

21st Century Leadership Competencies and Behaviors FORUM Virtual Conference, June 17, 2020

National FORUM of State Nursing Workforce Centers





Presenters:



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Session Goals for 21st Century Leadership Competencies and Behaviors

EVERYTHING DISC A Wiley Brand

- 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

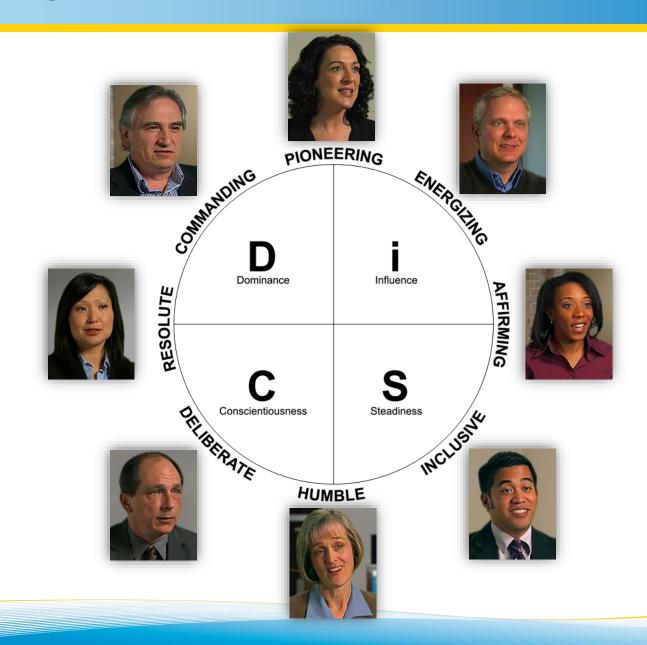


Video- Three key concepts for Leadership VERYTHING DISC

Leadership is a ONE to MANY Relationship!

