



Lesson #12
**Your Leadership Compass
and
Graduation Celebration**

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This Week's Objective

Something we call “Your Leadership Compass” – a chance for you to step back and assess the direction of your leadership and where it aligns on a daily basis.

You end up where you are headed

We know as a woman you rarely have difficulty in asking for directions. This week is an example of a leadership assessment that you will most likely be comfortable with.

Imagine if I were to call you this afternoon and ask you about your interest in speaking for a women's group. I knew you were someone who kept her self-awareness high and who had a sense of where her strengths and weaknesses were. OBTW – you don't need to be an expert in a certain subject matter to be a speaker. Au contraire. Sharing your personal experience is always refreshing, whether it has been a world-renowned story or something from your little corner of the world. People love to hear personal experiences, especially failures.

A few years ago someone asked me to speak on a panel for a women's leadership conference, and I was asked to summarize what I felt were the most critical characteristics of effective leaders. Well, there are a million different answers to that one, based on who you are and where you have been. I will give you my three ... and I suggest you try these on for size, then I invite you to write *your* compass for your own personal answer.

What do you intend?

Clear daily intent

What do you tolerate?

Define what you tolerate each day

What are your choices?

Be aware of daily choices

Intend:

The last two months of your Skirt Studies experience has provided you with (hopefully!) frequent opportunities to induce others at work and in your sphere of influence. For this lesson, consider what occurs daily – y’know – stuff that may happen to you. Perhaps not on a regular basis, but something you can think of as a personal experience. An example might be: I have intended to be more self-conscious of how I engage others in cooperative activities with me because I want them to eventually take more initiative without me. So, how clear has your intent been on that? Do they clearly have the picture? Other intent areas may be clearer conversations by explicitly stating your objective, rather than assuming others are on the same page, or intent about how group goals are defined.

What may be a couple of examples of ways you have interacted with others recently where you were leading, affecting, influencing, or shaping?

(Example: the team looked to me yesterday to set the overarching schedule for the Sanders project, and I jumped in with a plan to start us off.)

In these specific example(s), what was your intent when taking on the leader role?

(Ex: I just wanted to get it done; OR I was careful about listening to everyone's needs; OR I was positioning myself because I knew I needed to take the lead; etc)

How is this in alignment with what you would say was your intent at a macro level? In other words, was your intent and your resulting behavior what you would have wanted? How clear have you been with yourself and others? (*Ex: yes, I am all about just getting it done as a leader; OR yes, I have been more intentional about listening to other's needs because I tend to roll over people; OR no, I was positioning myself but I am not sure that was the ideal posture; etc).*

Tolerate:

You stand for what you tolerate. In the past two weeks, have there been any areas you have tolerated, thinking you were being flexible or avoiding conflict, that you feel you should have held the line for just a little more?

As you go forward, what are the guidelines for what you do tolerate and what is non-negotiable? Unethical behaviors are obvious, but what about more subtle occurrences? (Ex: I do not tolerate my employees making statements about someone else's value system and using it as a judgmental statement regarding something they did; OR some leaders find it wrong to let someone come to them with half-baked ideas and unfinished thoughts but I want to tolerate that because I see it as an opportunity to create something with someone else; etc)

Choose:

Your days as a leader are filled with what I call daily dilemmas, choices that can be tough. Questions that stare you in the face such as: Do I look over his shoulder or let him run with it? Should I give her details of the assignment or let her struggle through it? Do I act on what the customer's side of the story tells me, or what the employee is telling me? How far do I let her go without my intervention?

These may have some overlap with *intent* or *tolerate*. That's okay.

What are some of your daily choices? How conscientious have you been about the choice you have made and are there any you would like to adjust?

Now time for YOUR personal compass

Let's go back to where I hypothetically ask you to present at a conference your top three choices for the best characteristics of a great leader. Maybe they could be the same as the ones provided above (cheater), or you add/subtract from them.

Your compass – Your choice!

If you were to identify your three compass points, what would they be?

Name three

1

2

3



CHICK CHECK

A few questions to validate your feminine approach to this week's assignment. Let's use this week's Check as simply a review of any feminine approaches to your assignment. Did this assignment bring up any approaches different than you would have otherwise approached the characteristics of either the *Intend*, *Choose*, *Tolerate* compass, or your own?

My Ongoing RINGY-DINGY List

Items that come up throughout the course that you want to remember or task for yourself. Your "short list" of things that are working best for you or "AHA"s.

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↳

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Celebration – You did it!

You have earned your charm. Carol & Katie both congratulate you!

We also have a news bulletin for you ... you have earned a cute little charm!
Send your completion date to Katie@skirtstrategies.com, along with your feedback from the course, and we will let you know how you get one of those little charms!

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