Understanding Your Authentic Leadership

Using the experiences of others to discover your leadership strengths

David K. Rehr, PhD
Where should we look?

Google Authentic Leadership

86,100,000

(0.58 seconds)
Where should we look?

500 books on subject

amazon.com
Do authentic leaders have similar traits?

Here is what science has found…

- 1,000+ studies – none produced a clear profile of a leader…
- Author Bill George, former CEO of Medtronic, interviewed 125 leaders and got this results…
An Authentic leader demonstrates that he/she:

1. Understands purpose
2. Practices solid values
3. Leads with heart
4. Establishes connected relationships
5. Demonstrates self-discipline
Do you have the real courage to assess your strengths and weaknesses on a regular basis and engage in life-long “tweaking…”
Author Daniel Goldman published research on issue of emotional intelligence – authentic leaders looked inside to understand their leadership style by looking across all types of jobs and companies.
“...intellect was a driver of outstanding performance. Cognitive skills such as pig-picture thinking and long-term vision were particularly important...emotional intelligence proved as twice as important as the others for jobs at all levels.”

Daniel Goleman

Emotional Intelligence
Another way to look at this issue – Emotional Intelligence

- Self-Awareness
- Self-Regulation
  - Motivation
  - Empathy
- Social Skill
Steps in understanding emotional intelligence

1. Framing your life story
2. Knowing your authentic self
3. Practicing your values and principles
4. Balancing your Extrinsic and Intrinsic motivations
5. Building your support team
6. Integrating your life by staying grounded
7. Empowering people to lead
“Formulate and stamp indelibly on your mind a mental picture of yourself succeeding. Hold this picture tenaciously. Never permit to fade. Your mind will seek to develop the picture…Do not build up obstacles in your imagination.”

Norman Vincent Peale
“Repetition of the same thought or physical action develops into a habit which, repeated frequently enough, becomes an automatic reflex”

Norman Vincent Peale
“Power tends to corrupt, and absolute power corrupts absolutely.”

Lord Acton
British member of Parliament
Leadership words to follow

Pick someone who helps your leadership style
Be “Open”

Innovation

Phonographs, light bulb, microphone, stock ticker, electric lighting, kinetiscope.

Belief

“I readily absorb ideas from every source, frequently starting where the last person left off.”

Thomas Edison
Demonstrate “Passion”

Steve Jobs

Innovation
Macintosh, iPod, iPhone, iTunes, MacBook, iPad, the Apple Store

Belief
“…Unless you have a lot of passion about this, you’re not going to survive. You’re going to give up.”
Demonstrate “Courage”

Age

Failed in Business 22
Ran for Legislature – defeated 23
Again failed in Business 24
Elected to Legislature 25
Sweetheart Died 26
Had a Nervous Breakdown 27
Defeated for Speaker 29
Defeated for Elector 31
Defeated for Congress 34
Elected for Congress 37
Defeated for Congress 39
Defeated for Senate 46
Defeated for Vice President 47
Defeated for Senate 49
Elected U.S. President 51
Dr. Martin Luther King

Pastor of Dexter Avenue Baptist Church at 25

Led Montgomery bus boycott in 1955 – house was bombed

Founder and head of Southern Christian Leadership Conference

Gave “I Have a Dream” speech at Lincoln Memorial in 1963

Assassinated at 39
Take “Risk”

George Washington

Innovation

Led men on night crossing of Delaware River

History

Lost more battles than he won. Outnumbered. Half of troops not fit for service. Third had no shoes. Terrible storm.

Password – “Victory or Death”
Have “Audacity”

Innovation

Motivated his lone nation to continue to fight Nazism

History

10 years he spoke against Hitler – no one listened
Europe fell; France was defeated
England was alone
Many English wanted to sue for peace

Winston Churchill
“Victory, victory at all costs, victory in spite of terror, victory however long and hard the road may be; for without victory there is no survival.”

Speech, House of Commons,
May 13, 1940
Elizabeth Blackwell

First woman Doctor in US

Inspired by dying friend who said, “the worst part of my illness is that I am being treated by a rough unfeeling man”

Rejected by 29 medical schools

Finally accepted by Geneva Medical School in New York. Many thought her admittance was a joke.

Many faculty and students refused to attend classes with her. She graduated #1 in her class.
Rehr’s Leadership Traits

Be “Open”
Demonstrate “Passion”
Display “Courage”
Show “Conviction”
Take “Risk”
Have “Audacity”
Exhibit “Perseverance”