

21st Century Leadership Competencies and Behaviors

FORUM Virtual Conference, June 17, 2020

**National FORUM of State
Nursing Workforce Centers**



Presenters:

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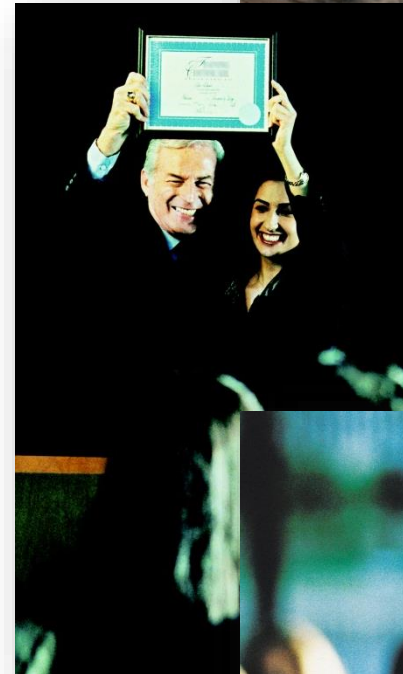
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Session Goals for 21st Century Leadership Competencies and Behaviors

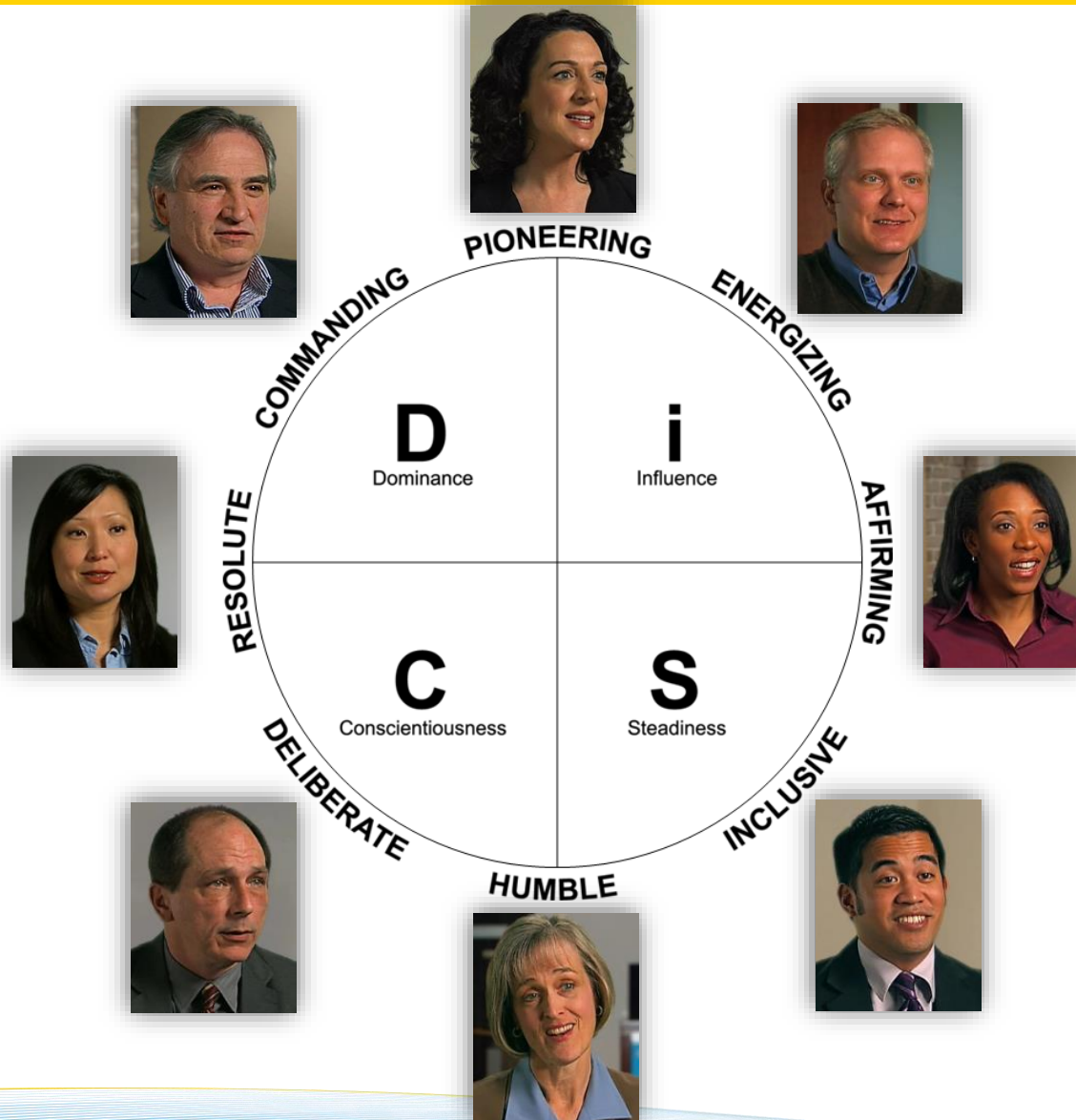
- Creating more productive relationships with your Team
- Discovering your style and priorities on the Everything DiSC[®] Leadership Map
- Learn about Best-Practice Leadership Behaviors based on the *Everything DiSC Work of Leaders*[®] Framework



