



DEVELOPING LEADERS, EMPOWERING GROWTH: LEADERSHIP STYLES & BUY IN

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LEADERSHIP STYLES & THE IMPORTANCE OF BUILDING A LEADERSHIP CULTURE

- Transformational Leadership
- Servant Leadership
- Situational Leadership
- Autocratic Leadership
- Laissez-Faire Leadership
- Transactional Leadership

HOW DO YOU GET BUY IN?



Leader Recharge | Emotional Intelligence & Resilience | Discipline & Goal Setting

“Persistence and resilience only come from having been given the chance to work through difficult problems.”
GEVERTALLEY



SMART & WOOP GOALS

SMART Goals



- **Specific:** Clearly define what you want to accomplish.
- **Measurable:** Identify how you will track progress.
- **Achievable:** Ensure the goal is realistic and attainable.
- **Relevant:** Align the goal with your leadership development.
- **Time-bound:** Set a deadline for achieving the goal

WOOP Model



- **Wish:** What do you hope to achieve?
- **Outcome:** What will success look like?
- **Obstacle:** What challenges might arise?
- **Plan:** Create an if-then strategy to overcome these obstacles



“

Resilience is a choice. It's choosing to rise above your circumstances, no matter how difficult, and become the person you're meant to be.

DAVID GOGGINS

GRACIOUSQUOTES.COM

CHANGE IS THE ONLY CONSTANT

1. Guide the team through change and constant adaptations, minor and major, critical to growth & success.
2. Strategize your vision into steps that are attainable
3. Align and re-align as needed





**BUILDING A STRONG
LEADERSHIP TEAM**

**MANAGING TEAM DYNAMICS
SUCCESSFUL CONFLICT
RESOLUTION**



BUILDING A STRONG LEADERSHIP TEAM

- Key Factors to building your team
- Mastering Team Dynamics
- Successful Conflict Resolution

BUILDING A STRONG TEAM



Shared Mission

When the mission is shared, collaboration increases.



Responsibilities/ Accountability

Clarity reduces mistakes, improves efficiency, and builds trust between leaders.



Strong Communication Skills

Small communication failures create big operational issues.



Leadership Development

Department Heads thrive when they are invested.

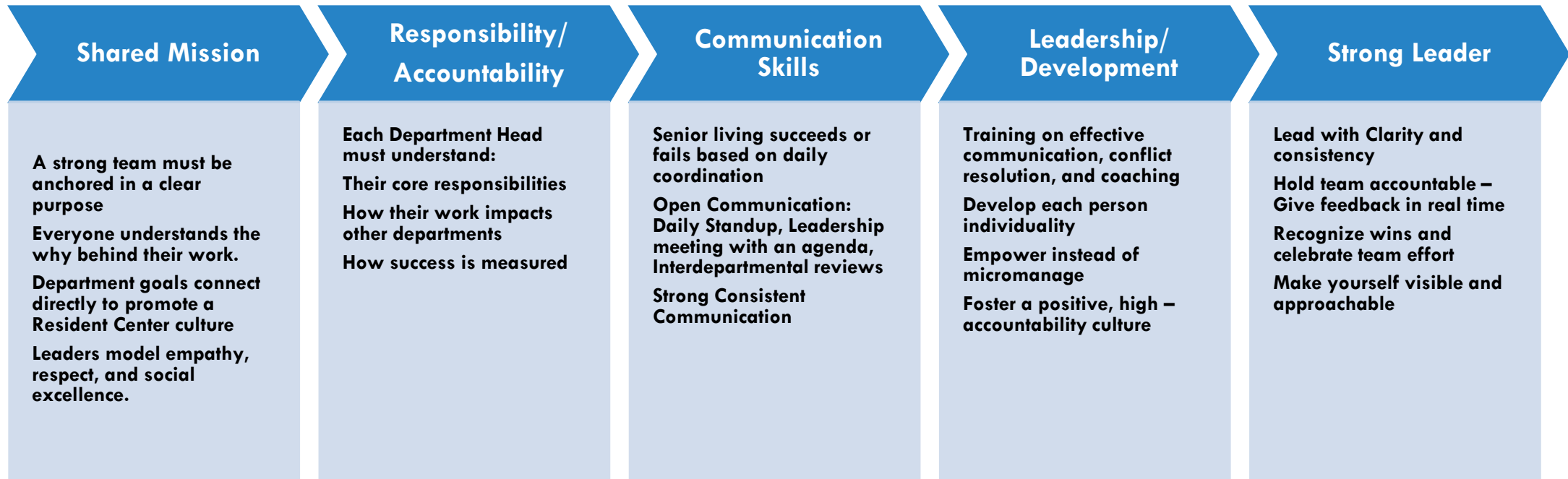


Strong Leader

The Executive Director sets the tone.

