Leadership is a Journey
Knowing Yourself as a Leader: Part 2
04/18/2018

Presented by Johanna Bergan and Madeline Zielinski

Welcome! We will begin shortly. Phone lines are muted but will be opened for Q&A at several points throughout the presentation.

Please use the mute button on your phone when not speaking. (Note: Audio is NOT broadcast through the computer; you must dial-in/dial-out via phone to access the audio)
motivating others through voices of experience
Leadership is a Journey

Knowing Yourself as a Leader: Part Two

Johanna Bergan and Madeline Zielinski

April 18, 2018
Welcome!

- Name
- Role/Location
- Icebreaker
- Poll Question
Review of Part One

• The Value of Lived Experience as a Leader
• Find Your purpose
• The Eight Views of Leadership
• Collective Leadership
Elements of Youth Leadership Framework

• Step 1: Assessment and Development of Individual Leadership Plan
• Step 2: Knowledge Development
• Step 3: Application and Skill Development
• Mentoring/Coaching
• Engaging in a Youth and Young Adult Leadership Support Network
Assessments for Individual Leadership Planning

• Identify individual skills
• Assess individual strengths, leadership styles, and assets.
• Allows plan to be tailored to your personal strengths and characteristics.
Assessments for Individual Leadership Planning

• Provide information that help individuals increase self-awareness

• Information gained can provide the foundation for a solid leadership development plan

• Reports can be used as a basis for coaching and mentoring

• Choose assessments based on your need and budget
Assessments for Individual Leadership Planning

- Leadership area or skill addressed by the assessment tool
- Costs: these vary from “free” to several hundred dollars, and costs can be charged for one individual or an entire group or organization
- Type of administration
  - Self-administered paper survey
  - Self-administered web-based survey
  - Administration and certification by a certified individual, coach, or organization (usually costs extra)
- Type and usefulness of reports and/or coaching provided
Assessment Examples

- 360 degree
- Personality
- Conflict Style
- Communication styles
- Self-care
- Influencing strategies
- Learning styles
- Implicit Basis

- Strengths Finder
- DISC Survey
- And more:  
Coaches and Mentors

Poll
So What Is Mentoring?

The Merriam-Webster dictionary defines mentor as a trusted counselor or guide. A mentor is an individual, usually older, always more experienced, who helps guide another individual's development.

The mentor's role is to guide, to give advice, and to support the mentee. “A mentor can help a person (mentee) improve his or her abilities and skills through observation, assessment, modeling, and by providing guidance.”
But What’s the Big Deal About Mentoring???

- We’re new in our youth leadership roles
- Organizations are not always 100% supportive of youth run initiatives (#truth)
- Your leadership journey needs thought and practice – Mentors help you reflect on this process
- Working in systems change is HARD - leadership in this space calls for extra attention and care
# Mentoring and Coaching

<table>
<thead>
<tr>
<th>Mentoring</th>
<th>Coaching</th>
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<tbody>
<tr>
<td>Enhance the knowledge, skills, and abilities of individuals</td>
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<tr>
<td>Mentors are seen as experts, information is offered in a one directional way</td>
<td>Coaches are seen as facilitators, information comes from the youth</td>
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<tr>
<td>Expertise focused</td>
<td>Process focused</td>
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<tr>
<td>Focus on exploration and individual development</td>
<td>Focus on tasks and productivity</td>
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Mentoring

- Mentorship is not:
  - Friendship
  - Sponsorship
  - Supervisory

- Elements of Successful Mentorship:
  - Mutual Respect
  - Trust
  - Partnership
  - Commitment
1. Planning
   - Determine goals of the task or session
   - Clarify the roles of those involved in the task or session
   - List the actions of those involved in the task or session
   - Itemize the challenges and opportunities
     Identify what successful completion of the task or session would look like

2. Observation
   - Mentor observes and gathers information on how well the plan is working
   - Information is shared with reflective conversation

3. Reflective Conversation
   - Mentor summarizes and gives feedback on the information
   - Mentee responds to the mentor’s summary and feedback
   - Discussion helps to reflect on learnings and how to transfer these learnings into next steps

http://www.coach.ca/the-3-steps-of-the-mentoring-process-p159936&language=en
Mentoring Roles and Responsibilities

• Meetings and Communication
  • Set realistic expectations
  • Meet regularly and communicate in between

• Knowledge and Experience
  • Share your experience as a leader
  • Assist in networking and new relationships in school, work, and community

• Application
  • Reinforce lessons taught in training, through discussion, assignments, and activities

• Development/Coaching/Feedback
  • Listen, coach, and provide honest feedback
  • Discuss new learning and how to apply them in situations
  • Assist the mentee in identifying strengths and development areas
Mentee Roles and Responsibilities

- Meetings and Communication
  - Set realistic expectations
  - Attend and be prepared
  - Meet regularly and communicate in between
- Knowledge and Experience
  - Be open to the information your mentor shares
  - Ask questions and communicate honestly
- Application
  - Review opportunities and ask your mentor for feedback
  - Seek new ways to use information and skills, and ask your mentor for suggestions
  - Follow up on items from your meetings
- Development/Coaching/Feedback
  - Identify strengths and development areas with your mentor
  - Develop a plan
  - Communicate challenges clearly and regularly
  - Seek and be open to guidance on how to use new leadership knowledge to grow
Things to Consider

- What do you hope to gain from this relationship?
- What role do you expect the mentor/mentee to play?
- What areas of experience will be most beneficial to each?
- What would we like the regular meeting schedule to be (length, time, frequency)?
- Are there any ground rules we would like to set (e.g., confidentiality, communications)?
- What is the best way to reach each other?
- What challenges might arise and how will we address them?
What Comes Next

• Continued exploration of ourselves as leaders
• What are your personal values?
  • How do values affect how we lead?
• What is your culture?
  • How does culture affect your leadership style?
Resources

- Guide to Leadership Assessments Blog
- Community Tool Box’s Building Leadership Toolkit: Section 1
- Leadership Assessment Tool Inventory, Kellogg School of Management
- Emerging Leaders: Build Versus Buy, An Oracle White Paper
- Strengths Finder 2.0
Thanks for joining us!

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Thanks for hanging out.
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