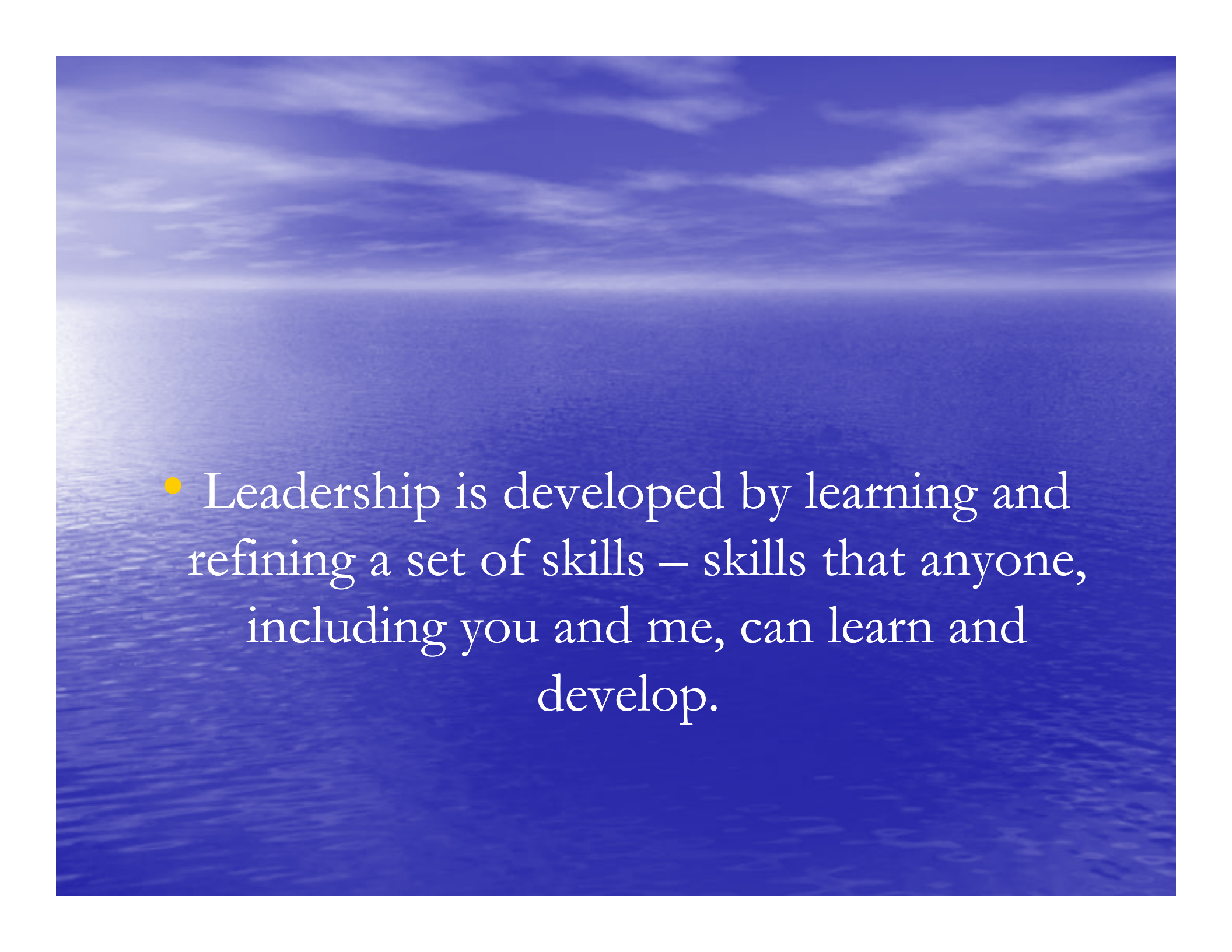
LEADERSHIP

Welcome

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- True or false?
 - “Leaders are born, not made.”!!!!

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- Leadership is developed by learning and refining a set of skills – skills that anyone, including you and me, can learn and develop.

Every day, in some way you are part of a team.

- The question is not, “will I participate in something that involves others?”
- The question is: “will my involvement with others be successful?”