Leadership is a
ONE to MANY
Relationship!

- <https://bcove.video/2PQeZjn>

Everything DiSC® Leadership Priorities



Discovering Your Style & Priorities



**Fast-Paced &
Outspoken**



**Accepting
& Warm**

**Questioning
& Skeptical**



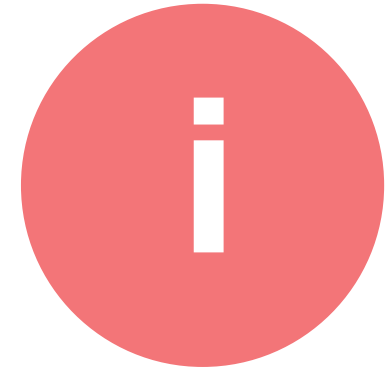
**Cautious &
Reflective**



Discovering Your Style & Priorities

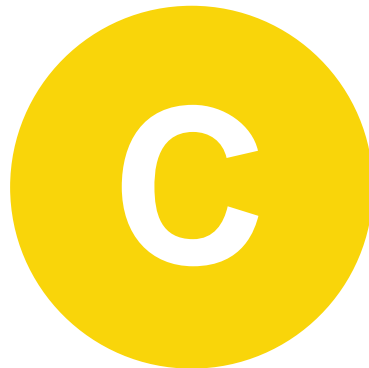


**Fast-Paced &
Outspoken**



