One Size Fits Few: Leadership Strategies for Success

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Coming Together Is a Beginning; Keeping Together Is Progress; Working Together Is Success!

-Henry Ford

Generational & Lifestyle Differences
**Millennials** (born 1978-2002)
- Individuals born between Shaped by parental excesses & technology
- Grew up as the first children with schedules and with helicopter parents protecting them from the “evils of the world”
  - Dakota Fanning, Justin Bieber, and Selena Gomez

**Generation X** (born 1965-1980)
- Latchkey Kids (divorce and moms working) meant they cared for themselves and set their own schedule
- Grew up in an era of financial, societal and relational uncertainty; Skeptics (lying politicians and divorce)
  - Source: Time Magazine, March 29, 2012
  - George Clooney & Jodie Foster

**Baby Boomers** (born 1946-1964)
- Civil Rights, Vietnam War, the Sexual Revolution & Space Travel
- Were promised and pursued the American Dream;
- Greedy, Materialistic and Ambitious
  - Source: Time Magazine, March 29, 2012
  - Oprah Winfrey & Bill Gates
Challenges?

Opportunities?

Leadership
When you think about Leadership How would you describe it in 5 words or less?
Leaders Are...
- Image Makers and Marketers
- Recruiters and Selectors
- Orienters and Modelers
- Developers and Empowerers
- Motivators and Coaches
- Rewarders and Counselors

The Best Places are Where….
- People are valued
- Ideas count
- Needs are met
- There is potential for growth
- Rewards recognize ALL who have contributed to the organizations success

The Top Ten Mistakes Leaders Make (H. Finzel)
1. The Top-down Attitude
2. Putting Paper-work before People-work
3. The Absence of Affirmation
4. No Room for Individuals
5. Dictatorship in Decision-Making
6. Dirty Delegation
7. Communication Chaos
8. Missing the clues of Culture
9. Success without Successors
10. Failure to Focus on the future
Leading Together By...

- Transforming the Organization’s Vision
- Collaborating with others to enhance success
- Restructuring to Achieve Results
- Rewarding Positive Contributions

Successful Leaders …

- Celebrate celebrations--baby steps towards success--theirs and others.
- Shake the world--Take Control!
- Read-Read-Read!
- Go back to where they lost themselves
- Re-find-Refresh-Renew
Successful Leaders…
- Network
- Establish Goals
- Position for the future
- Ask themselves...Where have I been? Where am I now? Where do I need to be?
- Are Authentic

Successful Leaders…
- Balance--Physical, Spiritual, Mental!
- Never Stop Searching!
- Transform their Organizations!
- Have fun--lighten up!
- Lead with Authenticity
- Know themselves
- Identify barriers

Diversity
When you use the term “Diversity” what does it mean to you?
What is Diversity and Inclusion?
‘Diversity is the Mix. Inclusion is making the Mix Work!’  
Andres Tapia

Why Diversity?
- Diversity makes strength; we need people with different skills. Best way to deal with change is to have people with different skills—we all have something to offer that is unique!
Sources of cultural success
Source: Bolman & Deal, Reframing Organizations

- How someone becomes a group member is important...
- Diversity provides a team’s competitive advantage...
- Examples, not command, holds a team together...
- A specialized language fosters cohesion and commitment...

Activity

Sources of cultural success
Bolman & Deal, Reframing Organizations

- Stories carry history and values and reinforce group identity
- Humor and play reduce tension and encourage creativity
- Ritual and ceremony lift spirits and reinforce values
Diversity

‘The Art of Thinking Independently Together’
Malcolm Forbes

Why do we need different people with different skills and talents?

Your Cultural Bag contains the essence of who you are...
- It shapes the lens through which you Lead and see the world...

- Work
- Economics
- Traditions
- Food
- Music
- Customs
- Values
- BELIEFS
- Politics
- Hobbies
- Life-style
- Religion
- Education
What are Values?

- Values vary from Culture to Culture and from Person to Person, they are the standards we use to determine whether something is “Right” or “Wrong.”

VALUES

- When you violate the values of the organization or the values of people you work with, you do a poor job
- To plan successfully, you must consider the needs of the different types of people within the organization you are serving

Cultural Understandings

- Identify potential resources and expertise
- Explore many solutions while recognizing different values and varying opinions in the organization
- Know the informal networks or the “grapevines”
- Understand the inner working of the organization