



LEADERSHIP NIAGARA
INSPIRING LEADERS. BUILDING COMMUNITIES.

Developing Transformational Leadership Skills: Exploring your Inner Leader

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Agenda

- Personal, Organizational, Community & Global Leadership
- The Five Practices of Exemplary Leadership (The Leadership Challenge)



Leadership?

Leadership Contexts



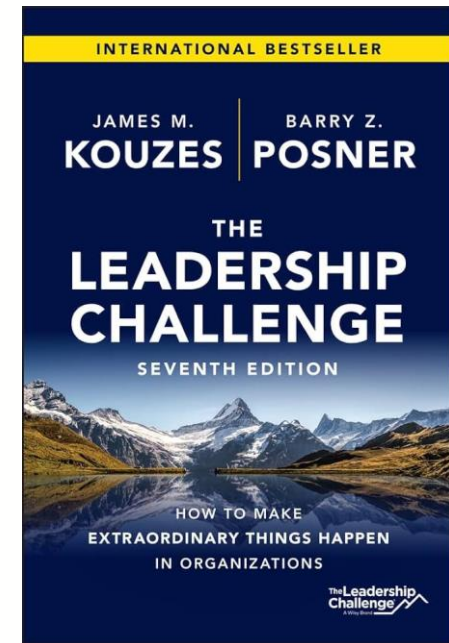
Leadership Literature




Kouzes & Posner's The Leadership Challenge


Fundamental Practices

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart





Leadership is a
PRACTICE
not a position



What Makes a Great Leader?



A word cloud of leadership traits. The words are arranged in a roughly circular shape, with some words being larger and more prominent than others. The colors of the words range from dark blue to light green. The traits include:

- Innovative
- Risk-Taker
- Act-With-Intention
- Communication
- Responsible
- Courageous
- Thoughtful
- Lifelong-Learner
- Management-Skills
- Transparent
- Adventurous
- Selfless-Servant
- Mindful
- Passionate
- Responsive
- Depersonalize
- Self-Aware
- Compassionate
- Resilient
- Motivating
- Empowering
- No-Ego
- Curious
- Creative
- Decision-Maker
- Dependable
- Assertive
- Give-and-Receive-Feedback
- Coach-Mentor
- Conflict-Resolution
- Self-Reflective
- Listening
- Goal-Oriented
- Wisdom

Leadership Practice 1

Model the Way



“The world is changed by your example not by your opinion” Paulo Coelho

*People first follow the person
Then, they follow the plan*

Credibility is key!

YOUR REPUTATION AND INTEGRITY ARE EVERYTHING.
FOLLOW THROUGH ON WHAT YOU SAY YOU ARE GOING TO DO.
YOUR CREDIBILITY CAN ONLY BE BUILT OVER TIME,
AND IT IS BUILT FROM THE HISTORY
OF YOUR WORDS AND ACTIONS.



Maria RAZUMICH-ZEC

**“If we don’t believe in the
messenger, we won’t
believe in the message.”**

Leaders Model the Way

Discuss a time a leader made a deposit into the emotional bank account and how this impacted you.

Discuss a time a leader made a withdrawal from the emotional bank account and how this impacted you.

Recap Practice 1

Model the Way

- Be honest, forward thinking, inspiring, and competent.
- Titles are given, but what you **DO** wins respect.
- Your words and your deeds must be consistent.
- Credibility is key.