KEY TAKEAWAYS

Leadership is about inspiring and guiding a team toward a vision, while management ensures execution through organization and structure. Both are essential!



BUILDING A POSITIVE CULTURE

Action	Outcome
Clear Purpose	<p>Make sure every team member understands the overarching goals and how their work contributes.</p> <p>Connect daily tasks to the bigger picture to enhance engagement.</p> <p>Revisit and reinforce purpose regularly to maintain alignment.</p>
Sense of inclusion and Belonging	<p>Create an environment where every team member feels valued and respected.</p> <p>Encourage diverse perspectives and ensure all voices are heard.</p> <p>Foster collaboration that makes everyone feel part of the mission.</p>
Communication	<p>Promote open, honest, and timely communication at all levels.</p> <p>Encourage active listening and provide constructive feedback.</p> <p>Use multiple channels (meetings, emails, messaging apps) to keep information flowing.</p>
Leveraging Individual strengths	<p>Identify each person's unique skills and talents.</p> <p>Assign roles and tasks that play to those strengths.</p> <p>Encourage skill development and cross-training to build a versatile team.</p>
Recognition and appreciation	<p>Regularly acknowledge individual and team contributions.</p> <p>Celebrate successes, both big and small, to boost morale and motivation.</p> <p>Make appreciation genuine and specific to increase its impact.</p>

SUCCESSFUL CONFLICT RESOLUTION

- Address conflict early
- Separate facts, feelings and impact
- Create a realignment
- Resolution with accountability
- Address behavior not personality

A green road sign with white text that reads "Conflict Resolution". The sign is mounted on a metal pole and is set against a background of a blue sky with white clouds. The sign is tilted slightly upwards to the right.

SUCCESSFUL CONFLICT RESOLUTION



Conflicts continue to fester when ignored

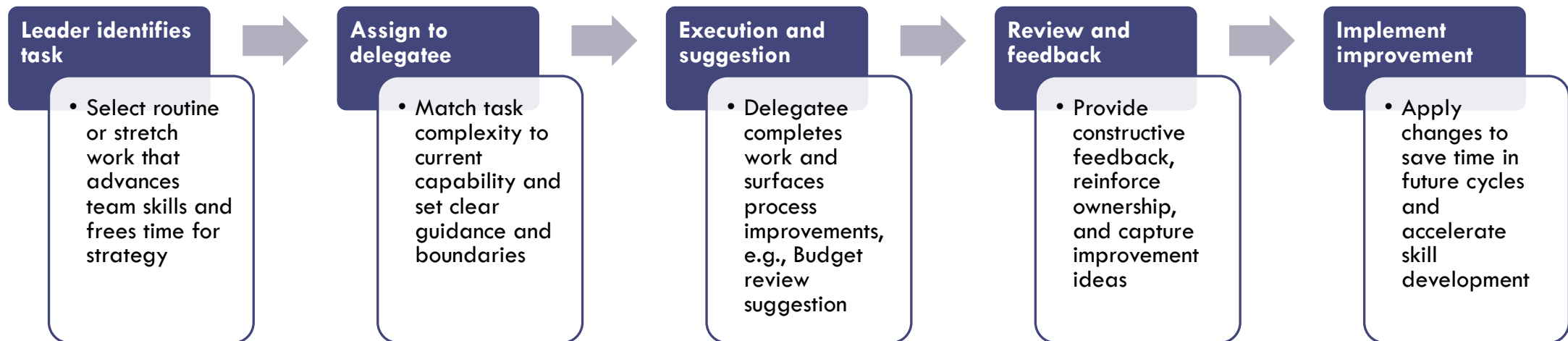




DELEGATION AND ACCOUNTABILITY

THE POWER OF DELEGATION

Free leaders for strategy while building team capability



DELEGATE EFFECTIVELY WITH A SIMPLE FRAMEWORK

Choose the RIGHT TASK, RIGHT PERSON



Pick routine or high-impact work that offers development value and frees leader time.

Match skills and growth goals; consider stretch assignments with support.

