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Building Effective Leaders: Using Collaborating Efforts

Keys to Building Effective Leaders



- **Knowing your strengths and investing in others' strengths**
- **Getting people with the right strengths on your team**
- **Understanding and meeting the four basic needs of those who look to you for leadership**

Background Information - StrengthsQuest

- ❑ Research by Gallup Organization – over 30 years
- ❑ Millions have completed the assessment
- ❑ Grounded in Positive Psychology – focus on what is right, not what is wrong
 - ❑ what is positive and normal about people
 - ❑ study of positive emotions (optimism, hope, etc.)
- ❑ Study individuals and organizations
 - ❑ personal, work and college environments
 - ❑ relationships, productivity, excellence, leadership, learning, success, careers, etc.
- ❑ To produce excellence, you must study excellence.
- ❑ Authors – Clifton, Anderson, Roth, etc.

Six Principles of StrengthsQuest

- 1. You have a group of talents within you.**
- 2. Your greatest talents hold the key to high achievement.**
- 3. Becoming aware of your talents builds confidence and provides a basis of achievement.**
- 4. Learning how to develop and apply strengths will improve your levels of achievement.**
- 5. Each of your talents can be applied in many areas including relationships, learning, academics, leadership, service, and careers.**
- 6. As you develop and apply strengths, your achievements will increase and you will experience greater and more frequent successes.**

What is a Strength?

- ❑ **“Developed” talents**
- ❑ **Refined with knowledge and skills**
- ❑ **Awareness of talents promotes development of strengths**
- ❑ **Focus on who we ARE versus who we’re not**

- ❑ **“A strength is the ability to provide consistent, near-perfect performance in a given activity.” (Clifton and Anderson, 2002, p. 8)**

What is a Theme?



- **Group of similar, related talents**
- **Unique set and combinations of talent**
- **Developed and used to different degrees**
- **34 themes of talent**
- **Signature Themes**

Interactive Exercise



- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Context
- Deliberative
- Developer
- Discipline
- Empathy
- Consistency
- Focus
- Futuristic
- Harmony
- Ideation
- Includer
- Individualization
- Input
- Intellection
- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-Assurance
- Significance
- Strategic
- Woo



Research Findings on Leaders



Asked: “Why follow influential leaders?”

Three key findings of most effective leaders:

- 1) They are always investing in strengths.**
- 2) They surround themselves with the right people and then maximize their team.**
- 3) They understand their followers’ needs.**


While the Best Leaders Are Not Well-Rounded, the Best Teams Are. Best Teams Have Strength in 4 Domains:

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

“What great leaders have in common is that each truly knows his or her strengths – and can call on the right strength at the right time.”

***– Strengths Based Leadership:
Great Leaders, Teams, and
Why People Follow (2008)***

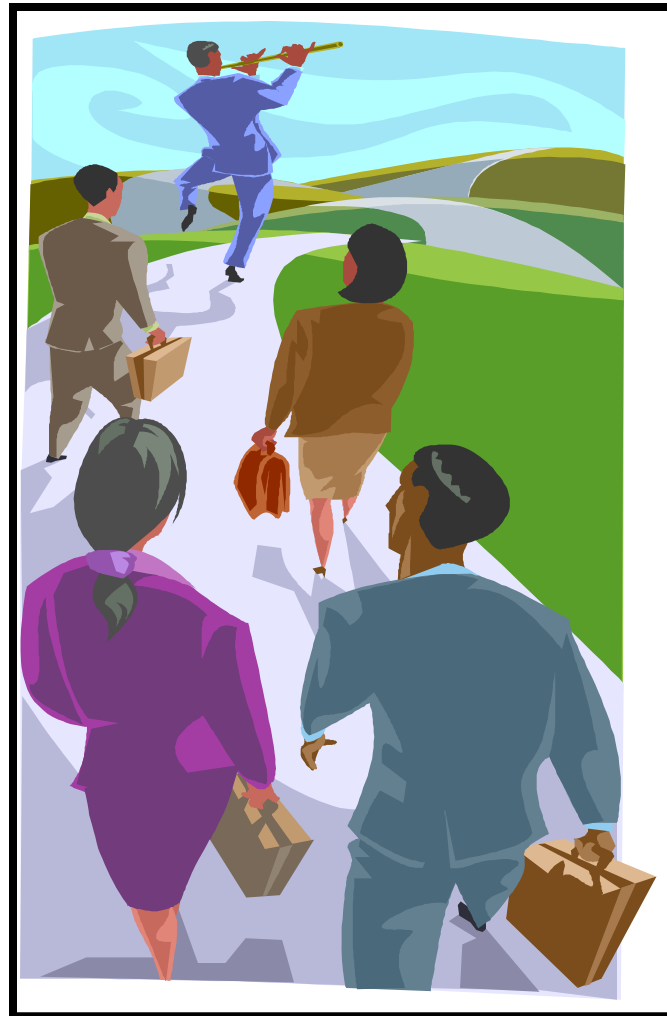




In the workplace, when employers fail to focus on individual's strengths, odds that employees will be engaged is 1 in 11 (9%)

When employers focus on strengths of employees, the odds soar to 3 in 4 (75% or 8 times more)

Understanding Why People Follow




Reflective Question

What leader has the most positive influence in your daily life?