**Leadership Lesson
Learned:
Leaders walk their
talk!**

Leadership Practice 2

Inspire a Shared Vision



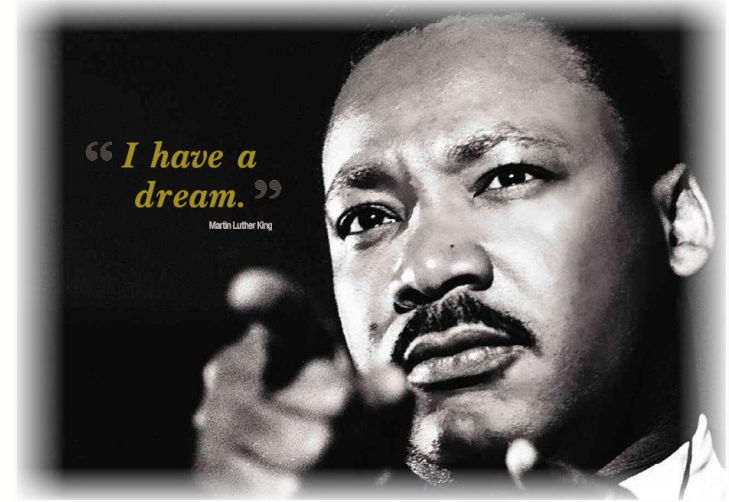
Transformational leadership requires
a shared vision of the future.

How can we make creating the vision
a collaborative process?



Martin Luther King, Jr. | | "I Have A Dream Speech" | | Wednesday, August 28th, 1963 - Bing video

- As you listened, what was the impact on you? How did MLK touch hearts and minds?
- What universal values did he speak to?
- What language and imagery made this speech so compelling?
- HOW DID MLK INSPIRE PEOPLE TO ACT?



*Why is the concept of
a **shared vision**
important in
community
leadership?*

The Language of Leadership

Leaders envision the **future** and get others to see the **possibilities**. They...

Bring their passion

Engage others in the process

Identify a problem to be solved or value to add

Appeal to shared aspirations and values

Highlight the impact

Use story and metaphor to animate a vision



Recap Practice 2:

Inspire a Shared Vision



Leaders passionately believe they can make a difference. They envision the future by appealing to shared aspirations. They breathe life into ideal and unique images of the future and get people to see how their own dreams can be realized through a common vision.



**YOU MISS 100%
OF THE SHOTS
YOU DON'T TAKE.**

- WAYNE GRETZKY

Leadership Practice 3

Challenge the Process

Challenging the Process



Question the status quo.

Seek opportunities.

Experiment. Take risks.

Fail forward.

Be proactive.

Embrace "YES, AND..."

Challengers of the World

Identify a leader who challenged
process and **inspired** you!



Discuss how they...

- Challenged the status quo
 - Took risks
 - Found opportunities
 - Enlisted others
- Shifted from the im**possible** to the **possible**

Recap Practice 3:

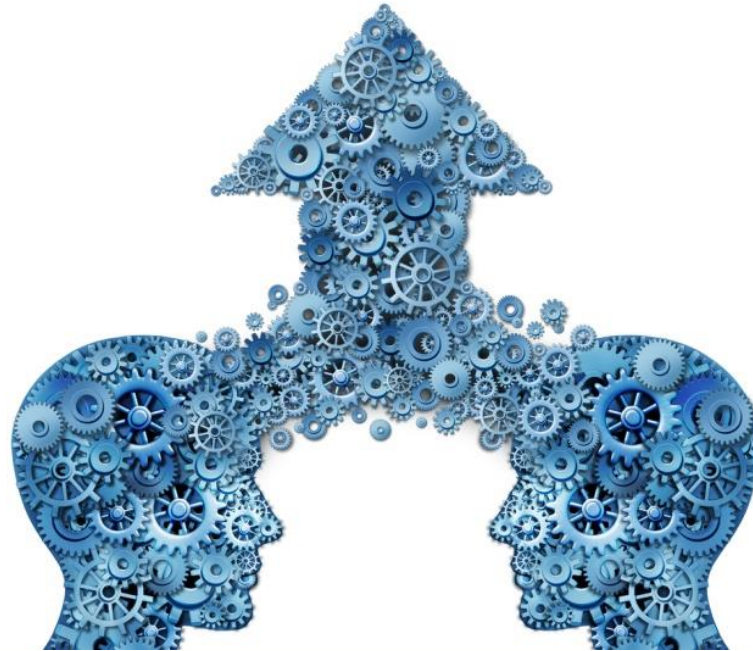
Challenge the Process



Challenge
assumptions.
Experiment.
Take Risks.