What is the key to success?

- What makes a winning team?
- Why do some teams go straight to the top seeing their vision become reality?
- While others seem to go nowhere.

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- “The difference between two equally talented team is LEADERSHIP”

- Personnel determine the potential of the team.
- Vision determines the direction of the team.
- Work ethic determines the preparation of the team.
- **LEADERSHIP** determines the success of the team.

Phil Jackson

- What empowered the Chicago Bulls to win six NBA championship?



Understanding players, bringing them together as a
team to reach their potential, is what leadership is
all about.

Phil Jackson

The definition of a leader:

- **LEADERSHIP** can be defined as one's ability to get others to willingly follow.
- In other words:
- Leadership is not getting others to do what **YOU** want, but it is getting to **WANT** others to do what you want.

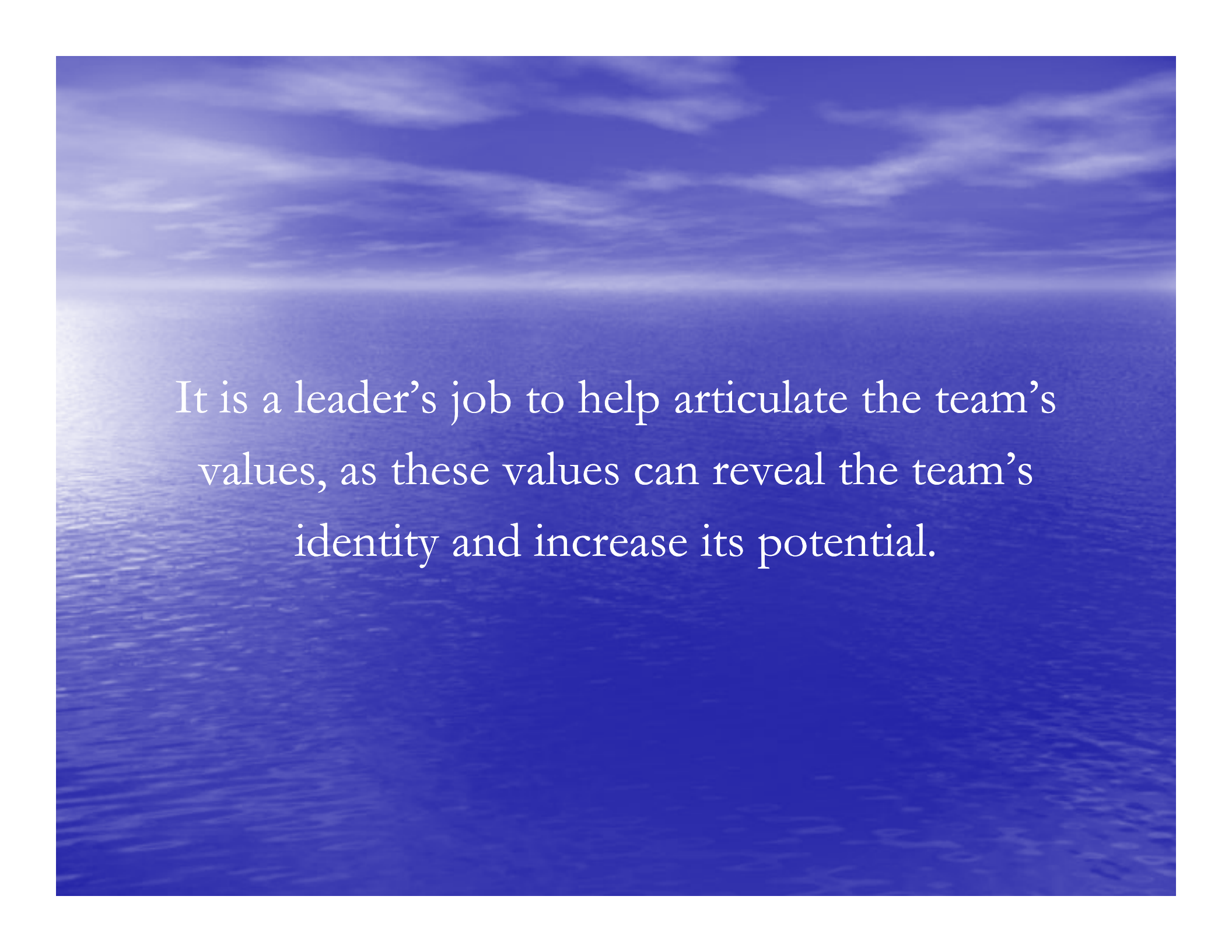
The first step toward success is identifying your own leadership strengths.