**Questioning
& Skeptical**

**Accepting
& Warm**



**Cautious &
Reflective**

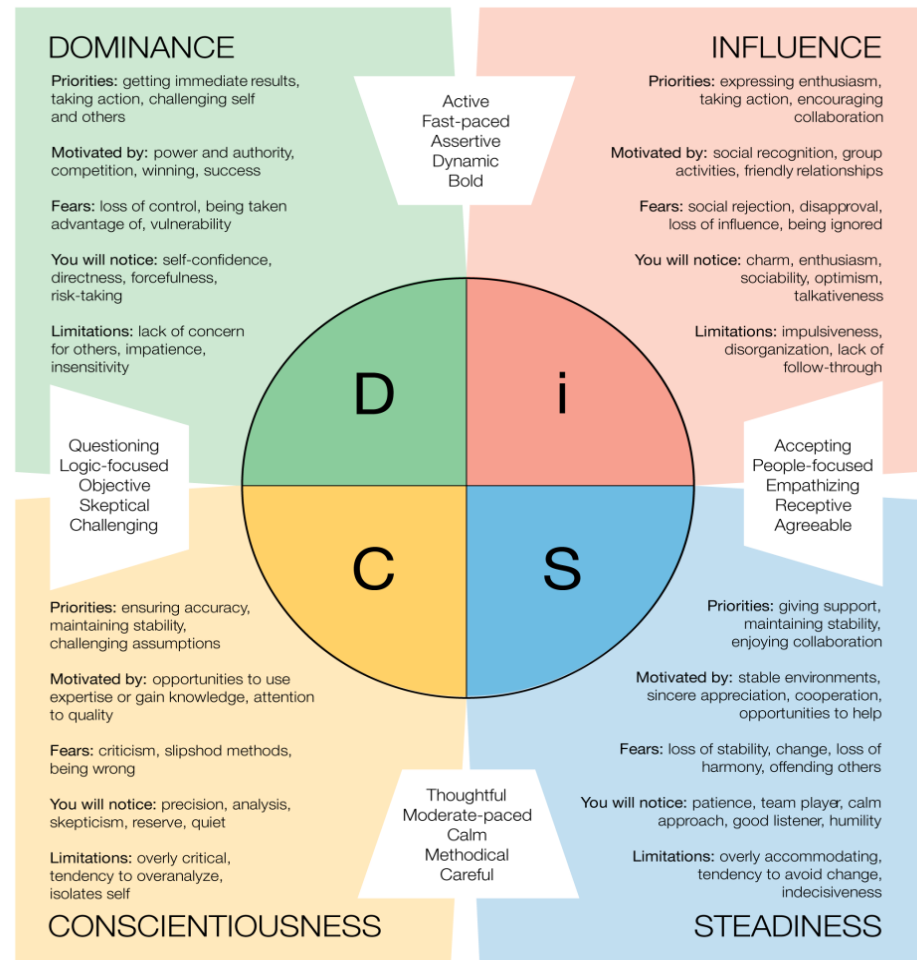


Overview of the DiSC[®] Styles

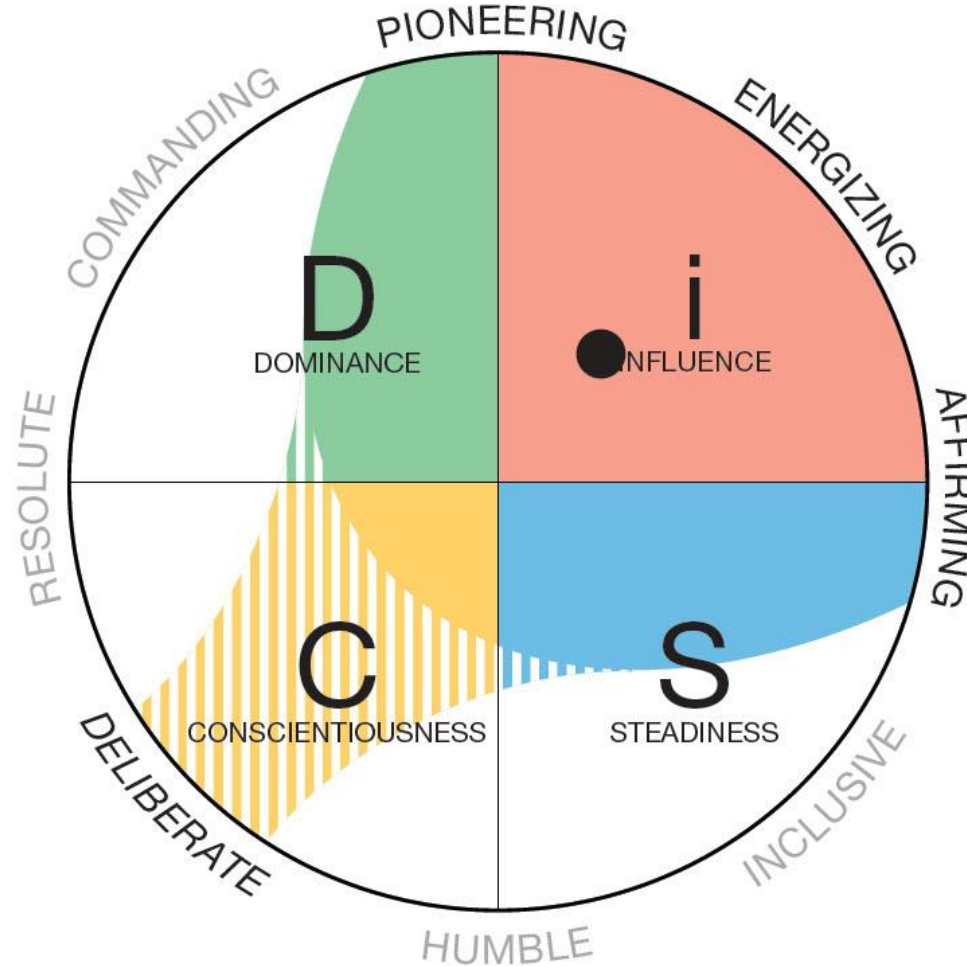
- Creating more productive relationships with your Team
- Discovering your style and priorities on the Everything DiSC[®] Leadership Map

OVERVIEW OF THE DiSC[®] STYLES

The graphic below provides a snapshot of the four basic DiSC[®] styles.