Leadership Practice 4:

Enable Others to Act



Enable Others to Act

Foster Collaboration

- Build a foundation of trust
- Create shared goals
- Seek integrative solutions
- Be inclusive; make space for every voice at the table



Enable Others to Act

Strengthen Others

- Coach and mentor
- Encourage experimentation; fail forward
- Celebrate small wins



What can you do to enable others to act?

- Building trust
- Create shared goals
- Seeking solutions
- Strengthening others
- Coaching and mentoring
- Creating wins



Recap Practice 4:

Enabling Others to Act



Leaders make others feel strong, capable, and confident to take initiative and responsibility.

Leadership Practice 5:

Encourage the Heart



**The Power of a
Thank You!**

Encourage the Heart



✓ Put people first

✓ Be available

✓ Recognize contributions and
celebrate accomplishments

✓ Build self-confidence through
high expectations

✓ *Bring empathy and compassion*



Recognition Roundtable

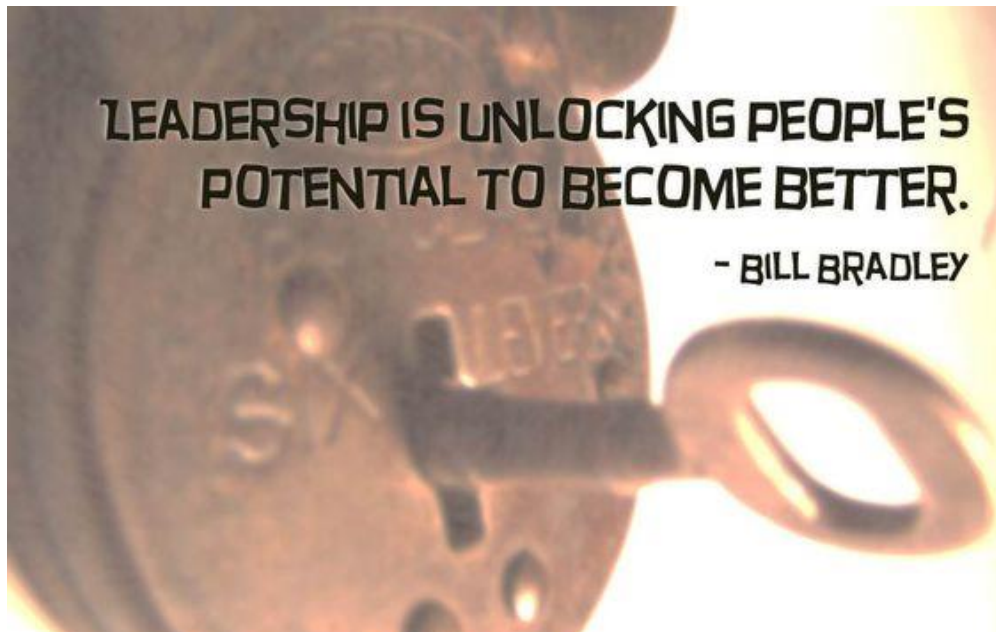
Think about a time your
contributions were recognized.
How did it feel?

1. What is authentic recognition?
2. Why is recognition important?
3. How do you feel when you are not recognized?



Recap Practice 5:

Encourage the Heart.



*By strengthening
yourself and
others, everyone
wins.*

Recap K&P Fundamental Practices of Leadership





Reflective Journaling:

What ideas or concepts resonate with you most?



Which Practice do you did you feel
was most/least valuable?
What do these lessons learned mean
in terms of your role as a leader?
What will you try to apply moving
forward?
What will you do differently, starting
now?



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