



THE EMOTIONALLY INTELLIGENT LEADER

Alberta Municipal Supervisors
Association AGM & Convention

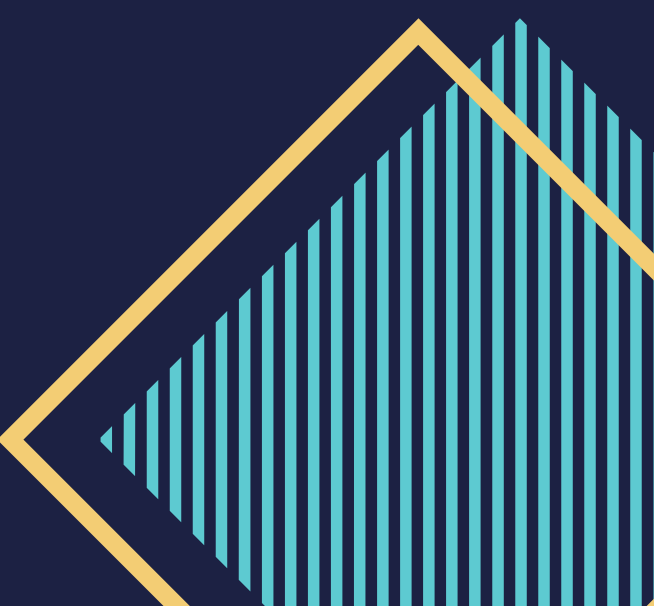


WORKSHOP OUTCOMES

- Leadership Biases
- Growth and a Fixed mindset
- Manager vs Leader
- Explore the four domains of emotional intelligence



LEADERSHIP BIASES

1. What are qualities and behaviours leaders should have & demonstrate?
 2. Are these qualities and behaviours someone is born with or can they be learned and developed?
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FIXED VS GROWTH



FIXED MINDSET

List behaviours, characteristics, traits of a supervisor who has a fixed mindset

GROWTH MINDSET

List behaviours, characteristics, traits of a supervisor who has a growth mindset



FIXED MINDSET

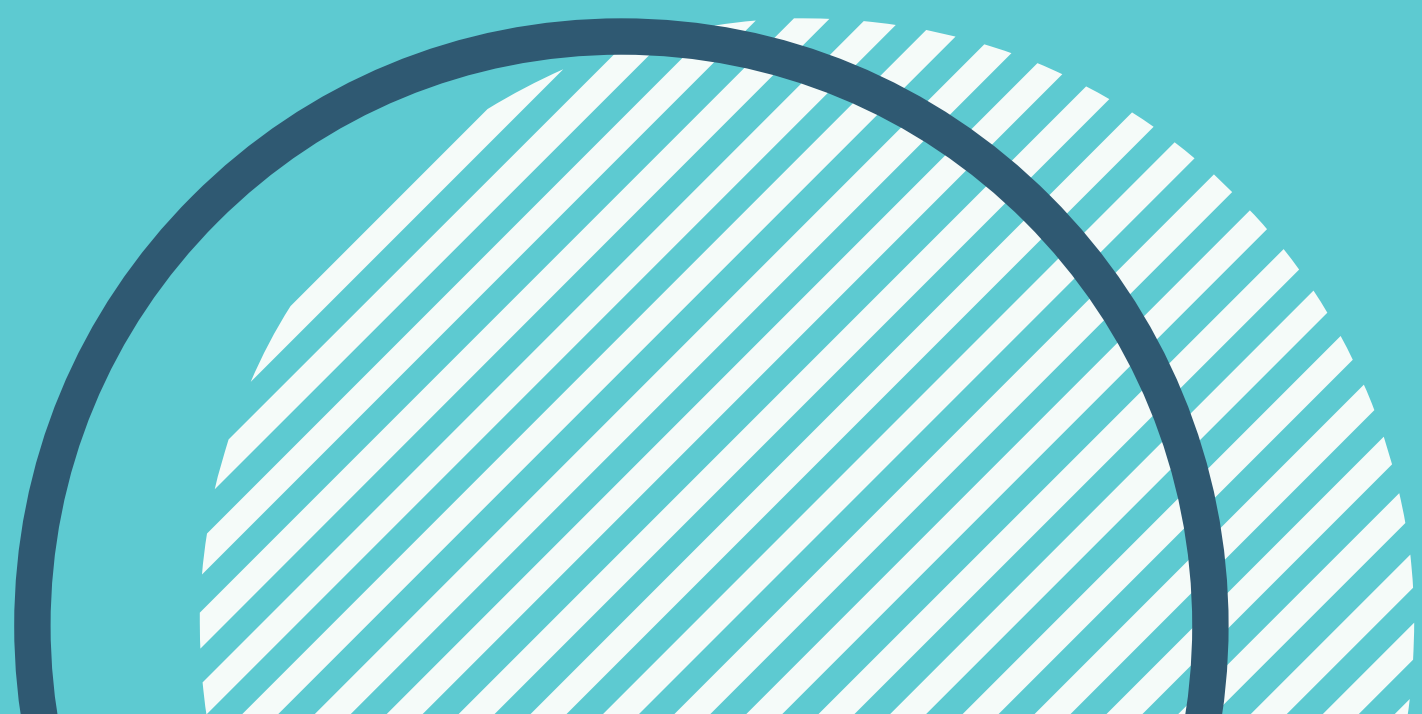
- Talent, ability, and intelligence is innate
- Effort and failure is unacceptable
- Labels: superstar vs. lazy
- Lee Iacocca

