

Understanding the Work of Leaders on the Road to 2020



- How do behavioral styles +/- impact trust and collaboration between and within agencies?
 - Healthy Organizations
 - Cohesive Leadership Team
- How can your organization build **alignment** on the vision and goals for good food in 2020?
- How can your organization improve **execution** of the vision for good food in 2020?

Ice Breaker

- *Best Practices* for Work of Leaders
- Get **one** signature for each item
- You may sign once on a behavior that you use.

PH-WOL Icebreaker Activity

You are shopping for leadership behaviors. As you mingle with other participants, try to get as many signatures next to the leadership best practices as you can in the time allotted. A signature next to a phrase means, "I use this best practice". Sign your own name once.

_____ **W**illing to be Adventurous

_____ **O**ffering Praise

_____ **p**Rioritizing the Big Picture

_____ **s**pea**K**ing Out

_____ **O**ffering Encouragement

_____ **F**ormating/Structuring Messages

_____ **L**ikes to Explore Implications

_____ **E**xchanging Perspectives

_____ **A**nalyzing in Depth

_____ **A**Ddressing Problems

_____ **B**Eing Driven

_____ **R**emaining Open

_____ **S**eeking Council

We are in this race together.



Poor relationships will kill almost any alliance; without strong relationships there's no trust, and without trust there will be no collaboration”.



Courtship

Getting serious

Commitment

Leaving a legacy

Your DiSC style

- impacts trust
- influences how you approach practices in courtship and our model for Work of Leaders.
- is **NOT** an indicator of what you can or can't do
- identifies where you might need more energy
- contributes to leadership and relationship challenges and successes.

Dialogue and Reflection

Your leadership situation: **achieving goals of the Good Food Charter (GFC).**

Review page 5, "Your Leadership Priorities" from your Work of Leaders Profile (In this situation, it may be helpful to replace the word "job" with "vision" as you read the overview). Thinking about your top three leadership priorities, please respond to the questions below:

1. In what specific areas of supporting or acting on the GFC have you experienced your priorities as being a strength?
2. How would your interactions with others who support the good food movement improve if you decreased the use of some of your priorities?

Review page 6, "Your Leadership Style Overview" from your Work of Leaders Profile and follow the directions to **personalize your feedback**. Thinking about your leadership style, please respond to the questions below:

1. How has your DiSC style contributed to your overall leadership success?

**I'm not bossy!
I have skills...leadership skills!!
Understand?**

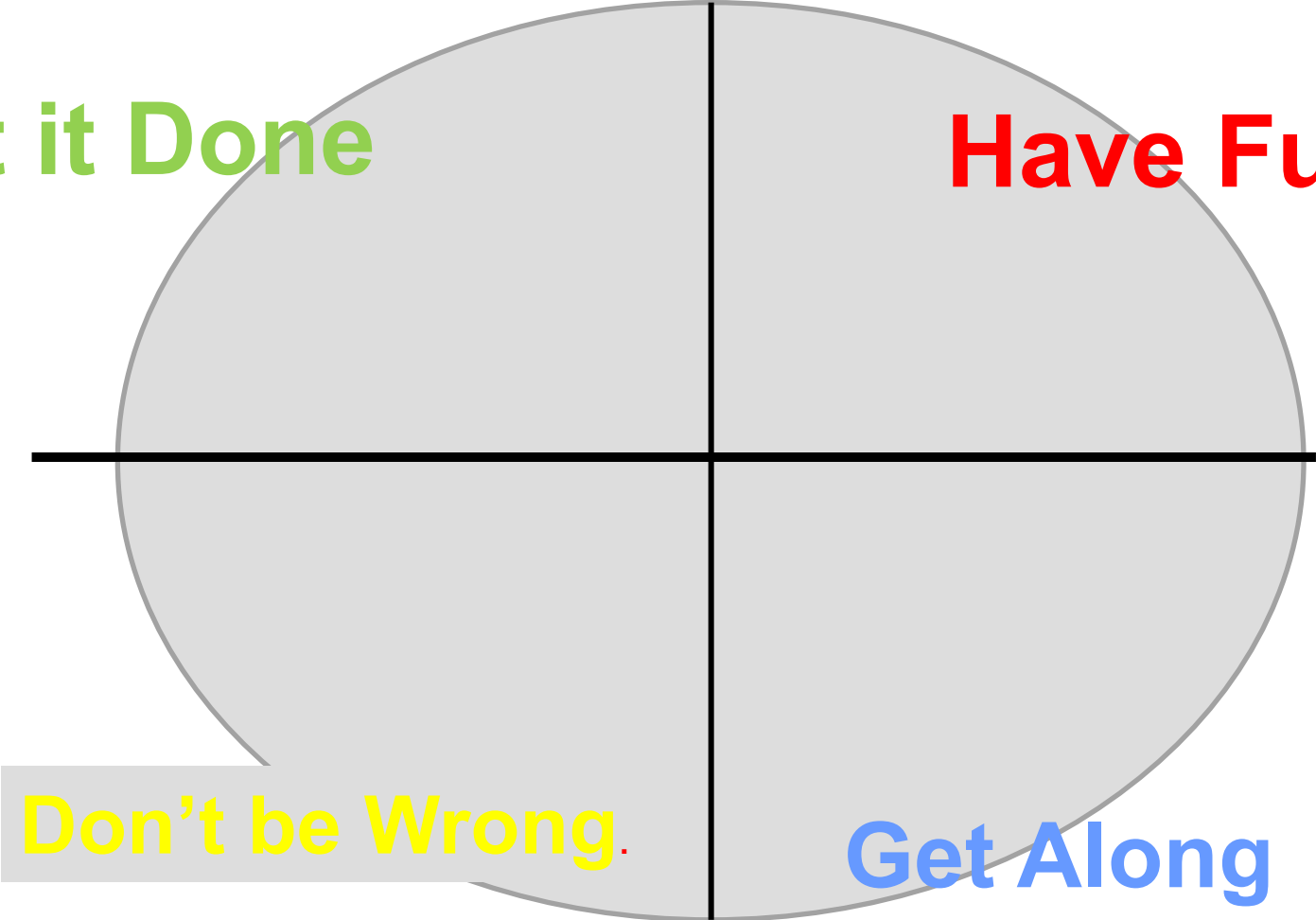


Get it Done

Have Fun!

Don't be Wrong.