- Ask yourself the question in a straightforward way:

“What personal qualities do I possess that can be turned into the qualities of leadership?”


values

- Values truly are at the heart the organization's success.
- We've all seen teams that have a common goal yet lack common values.



It is a leader's job to help articulate the team's values, as these values can reveal the team's identity and increase its potential.

- A team must have shared values and those values define the team.
- Just as personal values influence and guide an individual's behavior,
- Organizational values influence and guide the team's behavior.

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- If everyone on the team has different ideas about what is important, the result is chaos.

Shared values are like:

- **GLUE:** when difficult times come- and they do for every team-- values are what hold people together.
- **A FOUNDATION:** all teams need to perform well and to grow. Values provide a stable foundation that makes those things possible.
- **A RULER:** Values also help set the standard for the team's performance.
- **A COMPASS:** values help you move in the right direction and make good decisions.
- **A MAGNET:** A team's values attract people with like values to the team.

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- **“VALUES ARE MY DECLARATION OF DEPENDENCE”**



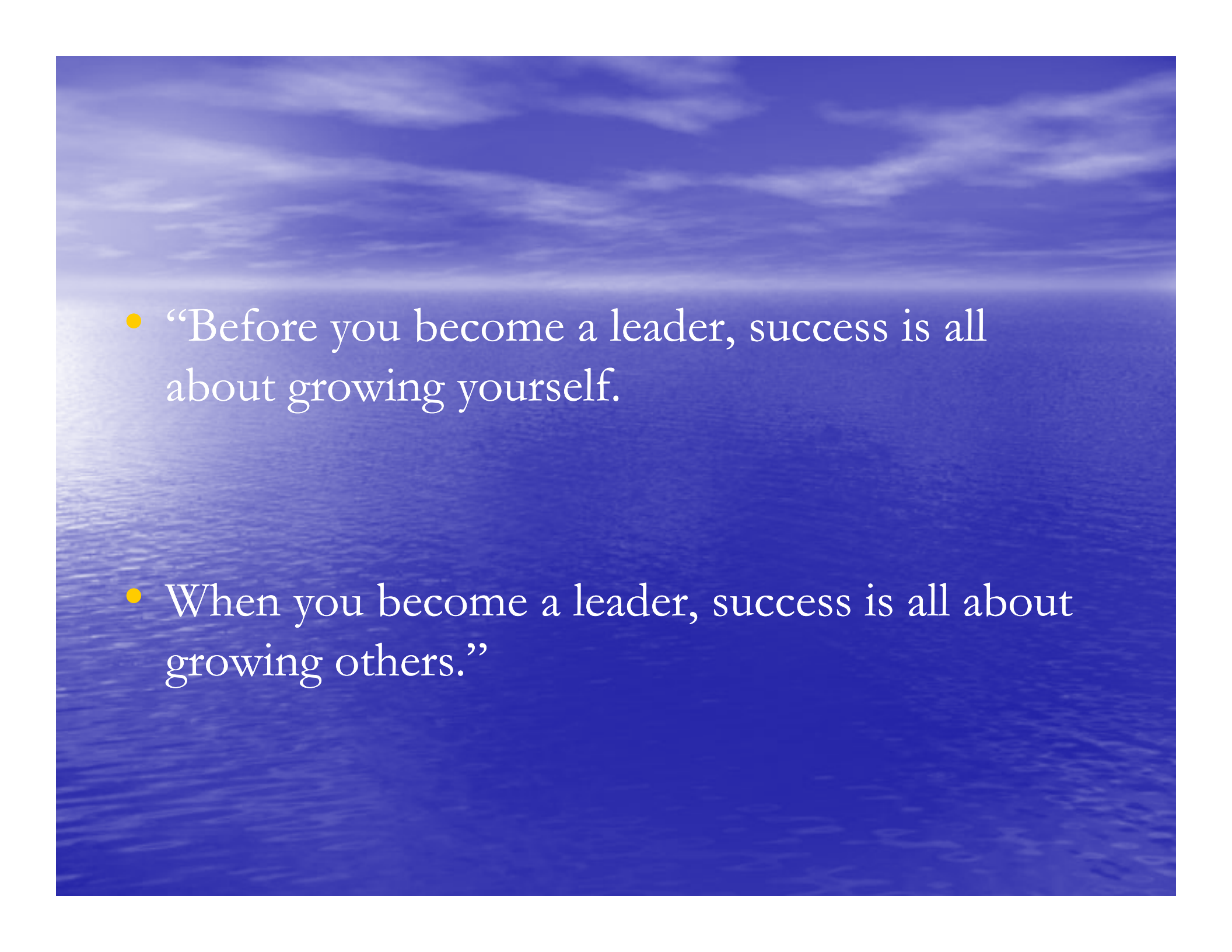
Stop and think!!!

