LEADERSHIP LESSONS EXPECTATIONS

- Let's see your whole face on the screen!
- Please use your name
- Please mute yourself unless otherwise instructed.
- Please don't have distractions, like a cell phone, on or near by
- Please share when asked, by raising your hand.
- Use the chat function.
- Please have something to write with.
▪ Dr. Irene Chapa  
▪ Ms. Olga Coronado  
▪ Ms. Tracy Castillo  
▪ Ms. Adriana Avendano

visit our website at www.uthscsa.edu/outreach
LEADING: WHAT DOES IT MEAN?
"A process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more coherent and cohesive."

- Ford Library Museum
A leader is one who inspires and motivates action; having a can-do personality and strong leadership skills is they key to leading the charge.
WHAT DOES A BOSS DO?

- Depends on authority
- Creates fear
- Uses "I"
- Assigns blame
- Takes credit
- Uses people
WHAT DOES A LEADER DO?

- Coaches people
- Depends on goodwill and work ethic of the team
- Creates enthusiasm, celebrates successes
- Uses "We"
- Works toward solutions
- Gives credit to the team
A L E A D E R

L: Listens
E: Empathizes
A: Achieves
D: Determined
E: Encourages
R: Respectful
Learning to lead yourself

Understand it's okay to not have all the answers

Be an asset

Get out of your comfort zone

Encourage yourself

Take advice from other leaders
WITH LEADERSHIP, COMES RESPONSIBILITY

- Formulates strategies
- Creates goals
- Provides guidance and training
- Listens and considers others views and ideas
- Invests time in projects AND people
Let's take a quiz!

Number your paper 1 - 8
Take note of your answers, A thru F
1. WHEN YOU NEED TO MAKE A DECISION, YOU TYPICALLY:
A. Make it on your own
B. Use it as an opportunity to train a subordinate
C. Delegate it to an appropriate team member
D. Consult your subordinates for their expertise
E. Try to help everyone get behind your idea for moving forward
F. First question how the decision will affect tasks at hand

2. WHEN A PERSON UNDER YOUR LEADERSHIP TAKES AN ACTION THAT IS LESS THAN SATISFACTORY, YOU:
A. Seek to understand the circumstances that led to the action
B. Help your employee understand how they could improve next time
C. Let them know their action has a negative consequence
D. Calmly explain to your subordinate what the best course of action was
E. Investigate how the action will impact larger projects
F. Tend to ignore it—it will work itself out
3. WHICH OF THESE STATEMENTS RINGS THE MOST TRUE FOR YOU?
A. You believe in a “let it lie” policy and know a hands-off approach is best  
B. You pride yourself on being a great listener and communicator  
C. You’re personally invested in the success of your individual employees  
D. You like to have a hand in everything and need to have the final say  
E. You only hire all-stars. You’re pretty sure they’re all smarter than you and that’s a-okay  
F. You’re all about goals, deadlines, and doing what it takes to get the job done

4. WHEN SOMEONE DOES SOMETHING THAT PLEASES YOU, YOU:
A. Listen to what they thought went well and congratulate them  
B. Are ready to move on to the next job  
C. Hold off on congratulating them and let your incentive structure speak for itself  
D. Reinforce the behavior through acknowledgment and encouragement  
E. Let them know that their contribution is important to the team  
F. Tend to not acknowledge behavior, good or bad
5. WHEN IT COMES TO YOUR EMPLOYEES, YOU FEEL THAT:
A. As long as they’re getting the job done, you’re happy
B. They must be held to the highest standard
C. They know what’s best for the organization
D. Each has an opportunity to grow personally and professionally within their role
E. Their input is extremely important to the organization’s success
F. They can be persuaded to see your side, if needed

6. YOUR PERFECT DAY IS A DAY:
A. You get to help someone realize their professional goals
B. You get to work as part of the team and collect input from others
C. Everyone does their job correctly
D. You get to spend conversing with others
E. You don’t have to intervene with anyone’s work
F. A big project crosses the finish line
7. IF YOU HAD TO CHOOSE ONE PHRASE TO SUMMARIZE YOUR PREFERRED PROFESSIONAL CULTURE
A. Open and communal
B. Warm and inviting
C. Unrestrained and empowered
D. Connected and family-oriented
E. Results-driven and process-oriented
F. Orderly and efficient