Get Along



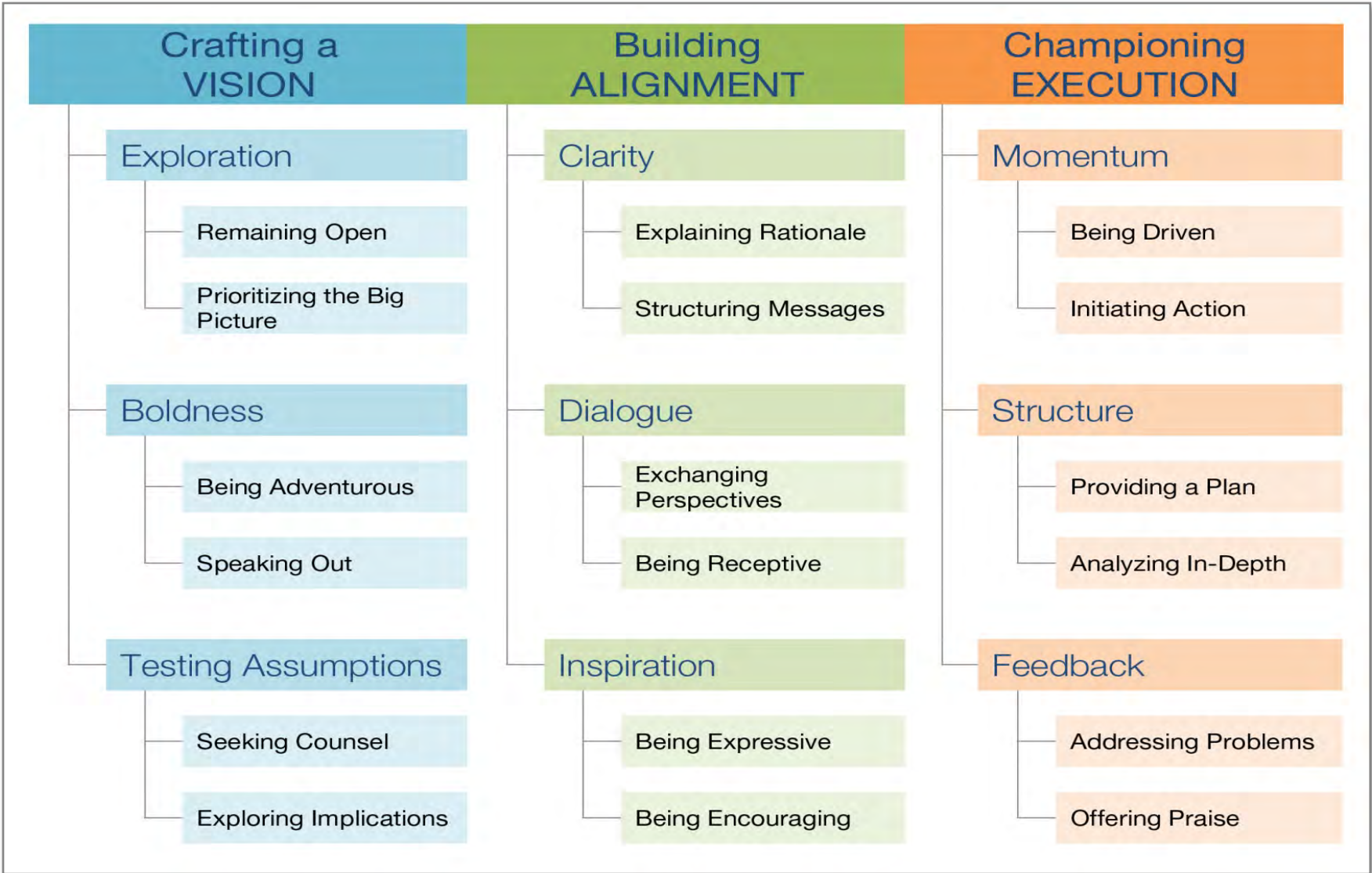
- Defines leadership as a one to many relationship,
- Focuses on developing preferred behaviors based on best practices.
- Id how your tendencies influence your effectiveness in specific leadership situations.
- Relevant for leaders at all levels.

3

9

18

The VAE Model



Crafting a shared vision must happen at ALL levels of the organization in ALL organizations.

