



ELIAS UNIVERSITY

Leadership ~ Career
Looking Toward the Future

Presented by Elias University

Facilitated by Janine Elias

About Janine Elias

- HIGH SCHOOL DROPOUT
- ENTREPRENEUR ~ LICENSED COSMETOLOGIST
- CORPORATE TRAINER
- PROFESSOR
- CONSULTANT ~ COACH ~ RELATIONSHIP EXPERT
- GREIF RECOVERY SPECIALIST ~ TRAUMA CERTIFICATION
- FOUNDER AND PRESIDENT ERA NOW ELIAS UNIVERSITY
- NATIONAL BOARD CERTIFIED HEALTH AND WELLNESS COACH
- WIFE ~ DOG LOVER ~ BEACH ENTHUSIAST ~ CHOCOLATE LOVER
- TRANSFORMATIONAL LEADER



Setting Our Intention

Gratitude ~ Safety ~ Curiosity

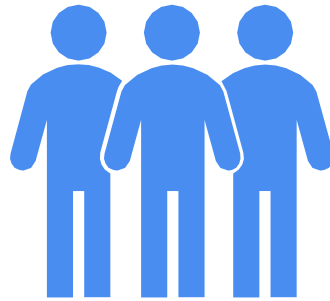
What do you hope to experience today? What do you want to be sure to get?

What is your intention? What is your personal intention? Intention within the group?

What intention do you wish to set for our adventure together today? Example; “I will be present, open, and understanding. I commit to engage and encourage my peers.”

Get to Know Each Other:

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- Name
- Where you live/from
- Career Interest
- Hope to get from today
- Something about you; hobbies, favorite desert, music

Objectives for Today's Experience



Learning Objectives:

Participants will:

- Have a frame of reference between Leadership and Management
- Understand formal and informal leadership
- Explain the difference between formal and impromptu coaching

Leadership Development: The Personal Side

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- Developing yourself is an essential part of the leadership process. At the core of leadership development is self-development.
- As an acting or aspiring leader you are a role model for followers and peers to emulate. Thus, when you as the leader show you are willing to:
 - Receive and use feedback
 - Change and adapt to new information and experiences
 - And you demonstrate the ability to learn from both your successes and failures
 - You than become an inspiration and role model for your followers and peers.

Leadership Development: The Personal Side

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- Leadership development is a personal journey — it may have a different destination and a different schedule for each person.
- Some have begun their journey, while others have yet to consider the direction to take, or to even consider that a direction should be contemplated.

TRANSACTIONAL LEADERSHIP



Transactional leaders display behaviors associated with constructive and corrective transactions.



The *constructive* style is labeled contingent reward and the *corrective* style is labeled management-by-exception.



Transactional leaders define expectations and focus their attention on performance to achieve desired results.



Contingent reward and management-by-exception are two regularly associated with 'management' functions in organizations.

Contingent Reward (CR)

Transactional contingent reward leadership clarifies expectations and offers recognition when goals are achieved.

Provides clarification of goals and objectives while giving recognition once goals are achieved.

Ideally believed to result in individuals and groups achieving expected levels of performance.

PASSIVE/AVOIDANT BEHAVIOR



Another form of management-by-exception leadership is more passive and "reactive": do not respond to situations and problems systematically.



Passive leaders avoid specifying agreements, clarifying expectations, and providing goals and standards to be achieved by followers.



This style has a negative effect on desired outcomes—opposite to what is intended by the leader-manager.



In this regard it is similar to laissez-faire styles—or "no leadership." both types of behavior have negative impacts on followers and associates.



Accordingly, both styles can be grouped together as 'passive-avoidant leadership'.

Transformational leadership is a process of influencing in which leaders change their followers awareness of what is important, and encourage them to see themselves and the opportunities and challenges of their environment in a new ways.

Transformational leaders are proactive: they seek to optimize individual, group and organizational development and innovation, not just achieve performance "at expectations." They convince their associates to strive for higher levels of potential as well as higher levels of moral and ethical standards.

TRANSFORMATIONAL LEADERSHIP

Charisma/Inspirational - Provides followers with a clear sense of purpose that is energizing; a role model for ethical conduct which builds identification with the leader and his/her articulated vision.

Intellectual Stimulation - Gets followers to question the tried and true ways of solving problems; encourages them to question the methods they use to improve upon them.

Individualized Consideration - Focuses on understanding the needs of each follower and works continuously to get them to develop to their full potential.

Pulling it All Together

What is coaching?

