

Leadership Practical Applications for Applied Technology Students

October 30, 2019



AGENDA

- Leadership - What Does it Mean?
- How Best to Address Your Questions on Leadership - Talk!
- What Can You Do Next?

WHY AM I HERE?

- **History of me:**

- Active within IT industry for over 25 years - focus on telecom
- Held differing horizontal roles within multiple organizations
- Rose through a number of vertical roles within multiple organizations
- Have diverse experience leading multi-disciplined teams
- Working with Humber College for past 3 years as guest lecturer

- **Why am I here:**

- “Pay it Forward” by passing on insights and knowledge to the next generation of business leaders



WHAT ARE YOUR TAKE AWAYS?

- **What is the purpose of the talk:**

- My job today is to challenge your thinking and ask you to think about leadership in a focused multifaceted way
- Questions to ask: If you were leading a team in the IT space - How would you act? What would you do?

- **My goal:**

- Through the discussion, I would like to influence and challenge your current viewpoints on leadership using your viewpoints coupled with my industry experience



YOUR BENEFIT

- Provide you alternative options to consider as you go through your leadership challenges
- Focus on a mindset of continuous learning as it applies to leadership



LEADERSHIP - YOUR PERSPECTIVE

- **What does leadership mean to you?**



- **Are these images good representations of leadership?**
- **What does each picture mean to you?**

WHAT IS LEADERSHIP

- **From John P. Kotter in “What Leaders Really Do”, Kotter defines leadership as:**

- The act of **leadership** is learning how to cope with change
 - Leadership involves setting direction - Picture on Left
 - Leadership involves aligning people - Picture in Middle
 - Leadership provides motivation - Picture on Right
- The act of **management** is learning how to deal with complexity
 - Management involves planning and budgeting
 - Management involves organizing and staffing
 - Management provides control and solves problems



RESPONSIBILITIES OF LEADERS

- **From Ronald A. Heifetz and Donald L. Laurie in “The Work of Leadership”, Heifetz and Laurie state the responsibilities of leaders are to provide:**

Direction

Protection

Orientation

- **In addition, leaders also need to:**

Manage Conflict

Shape Norms

LEADERSHIP TRAITS

- From Jim Collins in “Level 5 Leadership”, Collins states the key to Level 5 Leadership is to exhibit:



ACTIVE DISCUSSION

- **Framework**

- Ask a question that you feels pertains to IT leadership or management
- My answer will state whether the answer leans more towards leadership or management - if applicable
- My answer will state which responsibility category it would be targeting - if applicable
- Focus will be on traits of Level 5 Leadership
- Some questions may not fit directly within the framework - but can still be “tagged” based on response

- **Why this Approach?**

- This approach will help guide you in whether the question you are asking is question of leadership or one of management - that way you can explicitly see how leadership and management differ
- Showing a targeted responsibility category can provide you with an example to discern what approach to take if you encounter a similar situation in the future

COFFEE TALK TIME

SOME EXAMPLE QUESTIONS

- Q1: Can you name a person who had a big impact on you and why you think that person is a leader?
- Q2: As a leader what is the best method that you use to differentiate between strategies and tactics?
- Q3: Have you ever been through that phase where you have met a team member who was better than you? And how did you react as a leader?
- Q4: Apart from work, how do you play a leadership role in personal life?
- Q5: People say “Employees don’t quit their job, they quit their boss” - what does that mean?
- Q6: How would you describe your leadership style given the diversity of the Canadian workforce?
- Q7: As a leader, how do you handle change, what do you do to lessen the impact to your team?
- Q8: From your own personal experience, do you believe leadership is for everybody and that it is the quality every single person can cultivate?

LEADERSHIP LESSONS

- There are many ways to define leadership - find a definition that fits for you
- Know the difference between leadership and management, both are equally important!
- Remember your responsibilities as leaders!
- Leadership can only be experienced, push yourself to be in as many 'uncomfortable' positions to test your performance and take learnings from the experience

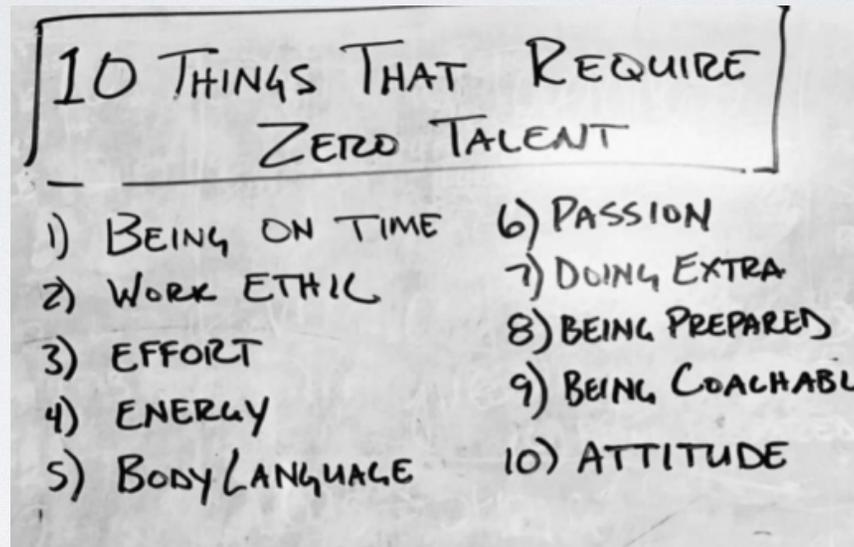


NEXT STEPS

- Leadership is not what you know or your title but what you action so take every opportunity to practice your leadership skills - you can only get better
- Remember “Leadership is an action, not a position.” Donald McGannon



LAST WORD ON LEADERSHIP



There is more to success than just leadership

THANK YOU

- Any further questions?