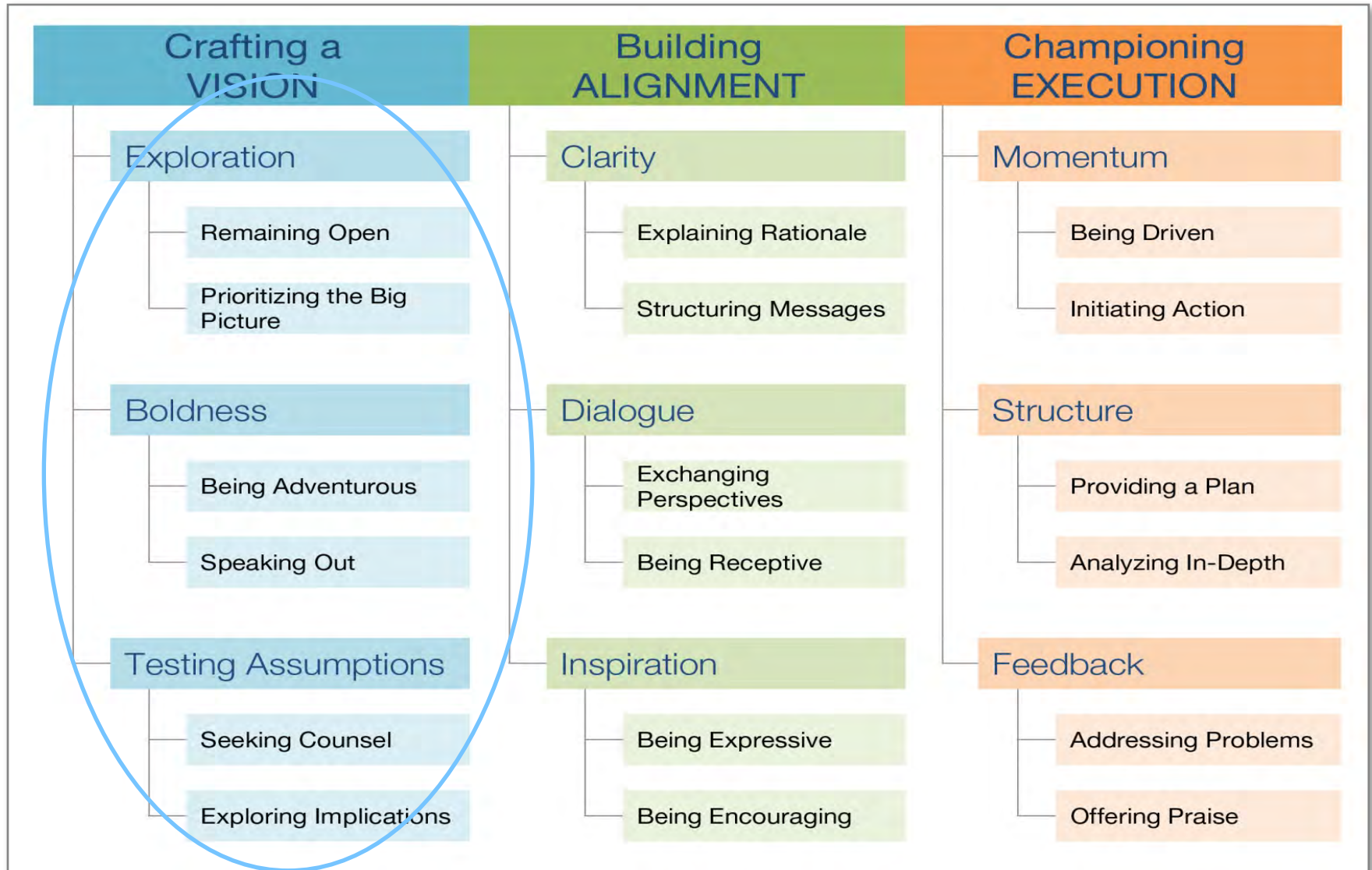
A silhouette of a person standing on the peak of a mountain, with their arms raised in a 'V' shape. The person is positioned directly in front of a bright sun, which creates a strong backlighting effect. The sky is a clear, vibrant blue with a few wispy white clouds on the right side. The overall scene conveys a sense of achievement, triumph, and reaching a goal.

Vision

From MIFFS.org

“By 2020 **beginning and underserved farms** will profitably supply 10% of all MI institutional, retail, and consumer food purchases (achieving this quantity while paying fair wages/returns to producers for the food)”.