List 3 words that best describe what this person contributes to your life.





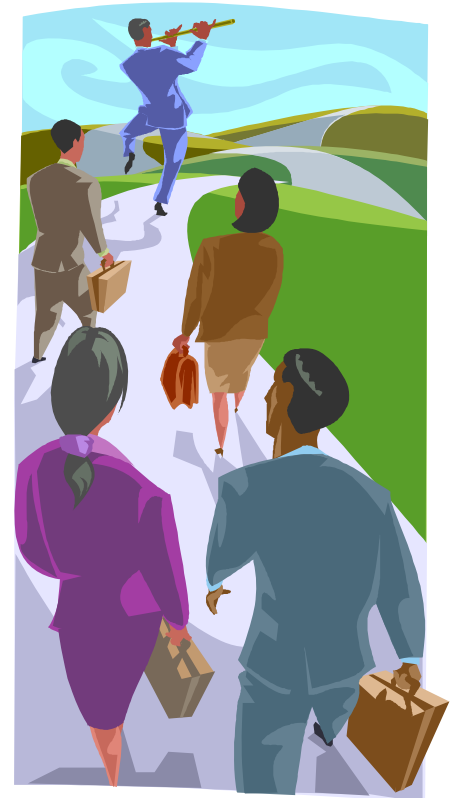
“Leaders stay true to who they are – and then make sure they have the right people around them.”


– *Strengths Based Leadership: Great Leaders, Teams, and Why People Follow (2008)*

“Why do people follow leaders?”

Results – Followers’ Four Basic Needs

- Trust
- Compassion
- Stability
- Hope





“While solving difficult problems is an essential part of effective leadership, identifying opportunities for the future plays a much more important role in creating hope and optimism.”

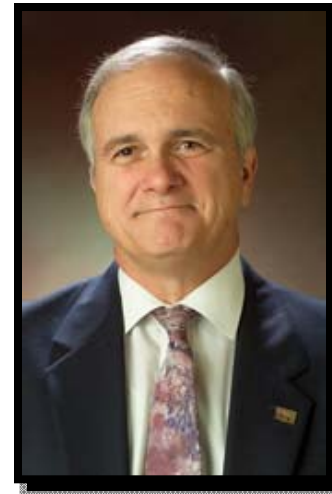
***– Strengths Based Leadership:
Great Leaders, Teams, and
Why People Follow (2008)***

The Story of Our Previous VP's

Dr. Nancy Bentley



Dr. Terry Ludwig



Our Story



Student Development

- ❑ **New Student Retention**

Academic Affairs

- ❑ **Workforce Development and Community Services**

Our Strengths

Jo Ann

- **Input**
- **Intellection**
- **Connectedness**
- **Individualization**
- **Achiever**

Lisa

- **Relator**
- **Learner**
- **Analytical**
- **Responsibility**
- **Achiever**

Campus Collaborations at MVCC



Colleague Teams – implementing college-wide integrated system

- ❑ Human Resources
- ❑ Student Records
- ❑ Finance

Campus Collaborations at MVCC



AQIP (Academic Quality Improvement Program)

Action Project Teams –

- Counseling and Advising**
- Developmental Education**
- General Education**

Campus Collaborations at MVCC



Technology Teams –

- ❑ Student Access & Success
- ❑ Business Systems
- ❑ Instructional Technology
- ❑ Distance Learning

