

The CHOICE Connection

Positive strategies. Practical solutions.



constructive
CHOICES
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Quotable Quotes

"Great leaders are never satisfied with current levels of performance. They are relentlessly driven by possibilities and potential achievements." ~ Donna Harrison

"It's important to let people know what you stand for. It's equally important that they know what you won't stand for." ~ B. Bader

"Anyone can steer the ship, but it takes a real leader to chart the course." ~ George Barna

"Leadership is calculated risk-taking." ~ Ted Ward

Dear Jean,

Last month I spoke about my journey along a very winding road to leadership. During this journey there was a time that I would certainly have been viewed as a novice, a new Leader and what others today may refer to as an Emerging Leader. Leaders may be born with certain qualities that add to their effectiveness and strengthen their influence and yet there is some point in their journey where they are new in this role. There is some research that determines levels of leaders by their years and other research that determines the level by the years and the type of experiences. If you continue on your Leader's journey, then it stands to reason that you will over time stand in a place of being an Experienced Leader. The Executive Leader is not a destination for all Leaders and yet along the Leader journey these 3 levels will interact, engage and exist together, sometimes in the same work space. What sets them apart? What drives them to show up the way they do? Read on...discover the Leader stance you have taken on or striving toward and determine if there is yet a new level to grow into.

With Joy,
Jean

Leaders: Emerging, Experienced and the Executive *by Jean Strosinski*

It continues to prove to be an interesting year. As I continue to deepen my learning about the nuances of leadership, I will transition out of two leadership positions. I transitioned out of a past leadership position with a professional society at the start of this year. I have also, within the last month, transitioned out of a Team Lead role. I was honored to lead this amazing group of professionals - although they truly did not need any leading. The team was and is a joy to be associated with and I am not ready to give up being a member of the team - too many amazing professionals and still too much fun working with them. The Team Leader role was one I assumed seven years ago and at the time, not convinced I was ready to be the Team Lead. And in the last seven years I found myself learning and growing step by step, and experience by experience. Actually, I really only feel comfortable saying this as I complete my tenure of leadership.



The Emerging Leader is typically described as a leader with 0-5 years experience and is moving from a tactical position within the organization into a strategic role. These Emerging Leaders usually bring a diversity of talent and strengths which have been developed as successful tactical elements of their repertoire. Project responsibilities grow and morph into programmatic responsibilities. The Emerging Leader begins to define and refine their leadership style, what they will become known for. There are mistakes made, regrouping and reflecting that seems to drive their focus and passion to lead work and people.

Move to the next phase of leadership development and consider the Experienced Leader. This individual now has five to ten years of experience and has been a strategic player for a time. They typically have more programmatic responsibilities. They are individuals with a rising influencing strength added to other strengths. They exhibit a higher degree of comfort and confidence in their role. Oh, mistakes will continue to be made. Their leadership style has been defined for some time and they become the mentors of the Emerging Leaders. If an effective leader, they will be sought after to provide support and guidance through periods of organizational change. Their influencing ability is key.

The Executive Leader is that individual we often view as the person in charge of the organization - living at the C-Suite level of a company - they are the decision makers. They have moved through the stages of leadership development in ten or more years. They work within the strategic playing field for the organization and are often considered to be visionaries and key decision makers. They live in a world of change and impact - often the architects of change to enhance the life of an organization. If effective at this level of leadership they are also the developers of our leaders for tomorrow. They are more than mentors, they are models and pacesetters.

Regardless of where you believe you are on your leadership journey and the leadership level you aspire to, you have shared competencies - skills and abilities that set you apart. In addition to managing people and work, you also manage the organization's vision, the mission, the energy and force that sets your organization apart from another.

Tools and Resources

FROM THE BOOKSHELF

[Strengths Based Leadership: Great Leaders, Teams, and Why People Follow](#) by T. Rath and B. Conchie (2008)

[The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations](#) (4th Edition) by Kouzes and Posner

[The Versatile Leader: Make the Most of Your Strengths Without Overdoing It](#) by B. Kaplan with R. Kaiser (2006)

[Developing the Leader Within You](#) by J.C. Maxwell (2005)

[The Four Obsessions of an Extraordinary Executive: A Leadership Fable](#) by P. Lencioni (2000)

[The Little Book of Leadership Development: 50 Ways to Bring Out the Leader in Every Employee](#) by S.J. Allen and M. Kusy (2011)

THE INTERNET CONNECTIONS

[Are Leaders Born or Made?](#) (video)

[Are Leaders Born or Made?](#) (video #2)

[The Most Successful Leaders Do 15 Things Automatically, Every Day](#)

Reflection

Are you operating in the stage of leadership development you wish to be in? Despite the years you have been on your leadership path, what are you truly? An Emerging Leader? An Experienced Leader? Or an Executive Leader?

Which of your competencies have enhanced your leadership growth? Are you self-aware? Is there a competency you believe is underdeveloped for you? Are you doing something about it?

Which of the 15 in the list below are you doing every day?

If you could choose one, and only one activity to engage in from the 15 listed below, which one would you choose to strengthen all of this year?

1. Make Others Feel Safe to Speak Up
2. Make Decisions
3. Communicate Expectations
4. Challenge People to Think
5. Be Accountable to Others
6. Lead by Example
7. Measure Reward and Performance
8. Provide Continuous Feedback
9. Properly Allocate and Deploy Talent
10. Ask Questions, Seek Counsel
11. Problem Solve, Avoid Procrastination
12. Exhibit Positive Energy and Attitude

13. Be A Great Teacher
14. Invest in Relationships
15. Genuinely Enjoy Responsibilities

~ From Glenn Liopis, 2/18/13, Forbes On-line

Choose To

Strengthen your leadership skills daily ... choose one for Monday ... choose another for Tuesday... write your leadership goal ... declare why this goal is important to you ... work on your goal and the accompanying action plan ... envision your leadership path -- your journey. Emerging Leaders -- envision your sixth year ... Experienced Leaders -- envision your tenth year ... Executive Leaders -- envision your leadership legacy ... continue to learn ... continue to stretch ... continue to lead.



May Joyful Observances

Creative Beginnings Month
Get Caught Reading Month
Gifts From the Garden Month
National Meditation Month
[Personal History Month](#)

National Hug Holiday Week (May 3-9)
Update Your References Week (May 3-9)
[National Nurses Day and Week](#) (May 6-12)
[International Coaching Week](#) (May 18-24)
National New Friends, Old Friends Week (May 17-23)

National Teacher Day (May 5)
National Windmill Day (May 9)
[National Chicken Dance Day](#) (May 14)
Visit Your Relatives Day (May 18)
Learn About Composting Day (May 29)

Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
- * New managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- * Individuals wanting to sort through the choices, build a more fulfilling life, life their voices, and...
- * Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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