Using the VAE Model



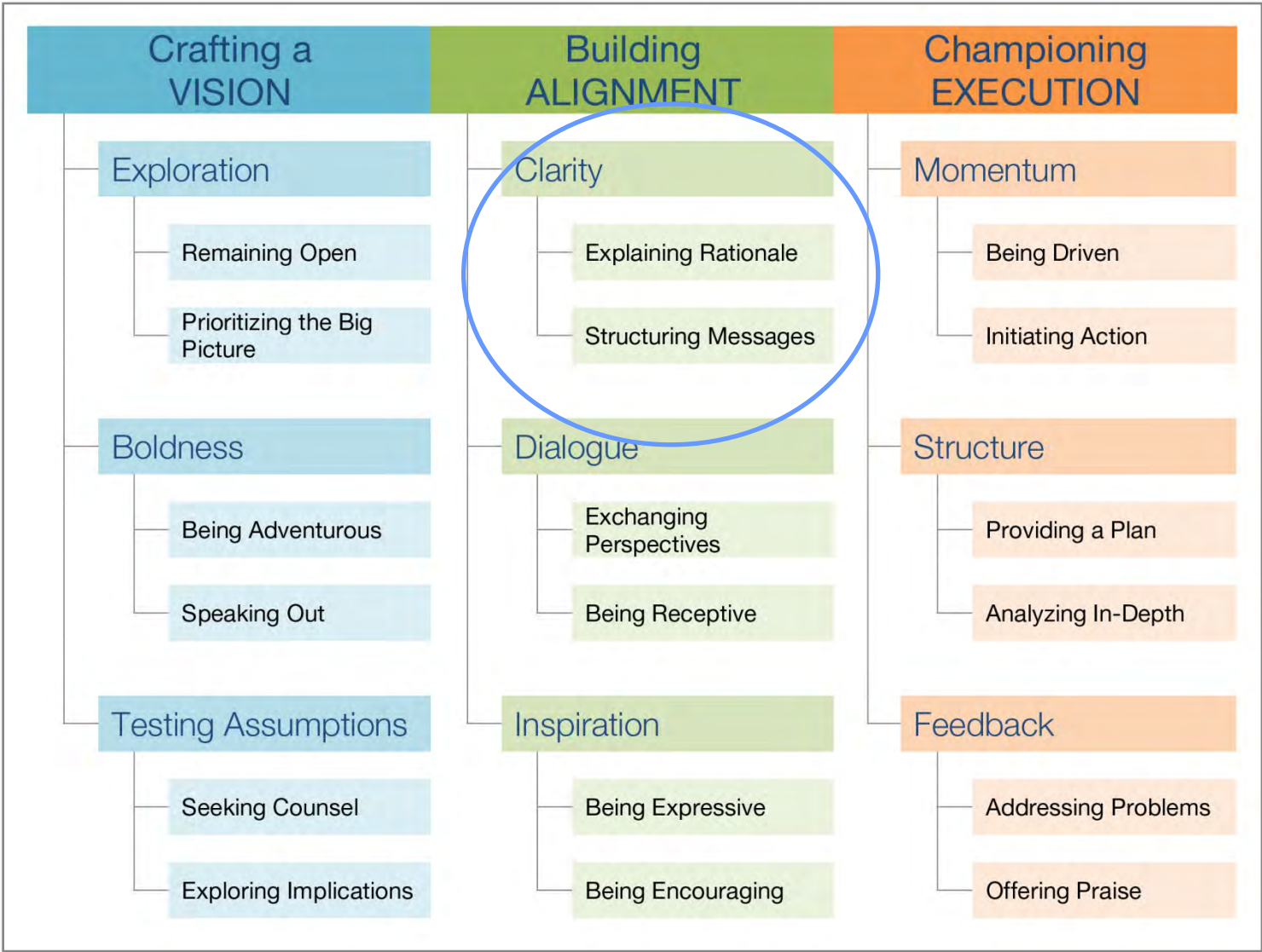
Alignment

Getting buy-in to the vision from those involved

- Clarity
- Dialogue
- Inspiration



Using the VAE Model



PH-WOL
Everything DISC® Work of Leaders™

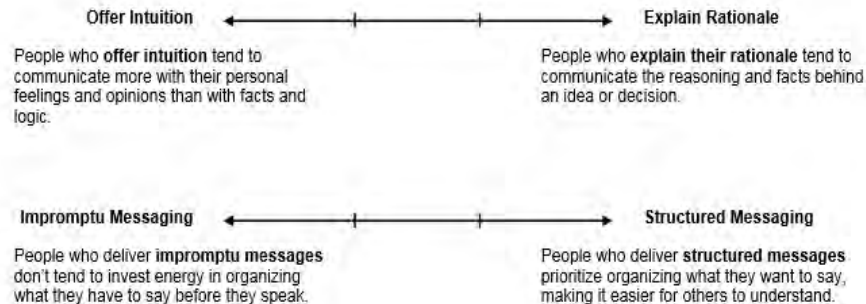


Dyad Activity: Build Alignment and Champion Execution

Alignment > Clarity

When communicating with others, it's important to deliver a rational, well-structured message. Some leaders struggle with translating their great ideas into words. Others stray from the topic or miss important points. If people don't understand the vision, how can you expect them to get on board?

With a partner, plot your positions as shown in your Work of Leaders Profile (pg. 13) on the two continuums and compare/contrast the challenges you might face 1) in your own organization and 2) if you were collaborating on the achievement of a GFC goal. Circle the best practices for these behaviors.



NOTES:

Clarity in Healthy Organizations

Also powered by DiSC



Cohesive Leadership Teams



The Five Behaviors of a Cohesive Team™ Model

Execution



Momentum

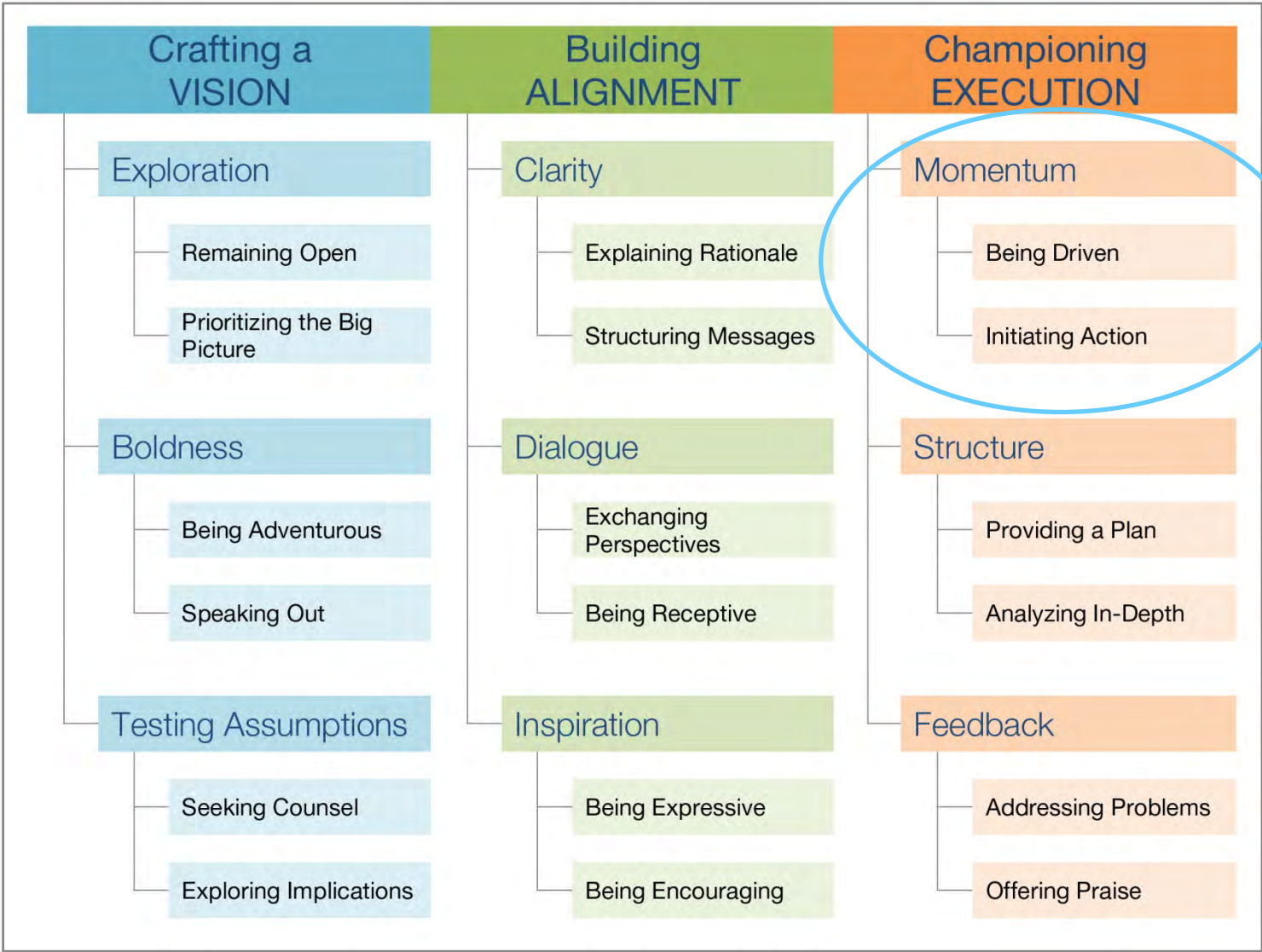


Structure



Feedback

Using the VAE Model



PH-WOL
Everything DISC® Work of Leaders™

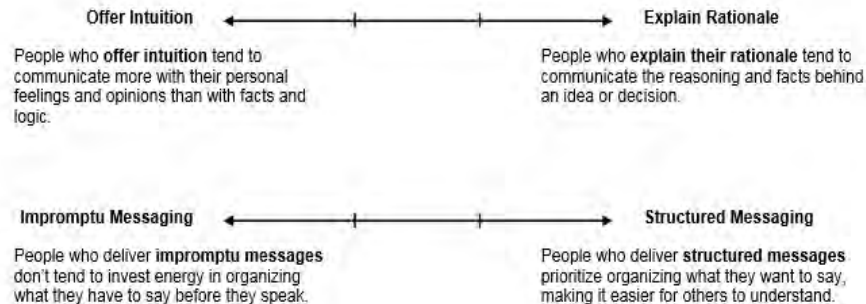


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NOTES:

Craft a Vision

- all levels
- most practiced

Build Alignment

- all levels
- most overlooked

Champion Execution

- all levels
- most obvious

WORK OF LEADERS
PROFILE

JULIE STRAW MARK SCULLARD
SUSIE KUKKONEN BARRY DAVIS

The Work of Leaders

How **Vision, Alignment, and
Execution** Will Change the
Way You Lead

Foreword by **Dr. Bernard W. Franklin,**
Executive Vice President/Chief Inclusion Officer, NCAA

WILEY

08, 2013

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PH-WOL

Notes: The Work of Leaders

How will this session change the way you lead?



DiSC® and Leadership Summary

Everything DiSC Work of Leaders Profile connects to real-world demands, generating powerful conversations that provide a clear path for action.



The DiSC model helps you understand

- Your leadership priorities
- The story of your dot



Closing Activity: Crossover & Pass

- On a 5 x 7 card, print one thing that you learned from this session (no names).
- Bring your card to the circle
- Begin with card in your right hand.
- Pass to your left, take card from person on your right.
- Read
- Repeat.

Table Activity: VAE Drivers

Inspiration

Momentum

Vision

Boldness

Alignment

Feedback

Execution

Exploration

Clarity

The Learning Connection