- What are your personal values??

Top ten qualities of a leader:

1. A leader with **VISION** has a clear vivid picture where to go as well as a firm grasp on what success looks like and how to achieve it.
2. A leader must be able to **COMMUNICATE** his or her vision clearly and passionate. As passion is contagious.
3. A leader must have the **DISCIPLINE** to work hard toward his vision.
4. **ACTION** is the mark of leader. A leader does not suffer from “analysis paralysis.”
5. A leader who has **INTEGRITY** (honest dealings, predictable reactions, well-controlled emotions and an absence of harsh outbursts

1. **DEDICATION** means spending whatever time or energy is necessary to accomplish the task at hand.
2. **MAGNANIMITY** means giving credit where it is due. A **MAGNANIMOUS** leader ensures that credit for successes is spread as widely as possible over the entire team. This helps other people to feel good about themselves and draws the team closer together.
3. Leaders with **HUMILITY** recognize that they are no better or worse than the other members of the team. Leaders with humility also understands that their status does not make them a **GOD**.
4. **OPENNESS** means being able to listen to new ideas, even if they do not conform to the old way of thinking. **OPENNESS** builds mutual respect and trust.
5. **ASSERTIVENESS** is not the same as aggressiveness. It is the ability to clearly state what one expects, so that there will be no misunderstanding

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- “Before you become a leader, success is all about growing yourself.
 - When you become a leader, success is all about growing others.”


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- A blue-tinted photograph of a vast ocean under a cloudy sky. The water is a deep blue with gentle ripples, and the sky is a lighter blue with wispy white clouds. The horizon line is visible in the distance.
- Stop and think!!

Take action!!!

- You don't have to be the leader, to be a leader on your team. Begin the process of improving your leadership skills today. Do the following:
- Acknowledge the value of leadership
- Take personal responsibility for your own leadership growth.
- Put yourself on a leadership-development program.
- Find a leadership mentor.

Leaders are excellent communicators.

- Written, verbal and non verbal communications are all critical to a leader's ability to motivate and guide a team.



To be an effective leader, requires strong communication skills and the ability to inspire, encourage, motivate and facilitate others to accomplish their goals.

- If you lead your team, give yourself three standards to live by as you communicate with people:
- **BE CONSISTENT:** Nothing frustrates team members more than leaders who can't make up their minds.
- **BE CLEAR:** your team cannot execute if they don't know what you want.
- **BE COURTEOUS:** everyone deserves to be shown respect, no matter what their position or what kind of history you might have with them

- Never forget that as a leader, your communication sets the tone for the interaction among your people.
- Teams are a reflection of their leaders.
- Good communication increases commitment and connection, which in turn fuel action.

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- “People don’t care how much you know, until they know how much you care”

Good leaders have learned how to:

- Listen and Learn from others.
- Energize the organization.
- Act for the benefit of everyone.
- Develop themselves and others.
- Empower others to lead.
- Recognize achievement.