GROWTH MINDSET

- Talent, ability, and intelligence can be developed
 - Believe in human potential
 - Don't label
- Failure is to learn how to succeed
 - Ricardo Semler



CONSEQUENCES OF BELIEVING LEADERSHIP IS INNATE

1. Recruit "natural born leaders"
 2. Don't put effort in developing leadership
ability
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**WHO ARE YOU AS A
SUPERVISOR?**



WHAT'S THE DIFFERENCE?

MANAGER

LEADER

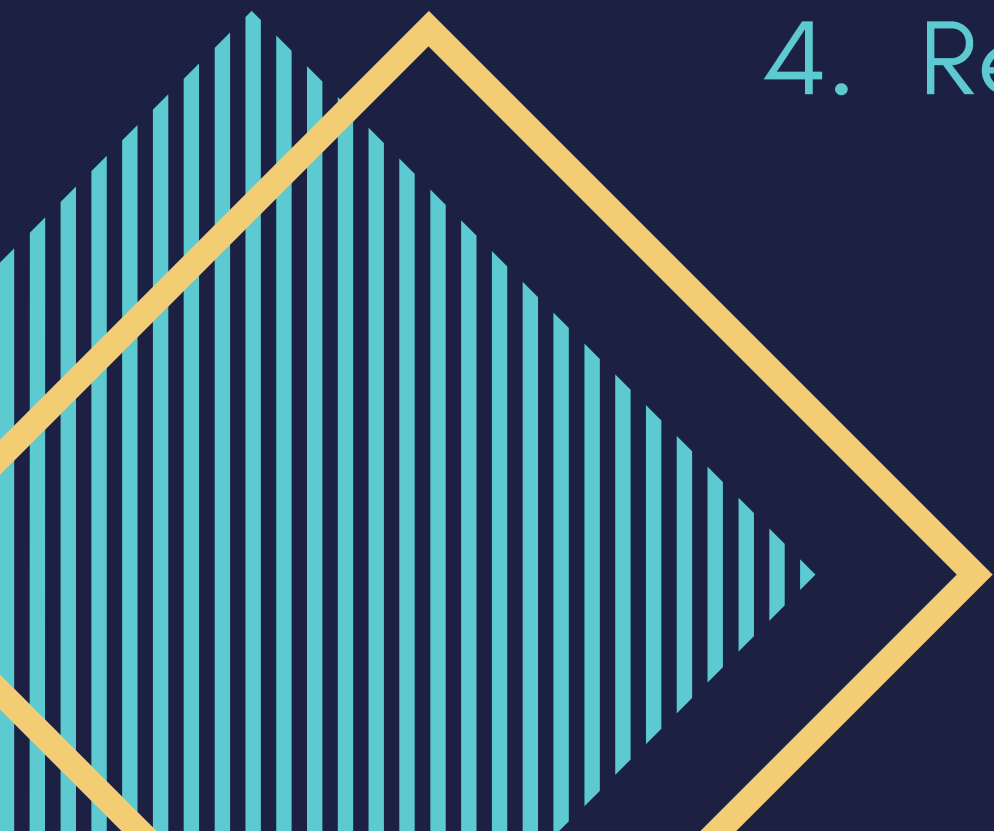
MANAGER COMPETENCIES

- Systems Thinking
- Controlling Assets
- Overseeing Systems and Processes
 - Achieving Results



