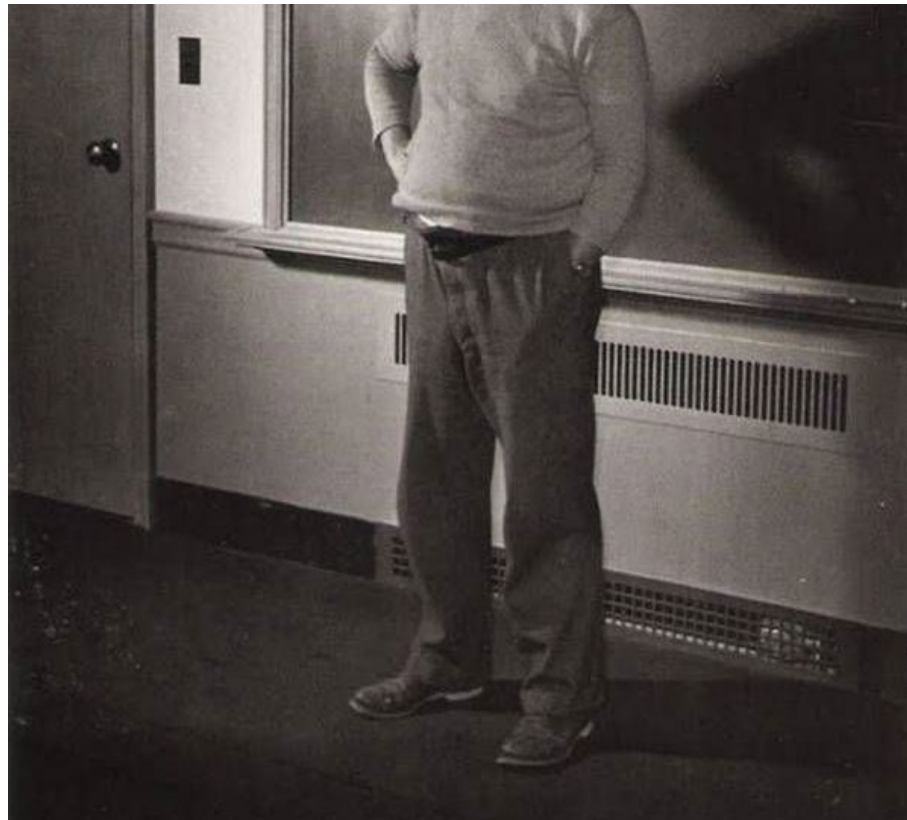


# What will be the impact from your style of Leadership?

2023 Leadership North Carolina  
Class 30 Duke Energy Economic Development Session

Presenter: Greg Singleton, Dean of Programs, Workforce &  
Continuing Education at Central Carolina Community College

Would you hire him?



# Qualities of today's best Leadership

- ▶ Decisiveness
- ▶ Awareness
- ▶ Focus
- ▶ Accountability
- ▶ Empathy
- ▶ Confidence
- ▶ Optimism
- ▶ Honesty
- ▶ Inspiration

# Bravery



# HELLO

I am...

*leaving my  
comfort zone*

# Loss of Friendship(s) or Staff Member(s)





BURNOUT

The word "BURNOUT" is rendered in a stylized, outlined font that appears to be made of glowing orange and yellow flames. The letters are set against a solid black rectangular background. This central graphic is framed by a white border, which is itself surrounded by a green geometric pattern of overlapping triangles and polygons.





Is being a LEADER really worth it?



# What is Leadership?

**Wikipedia** *“Leadership is both a research area and a practical skill encompassing the ability of an individual or organization to “lead” or guide other individuals, teams or entire organizations”*

**Steven M. Smith** > *“Leadership is the ability to adapt the setting so everyone feels empowered to contribute creatively to solving the problems”*

1. Creates an inspiring vision of the future.
2. Motivates and inspires people to engage with that vision.
3. Manages delivery of the vision.
4. Coaches and builds a team, so that it is more effective at achieving the vision.