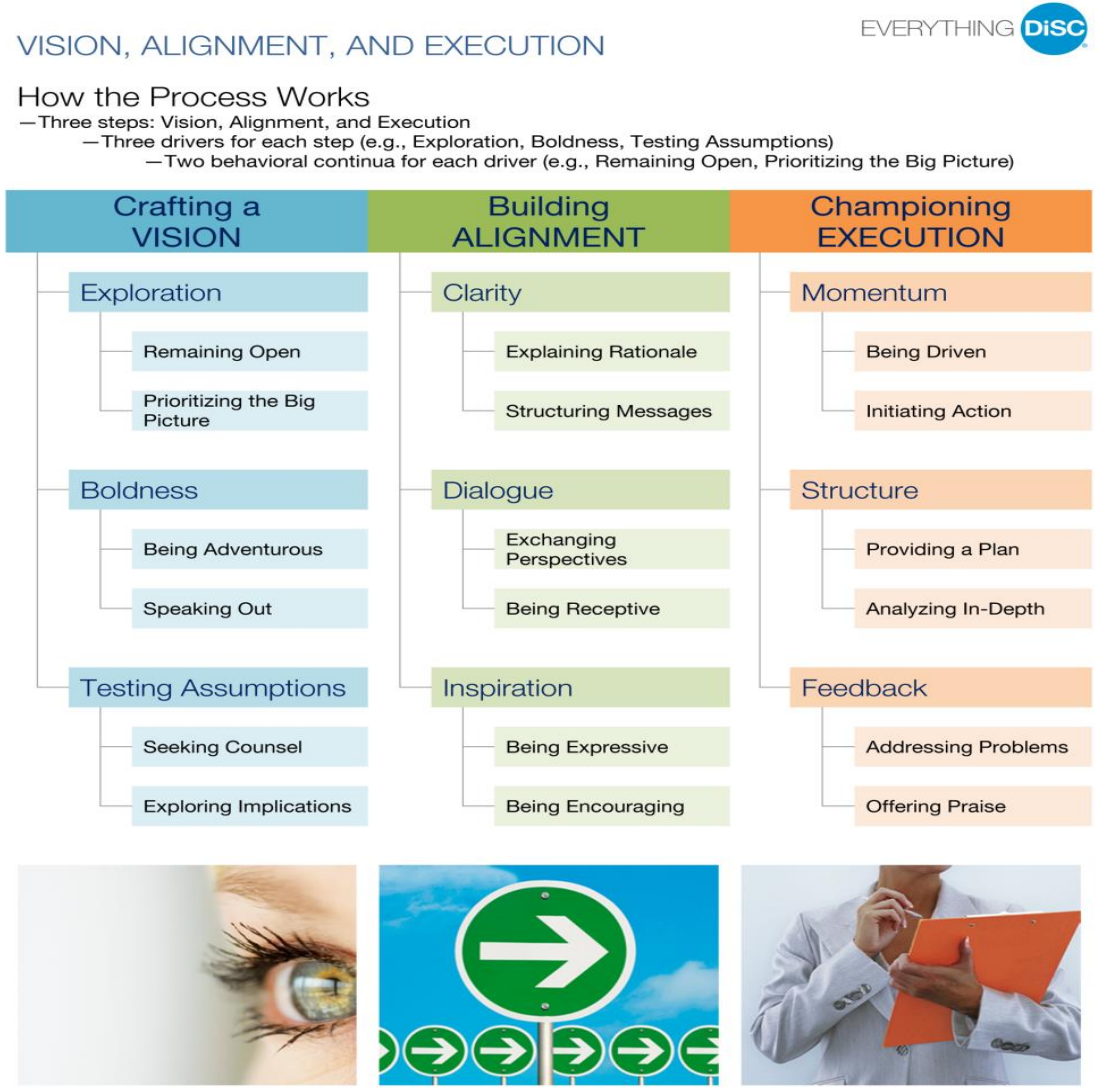


Marcia's Style & Priorities on the Everything DiSC® Leadership Map



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Best-Practice Leadership Behaviors based on the *Everything DiSC Work of Leaders*® Framework



