

NEOTEC
Fieldwork Educators as Leaders:
Motivating Yourself and Others

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Leadership Dynamic

- How many of you want to be supervised?
- How many want to have a good supervisor?

Conference Materials:

- www.neotecouncil.org

Leadership

- There are many ideas and opinions about what good leadership is.....even what leadership itself is.
- Look around your tables for statements about what others have said about leadership.

Leadership

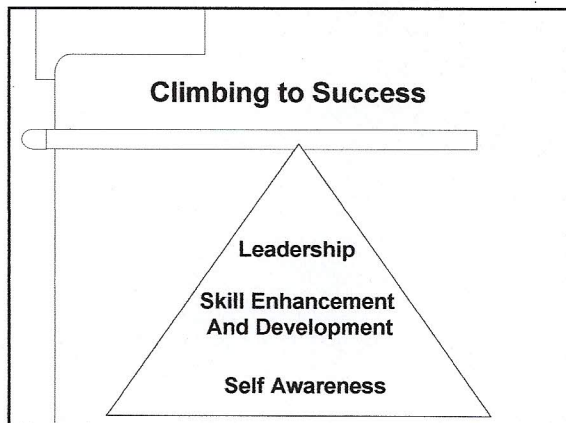
- How do you define leadership?
- What is a leader?
- What is a manager?
- Is there a difference?



Leadership Defined:

- *The process of influencing others*

(Vroom & Jago, 2007)



How are you getting feedback?

- Leadership development takes active involvement
 - By you!
- A 360 degree tool is one of the best ways to give live, focused, feedback
 - Leadership Practices Inventory: LPI (Kouzes and Posner, 2003)

• The true leadership question:

***How do we impact and
shape the influence
process?***

Signature....

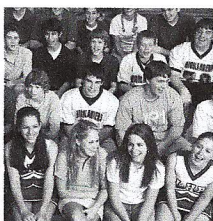


What is your style?

*Adapted from the Myers Briggs Type
Indicator: MBTI
(Myers & Myers, 1980)*

Extroversion (A)

Introversion (B)



Interacting with the outside world

- Extroversion
 - Feel pulled outward by external claims and conditions
 - Energized by other people
 - Acts, then (maybe) reflects
- Introversion
 - Feel pushed inward by external claims and intrusions
 - Energized by inner resources, internal experiences
 - Reflects, then (maybe) acts

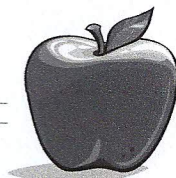
C

Vs.

D

Apple

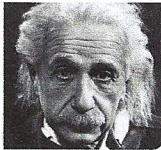
- Describe an Apple
- What do you associate with an apple?



Concepts (C) and Details (D)

• Concepts

- Processes information by way of the "sixth-sense" or hunch



• Details

- Takes in information through the five senses



Concepts

- Looks at patterns and relationships
- Lives toward the future anticipating what might be
- Prefers imagining possibilities



Details

- Looks at specific parts and pieces
- Lives in the present, enjoying what is there
- Prefers handling practical matters



E

Vs.

F

Thinking and Feeling

- Thinking

- Decides on the basis of logic and objective considerations



- Feeling

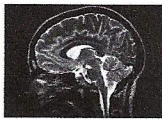
- Decides on the basis of personal, subjective values



Thinking (E)

Feeling (F)

- Decides with the head
- Goes by logic
- Concerned for truth and justice



- Decides with the heart
- Goes by personal convictions
- Concerned for relationships and harmony



What is your leadership style?

<i>Combo Letter</i>	<i>Description</i>	<i>Type</i>
DE	Detailed Thinkers	Factors
DF	Detailed Feelers	Stabilizers
CF	Conceptual Feelers	Creators
CE	Conceptual Thinkers	Theorists

Questions:

1. What are your strengths and weaknesses?
2. What would be the most rewarding experience for you?
3. What would be the most devastating experience for you?
4. How do you like to be supervised?
5. How can other people get you to change your behavior when you do not see an immediate need to change?

Building the Bridge

Factors	Theorists
DE	CE
Stabilizers	Creators
DF	CF

Bridging

- How can you identify another person's style?
 - Listen to the words that are used:
 - D=very descriptive and detailed
 - C=very conceptual, a circular picture
 - E=very factual, "I think"
 - F=very emotional, "I feel"



Next Steps

- Write down three things you will do as a result of today's discussion.
- Share with a partner
- Make a commitment!

Thank You!

- Questions, comments, or feedback:
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References

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