# My 1<sup>st</sup> Exposer to Leadership & Influence



# What is a Generation?

- ▶ body of living beings constituting a single step in the line of descent from an ancestor
- ▶ group of individuals born and living contemporaneously
- ▶ type or class of objects usually developed from an earlier type

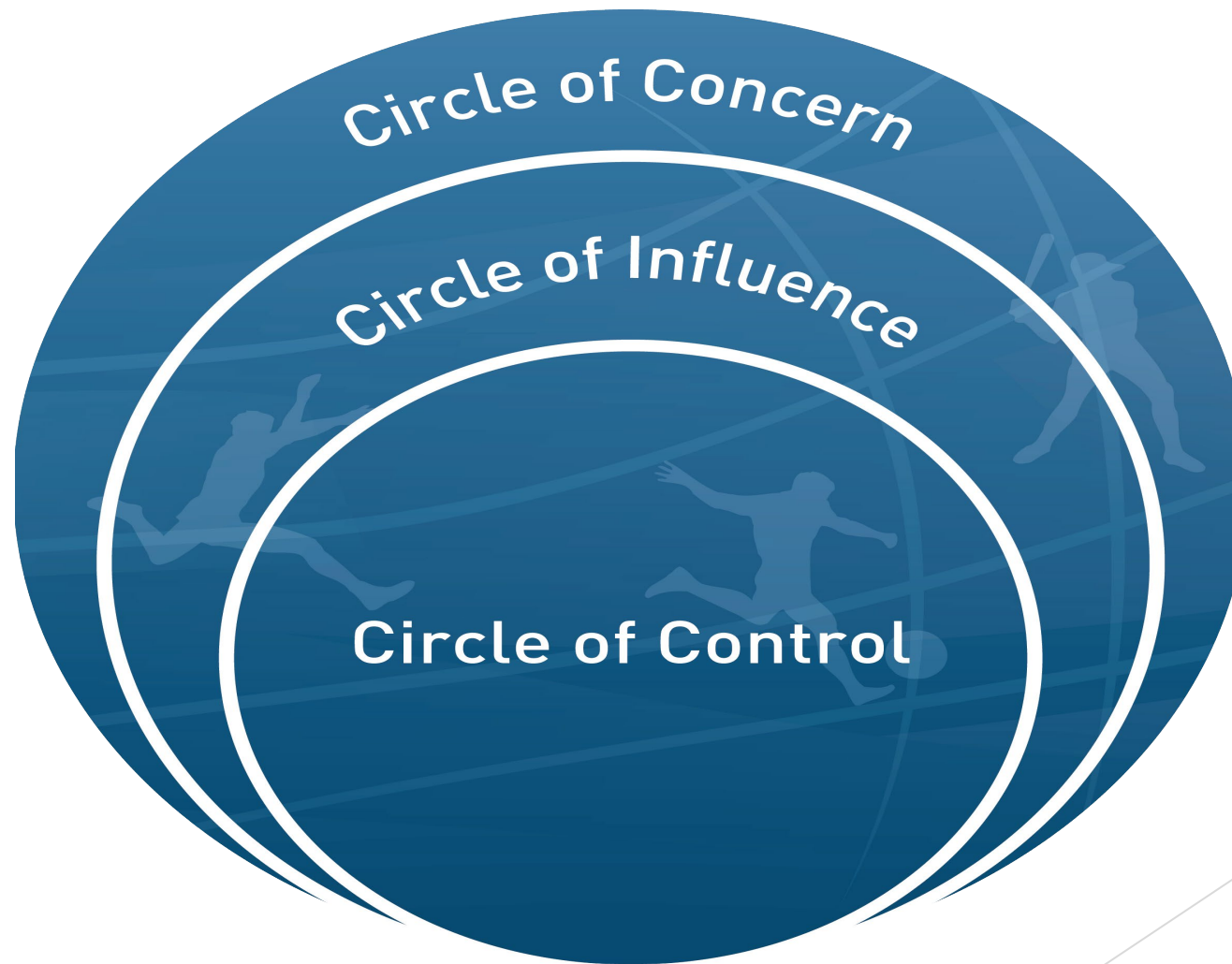
# Generational Break Down

- ▶ **Traditionalist** = Born dates - 1927 - 1946
- ▶ Wanted to leave Legacy and are Loyal
- ▶ **Baby Boomers** = Born dates - 1946 - 1964
- ▶ Wanted a Stella Career and are Optimist/Visionary
- ▶ **Generation X** = Born dates - 1965 - 1980
- ▶ Wanted a portable Career and are Skeptical/Distrustful of institution.
- ▶ **Generation Y/Millennials** = Born dates - 1981 - 1996
- ▶ Wanted work to be Meaningful and very Realistic/Truthful
- ▶ **Generation Z** - Born dates - 1997 - 2012
- ▶ Highly diverse, Very Hi-tech in communication, technology driven life-style.