Vision- Race to the Moon



May 25, 1961

Called for a lunar landing
before decade's end

July 20, 1969

First man on the moon



- Put a Computer on every desk and in every home-
Microsoft

Organize the world's information and make it
universally accessible and useful- **Google**

- Bring girls out of their cloistered home
environments to serve in their communities and
experience the open air- **Girl Scouts of America,**
founder, Juliette Gordon Low, 1912

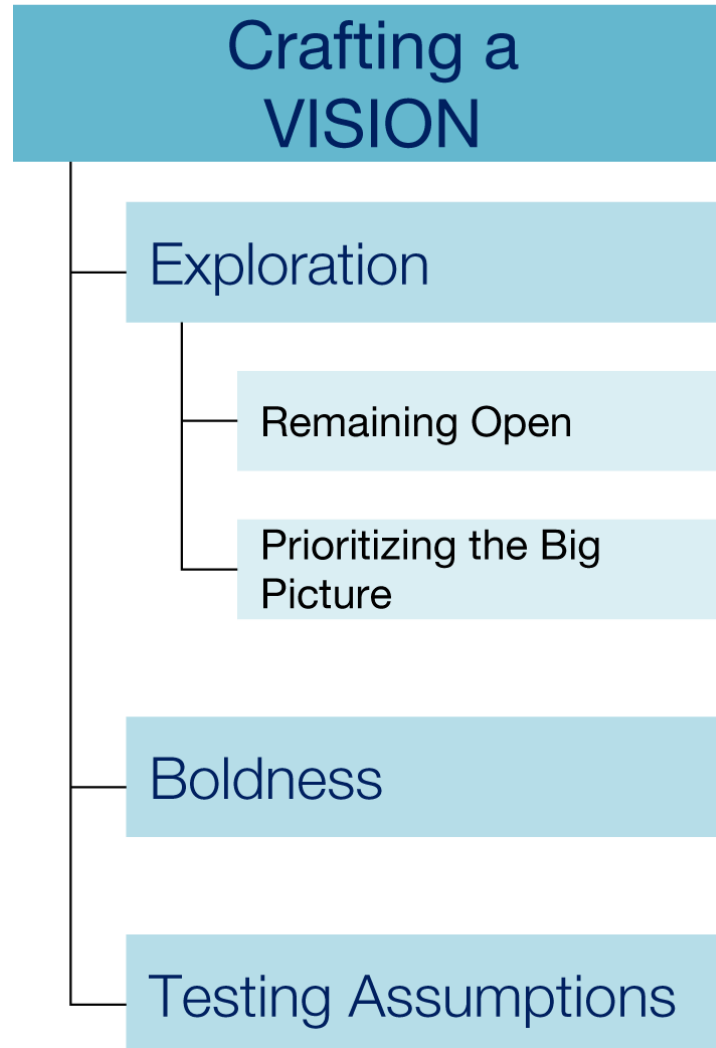
- Leaders at all levels are responsible for crafting visions
- Support the organization's vision
- Look different from the top-level vision, but are equally important



Three key drivers:

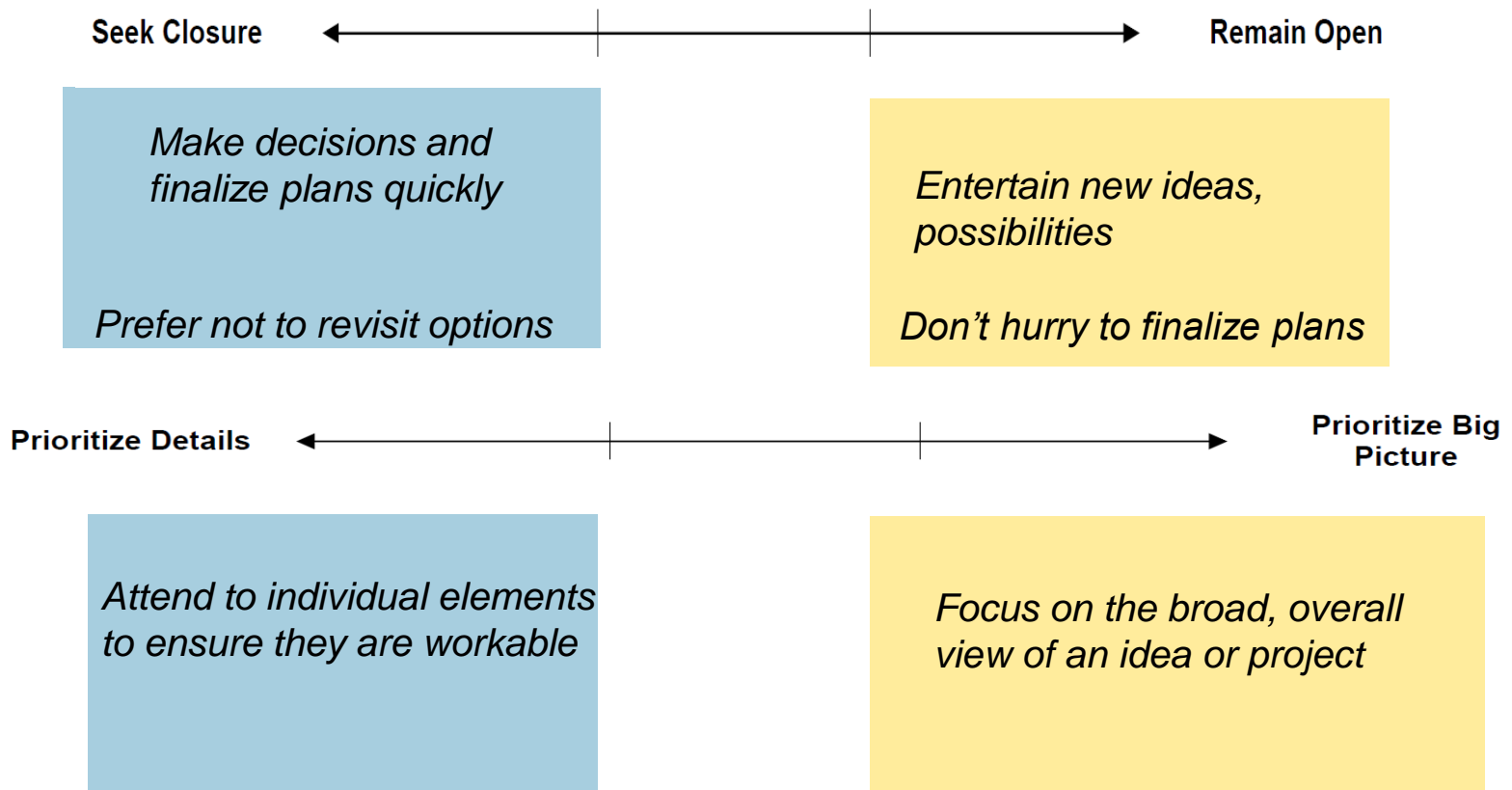
- Exploration
- Boldness
- Testing Assumptions





VISION > EXPLORATION > REMAINING OPEN & PRIORITIZING

Define the Behaviors that Relate to the Exploration Driver



VISION > EXPLORATION > REMAINING OPEN & PRIORITIZING BIG PICTURE

“Exploration” Behavioral Continua Activity

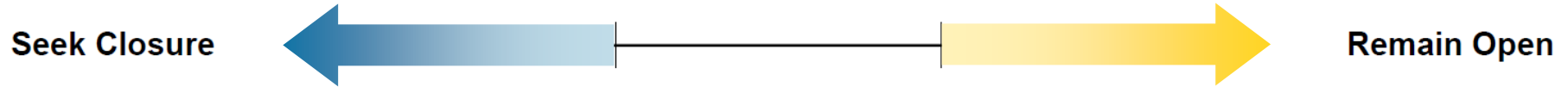
Take a total of 2 minutes and with your assigned Partner, connect through a **PRIVATE CHAT** in **ZOOM** and share with each other:

- Related to the behaviors of “Seeking Closure” and “Remaining Open”, where do YOU fall along the Continua and Why?
- Related to the behaviors of “Prioritizing Details” and “Prioritizing the Big Picture”, where do YOU fall along the Continua and Why?