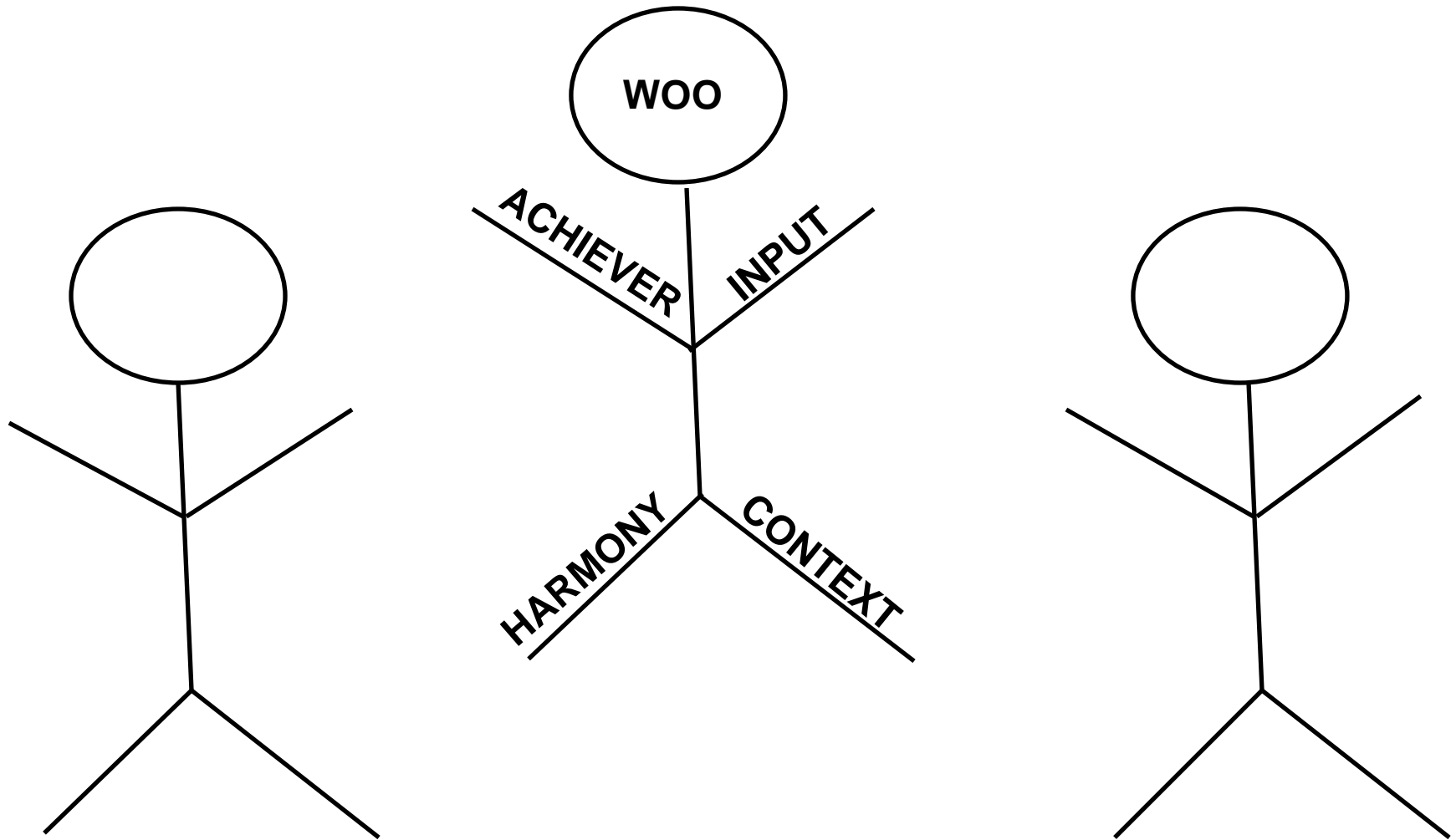
Campus Collaborations at MVCC



Faculty / Staff Development

- ❑ Leadership Development
 - ❑ Successful Administrators Series
- ❑ Faculty Development
- ❑ Staff Development
- ❑ Student Development

Complementary Partners Hand-out



The Best Innovation Comes From Collaboration



Question and Answer Session





Thank You!

Resources

- ❑ www.strengthsquest.com
- ❑ Strengths Insights newsletter
- ❑ Anderson, Edward C. (2004) *StrengthsQuest: Curriculum Outline and Learning Activities*. Princeton, NJ: The Gallup Organization
- ❑ Anderson, Edward C. (2004) *What is Strengths-Based Education?* Princeton, NJ: The Gallup Organization
- ❑ Braskamp, Larry A. (2006) *StrengthsQuest Guidebook: Introducing Strengths-Based Development to Higher Education Leaders*. Princeton, NJ: The Gallup Organization
- ❑ Clifton, Donald O. and Edward Anderson (2002). *StrengthsQuest: Discover and develop your strengths in academics, career, and beyond*. Washington, D.C.: The Gallup Organization
- ❑ Roth, Tom and Conchie Barry (2008). *Strengths Based Leadership: Great Leaders, Teams, and Why People Follow*. New York, NY: Gallup Press



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