# United States Generational Breakdown

- ▶ Generation Z - There are no precise dates for when this cohort starts or ends; demographers and researchers typically start this generation in the mid-1990s (typically born after 1995 or 1996 specifically) but sometimes start it up to the mid-2000s and end the birth years ranging from the late 2000s to mid-2020s. Age range from 6 to 24 yrs of age!!!

\*Though the JURY is still out on Gen Z...we know a lot about the environment they are growing up in.



# Information from our Influence circle





# Values



# Experiences



# Styles



# Visual Looks



# Workplace differences





# Classrooms



# Community





# Community





# Misunderstanding



# Frustrations



# Military Officer Leadership Style(s)



# Army ROTC 17 Leadership Dimensions

- ▶ **Military Bearing** - Projecting a commanding presence and professional image of authority
- ▶ **Physically Fit** - Having sound health, strength, and endurance that supports one's emotional health and conceptual abilities under stress
- ▶ **Confident** - Projects self-confidence and certainty; demonstrates composure and poise; calm and collected; possesses self control of emotions
- ▶ **Resilient** - Showing a tendency to recover quickly from setbacks, shock, adversity, stress or injury while maintaining a mission and organizational focus
- ▶ **Mental Agility** - Flexibility of mind; a tendency to anticipate or adapt to ever-changing conditions

- ▶ **Sound Judgment** - Assesses situations and draws feasible conclusions; makes sound and timely decisions
- ▶ **Innovation** - Ability to introduce something new; is original in thoughts and ideas; creative
- ▶ **Interpersonal Tact** - Effectively interacts with others; possesses the capacity to understand personal interactions with others; awareness of how others see you
- ▶ **Domain Knowledge** - Possessing facts, beliefs, and logical assumptions in relevant areas; technical, tactical, cultural and geopolitical knowledge
- ▶ **Leads Others** - Motivates, inspires, and influences others to take initiative, to work toward a common purpose, to accomplish critical tasks and to achieve unit objectives
- ▶ **Extends Influence Beyond CoC** - Uses indirect means to influence others outside normal chain of command that involves diplomacy, negotiation, conflict resolution and mediation
- ▶ **Leads by Example** - Provides the example to others; serves as a role model; maintains high standards in all aspects of behavior and character

- ▶ **Communicates** - Clearly expresses ideas to ensure understanding, actively listens to others, and practices effective communication techniques
- ▶ **Creates a Positive Environment** - Creates a positive cultural and ethical environment
- ▶ **Prepares Self** - Self-study, self-development and becoming multi-skilled; ensures they are prepared to lead
- ▶ **Develops Others** - Encourages and supports others to grow as individuals and teams; prepares others for success; makes the organization more versatile
- ▶ **Gets Results** - Structuring what needs to be done so results are consistently produced; developing and executing plans while providing direction, guidance and clear priorities towards mission accomplishment; manages the resources required for mission accomplishment



# Common Leadership Styles





# The Coercive Leader

Demands immediate compliance

- ▶ Pro(s):
  - ▶ Most effective in times of crisis, such as in a company turnaround or a takeover attempt
  - ▶ Effective during an actual emergency like a tornado, terrorist attack or a fire
  - ▶ Skilled at controlling staffers when all else has failed.
- ▶ Con(s):
  - ▶ This style should be avoided in almost every other case because it can alienate people, smother flexibility and creativity

# The Authoritative Leader

“Come with me.”

- ▶ Pro(s)

- ▶ Ability to mobilize the team toward a common vision and focuses on end goals, leaving the means up to each individual.
- ▶ Great style to apply when the team needs a new vision because circumstances have changed, or when explicit guidance is not required
- ▶ Inspire an entrepreneurial spirit and vibrant enthusiasm for the mission.

- ▶ Con(s)

- ▶ not the best fit when the leader is working with a team of experts who know more than him or her.

# The Affiliative Leader

“People come first.”

- ▶ Pro(s)
  - ▶ Ability to create emotional bonds that bring a feeling of bonding and belonging to the organization.
  - ▶ Effective in times of stress, when teammates need to heal from a trauma, or when the team needs to rebuild trust.
- ▶ Con(s)
  - ▶ This style should not be used exclusively, because a sole reliance on praise and nurturing can foster ordinary performance and a lack of direction.

# The Democratic Leader

What do you think?