https://bcove.video/2PQeZjn

Everything DiSC[®] Leadership Priorities

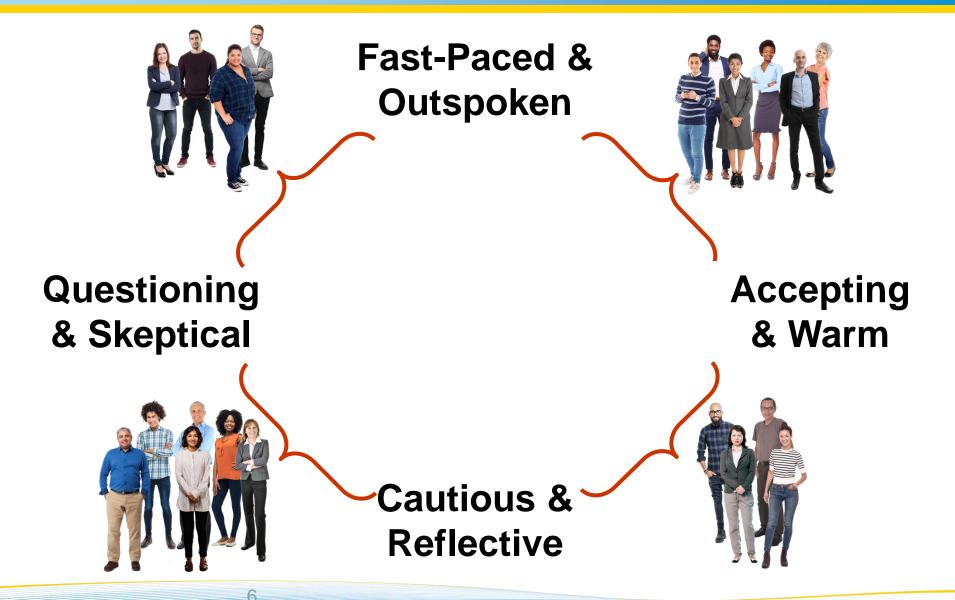


EVERYTI

DiSC

THING A Wiley <u>Brand</u>

Discovering Your Style & Priorities



EVERYT

DiSC

HNG

Discovering Your Style & Priorities



Fast-Paced & Outspoken



EVERYT

HNG

A Wiley Branc

DiSC

Questioning & Skeptical



Cautious & Reflective

Accepting & Warm



Overview of the DiSC[®] Styles

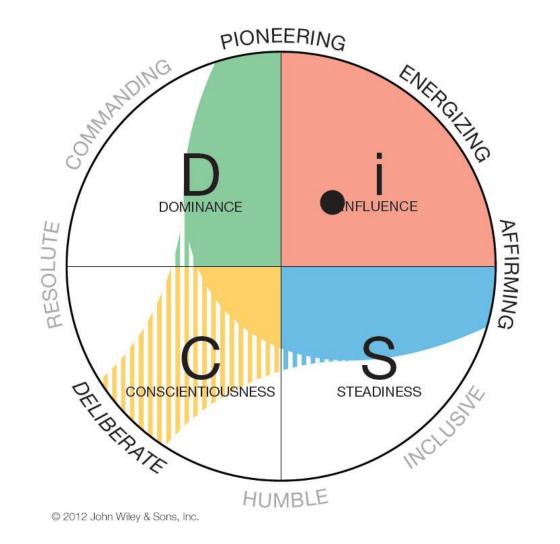


- Creating more productive relationships with your Team
- Discovering your style and priorities on the Everything DiSC[®] Leadership Map

EVERYTHING DISC OVERVIEW OF THE DISC® STYLES The graphic below provides a snapshot of the four basic DiSC[®] styles. DOMINANCE INFLUENCE Priorities: getting immediate results, Priorities: expressing enthusiasm, taking action, challenging self Active taking action, encouraging and others collaboration Fast-paced Assertive Motivated by: power and authority, Motivated by: social recognition, group Dynamic competition, winning, success activities, friendly relationships Bold Fears: loss of control, being taken Fears: social rejection, disapproval, advantage of, vulnerability loss of influence, being ignored You will notice: self-confidence. You will notice: charm, enthusiasm, directness, forcefulness, sociability, optimism, risk-taking talkativeness Limitations: lack of concern Limitations: impulsiveness, for others, impatience, disorganization, lack of follow-through insensitivity Questioning Accepting Logic-focused People-focused Objective Empathizing Skeptical Receptive Challenging Agreeable S Priorities: giving support, Priorities: ensuring accuracy, maintaining stability. maintaining stability, challenging assumptions enjoying collaboration Motivated by: stable environments, Motivated by: opportunities to use sincere appreciation, cooperation, expertise or gain knowledge, attention opportunities to help to quality Fears: loss of stability, change, loss of Fears: criticism, slipshod methods, harmony, offending others being wrong Thoughtful You will notice: patience, team player, calm You will notice: precision, analysis, Moderate-paced approach, good listener, humility skepticism, reserve, quiet Calm Methodical Limitations: overly accommodating, Limitations: overly critical, tendency to overanalyze, Careful tendency to avoid change. isolates self indecisiveness CONSCIENTIOUSNESS **STEADINESS**

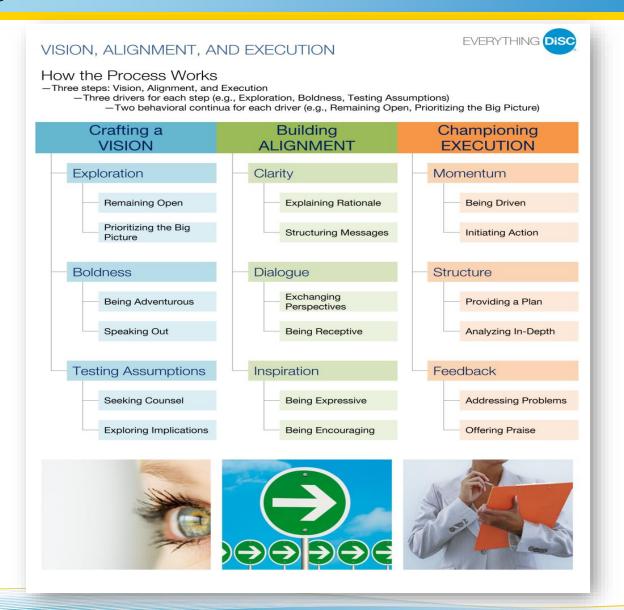
Marcia's Style & Priorities on the Everything DiSC[®] Leadership Map





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





10

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



Crafting a Vision





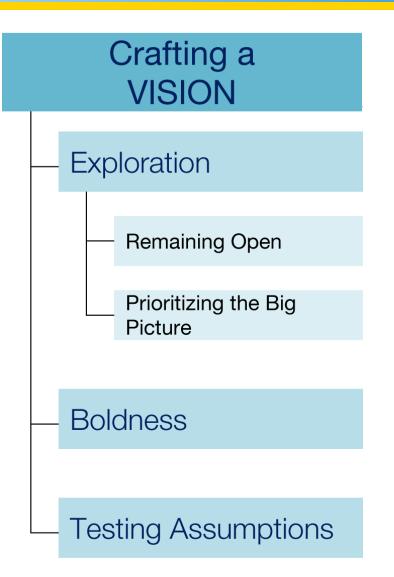
Three key drivers:

- Exploration
- Boldness
- Testing Assumptions



Work of Leaders Process



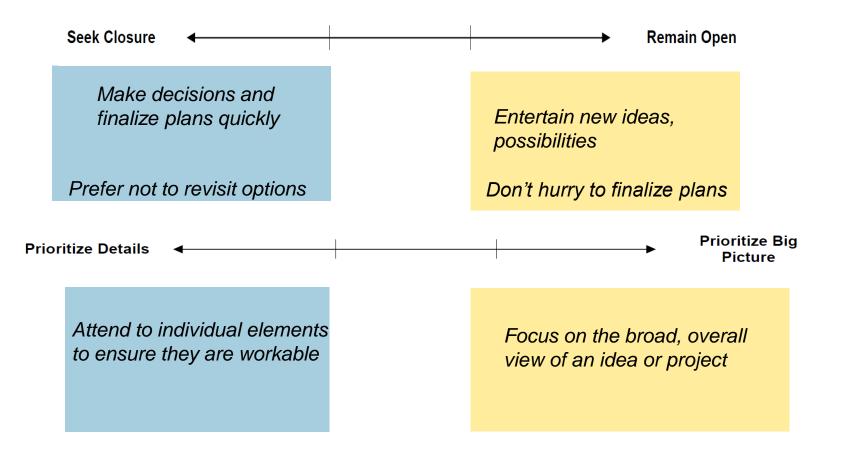


VISION > EXPLORATION >



REMAINING OPEN & PRIORITIZING

Define the Behaviors that Relate to the Exploration Driver





VISION > EXPLORATION > REMAINING OPEN & PRIORITIZING BIG PICTURE

"Exploration" Behavioral Continua Activity

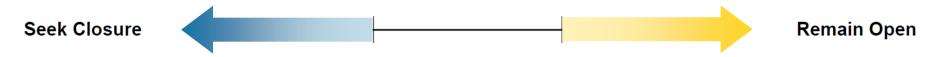
Take a total of 2 minutes and with your assigned Partner, connect through a PRIVATE CHAT in ZOOM and share with each other:

- 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

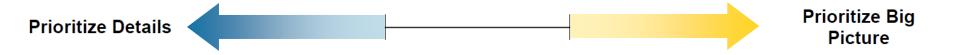
Exploration Behavioral Continua





Exploration takes more effort

Exploration comes more naturally



Defining Alignment





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







Dynamic, ongoing process

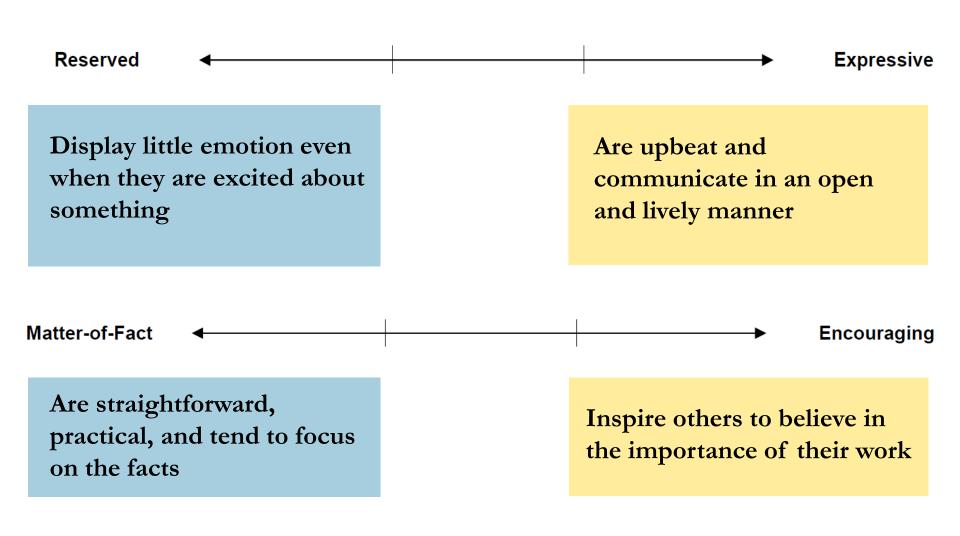
- **Clarity**
- Dialogue
- Inspiration

Leaders must continually monitor and realign

Inspiration Behavioral Continua



ALIGNMENT > INSPIRATION > BEING EXPRESSIVE & BEING ENCOURAGING





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:

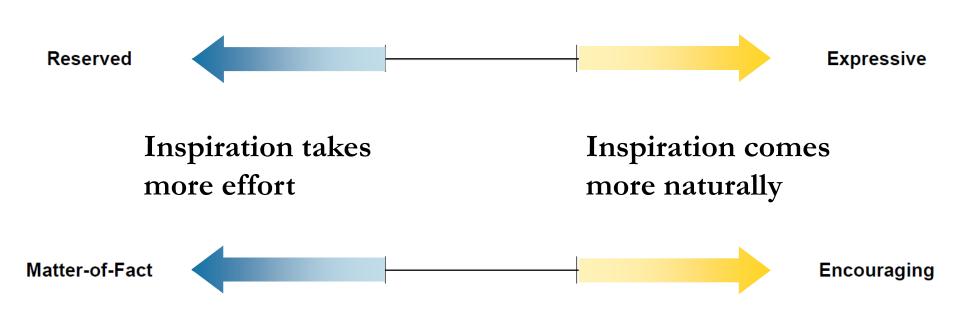
- Related to the behaviors of "Reserved" and "Expressive", where do YOU fall along the Continua and Why?
- Related to the behaviors of "Matter-of-Fact" and "Encouraging", where do YOU fall along the Continua and Why?

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

Inspiration Behavioral Continua



ALIGNMENT > INSPIRATION > BEING EXPRESSIVE & BEING ENCOURAGING



Championing Execution





Dynamic, ongoing process

- Momentum
- Structure
- Feedback

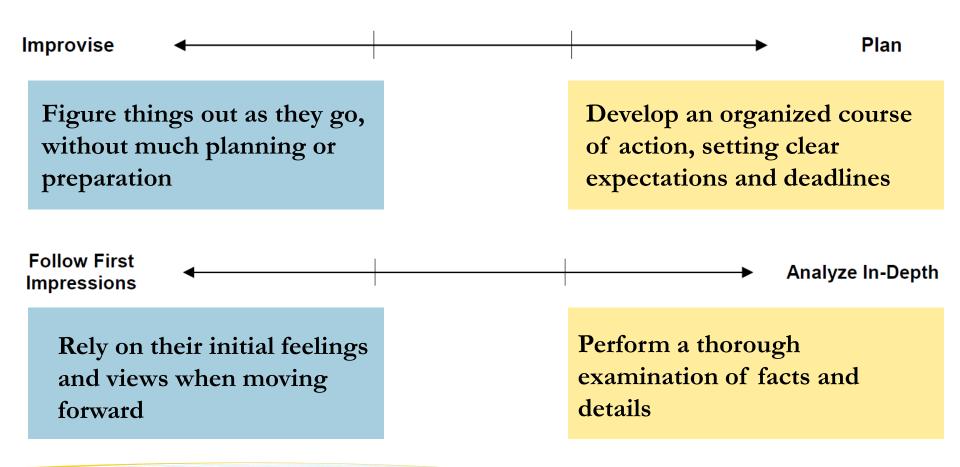
Leaders must continually monitor and focus

Structure Behavioral Continua



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

Behavioral Continua





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:

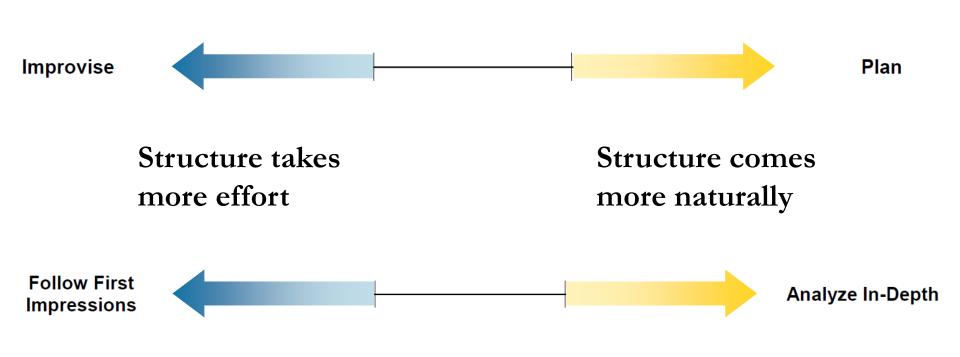
- Related to the behaviors of "Improvise" and "Plan", where do YOU fall along the Continua and Why?
- Related to the behaviors of "Follow First Impressions" and "Analyze In-Depth", where do YOU fall along the Continua and Why?

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



Increase Leadership Effectiveness

Great leadership takes effort and experience

- Capitalize on strengths
- Address challenges









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!