LEADERSHIP COMPETENCIES

1. Self-Awareness
2. Self-Management
3. Social Awareness
4. Relationship Management





SELF-AWARENESS

1. Emotional self-awareness
2. Accurate self-awareness
3. Self-confidence

SELF-MANAGEMENT

1. Self-control & discipline
2. Transparency & trustworthiness
3. Resiliency & agility
4. Initiative
5. Hope



SOCIAL AWARENESS

1. Empathy & compassion
2. Organizational awareness
3. Service

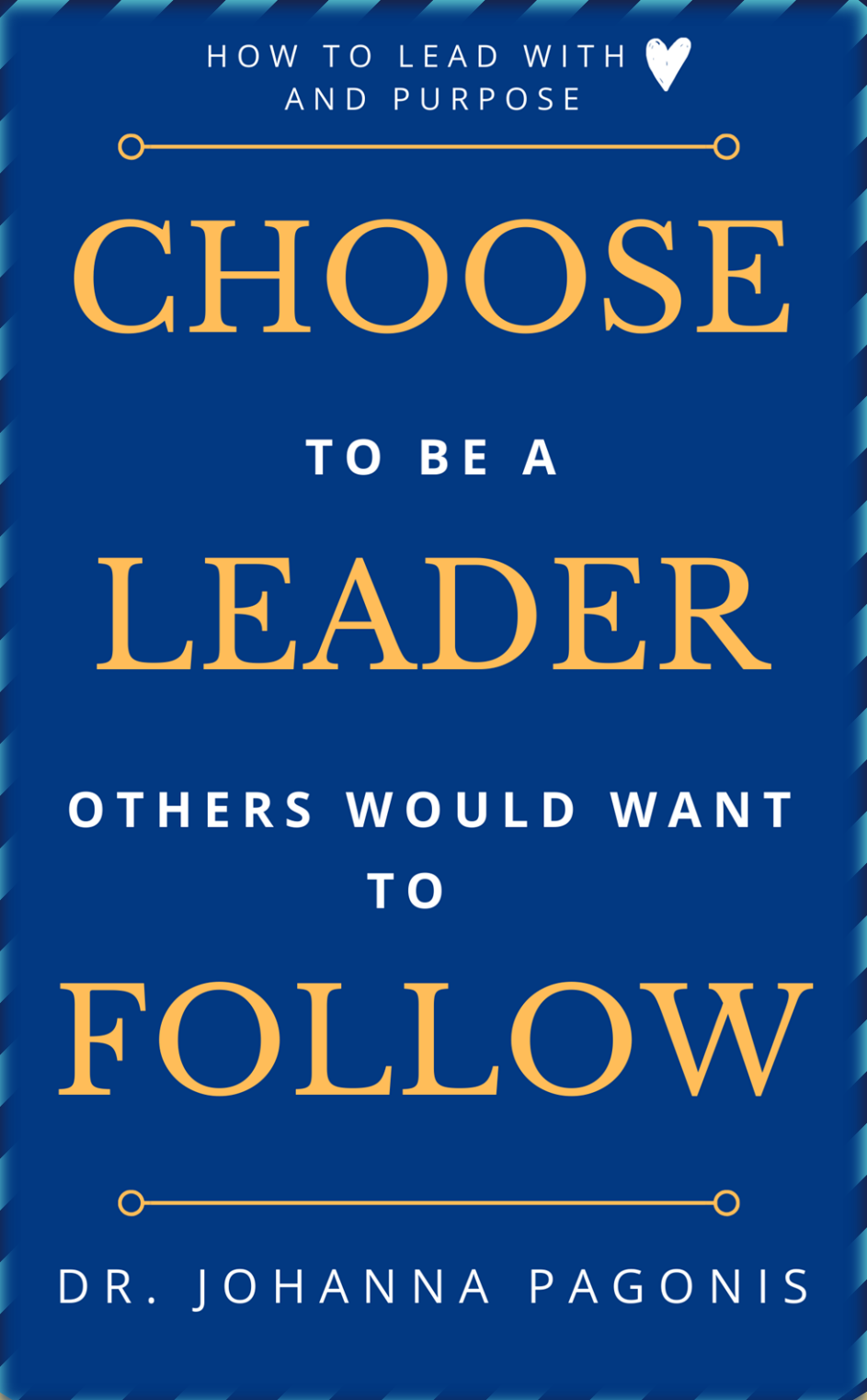
RELATIONSHIP- MANAGEMENT

1. Influence
2. Trusting relationships
3. Conflict management
4. Teamwork & collaboration

NEXT STEPS

- How will you inspire your team towards excellence?
- How will you create a climate of possibility?
- How will you measure success in your leadership growth and leadership development in others?

READY TO LEARN MORE?



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