- ▶ Pro(s)
  - ▶ The ability to build consensus through participation.
  - ▶ Most effective when the leader needs the team to buy into or have ownership of a decision, plan, or goal, or if he or she is uncertain and needs fresh ideas from qualified teammates.
- ▶ Con(s)
  - ▶ This style is not the best choice in an emergency situation, when time is of the essence for another reason or when teammates are not informed enough to offer sufficient guidance to the leader.

# The Pacesetting Leader

“Do as I do, now.”

- ▶ Pro(s)
  - ▶ Expects and models excellence and self-direction.
  - ▶ Works best when the team is already motivated and skilled, and the leader needs quick results.
- ▶ Con(s)
  - ▶ Though used extensively, this style can overwhelm team members and squelch innovation.

# The Coaching Leader

“Try This.”

- ▶ Pro(s)
  - ▶ This style develops people for the future.
  - ▶ The coaching style works best when the leader wants to help teammates build lasting personal strengths that make them more successful overall.
- ▶ Con(s)
  - ▶ It is least effective when teammates are defiant and unwilling to change or learn, or if the leader lacks proficiency.

## Other Leadership styles

- ▶ **Bureaucratic**, whose leaders focus on following every rule.
- ▶ **Charismatic**, in which leaders inspire enthusiasm in their teams and are energetic in motivating others to move forward.
- ▶ **Servant**, whose leaders focus on meeting the needs of the team.
- ▶ **Transactional**, in which leaders inspire by expecting the best from everyone and themselves.
- ▶ **Autocrat**, is exemplified in a system where the majority of decisions are made by a single person, with little to no input from anyone else.

## 4 ways that good leaders achieve success

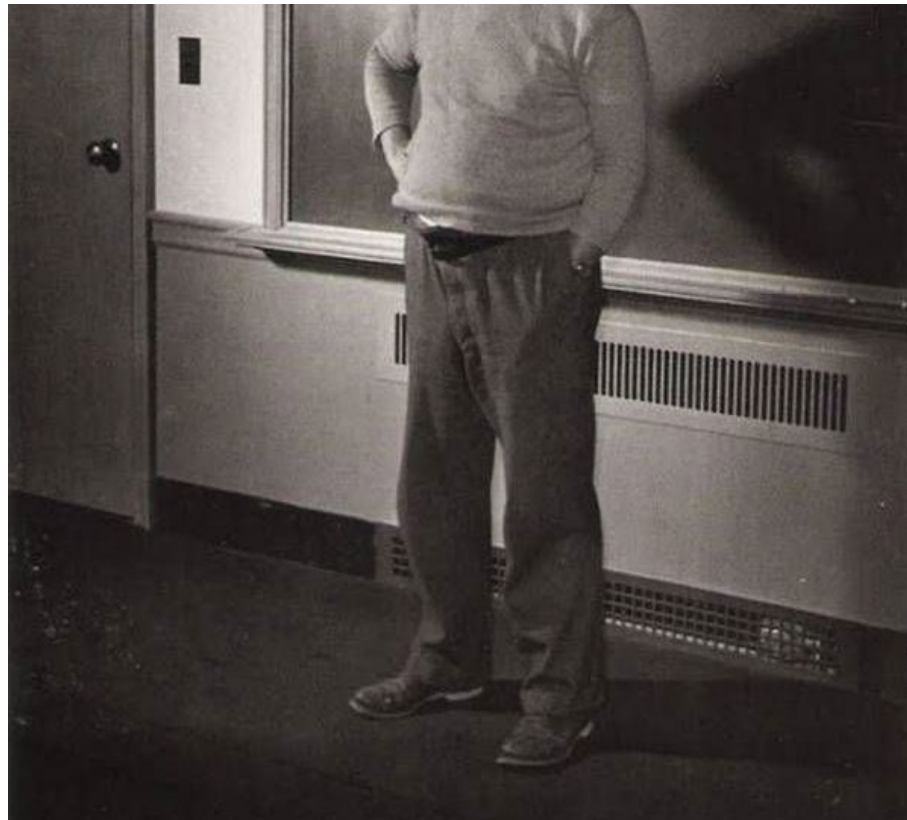
1. Leaders better their environment
2. They know their team and themselves well
3. Leaders maintain a positive attitude
4. They build the next generation of leaders



# Leaders are often Challenged



Would you hire him?



# American, German, Prussian, Swiss & Weimar

