# Becoming A Future-focused Leader And Building A Powerful Team

## Chrissie Klinger, M. Ed.

Institute for the Study of Adult Literacy at Penn State University

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# 3...2...1...BLAST OFF!

**3** Qualities of a leader that I think are important

**2** People I think are great leaders

**1** Reason I chose to attend this session

# AGENDA

- Explore leadership styles and approaches

- Differentiate between a vision, mission, and purpose

- Examine ways to manage change

- Determine how to create a more inclusive environment

- Establish priorities and develop a plan for success

# LEADERSHIP STYLES AND APPROACHES

# Leadership Styles

Authoritarian/Autocratic

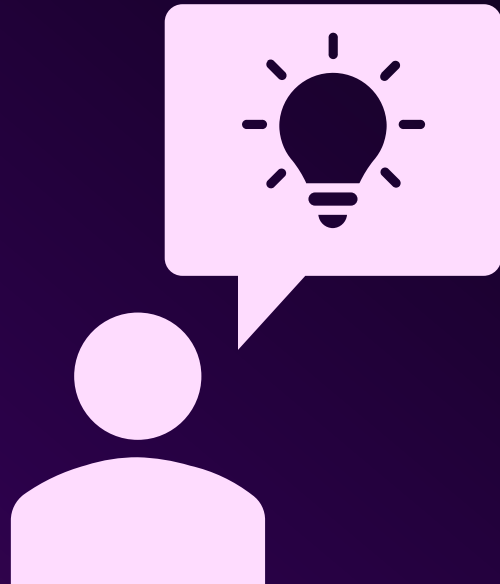Participative/Democratic

Delegative/Laissez-Faire

(Kouzes and Posner, 2012)

# Leadership Approach

*"CHANGE YOUR OPINIONS, KEEP YOUR PRINCIPLES; CHANGE YOUR LEAVES, KEEP INTACT YOUR ROOTS." - VICTOR HUGO*

(Jackson, 2022)

# What Would You Do?

Your small organization is celebrating their 20th anniversary. The president of your organization chose you to lead a team of six people to plan a staff party that will take place for two hours of the workday. The party must happen onsite at your place of business and should include food, activities, and a small gift for each person. You have a budget, but you are not sure you can meet all the expectations within the proposed budget. Two of the people on the party planning team did not want to be part of this team and may be difficult to work with in the planning and implementation of the party.

# Beliefs, Bias, And Barriers

"You can't use an old map to explore a new world."

*Albert Einstein*

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# PAIR SHARE

*"Seek First To Understand And Then Be Understood."*

*Steven Covey*

Tell someone next to you about a time you felt like someone really listened to you and wanted to take the time to understand your point of view and concerns.

(Covey, 1989)

# Create Connections Through Effective Communication

- **Listen deeply**

- **Use inclusive language**

- **Adapt your style to meet other's needs**

(Penn State, 2023)

# Five Practices Of Exemplary Leadership

Model the way

Inspire a shared vision

Challenge the process

Enable others to act

Encourage the heart

(Kouzes and Posner, 2012)

# MISSIONS, VISIONS, PURPOSE AND MANAGING CHANGE

# Vision, Mission, And Purpose

A. What the future looks like if goals and intentions are accomplished

B. The what, who, and why/roadmap to making the vision more tangible

C. Why you are doing the work you are doing

# Managing Change

- **Reskilling**
- **Recruiting**
- **Rewarding**
- **Recognizing**
- **Retaining**
- **Reinventing**

"There are three constants in life... **change**, choice, and principles."

Stephen Covey

(Mauri, n.d.)

14

# Rocks, Pebbles, And Sand

- Address large projects, needs, and issues first.

- Schedule time each day to address small projects, needs, and issues.

- Begin and close each day with focus.

# Letter To My Future Self

# Contact Information

**Chrissie Klinger, M.Ed.**

*Workforce Development Director*

Institute for the Study of Adult Literacy at Penn State University

cok5111@psu.edu

https://www.linkedin.com/in/chrissieklinger/

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