**A group discussion will follow the Dyad Activity
Related to Leadership Best-Practice for Exploration**

Exploration Behavioral Continua

VISION > EXPLORATION > REMAINING OPEN & PRIORITIZING BIG PICTURE



*Exploration takes
more effort*

*Exploration comes
more naturally*



- Critical step for vision to become reality
- Requires continual communication
 - upward
 - downward
 - lateral



Dynamic, ongoing process

- **Clarity**
- **Dialogue**
- **Inspiration**

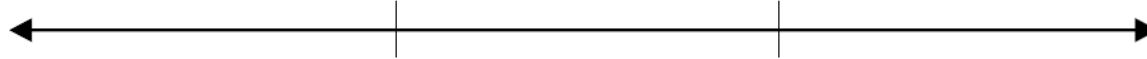
**Leaders must continually
monitor and realign**



Inspiration Behavioral Continua

ALIGNMENT > INSPIRATION > BEING EXPRESSIVE & BEING ENCOURAGING

Reserved

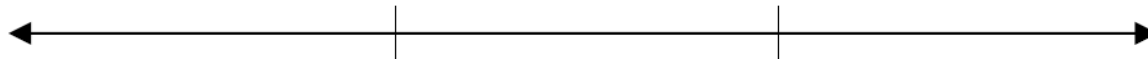


Expressive

Display little emotion even when they are excited about something

Are upbeat and communicate in an open and lively manner

Matter-of-Fact



Encouraging

Are straightforward, practical, and tend to focus on the facts

Inspire others to believe in the importance of their work

ALIGNMENT > INSPIRATION > BEING EXPRESSIVE & BEING ENCOURAGING

“Inspiration” Behavioral Continua Activity

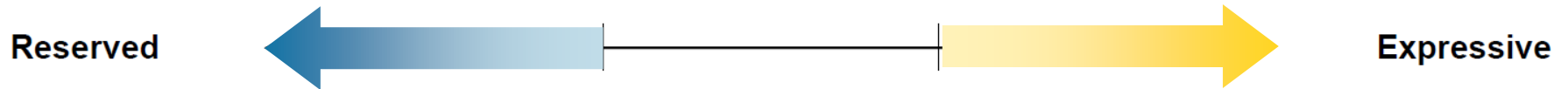
Take a total of 2 minutes and with your assigned Partner, connect through a **PRIVATE CHAT** in **ZOOM** and share with each other:

- Related to the behaviors of “**Reserved**” and “**Expressive**”, where do YOU fall along the Continua and Why?
- Related to the behaviors of “**Matter-of-Fact**” and “**Encouraging**”, where do YOU fall along the Continua and Why?

**A group discussion will follow the Dyad Activity
Related to Leadership Best-Practice for Inspiration**

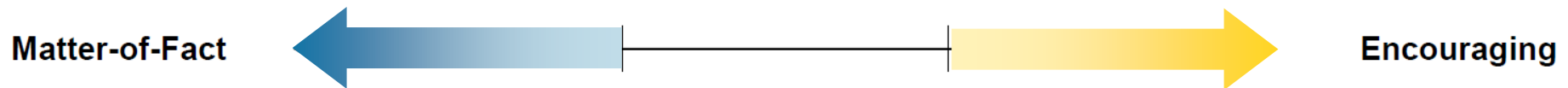
Inspiration Behavioral Continua

ALIGNMENT > INSPIRATION > BEING EXPRESSIVE & BEING ENCOURAGING



Inspiration takes
more effort

Inspiration comes
more naturally



Dynamic, ongoing process

- **Momentum**
- **Structure**
- **Feedback**

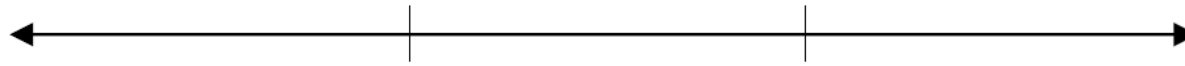
Leaders must continually monitor and focus



