



Indiana University's Outdoor Center

"Inspiring others to lead"

In an era of change coupled with fiscal challenges the demands on organizations increase. We are used to the corporate mantra of "more with less" and increasingly as the public sector is influenced by budget cuts at both national and local levels the scarcity of resources becomes greater. At the Corporate level the poor economy coupled with low profit margins is creating lay offs, early retirements and many jump start programs for business to stay alive.

In the midst of all this many of us are challenged daily by the need to do more with less. Many of us look at our work load and wonder how we will ever get it all accomplished. We have resources, good people in place but somehow we find ourselves fighting fires, not fully optimizing the potential of people and often become stressed. You might say counterproductive behaviors.

To say, empower employees, may seem to simplistic, and yet if we can inspire our staff and volunteers to see the bigger picture of who we are, where we are going, and to better understand their role in all of that, provide the support, encouragement and motivation we can accomplish great things.

This workshop today will allow you to explore some aspects of leadership for yourself as well as think about how to inspire others for continued success.

Quotes on Leadership:

“Management is doing things right, leadership is doing the right things”
Warren Bennis

“ People will never attain what they cannot see themselves doing”
Karen Ford

“ The word impossible is not in my dictionary” Napoleon Bonaparte

“ No vision, no passion” Daniel Goleman

“ I have a dream” Martin Luther King, Jr.

“ These are the hard times in which a genius would wish to live. Great necessities call forth great leaders” Abigail Adams 1790

“ If you can dream it you can do it” Walt Disney

“ If you are thinking anyway you may as well think big” Donald Trump

“ Fail to honor people, they fail to honor you; But of a good leader, who talks little, when his work is done, his aim fulfilled, they will all say, We did this ourselves”
Lao Tzu

Leadership Practices Inventory

This instrument developed by James Kouzes and Barry Posner is an instrument which identifies 5 prime characteristics of Leadership and allows participants to assess their level of familiarity with those characteristics.

The intent of this instrument today is give you all a quick look at yourself as you begin to think about how to inspire and maximize the potential of people around you.

The questions will be shown on the screen and you need to place a # for your response level on the scoring sheet below.

Rating scale responses:

1 = Almost Never

6 = Sometimes

2 = Rarely

7 = Fairly Often

3 = Seldom

8 = Usually

4 = Once in a while

9 = Very Frequently

5 = Occasionally

10 = Almost Always