



WELCOME TO OUR AUGUST LEADERSHIP DEVELOPMENT WEBINAR

Wisconsin Indianhead Technical College

THANK Y' ALL FOR JOINING US TODAY

- The Leadership Development and Human Resource Management Team at WITC welcomes you to today's session
- *Our Leadership Development 30 minute webinar objective: To share, develop and reflect on possible ideas and thought processes to generate next iteration Leadership and Supervisory Management practices.*
- Feel free to send any questions or comments that you have at any time during our Webinar using the BlueJeans Chat feature.
- Today's webinar session is being recorded and will be posted within 24 hours – witc.edu “webinars” in the search box from any page and click the first result, *Free Webinars*.

ABOUT US BEING THE SUPERVISOR – MANAGER – LEADER

- **Supervision means** that an individual is charged with providing direction and oversight for other employees. The successful supervisor provides recognition, appreciation, training and feedback to reporting employees.
- **Manager/Management means** to conduct the affairs of business, to have worked under control and to provide direction, to guide other employees, to administer and organize work processes and systems, and to handle problems.
- **Leadership means:** Creating a vision of where we are going and providing a beginning road map of how we will get there!

COACHING IN – OUT - UP

Coaching: **To transfer – supports** learner in achieving personal/professional goals through training, guidance, and ongoing support.

Creating a thought-provoking and creative process that inspires to maximize personal and professional potential” (1)

We coach to:

- ✓ Develop our talent/team
- ✓ Build relationships
- ✓ Direction – Expected direction
- ✓ Hold accountable – As stewards-how are we doing?
- ✓ + Results (2)

RESPECT IN OUR WORKPLACE.

- 54% of employees claim that they do not get regular respect from their boss.
- Employees that get respect from their leaders reported:
 - 56% better health and well-being,
 - 1.72 times more trust and safety,
 - 89% greater enjoyment and satisfaction with their jobs,
 - 92% greater focus and prioritization, and
 - 1.26 times more meaning and significance.
- Those that feel respected by their leaders were also 1.1 times more likely to stay with their organizations than those that didn't. (3) - HBR

ACTION STEPS TO CONSIDER ON OUR TOPIC THIS MONTH

Talk about the importance of respect in our workplace.

Ask how I can be more respectful?

Talk about the essence of our business – share our passion with stories.

Looking at things from the other team members perspective*.

Staying “out of judgement”*

Recognizing emotion in other people*

Communicate* with awareness

* [Brene Brown: Empathy](#)

IN HIS CLASSIC BOOK FROM THE LATE 1980S, *ALL I REALLY NEED TO KNOW I LEARNED IN KINDERGARTEN*, ROBERT FULGHUM SHARES HIS CREDO FROM WHAT HE LEARNED IN THE SANDBOX AT SCHOOL(5)

- Share everything
- Play fair
- Don't hit people
- Put things back where you found them
- Clean up your own mess
- Don't take things that aren't yours
- Say you're sorry when you hurt somebody
- Wash your hands before you eat
- Flush

TAKE A MINUTE TO COMMIT TO SOMETHING.....

- One action I can take/make happen starting today.
- Build a respect goal into my daily "to do" list
- Take the time to talk about respect today.....everyday.
- Use Kouzes & Posner Leadership checklist:
 - Model the way
 - Inspire a shared vision
 - Challenge the process
 - Enable others to act
 - Encourage the heart

THANK YOU

- Our next webinar is September 25, 2018: Transitioning from team member to team leader. (The Bud to Boss concept)
- Our fall 2018 Leadership Development and Human Resource Management courses have started.....second 8 week courses being in mid Oct.
- Your Choice Courses.
- Contact Liz Pizzi at liz.pizzi@witc.edu to discuss onsite training possibilities.
- Enjoy your autumn time and be great in all that y'all do!
- Thank you!

REFERENCES.....

- 1. Coaching: <https://www.google.com/search?q=definition+of+coaching+-transferring&oq=definition+of+coaching+-transferring&aqs=chrome..69i57.12713j1j8&sourceid=chrome&ie=UTF-8>
- 2: The coach by Stowell and Starcevich
- 3. [Half of employees don't feel respected by their bosses](#)
- 4 [Brene Brown: Empathy](#)
- 5 [Six Transformative Benefits of Respect in the Workplace](#)
- 6 . <https://blog.bonus.ly/6-transformative-benefits-of-respect-in-the-workplace>
- 7. From Bud to Boss: **Kevin Eikenberry, Guy Harris ISBN: 978-0-470-89155-1**