THE LEADERSHIP CHALLENGE

MSU – SEGMENT 2

Jude Del Preore
NACM Past President
Court Administrator, Burlington County, NJ
TRANSFORMATIVE LEADERS CONSISTENTLY SHARE 5 CHARACTERISTICS:

• Inspire a Shared Vision
• Challenge the Process
• Enable Others to Act
• Model the Way
• Encourage the Heart
INSPIRE A SHARED VISION

Focusing on the future sets leaders apart.
“Vision is the lifeblood of any organization. It is what keeps it moving forward. It provides meaning to the day-to-day challenges and setbacks that make up the rumble and tumble of real life.”

Michael Hyatt, CEO, Thomas Nelson
The difference between a **Vision** and a **Hallucination** is the number of people who see it.
Challenge

is the crucible of
greatness.
“Whatever the case, staring down uncertainty and ultimately overcoming this hurdle was a major theme.”

Katherine Winkel, Marketing Communications, Monsanto
ENABLE OTHERS TO ACT

Leaders

Foster

Collaboration

and Build Trust.
LEARN THE POWER OF “WE”

People respond more eagerly to the use of “We” v. “I”
There is magic in this word!

Angie Yim, Hewlett-Packard

- Create a Climate of **Trust**
- Facilitate **Relationships**
MODEL THE WAY

Transformative leaders know that if they want to gain commitment and achieve high standards, they must be models of the behavior they expect of others.
To effectively model the behavior they expect of others, leaders must be **clear** about **guiding principles**. They must clarify values.

- Find your voice
- Affirm shared values

Remember: Values Drive Commitment
Leadership is not an affair of the head. Leadership is an affair of the heart.

Put your heart in your business and
Your business is your heart!

Lead at a higher level.
7 ESSENTIALS OF ENCOURAGING THE HEART

- Set Clear Standards
- Expect the Best
- Pay Attention
- Tell the Story
- Personalize Recognition
- Celebrate Together
- Set the Example
EXERCISE

1) Write essential assigned to your group

2) How should this practice be conducted in your organization?

3) Give specific examples of how you can demonstrate this essential practice in your court
Transformative leadership creates valuable and positive change in followers and organizations.

Leaders transform followers by:
- Inspiring a Shared Vision
- Building Trust
- Encouraging the Heart
- Activating Higher Order Needs

4 key characteristics of Transformative Leaders:
- Honest
- Forward-Looking
- Competent
- Inspiring

Transformative leadership can have significant implications for organizations and staff.
You have to say *yes* to making a *difference*...to *integrity*...to your *beliefs*...to big *dreams*...to *collaboration*...to *trust*...to difficult *challenges*...to setting the *example*...to *learning*...and to your *heart*. 
Are **YOU** ready to say

“**YES**” ✨
RECOMMENDED READING

Stephen M.R. Covey, *The Speed of Trust*, 2006
Stephen M.R. Covey, et al *Smart Trust*, 2012