EXECUTION > STRUCTURE > PROVIDING A PLAN & ANALYZING IN-DEPTH

Behavioral Continua

Improvise

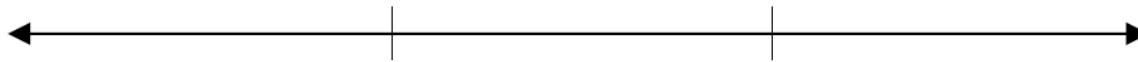


Plan

Figure things out as they go,
without much planning or
preparation

Develop an organized course
of action, setting clear
expectations and deadlines

Follow First
Impressions



Analyze In-Depth

Rely on their initial feelings
and views when moving
forward

Perform a thorough
examination of facts and
details

EXECUTION> STRUCTURE> PROVIDING A PLAN & ANALYZING IN-DEPTH

“Structure” Behavioral Continua Activity

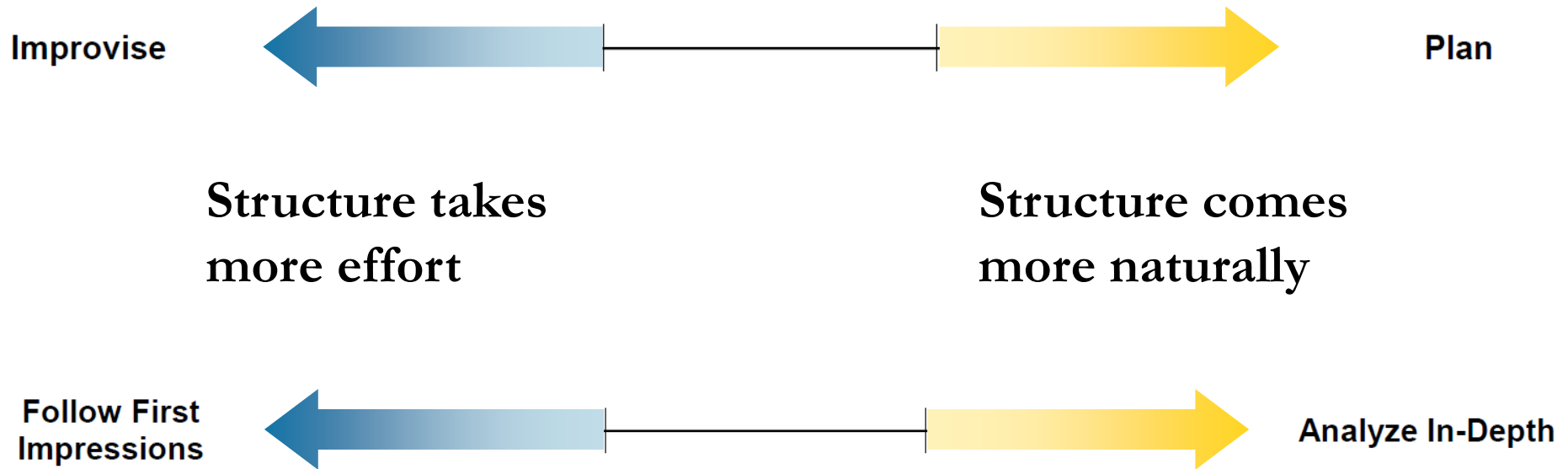
Take a total of 2 minutes and with your assigned Partner, connect through a **PRIVATE CHAT** in **ZOOM** and share with each other:

- Related to the behaviors of “**Improvise**” and “**Plan**”, where do YOU fall along the Continua and Why?
- Related to the behaviors of “**Follow First Impressions**” and “**Analyze In-Depth**”, where do YOU fall along the Continua and Why?

A group discussion will follow the Dyad Activity
Related to Leadership Best-Practice for Structure

Structure Behavioral Continua

EXECUTION > STRUCTURE > PROVIDING A PLAN & ANALYZING IN-DEPTH



Great leadership takes effort and experience

- Capitalize on strengths
- Address challenges



Challenge Areas- Did Any of Your Responses fall to the “Left” on the Continuum?

How would you address developing these leadership behaviors?

- What outcomes do you hope to achieve by developing your behavior in the area?
- What steps will you take to improve?
- Choose a timeframe that you will set aside for this work?
- Identify a resource or mentor to support you in your development!

Questions & Answers

Wrap Up & Next Steps

THANK YOU!