Clarification of the Distinctions Between:

Therapy: addresses mental illness

Consulting: expert advice

Mentoring: expert guidance

Impromptu Coaching: unsolicited direction

Formal Coaching: thought partner

International Coach Federation

ICF's Philosophy of Coaching:

Coaching honors the client as the expert in his/her life and work and believes that every client is resourceful, creative, and whole. Based on this foundation, the coach's responsibility is to:

- Discover, clarify, and align with what the client wants to achieve.
- Encourage client self-discovery.
- Elicit client-generated solutions and strategies.
- Hold the client responsible and accountable.

Who is the International Coach Federation (ICF)?

International Coach Federation (ICF), currently the largest professional coach association in the world operating in over 100 countries. ICF has over 20,000 members.

Working toward the professionalization of the field of coaching.

Three levels of coaching Certification

Visit Their Website for more detailed information about their contribution to the field of coaching.

<https://coachfederation.org/>

Coach Specific Hours

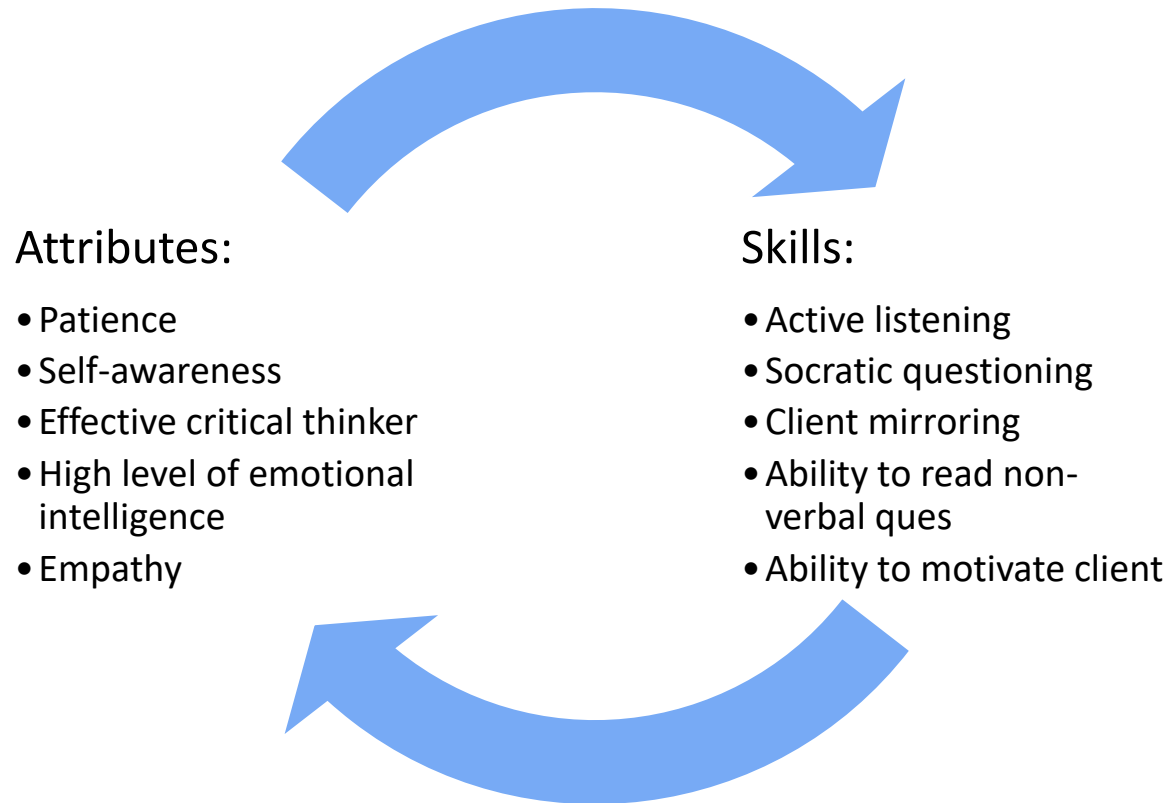
Nature and Scope of Coaching

The Coaching Client: is someone who wants to reach one or more of the following:

- A higher level of performance
- Develop a new or improved skill
- Increased emotional intelligence
- Improved relationships and communication
- Increase learning
- Are looking for some area of increased personal/professional satisfaction.

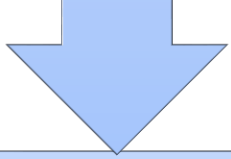
The coaching client is not seeking assistance with a psychological disorder.

Skills and Attributes of an Effective Coach

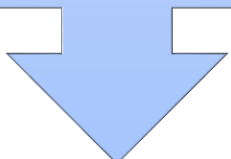


Question to Think About

What type of leader will you be?



What area of work are you interested in? Who can you talk to that can tell you more about that work?



What 3 things can you do today to help you on your career path?



Thank you for choosing Elias University for your continuing education needs.
We are honored to share in your journey.

Thank your for your participation!

References

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