Set clear expectations



Document who decides what and when; remove ambiguity

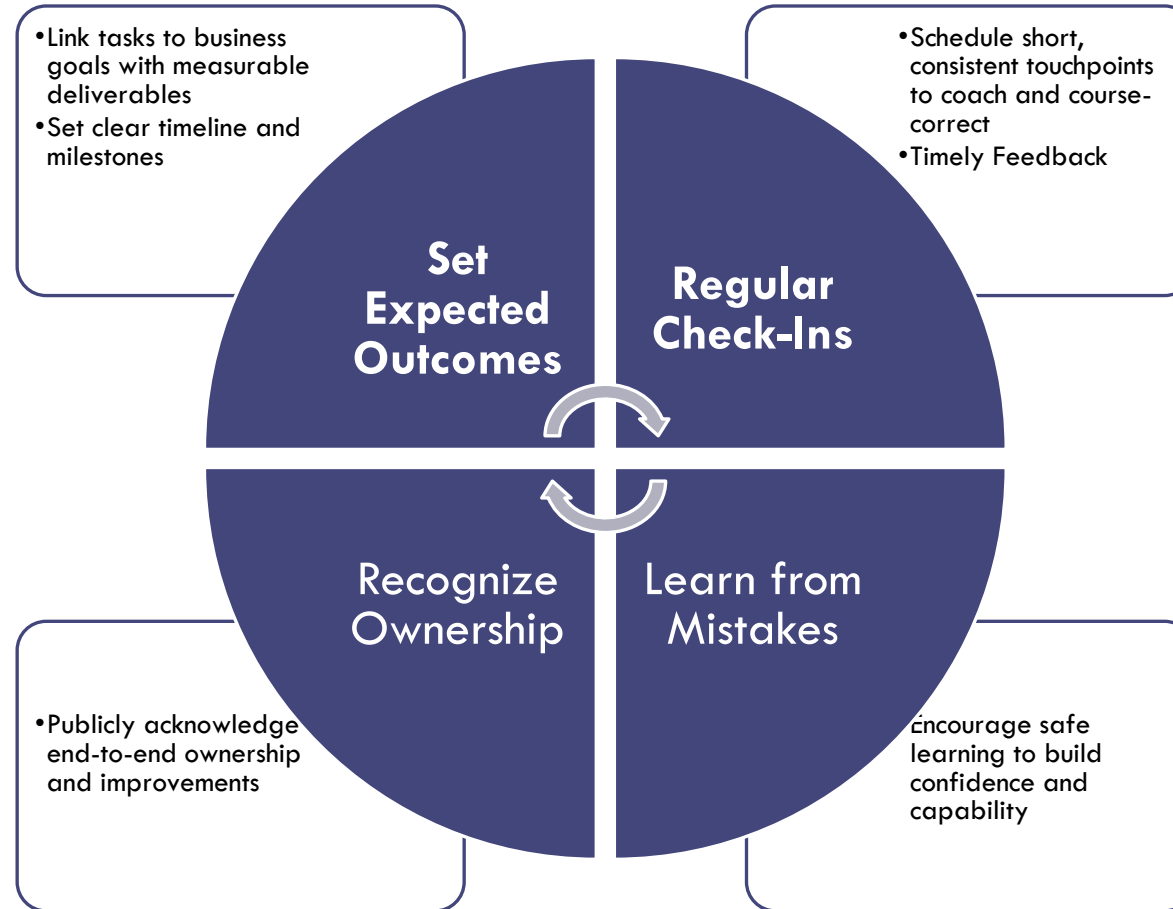
Define outcomes, deadlines, success criteria and available resources.

Follow up without micromanaging



Agree check-ins, decision boundaries and escalate points only as needed.

INTEGRATING DELEGATION AND ACCOUNTABILITY



COMMON CHALLENGES & HOW TO ADDRESS THEM

Misalignment

Lead with Purpose

- Explain why the task matters to the team or goal; how it links to broader priorities

Micromanaging

Overcome fear of letting go

- Coach for capability gaps rather than redoing work
- Use targeted coaching to build confidence and skills

Inconsistent Follow-up

Schedule regular, brief check-ins to stay aligned

- Short recurring touchpoints keep progress visible and problems small

Lack of Feedback

Use recognition to reinforce ownership and learning

- Timely praise and corrective feedback cement accountability

Lack of Resources

Pair Junior and Senior Team member for initial to speed capacity-building

- Buddy up juniors with seniors to maintain quality and accelerate learning

BOOKS

Book / Resource	Summary
Extreme Ownership by Jocko Willink & Leif Babin	Written by Navy SEAL leaders, it emphasizes taking complete responsibility as a leader and driving accountability through example.
The Oz Principle by Roger Connors, Tom Smith & Craig Hickman	Classic book on accountability. Shows how personal ownership drives results and how leaders can create an accountable culture.
Delegation and Supervision by Brian Tracy	Practical guide on how to delegate effectively, supervise teams, and balance control with empowerment.
If You Want It Done Right, You Don't Have to Do It Yourself! by Donna M. Genett	Focuses on delegation frameworks for leaders who tend to take on too much themselves. Offers strategies to maintain quality while empowering others.
Multipliers: How the Best Leaders Make Everyone Smarter by Liz Wiseman	Explains how leaders can “multiply” team intelligence and capability rather than micromanaging, promoting accountability and ownership.

THANK YOU