8. IF YOU HAD TO CHOOSE ONE ROLE MODEL FROM THOSE BELOW, IT WOULD BE:
A. Howard Schult, CEO of Starbucks
B. Indra Nooyi, CEO of PepsiCo
C. Ridley Scott, film director
D. Bill Gates, co-founder of Microsoft and the Bill and Melinda Gates Foundation
E. Ronald Reagan, former president of the United States
F. Warren Buffet, business mogul and philanthropist
If you scored mostly gavels, **YOU ARE AN AUTOCRATIC LEADER, LIKE RIDLEY SCOTT**

AUTOCRATIC LEADERS OFTEN MAKE DECISIONS ON THEIR OWN AND FEEL THEY NEED TO BE INVOLVED IN EVERY STEP OF A PROJECT. WHILE THEY TEND TO GET A BAD RAP, OR MIGHT BE CONSIDERED A BIT COLD OR HARSH, THIS STYLE ALSO FAMOUSLY GETS STUFF DONE.

**What you’re typically awesome at:**
• MOVING EVERYTHING ALONG
• KEEPING A CLEAR MIND IN STRESSFUL SITUATIONS
• GETTING CONTROL OF A GROUP

**What you need to be careful with:**
• OVERLOOKING THE CREATIVE SOLUTIONS AND IDEAS OF OTHERS
• NEGATIVELY IMPACTING COMPANY MORALE
If you scored mostly scales, **YOU ARE A DEMOCRATIC LEADER, LIKE INDRA NOOYI**

Democratic Leaders often rely on their subordinates to help them make decisions. You invite the opinions of experts, the collective thoughts of the leadership team, and often, input from the greater organization. This style tends to unearth new ideas from others and helps employees feel like valued members of a team.

**What you’re typically awesome at:**
- Bringing the group together to discuss and making everyone feel heard
- Weighing input and multiple perspectives before making a decision

**What you need to be careful with:**
- Taking too long to make a decision because you feel the need to reach a consensus
- Appearing like you’re holding back your own thoughts and opinions
If you scored mostly hands, **YOU ARE A LAISSEZ-FAIRE LEADER, LIKE WARREN BUFFET**:

French for “allow to do,” a laissez-faire leader often delegates tasks to others and grants them the authority to make their own decisions.

**What you’re typically awesome at:**
- Building a topnotch team of experts
- Giving subordinates a sense of autonomy
- Getting involved only when necessary

**What you need to be careful with:**
- Failing to assemble the right team—for example, this style is less effective when members can’t self-manage their time
- Misdirected team members who end up focusing on the wrong areas due to a lack of guidance
If you scored mostly coffee cups, **YOU ARE AN EMPLOYEE-CENTERED LEADER, LIKE HOWARD SCHULTZ**

Employee Centered Leaders are committed to the success of each and every one of their team members. They often feel comfortable delegating tasks and are concerned with the personal and professional growth of their team.

**What you’re typically awesome at:**
- Helping people realize their fullest potential
- Facilitating relationships across teams
- Making employees feel respected, trusted, and valued

**What you need to be careful with:**
- Focusing on your grand vision so much that you miss opportunities to contribute at a granular level
- Keeping key tasks and projects on your radar
- Sugarcoating difficult news or information
If you scored mostly pens, YOU ARE A JOB-CENTERED LEADER, LIKE BILL GATES

Task-centered leaders will make sure things get done. They’ve got their eye on the prize and are great at facilitating the team to complete a larger task. They can also tend to keep tabs on their team's work and progress, and be pretty vocal about specifics and deadlines.

What you’re typically awesome at:
• Making lists, plans, and schedules
• Helping the team understand their responsibility
• Keeping everyone on track and ensuring quality work

What you need to be careful with:
• Causing employees to feel micromanaged or not trusted
• Focusing on the nitty-gritty so much that you lose sight of the larger picture
• Becoming autocratic
If you scored mostly smiley faces,
YOU ARE A CHARISMATIC LEADER, LIKE RONALD REAGAN

Charismatic leaders are captivating. They’re confident and have the ability to communicate in a way that can transform their team's values and beliefs.

What you’re typically awesome at:
• Getting everyone to understand your vision
• Making people feel special and inspired to succeed
• Taking initiative and confidently moving forward with decisions

What you need to be careful with:
• Your followers possibly losing steam and questioning your authenticity
• Taking advantage of your “powers” to persuade someone to make a bad decision
"A genuine leader is not a searcher for consensus but a molder of consensus."

-Martin Luther King Jr.
To hear from other teens about leadership:

https://www.youtube.com/watch?v=YOK0lZIg0Eo