



1



2

How did I get here?

- ❖ I think I kind of know.
- ❖ Life put me in different contexts, personal and professional, where unconsciously or maybe consciously, I showed some type of leadership skills.
- ❖ I ended up taking the lead in projects or tasks because there were no volunteers.
- ❖ I was officially named or assigned the role of coordinator/ director/ person in charge because of my results, charisma and ways to convince people to do things.
- ❖ I think I knew, at some point, that I was becoming a leader.

✓ How did you end up being a leader?

3

Concepts

- ❖ Leadership
- ❖ Types of leadership*
 - ❖ Commanding (Demand compliance)
 - ❖ Visionary (Mobilize towards vision)
 - ❖ Affiliative (Build emotional bonds)
 - ❖ Democratic (Create consensus)
 - ❖ Pacesetter (Expect excellence)
 - ❖ Coaching (Develop for future)
- ❖ Humanist

✓ Do you know the type of leader you are?

*Goleman, D. (2000). Leadership that gets results. Harvard Business Review

4

Tools

- ✓ Self-awareness
- ✓ Leadership style test
- ✓ Emotional intelligence test
- ✓ Workshops and conferences
- ✓ A 360-degree evaluation
- ✓ Feedback sessions
- ✓ Informal observations: myself, my leaders, my colleagues, my supervisees

✓ What other tools have you used?

5

Personal experience

My own leadership style:

- ✓ Humanist (people in the center)
- ✓ A mix of Goleman's styles because...
 - ✓ I enjoy working with people to give positive results.
 - ✓ I enjoy working with people to align goals.
 - ✓ I like to create and reinforce emotional bonds.
 - ✓ I like to take some decisions democratically.
 - ✓ I like accompany people to obtain better results.
 - ✓ I strongly believe in developing talent for the future.
- ✓ Incorporation of the "best" practices and the "not so good" practices from my previous and current leaders.

✓ How do you define your own leadership style?

6

Nonstop improvement

- ❑ Lead **congruently**.
- ❑ An **effective** and **assertive** leader **always** keeps trying.
- ❑ **Observe** others to become a **better** leader.
- ❑ **Adapt** your **leadership** to the **situation(s)** you are facing.
- ❑ **Leadership** starts by **learning to manage**: 1) **yourself**, 2) your **leaders**, 3) your **colleagues** and 4) your **supervisees**.
- ❑ **Express gratitude** for every **learning opportunity** because failure means **growth**.
- ❑ A **humanist** leader earns authority and **respect** when **leading by example**.

7



8